

# Adjustment of Married Working and Married Non-Working Women

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**ABSTRACT:** *The 21st century has witnessed a large increase in research on the newly emerging mental health issues in Working Woman each day and due to its global impact on the individual and on the society. Adjustment play very important role in married working woman which has turned into a major concern all over the world. It has not yet been understood very well. The present study aimed to find out the differences in level of Adjustment Pattern of Married Working and Married Non-Working Women. This study was a quantitative study with a cross-sectional design. 400 (Four hundred) married women in which 200 married working women and 200 married non-working women those living in the community in the age range of 30 to 40 years from different parts of Patna, Ara and Buxar areas. Marital Adjustment Scale and Bell Adjustment Inventory were used for data collection purposes. Finding revealed significant differences in Marital Adjustment Scale and Bell Adjustment Inventory scores between Married Working and Married Non-Working Women found. The present study concluded that employment in woman was closely related to their adjustment. Adjustments among married working women are different than married non-working women.*

**KEYWORDS:** *Woman, Employment, Marital Adjustment, Overall Adjustment, Marriage*

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## I. INTRODUCTION

The term working women alludes to a woman who gets paid to work outside the home and employed either public or private sectors of society with benefits of education, some working women have top positions in various sectors of the economy this means that they have found themselves playing the dual role of women and breadwinner. The concept of a married working woman is about a woman who is married and simultaneously pursues a career or job to make a living and/or for personal advancement. The married working-class women have to face several challenges both from their families and from their job environment. Non-working women also faces massive challenges from both inside and outside family resulting in severe depression. Such change can be stressful and require significant psychological adjustment.

Women are usually well thought-out the caregiver of the family and frequently must bear the tasks of caring for the requirements of their children, partner or spouse, and old parents (Rafnsdottir & Heijstra, 2013). Factually, the notion of woman has diverse and changed in possession with the ruling philosophy of the time, and this has triggered a number of tasks for women. Though women now have the same chances as men, there are still questions that need to be addressed. Work and life balance matters affect mutually men and women; still, women continue to be most affected by the inequality of work and life imbalance (Allan, 2011).

The status of women in a multifaceted society like India isn't unchanging. Indian society is jumbled to define the role of a working woman. Their role and positions at contemporary are, therefore, not clear. This condition leads to a role conflict (Desai et al., 2011). So, understanding and awareness of adjustment factors may play a significant role in understanding of working woman in their subjective well-being.

## II. REVIEW OF LITERATURE

Adjustment is a process whereby a equilibrium is affected between internal psychological impulses and the forces and demands of the environment. Thus, it is often concluded that adjustment may be an ongoing process, which makes a satisfying and fulfilled life of individuals. It's nothing but a balancing task between needs and skill to satisfy them. Thus, one can say that adjustment may be a way of empowering, strengthening, and enabling the person for future demands of life. (Jose J., 2010).

Aminabhav, Vijayalaxmi, and Kamatak U. (2000) examined the marital adjustment of working women and housewives. reported that working women have significantly higher marital adjustment than housewives. Nathawat and Mathur (2003) also reported the same findings. Nadam&Sylaja (2015) findings indicated that the

marriage adjustment of working women is higher than non-working women. Pal, R. (2017) reported that working married women face more adjustment problems in their married life as a comparison to non-working married women.

Hemalatha & Suryanarayana (1983) reported wives had made more adjustments in family maintenance than did the husbands. Nathawat and Mathur, 2003 in their studies, initiate that in respect of marital adjustment, working women conveyed meaningfully better marital adjustment and particular wellbeing than housewives. Suri & Singh (2017), it had been found that there's a big difference between Working and Non-Working Women concerning their psychological state and Marital Adjustment.

Sharma, R. A (2019) found that working women were more natural, independent, and healthy as compare to non-working women whereas non-working women are more obsessive, dependent, than working women.

Sahu & Singh (2014) found a significant difference between the Emotional Maturity level and self-esteem level of working and non-working women. However, Dani, S., & Singhai, M. (2018) compare Emotional Intelligence of Housewives and Working women reported that there is no significant difference between working and non-working women with regards to emotional intelligence. Though, working women are more satisfied in comparison to non-working women.

### **III. MATERIALS AND METHODS:**

This study was a quantitative study with a cross-sectional design. Questionnaires were used for data collection purposes. The independent variable in this study was employment. The dependent variable was adjustment of the married working woman. The present study was conducted on an incidental cum purposive sample consisting of 400 (Four hundred) married women in which 200 married working women and 200 married non-working women those living in the community in the age range of 30 to 40 years from different parts of Patna, Ara and Buxar areas.

In the Indian context, there is no study found on married working woman and their adjustment involvement in the context of Bihar State. An assessment of the adjustment skills plaguing working women is therefore a necessity for better understanding of workplace dynamics related to women. Keeping these points in view, the present study was done with the following aims:

**Aim:** The present study aims to find out the relation of employment to the adjustment of married working woman.

**Tools:** The following tools were employed in the present study:

Socio-demographic and Personal Data Sheet: It is a semi-structured, Proforma especially drafted for this study by researcher. It contains information about socio-demographic variables like age, total years of marriage, education, domicile, religion, nature of job, type of family and monthly family income.

#### **Marital Adjustment Scale (Kumar P. & Kanchan R., 1987)**

Marital Adjustment Scale is developed by Pramod Kumar and Rohtagi Kanchan in year of 1987 is used for assessing the extent of marital adjustment between husband and wife. The marital adjustment questionnaire consists of 25 highly discriminating "Yes", "No" type items. The reliability of this scale is 0.71 and a validity of 0.84. The higher the total score, the higher would be the marital adjustment of the husband and wife.

**Bell Adjustment Inventory (Mohsin S. M., & Hussain S., 1987):** In this present study, Hindi adaptation of the Bell adjustment Inventory was used for data collection. Mohsin – Shamshad adaptation of Bell Adjustment inventory (Hindi adaptation) consists of 135 items, which measured adjustment patterns among four different areas – Home, Health, and Social and Emotional adjustment. The questions are scored to indicate the total number of undesirable responses in each area. Thus, a high score indicates a great number of bad symptoms in a given area, the test-retest and odd-even reliabilities of the adapted ranged between .70 and .92 for different subscales.

**Procedure:** Those who were found suitable according to the inclusion and exclusion criteria were consequently selected for group 1 (200 married working women) and group 2 (married non-working women). After that information about socio-demographic variables were collected in an individual setting and psychological variables were measured using selected psychological tests. The two groups were then compared on marital adjustment score and Bell adjustment score and statistically analyzed.

Statistical analysis: The statistical analysis was done with the help of Statistical Package for social Sciences-20 (SPSS-20). To analyze group differences between Group 1 and Group 2 on certain socio-demographic and psychological variables chi-square test and t-test were applied respectively.

#### IV. RESULTS

Results indicating that both the groups were statistically not significant difference on most of socio-demographic variables i.e. Age, Total year of marriage, level of education, in domicile, religious belief, type of family and statistically significant difference found on Socio-Economical Status variables. Difference on age variable ( $t=1.53$ ,  $p>.05$ ), Total year of marriage ( $t=.18$ ,  $p>.05$ ), and level of education ( $t=1.32$ ,  $p>.05$ ) was found non-significant. No significant differences were found in domicile ( $\chi^2 = 0.24$ ,  $P>0.05$ ), religious belief ( $\chi^2=0.20$ ,  $P>0.05$ ), type of family ( $\chi^2=.19$ ,  $P>0.05$ ) between both the groups. Difference on Socio-economic status ( $\chi^2=.03$ ,  $P<0.05$ ) was found statistically significant.

To know the difference between Married Working Women (group 1) and Married Non-Working Women (group 2) were compared using a t-test. The following result portrays the group differences in Marital Adjustment Scale, Bell Adjustment Inventory and Mental Health Inventory.

Table 1 reveals that significant differences were found in the Marital Adjustment Scale scores ( $t = 5.50$ ,  $p < .001$ ) between Group 1 and Group 2. The mean Marital Adjustment Scale score of Group 1 and Group 2 are 21.83 and 21.06 respectively.

**Table-1: Comparison of Marital Adjustment Scale between Group 1 (Married Working Women) and Group 2 (Married Non-Working Women)**

Areas of assessment	Group 1 (Mean $\pm$ SD)	Group 2 (Mean $\pm$ SD)	t value	P
Marital Adjustment Scale	21.83 $\pm$ .51	21.06 $\pm$ 1.90	5.50	.000

Table 2 reveals that there were significant differences were found in Home ( $t = 10.226$ ,  $p<.001$ ), Health ( $t = 9.572$ ,  $p < .001$ ), Social ( $t = 12.177$ ,  $p < .001$ ), Emotion ( $t = 11.145$ ,  $p < .001$ ) and Total score ( $t = 15.142$ ,  $p < .001$ ) between Group 1 and Group 2 on Bell Adjustment Invent variables.

Further observation of Table 2 shows that there is a significant difference between Group 1 and Group 2 on the adjustment dimension of "Home" mean scores are 14.37 and 8.83, the mean Health score is 14.33 and 8.28, the mean Social score is 16.30 and 10.51, the mean Emotional score is 16.29 and 9.74, the mean total scores are 37.37 and 15.14 respectively.

**Table-2: Comparison of Bell Adjustment Inventory between Group 1 (Married Working Women) and Group 2 (Married Non-Working Women)**

Areas of assessment		Group 1 (Mean $\pm$ SD)	Group 2 (Mean $\pm$ SD)	t value	P
Bell Adjustment Inventory	Home	14.37 $\pm$ 5.33	8.83 $\pm$ 5.49	10.226	.000
	Health	14.33 $\pm$ 6.47	8.28 $\pm$ 6.17	9.572	.000
	Social	16.30 $\pm$ 3.76	10.51 $\pm$ 5.56	12.177	.000
	Emotional	16.29 $\pm$ 5.19	9.74 $\pm$ 6.49	11.145	.000
	Total	61.30 $\pm$ 12.39	37.37 $\pm$ 18.60	15.142	.000

#### V. DISCUSSION OF RESULTS

To see that both the groups were similar in terms of socio-demographic details or not, both the groups were tested through the chi-square test and t-test. Results indicated that both the groups did not differ significantly on most of the socio-demographic variables i.e., domicile, religion, and type of family. To see the difference in psychological variables between the groups t-test was used.

##### Employment and its relation to Marital Adjustment

There were significant differences were found in Marital Adjustment Scale between Group 1 (Married Working Women) and Group 2 (Married Non-Working Women). Further result indicates that married working women marital adjustment mean is higher than non-working married women.

Similar results appeared in a study by Aminabhav, Vijayalaxmi, and Kamatak U. (2000) examined the marital adjustment of working women and housewives reported the significance of the difference between working women and housewives in their marital adjustment. They reported that working women have significantly higher marital adjustment than housewives.

Present study findings supported also study conducted by (Nathawat and Mathur, 2003; Hashmi, 2007)) reported that that working women had healthier marital adjustment and subjective well-being.

Similar findings observed in a study by Dave (2015) reported there is a significant difference in marital adjustment among working and non-working women. This is supporting the findings of present study.

### **Employment and its relation to the overall adjustment (Bell Adjustment Inventory)**

On adjustment measurement finding revealed significant differences on adjustment variable i.e., Home, Health, Social, Emotion and Total adjustment score between Group 1 (Married Working Women) and Group 2 (Married Non-Working Women) on Bell Adjustment Inventory variables.

Similar findings observed in a cross-sectional study was examined by Rogers & May (2003) observed that working-class women are commonly more satisfied with their lives compared to non-working women. Bradbury & Fincham (1990) also reported that non-working married women have the ability of better adjustment than working married women. Nathawat and Mathur, 2003 also reported that in respect of marital adjustment, working women conveyed meaningfully better marital adjustment and particular wellbeing than housewives.

This study findings also supported by Suri & Singh (2017), it had been found that there's a big difference between Working and Non-Working Women concerning their psychological state and Home Adjustment. This study findings also supported by research done by Sahu and Rath (2003) reported that that marriage employment and parenthood are related to good mental and physical health.

Similar findings reported in the study done by Neeraj, D., Sandhu, D., & Varma, K. (2021) showed that there is significant difference in psychosocial adjustment, self-concept, and academic achievement of working and non-working women.

## **VI. CONCLUSION**

The present study concluded that employability plays an important role on marital adjustment and overall adjustment among working women. This study claims that the employment has tremendous potential to affect the adjustment of married working woman.

### **CLINICAL IMPLICATIONS**

The result and observations made from this study will help to develop an understanding of adjustment of working and non-working married women.

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