

Occupational Stress and Marital Satisfaction among Adults

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The purpose of this study is to look into the association between adult occupational stress and marital satisfaction. It also examines how having kids affects marital satisfaction and work stress levels. On the other hand, the Indian setting lacks pertinent data. This study, which has 154 participants, is quantitative in nature. The data collection method employed was random sampling. There were 89 female participants and 65 male participants in this study, with ages ranging from 20 to 64. Occupational stress was measured using the workplace stress scale, which has eight items. A 25-item index of marriage satisfaction was used to measure marital satisfaction. The findings indicated that there is no connection between adult marital satisfaction and work stress. Also, shows that there is no gender difference in occupational stress and marital satisfaction. There is also no difference in occupational stress for adults with children and without children. However, there is a significant difference in marital satisfaction among adults with children and without children.

Keywords: occupational stress, marital satisfaction, adults

Occupational stress and workplace stress did not exist in the middle of the 1800s. It grew alarmingly over the last 40 years. Occupational stress is a term used to describe the harmful physical and psychological effects that occur when a worker's resources, requirements, or capabilities cannot keep up with the demands of their job (NIOSH, 1999). Globalization and the financial crisis have led to a rise in occupational stress recently. These factors impact nearly every nation, industry, and worker type, as well as families and society. It therefore turns into a crucial issue in every workplace.

Van Wyk claims that the word "stress" comes from the Latin word "strictus," which translated means "tight" (Olivier & Venter 2003). In simple words, it is the experience of pressure in their personal lives. Stress is healthy in moderation; it can spur us on and make us more creative. However, excessive stress or a high reaction to stress can be detrimental. Resistance to go to work, a feeling of ongoing pressure, and mental, physical, and behavioural stress symptoms are characteristics of work-related stress (Sharma & Tripathi, 2023). People vary in how they view stress, how they evaluate it, and how they respond to it. Because of this, different people may experience stress to differing degrees even in the same scenario. After more than a century of research, various theories have been proposed to explain the causes and consequences of workplace stress. Workplace stress, often known as occupational stress, is a major issue that impacts millions of workers worldwide.

As to the World Health Organisation (2020) occupational stress, sometimes called job-related stress, is characterised as "the response individuals may have to work demands and pressures that are not

commensurate with their skills and knowledge and which test their capacity to manage". Occupational stress is characterised by detrimental physical and psychological repercussions and occurs when an employee's needs, resources, or abilities are not met by the demands of their job, according to the (NIOSH, 1999).

The most significant and fundamental human relationship is thought to be marriage. In India, diverse cultures, castes, and customs dictate distinct approaches to marriage. In the past, women used to take care of the home and children, and men used to work exclusively. Every girl in the twenty-first century goes to school and follows her job after marriage. As women become more independent, they deal with a variety of other problems. It's also claimed that marriage gives a person the main framework for starting a family and raising the next generation. The family is the smallest and most powerful social unit, and it is essential to the formation of personal, societal, and universal values. The family system's most significant subgroup is said to be marriage. As one of the most significant relationships, marriage addresses a variety of human needs, fosters mental and physical health, lowers the risk of substance misuse and depression, and improves household income and physical capacities from middle to later life (Nadar, 2018).

One of the most significant turning points in a person's social and personal growth is marriage. Its stability and strength are attributed to a variety of circumstances, making it the most significant social unit. According to Khorasani et al. (2017), the strongest predictor of married people's psychological well-being is their marital quality. Gelles (1995) also described marital satisfaction as "a person's subjective assessment of the general nature of marriage," which indicates how much a person's expectations for marriage are reflected in their marriage.

Need and Significance of the Study

Researching the association between work-related stress and marital satisfaction is crucial because it affects people's overall health, the stability of families, and society at large. Understanding how occupational stress-caused by a range of workplace concerns like workload, job instability, position ambiguity, and interpersonal conflicts-affects marital satisfaction can be extremely beneficial to employers and couples. Organizations can enhance employee

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performance and job satisfaction by implementing tailored interventions to support employees in effectively managing stress. This can be achieved by analyzing how these stressors impact married relationships.

Moreover, understanding the interplay between occupational stress and marital satisfaction can inform the development of holistic interventions that address both individual and relational well-being. For instance, organizations may implement employee assistance programs that provide resources for managing stress and improving work-life balance, while couples may benefit from couples therapy or communication skills training to navigate stressors more effectively and strengthen their relationship resilience.

Ultimately, by examining the complex dynamics between occupational stress and marital satisfaction, researchers can contribute to the development of evidence-based strategies aimed at fostering healthier workplaces and happier, more fulfilling relationships. This knowledge is not only beneficial for individuals and couples but also holds implications for societal welfare, as stronger families contribute to greater social stability and cohesion.

Objectives of the Study

- To assess the relationship between occupational stress and marital satisfaction among adults.
- To assess the difference between males and females in occupational stress
- To assess the difference between males and females in marital satisfaction.
- To assess the difference between having children and not having children in occupational stress
- To assess the difference between having children and not having children in marital satisfaction.

Hypotheses of the Study

- *H01*: Among adults, there is no significant correlation between occupational stress and marital satisfaction.
- *H02*: There is no significant difference between males and females in the level of occupational stress.
- *H03*: There is no significant difference between males and females in the level of marital satisfaction.
- *H04*: There is no significant difference between the level of occupational stress among adults having and not having children.
- *H05*: There is no significant difference between the level of marital satisfaction among the adults having children and not having children.

Method

Participants

Married couples who are employed from different states of South India (Karnataka, Tamil Nadu, & Kerala), where a total of 160 samples were collected, 6 of which were removed as the responses were incomplete. Hence, the present study has 154 samples. The samples were males and females, ages ranging from 20 to 64. The method of non-probability sampling was applied during the sampling process. In this study, the technique of purposeful sampling was employed.

Inclusion Criteria

- Married adults who are employed.
- Married adults who have not been diagnosed with any Mental

Health problems.

Exclusion Criteria

- Individuals who leave responses incomplete.
- Individuals who do not agree with the ethics of the research.
- Multiple responses from the same individuals will not be considered.
- Married adults who were working in the past.

Statistical Analysis

Using SPSS software, the independent t-test, Pearson's correlation, and descriptive statistics are the statistical methods utilised for data analysis.

Measures

Occupational Stress: Occupational stress was measured using the eight-item Work Place Stress Scale developed by The Marlin Company in North Haven, CT, and the American Institute of Stress in Yonkers, NY (2001). The reliability coefficient of Cronbach's alpha for the test was 0.80, indicating its good validity.

Marital Satisfaction: The Index of Marital Satisfaction by Walter W. Hudson (1982) with 25 items was used to measure marital satisfaction. The validity of the scale has been examined in terms of content, construct, factorial, and known groups. The scale obtains an Alpha coefficient greater than or equal to .90.

Procedure

The criteria for inclusion and exclusion were used to choose the participants. The participants were given the Google form which included a brief account of the purpose of the study, a personal data sheet, and the questionnaires. Confidentiality of the data was ensured while taking consent from the participants. They were asked to fill the questionnaire by taking the necessary time. Once the responses were collected, scoring was done as per the scale manual, and the total was obtained to run the final statistical analysis.

Research Ethics

Informed Consent: To be sure that the participant is voluntarily participating in the study and is not being coerced into participating or providing answers, the researcher will obtain informed consent before beginning to collect data from the sample. The participant will also be informed by the researcher that this research is a component of the academic program and that results will be published.

Confidentiality: It will be promised to participants that no one will see their private information or replies.

Reporting Results: The researcher will be truthful in reporting the study's findings.

Duplication: The researcher will not duplicate any data in any way. When mentioning any work, the researcher will provide due acknowledgment to other researchers.

Results and Discussion

Table 1

Socio-demographic Details

Gender	Number	Children	Number
Male	65 (42.2%)	Yes	101 (65.6%)
Female	89 (57.8%)	No	053 (34.4%)

Table 1 shows the number of males and females as well as the number of adults with children and without children who participated in the study. A total of 154 adults participated of which 65 were males and 89 were females. The number of adults with children was 101 and without children was 53.

Table 2

Summary of Descriptive Statistics of Occupational Stress and Marital Satisfaction

Variables	N	Mean	Std. Dev
Occupational stress	154	20.31	05.453
Marital satisfaction	154	56.47	26.172

Table 2 shows the N, mean and standard deviation of occupational stress and marital satisfaction of the adults in the present study. The mean and standard deviation of adults with occupational stress are 20.31 and 5.453 respectively. The mean and standard deviation of adults with marital satisfaction are 56.47 and 26.172 respectively. The mean values show that the samples in the current study have moderate occupational stress and marital satisfaction.

Table 3

Summary of Pearson's Product Moment Correlation Test for Occupational Stress and Marital Satisfaction

		Occupational stress	Marital satisfaction
Occupational stress	Pearson Correlation	1	0.263**
	Sig (2-tailed)		0.001
	N	154	154
Marital satisfaction	Pearson Correlation	0.263**	1
	Sig (2-tailed)	0.001	
	N	154	154

Note. ** Correlation significant at 0.01 level (2-tailed)

The relationship between adult marital satisfaction and professional stress is displayed in Table 3. Adults' marital satisfaction and occupational stress have a 0.263 r value. There is no significance because the significant value is higher than 0.05. It suggests that among adults, there is no discernible link between marital satisfaction and work stress. Thus, the theory is approved. That is, it is believed that there is no meaningful correlation between adult marital satisfaction and work stress. Therefore, there is no correlation between the degree of job stress and the desire for marital satisfaction.

Table 4

Summary of Descriptive Statistics and Independent Samples T-test of Males and Female Adults in Occupational Stress

Variables	Males (65)		Females (89)		F	Sig
	M	SD	M	SD		
Occupational stress	19.58	5.612	20.83	5.303	0.156	0.16

Analogously, Noelangela Nadar's (2018) study, which examined marital happiness and adjustment in Mumbai-dwelling individuals with high and low levels of workplace stress, produced comparable findings. It was discovered that there was no meaningful correlation between the degrees of stress experienced at work and the contentment and adjustment of a marriage. A study conducted on 103

nurses in the Zahedan hospital revealed a favorable correlation between the nurses' improved mental and physical well-being and marital satisfaction. The results also revealed that, despite experiencing stress at work as a result of their improved mental and physical toughness, the nurses' marriages were unaffected by the stress (Nathawat, 1993).

The mean, standard deviation, t-value, and significant value resulting from occupational stress in adult males and females are displayed in Table 4. Male adults' occupational stress scores are 19.58 on the mean and 5.612 on the standard deviation. In female adults, the mean score for occupational stress is 20.83, while the standard deviation is 5.303.

It was determined through mean value analysis that men experience less occupational stress than women. For occupational stress, the appropriate t-value is 0.156. 0.16 is the crucial value. There is no significance because the significant value is bigger than 0.05. This demonstrates that there is no difference in occupational stress based on gender. Thus, the theory is approved. It is acknowledged that there is no discernible difference in work stress levels between adult males and females.

Additionally, researchers find no gender differences in the effects of stress variables on self-esteem, perceived role conflicts, individual achievement, or general well-being. The UK's Bristol Stress and Health at Job Study (Smith, 2000) found no statistically significant variations in total job stress levels between men and women. Different occupational groupings, workplaces, and cultural and social backgrounds could all contribute to this. In Western culture, gender roles are becoming less and less different. According to the job stress survey (JSS), men and women experience similar levels of stress overall, but there are gender disparities in the reported frequency and intensity of certain stressor events (Charles, 2007).

Table 5

Summary of Descriptive Statistics and Independent Samples T-test of Males and Female Adults in Marital Satisfaction

Variables	Males (65)		Females (89)		F	Sig
	M	SD	M	SD		
Marital satisfaction	55.05	22.479	57.52	28.650	5.409	0.56

Table 5 presents the mean, standard deviation, t-value, and significant value derived from marital satisfaction among adult males and females. The mean score and standard deviation of marital satisfaction among male adults are 55.05 and 22.479, respectively. The mean score and standard deviation of marital satisfaction among female adults are 57.52 and 28.650, respectively. Based on the analysis of the mean values, it was determined that males have higher levels of marital satisfaction than females. The corresponding t-value for marital satisfaction is 5.409. The significant value is 0.56, and the significant value is greater than 0.05, indicating no significance. This indicates that there is no gender difference in marital satisfaction, and the hypothesis is thus accepted. The findings are consistent with the research by Agha et al. (2012) which shown that general gender variables had no bearing on emotional intelligence or satisfaction with marriage. Hans et al. (2013) found that there is no appreciable difference in study scores between male and female professors in Oman. The study's results supported their findings. In addition, studies conducted by Kumara

(2022) and Elham (2018) conclude that there is no significance in gender for marital satisfaction.

Table 6

Summary of Descriptive Statistics and Independent Samples T-test of Adults with and without Children in Occupational Stress

Variables	With children (101)		Without children (53)		F	Sig
	M	SD	M	SD		
Occupational stress	20.86	5.584	19.25	5.076	.105	0.08

Note. Significant at 0.05 level

Table 6 shows the mean, standard deviation, t-value, and significant value obtained by occupational stress among adults with children and without children. The mean score and standard deviation of occupational stress among adults with children are 20.86 and 5.584 respectively. The mean score and standard deviation of occupational stress among adults without children 19.25 and 5.076 respectively. By analyzing the mean values, it understood that adults without children have less occupational stress than adults with children. The corresponding t-value for occupational stress is 0.105. The significant value is 0.08. The significant value is greater than 0.05 indicating no significance. This shows that there is no difference in occupational stress in adults with and without children.

Work-family conflict has a detrimental impact on job satisfaction and is highly correlated with job stress, especially for employees who have children, according to a study by Frone, Russell, and Cooper (1992). Byron (2005) looked at the connection between parental stress and work output. The results indicated that the pressures of their dual roles as parents and workers led to increased levels of stress among parents, which may have an adverse effect on their ability to perform at work. However, the current study claims that there is no discernible difference between adults with and without children, which runs counter to prior investigations. The results are not sufficiently supported by research.

Table 7

Summary of Descriptive Statistics and Independent Samples T-test of Adults with and without Children in Occupational Stress

Variables	With children (101)		Without children (53)		F	Sig
	M	SD	M	SD		
Marital satisfaction	59.89	26.653	49.96	24.153	1.239	0.02

Note. Significant at 0.05 level

Table 7 shows the mean, standard deviation, t-value, and significant value obtained by marital satisfaction among adults with children and without children. The mean score and standard deviation of marital satisfaction among adults with children are 59.89 and 26.653 respectively. The mean score and standard deviation of marital satisfaction among adults without children are 49.96 and 24.153 respectively. By analyzing the mean values, it is understood that adults without children have more marital satisfaction than adults with children. The corresponding t-value for occupational stress is 1.239. The significant value is 0.02. The significant value is less than 0.05 indicating significance. This shows that there is a difference in marital satisfaction among adults with

children and without children. Hence the hypothesis is rejected. The hypothesis stating that there is no significant difference between adults with children and without children in marital satisfaction is rejected.

A study by Twenge et al. (2003) found that couples without children reported higher levels of marital satisfaction compared to parents. The researchers suggested that childless couples may experience greater freedom and flexibility in their relationships, allowing them to focus more on their marital bond. Research by Dew (2009) examined the impact of parenthood on marital quality over time. The study found that couples without children tended to spend more quality time together and engage in shared activities, which contributed to higher levels of marital satisfaction. These studies suggest that while parenthood can bring many joys and rewards, couples without children may experience certain advantages in terms of marital satisfaction. Factors such as freedom, quality time together, communication, and equitable division of labor may contribute to higher levels of relationship satisfaction among adults without children. However, it's essential to recognize that individual experiences may vary, and parenthood can also be a source of fulfillment and satisfaction for many couples.

Conclusion

The principal aim of the study is to evaluate adult participants' levels of marital happiness and professional stress. There are 154 married, working individuals in the sample; 65 of them are men and 89 are women. To gather samples for the study, a non-probability purposive sampling technique was employed. The main conclusions are that there is no connection between adult marital satisfaction and work stress. Additionally, there is no discernible difference in marital happiness or occupational stress levels between persons who are male and female. This demonstrates that there is no gender difference in terms of marriage satisfaction or job stress. Additionally, there is no difference in the amount of stress that adults with and without children experience at work. However there is a significant difference in marital satisfaction among adults with children and without children. Cultural variations and other factors that may not have been included in this study could be the cause of these findings.

Implications of the Study

There are clear ramifications for this study's conclusion. Above all, this work will be used as an empirical study by researchers in the future. Prioritizing one's mental and emotional health can be facilitated by understanding the relationship between marital satisfaction and job stress. Understanding how work-related stressors may affect marriages enables people to take proactive measures to successfully manage stress, like asking for help, taking care of themselves, and being in constant communication with their spouses. Research findings can be used by employers and legislators to create and execute work-life policies and initiatives that support workers in juggling their personal and professional obligations. Providing resources such as flexible work arrangements, employee assistance programs, and stress management workshops can help mitigate the negative effects of occupational stress on marital satisfaction and overall well-being. Establishing a positive, healthy work environment that prioritizes employee well-being and fosters positive connections is a critical role played by organizations. Research results can be used by policymakers to guide the creation of family-supporting and lifespan-promoting policies. Policies about parental leave, childcare assistance, and flexible work

schedules that enable people to better manage their work and family obligations may fall under this category.

Ultimately, there are significant ramifications for people, organisations, and society at large from comprehending the intricate link between adult marital pleasure and work stress. By addressing work-related stressors and promoting supportive relationships, we can create healthier and more fulfilling environments for individuals and families.

Limitations of the Study

- It has 154 samples in total. A high sample size would limit the ability to generalize the findings.
- The study's sample size and scope were constrained because it had a deadline and needed to be finished in a specific amount of time.
- This study only looked at gender and having children in adults to make comparisons.
- The samples that were gathered were restricted to southern India.

Suggestions for Future Study

- Future research may incorporate more sociodemographic information, such as employment title, love, and planned marriages, and the number of children.
- Expanding the sample size may aid in the generalisation of the outcome.
- Potential future study areas include more geographic areas.
- To evaluate more specific demographic characteristics, more variables would be introduced.

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