

The investigation about women's employment effects on marital satisfaction of their spouses among Shirvan high school teachers

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DOI Link: <http://dx.doi.org/10.6007/IJARBSS/v4-i1/530>

Published Date: 16 January 2014

Abstract

Background and goals: Marriage is the most important decision in life. Almost 95% of people marry at a certain time. During the married life, different variables affect the couple's relationship. These variables, bring about satisfaction or dissatisfaction with themselves for husband and wife marital relations. According to studies it seems that there is a relationship between marital satisfaction and various aspects of the working women and housewives are certain variables and their spouses. This study aimed to influence women's employment status and marital satisfaction of their spouses among high school teachers of Shirvan in 1392.

Research methods: In this study the objective is applied research. The method is descriptive survey category. The population in this study were high school teachers teaching in boy school in Shirvan in academic year 91-92. It included 336 people: using the Krejcie and Morgan table Shirvan high school 181 teachers were selected. In this research, the method of categorical sampling were used. For collecting data firstly used library and documents method were used and the next stage for survey research a questionnaire was used. Alpha Cronbach's coefficient was calculated using SPSS software.

Results: To test the relationship between women's employment with the consent of the spouse of the marital status the Mann-Whitney test was used. Significance level of the test is equal to 0 is smaller than 0/01. So there is 99% correlation between women's employment with the consent of the spouse of the marital status is confirmed. It is interpreted that the housewives satisfaction of partners is increased, indicating a positive role housekeeping on happiness of their wives i.e. those teachers with housewives have higher life satisfaction.

Conclusion: Based on our findings, it seems that the results indicate with 99% certainty a significant relationship between women's employment with the consent of the spouse of the marital status is confirmed.

Keywords: Marital Satisfaction, Employed Women, Housewives Women, Wives

Introduction

Women are those who are busy doing their duties both at home and society. They want to take a new part in their society that the dominant stereo type role for them is wife-motherhood role. What will be the effects of women's employment at home and out on the relationship among the family members women's self -confidence and power making in their family? Is there any basic difference between women's who stay home and manage the house with those who work at home and share the expenditure of family life?

In the past, woman, the role of mother and wife and was busy doing household affairs. Although she helped family in agriculture, ranch and so on. The domain of her cooperation was very limited and restricted to meet the family needs .As the social and economical condition changed and complexity of work allotment grew, today, as well as, doing the above mentioned affairs, women welcome the main responsibilities as going out to work.

Cooperation of women in different social, economical and cultural fields resoundingly started after the Second World War and their activities in these fields brought with them positive and negative consequences.

From one aspect, it is certain that couple can accomplish their duties when they have satisfactory relationship. Providing the psychological, emotional and physical needs is concerned with wife – husband satisfactory relationship. Satisfaction can enhance the ability to cope with difficulties and psychological pressure and causes the rise in mental and physical health level of couple and this health develops to the society. (Ghafouri, 1986)

Planning to develop the couple's satisfactory relationship, we should look forward to the factors that bring up this satisfaction and convince the families to move toward it. One of these factors is women's employment from one perspective; the women's employment faced in some parts intensive problems and on the other hand caused variety of opinions among different group of people. (Saroukhani, 2000: 178)

Increasing woman's employment today causes the reinforcement of their self- confidence, independence and power enhancement in decision making and suitable reaction to difficulties of life and has been an efficient factor in family relationships.

The most studies have shown that the most important factors in couple's satisfactory relationship are the income and economical factors while this income is due to both leads to the easy life condition.

In some cases the problems also emerges .So it will be nice to consider and emphasize the positive effects and advantages of women's employment role in different social, economical and cultural dimensions for society members whether men or women. Carrying out women's employment role associated with their domestic role, will be taken as serious and important duty which mothers will burden. (Ahmadinia, 1383: 340)

Generally, the present research is looking for women's employment effects on marital satisfaction of their spouses among Shirvan male high school teachers. In fact, the main issue is the women after obtaining a job, will get financial independence and what will be its effect on their family life and their husbands' satisfaction?

Literature review:

Research conducted in Iran

Sharafkhani, Jafar. Izadi, Fereshteh (2012) states, in a research done in Kermanshah titled "The Effect of Women's Employment On Their Husbands' Satisfaction Of Life", that most men who participated in this research (57.1%) had a high satisfaction of life and this satisfaction is in relation to causes such as the type of men's jobs, the responsibility of women and their relations with family members and neighbors. And the rest of the variants put into relation with this variant (satisfaction from life) did not have a meaningful statistical relation with it.

Hoghoughi, Zohreh (2011) studies women's employment in the Hozeh Elmiya of Mashhad, Khorasan, and the results are as follows: in most cases the tiredness from work chills the family atmosphere and the woman even shirks her duties as a wife. As for the children, one must say that women's employment can have positive effects and negative effects on the children, and this matter is studied and discussed in this project.

Zandi Pour, Tayebeh. Momenijavid, Mehravar (2011) studied marital relations and job satisfaction in the employees of the Waste Management Company of the Tehran province. Their findings show that there's a positive and meaningful relation between marital satisfaction and job satisfaction in $p < 0.05$ level ($r = 0.42$). A meaningful difference was also observed between men and women regarding marital satisfaction in $p < 0.05$ level. Men were more satisfied with their marital relationships, But there was no meaningful difference between men's and women's job satisfaction in the $p < 0.05$ level.

Eshghi, Ronak. Bahrami Khoondabi, Fatemeh (2006) study the effective causes for satisfaction of corporate women and their husbands in Isfahan. This research studies the effects of social, value related, economical, sexual, physical, family related, job related, familiarity, emotional, and cultural causes of corporal women's and their husbands' satisfaction in married life. The results have shown that the least amount of satisfaction in women and men is due to employment causes which are less than the social norm in both the groups. And the highest amount of satisfaction is due to familiarity in women and social values in men. It is worth mentioning that on the whole, men are more satisfied with married life than women.

Keshani, Abbas (1998) concludes in his research that women and men are different in terms of job satisfaction and exhaustion. Women have more job satisfaction and less exhaustion than married people. Job satisfaction and job exhaustion have a reverse relation. It means that if job satisfaction is high, exhaustion is low and vice versa.

Abroad studies

In 1998 and previous years Hale Rachel Don & Woodman W. Richard published a book titled Organizational Behavior. It is mentioned in this book that affections toward managers and supervisors sometimes cause relations between job satisfaction and job performance of the employees. To this end a comparison was made between Japanese and American workers and their views on their jobs. It was concluded that when there is a good rapport for the manager and (positive) view on one's work, also there is job satisfaction and in this way there was no meaningful difference between Japanese and American workers. As an instance, the Japanese workers' job satisfaction was 2.12 and the American workers' was 2.95. Needless to say, the difference between these two amounts is merely 0.83.

S. T. Kane, Healy and J. Henson (1992) reported that part-time jobs have created more satisfaction in university students and they work with more enthusiasm, in a research.

In the Iman Study done in 1990, a group of 100 teachers aged 21-55, of which half were men and half were women, were asked to answer questions measuring the causes of job satisfaction. The results of this study showed that there is no meaningful relation between job satisfaction and variables such as age, sex, level of education and monthly revenue.

M. Ereg and R. Arad reported through research in 1986 that if corporate workers participate in determining the aims of the corporations and are allowed to mention their views, the results of their evaluation would be better than if they weren't allowed to do so and this participation causes enthusiasm towards work in them and job satisfaction leads to a better job evaluation for them.

S. Jackson did a research about the effects of participating in making decisions and reduction of work pressures. After six months, the results showed that participation has a negative on role duality and received influence and having people participate in decisions is the determining factor in reducing job pressures.

The Robert Study done in 1987 shows that teacher with higher job satisfaction have a more positive view on students and the job of teaching.

Queen and Stins studied some of the factors of job satisfaction from 1969 to 1977 in another study. These factors remained the same from 1969 until 1973 and then reduced quickly between 1973 and 1977.

The objectives of the research

1. Identification the relationship women's employment and husbands' satisfaction of their spouses among boy high school teachers in Shirvan
2. Identification the relationship husbands' education of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan
3. Identification the relationship occupation type of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan
4. Identification the relationship employed women's income and husbands' satisfaction of their spouses among boy high school teachers in Shirvan
5. Identification the relationship husbands' income of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan

Variables' research

- A. The independent variables : women's employment, husbands' education, occupation type of employed women, women's income, husbands' income
- B. The dependent variable: husbands' satisfaction
- C. The moderating variables: number of children, employed women 's age, employed men 's age, employed women 's responsibility, relation with relatives

Methodology

In this study the objective is applied research .The method is descriptive survey category. In this research the population in this study, boy high-school teachers of Shirvan in the Academic year 91-92. It included 336 people.

Sample of statistical sampling: The population of this research includes boy high-school teachers of Shirvan in the Academic year 91-92. So, categorical sampling is used.

To estimate the number of sample: The statistical population accounts for 181 people which have been chosen from the teachers of 336, based on Krejcie and Morgan table.

Data collection techniques: To collect data Firstly used library and documents method were used and the next stage for survey research a questionnaires was used.

Scaling the answers of questionnaires To design the questions five choices scope of Likert is used .Total form of scoring of this scope, “Totally agreed” with 5 and “Totally disagreed” with 0.

choice	Totally agreed	agreed	No idea	disagreed	Totally disagreed
score	5	4	3	2	1

To determine the reliability of the questionnaire conducted by the researchers, the instructors' and advisors' ideas were used and for determining its validity, the Alpha Cronbach's approach was used.

Data analysis In order to analyze data SPSS software was used. In descriptive section mean, mode, median, frequency index, percent list , bar graph and pie graph were used and for inference significance Mann Whitney and spearman correlation coefficient were used.

Frequency tables in different contexts

Marital status

marital status	number	Frequency percent	Cumulative percent
single	7	3/87	3/87
married	169	93/37	97/24
divorced	3	1/66	98/90
remarried	2	1/10	100

Men’s age and women’s age

Men’s age	number	Frequency percent	Cumulative percent
From 21 to 25 years	6	3/32	3/32
From 26 to 35 years	54	29/83	33/15
From 36 to 40 years	49	27/07	60/22
More than 40 years	72	39/78	100
Women’s age	number	Frequency percent	Cumulative percent
From 21 to 25 years	21	12/28	12/28
From 26 to 35 years	53	30/99	43/27
From 36 to 40 years	58	33/92	77/19
More than 40 years	39	22/81	100

Occupation type

Occupation type	number	Frequency percent	Cumulative percent
teacher	59	34/50	34/51
Governmental employee	28	16/37	50/88
Self employment	11	6/43	57/31
housewife	73	42/69	100

The length of marriage

The length of marriage	number	Frequency percent	Cumulative percent
From 2 to 5 years	32	17/68	17/68
From 6 to 10 years	34	18/78	36/46
More than 11 years	103	56/91	92/37
Single or divorced	12	6/63	100

Salary

salary	number	Frequency percent	Cumulative percent
Less than 500000 tomans	2	1/10	1/10
From 510000 to 800000 tomans	46	25/42	26/52
From 810000 to 1000000 tomans	44	24/31	50/83
More than one million tomans	89	49/17	100

Wives' salary

salary	number	Frequency percent	Cumulative percent
Less than 500000 tomans	14	14/28	14/28
From 510000 to 800000 tomans	43	43/88	58/16
From 810000 to 1000000 tomans	22	22/45	80/61

More than one million tomans	19	19/39	100
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Educational degree

educational degree	number	Frequency percent	Cumulative percent
diploma	7	3/87	3/87
A.A	23	12/71	16/58
B.A	109	60/22	76/80
M.A	42	23/20	100

Wives' educational degree

educational degree	number	Frequency percent	Cumulative percent
diploma	39	22/81	22/81
A.A	28	16/37	39/18
B.A	81	47/37	86/55
M.A	23	13/45	100

The number of children

educational degree	number	Frequency percent	Cumulative percent
childless	9	4/97	4/97
A child	43	23/76	28/73
Two children	86	47/51	76/24
Three and more	43	23/76	100

How to take care of teacher's children

educational degree	number	Frequency percent	Cumulative percent
childless	9	4/97	4/97
kindergarten	111	61/33	66/30
babysitter	18	9/94	76/24
Wife or relatives	43	23/76	100

Marital satisfaction of their spouses

variable	number	mean	Standard deviation	minimum	maximum
marital satisfaction	181	77/325	24/2000	30	123

Acceptance or Refusal of Research Hypotheses

hypotheses	Significant level	Acceptance/ refusal
1-There is a relationship between women's employment and husbands' satisfaction of their spouses among boy high school teachers in Shirvan	0	accepted
2-There is a relationship between relationship husbands' education of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan	0.225	accepted
3-There is a relationship between occupation type of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan	0.000	accepted
4-There is a relationship between employed women's income and husbands' satisfaction of their spouses among boy high school teachers in Shirvan	0.147	refused
5-There is a relationship between husbands' income of employed women and husbands' satisfaction of their spouses among boy high school teachers in Shirvan	0.043	accepted

The first hypothesis examination:

_The results indicate significance level of the test is equal to 0 is smaller than 0.01, So with 99% certainty a significant relationship between women's employment and marital satisfaction of their spouse is confirmed.

The second hypothesis examination:

_The results indicate correlation between husbands' education and marital satisfaction of their spouse was equal to 0.225 and significance level of the test is equal to 0.225 is smaller than 0.05, So with 99% certainty a significant relationship between husbands' education and marital satisfaction of their spouse is confirmed.

The third hypothesis examination:

_The results indicate correlation between occupation type of employed women and marital satisfaction of their spouse was equal to 0.621 and significance level of the test is equal to 0.000 is smaller than 0.01, So with 99% certainty a significant relationship between occupation type of employed women and marital satisfaction of their spouse is confirmed.

The fourth hypothesis examination:

_The results indicate correlation between employed women's income and marital satisfaction of their spouse was equal to 0.184 and significance level of the test is equal to 0.147 is more than 0.05, So with 99% certainty a significant relationship between wives' income women and marital satisfaction of their spouse is not confirmed.

The fifth hypothesis examination:

_The results indicate correlation between husbands' income and marital satisfaction of their spouse was equal to 0.227 and significance level of the test is equal to 0.043 is smaller than 0.05, So with 99% certainty a significant relationship between husbands' income and marital satisfaction of their spouse is confirmed.

The general consequences of women's employment on their husbands' satisfaction

The rate of women's employment in different societies and culture differs. The motivation of getting job is important and different among women. It seems that the motivation contains financial and non-financial ones. In big cities, the financial motivations like making facilities, equipments and welfare available will work.

As a whole, the positive and negative effects of women's employment in different levels and the job type in rural and urban societies are distinct. In urban societies the occupation of women can be investigated in four levels of education, services, economy and industry. In education level as teachers and professors in schools, universities and educational institutions unfortunately, the women's working time is equal to men's. Regarding to the serious domestic duties of women, the employed women as well as their working out of home encounter the difficult responsibilities at home that makes them exhausted especially those who are married.

From the economic perspective: The women's employment will eliminate the extra expenses. They will be thrifty and reduce the non-essential costs. Whilst, since they are emotional, they spend their income to improve their house condition and domestic life state.

From the personality and individual aspect: The woman employed out at work is hard working and self confident and can witness the life realities. She will activate her potentialities. Her character will move forward. Her interest and relish toward social issues will be encouraged and will profound in different cases.

From the upbringing and domestic aspect: As the engaged woman sees the society problems can understand her husband better. So, the cooperation and collaboration in such families increase.

The partnership in these families is considerable. The sense of responsibility in children and family members can be reinforced. Since she was engaged working out far from house for hours, makes the most of it. The employed woman possesses the freedom in her activity, thought and decision will enhance this freedom in her children. It is common that employed women are successful in upbringing of their children and their children are educated and apprehended more.

From political aspect in society level: The employed woman possesses the power of leadership in the society. They participate in social decision-making. They will grow their political comprehension. They learn how to superintend themselves and their family and be efficient. They take part in thought exchanging. They are sensitive to the future life of society. They know their rights in their society better. They learn the society rules. These women, in most cases, are ready to accept the serious and difficult duties of society in levels such as manager, mayoress, Member of Parliament, member of city council, minister and so on.

From the cultural and social aspect: The employed women are better in analysis of social issues rather than non-employed ones. The women's occupation out far from home makes marriage easier and brings the variable opportunities to choose a partner. They are more rational and accept the rules easily. Their sense of being useful is encouraged and they find themselves as important members. Advantages of employed women are the control of beneficial member and the increased level of skill and social knowledge.

One of important advantages of employed women is the control of pregnancy in contrast to unemployed women. The engaged women, regarding to time division allotted to in and out house work, have less opportunity to bring up children.

The meeting the future needs of children with the loss of husband, the rise of power in solving domestic and social problems, the mental health and optimistic view of future are other merits of women's employment, while all of these rely on the work condition as the innate dignity and delicacy of woman has its own considerations.

Acknowledgment

My most sincere thanks go to all my professors for their helpful suggestions and moral support. I am very pleased that I had the honor of being their student. Special thanks also go to my family for their generous spiritual support, and finally the deepest gratitude is expressed to your unflinching support which would never be forgotten.

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