

## LIFE SATISFACTION AND ADJUSTMENT AMONG WORKING WOMEN IN RELATION TO THEIR NATURE OF JOB AND MARITAL STATUS

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### Abstract

*The present study examined the life satisfaction and adjustment among government working women in relation to marital status (married 183 and unmarried 61) and nature of job (regular 118 and contract 126). The sample for the study consisted of 244 government working women. Simple random sampling procedure was used for the study. The sample was administered the Life satisfaction scale and Bell's Adult Adjustment Inventory. The data was put to statistical analysis by 't' test and result revealed that there was a significant difference between married and unmarried women in relation to life satisfaction, that is married working women found to have higher level of life satisfaction than unmarried working women. However there was no significant mean difference in adjustment of working women married and unmarried women. And there no significant mean difference was found in adjustment as well as level of life satisfaction among working women on basis of their nature of job that is regular and contract job.*

**Keywords:** Life Satisfaction, Adjustment, Working Women, Nature of Job and Marital Status

In the apron string a woman is hiding the revolutionary energy, which can establish paradise on the earth. Obviously, the lives women live today are much different than they were before. The future of a country depends on the socio-psychological adjustment of a woman. Prosperity of the family depends on women's adjustment (Pramod & Shutla, 2012). Life satisfaction is often measured a desirable goal in and of itself stemming from the Aristotelian ethical model, eudaimonism, (from eudaimonia, the Greek word for happiness) where correct actions lead to individual well-being with happiness representing the supreme good (Beutell, 2006). Life satisfaction is an overall evaluation of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. It is one of three major indicators of well-being: life satisfaction, positive affect, and negative affect (Diener, 1984). A healthy, well adjusted person can live smoothly even in stressful and difficult conditions through the process of adjustment. The working women who start their careers enthusiastically, devote all their time to the

profession, are dedicated to their jobs, may be susceptible to emotional and spiritual conflict as well as from life satisfaction which further lead to difficulty in adjustment. A well adjusted person possesses the characteristics of awareness of his/her own strengths and restrictions, respecting one's self and others, an enough level of aspiration etc. You may have heard someone say that "somebody just doesn't adjust to situation" or "somebody facing problem in adjustment".

Adjustment refers to the behavioral process of balancing conflicting needs or needs against obstacles in the environment. Adjustment can be defined as a procedure of altering one's behavior to reach a pleasant-sounding relationship with the environment. Adjustment disorder occurs when there is an inability to make a normal adjustment to some need or stress in the environment. A good adjustment not only "Serves with the desired results but also avoids the unwanted ones. Thus adjustment which is learn in the course of dealings with the physical and social environments becomes habitual by frequent use. A person is said to be

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adjusted when he is so related to reasonably adequate environment that he is relatively happy, efficient and has a degree of social feeling. In simple words, adjustment is an all-inclusive term meaning relationship between an individual and his environment through which his needs are satisfied in accordance with social demand. The adjustment procedure is a universal sequence that can be identified in the behavior of organism from the lowest species up to man.

**Review of Literature** was done related to the problem. Kausha (1997) reported through series of path analysis and cross tabulations and suggested married women life satisfaction was directly linked to their satisfaction with marriage, employment and their leisure experience and also found an inverse relationship between satisfaction and the women's activity, however for unmarried women, satisfaction was affected by leisure experiences and educational level. The study suggested that any effort to reduce or increase the educational, employment, or leisure activities of women would directly affect women's general satisfaction. Sundriyal and Kumar (2013) indicated that there was significant difference regarding depression and life satisfaction between married and unmarried woman. Results revealed that unmarried women found higher depression as compared to married women while in life satisfaction scale unmarried women found having higher life satisfaction in compare to married women. Kaur (2013) showed that government executives had higher level of psychological well being and happiness than private executives. Gupta et al. (2009) examined to explore marital adjustment and life satisfaction among dual career couples across life cycle stages and results revealed that there was no significant differences were found between the groups. Jadav (2013) studied to find out the psychological adjustment among teachers of Sahayak teacher and permanent teacher, both groups (n=120, 60 Sahayak and 60 permanent teachers) and result showed that there was no significant difference in Sahayak and permanent teachers and also there was no significant interaction effect found between the type of teacher and sex. But there was significant difference of psychological adjustment was seen between male and female. Patricia Frazier et al

(2008) studied the desire for marriage and life satisfaction among unmarried women. And results suggested that unmarried women attribute being single to both barriers and choices. Mediatonal analyses suggest that unmarried women have more desire for marriage because they have less social support and they have and lower life satisfaction because of lowered self-esteem. Womer et al. (2009) studied the personal and social adjustment of the never-married(n=38) women and married(n=38) mothers. And result showed that certain contemporary stereotypes picturing of the never-married woman as deficient in personal and social adjustment and insisting that marriage and motherhood are essential to feminine fulfillment were not supported. It was deduced that, through creative contribution to society, a never-married woman may achieve a satisfactory adjustment to life and that, though denied a husband and children, she may nonetheless experienced adequate personality fulfillment. Based on above literature it was felt that it is important to find out if there is any relationship between Life satisfaction and adjustment. Earlier, it was supposed that a woman has better life satisfaction and adjustment when she is married and takes up every day jobs as a wife, and later as a mother, but now the scenario has changed mostly today women are working. They prefer jobs and sometimes they get involve in late marriages for their career upliftment. Working women attitude towards marriage has now changed, and working women have started believing that they are better off, satisfied, happier and are capable of making decisions better when they are independent. They also believe that they are better adjusted when they are alone and accountable for their own actions rather than when they have to deal with a family. So in the present context where working women are educated and oriented towards careers, it is essential to study the life satisfaction and adjustment of married and unmarried women because of change in workplace and family supports, ideas towards marriage and life and how to adjust at different places that is at home and at workplace at different time by playing dual roles. Are they satisfied from their life, Is nature of job that is regular or contract affect their life satisfaction and adjustment?. So to get the answers of these

questions following objective was framed.

#### OBJECTIVE:

- To find out the mean difference in life satisfaction and adjustment among married and unmarried working women on the basis of their marital status and nature of job

#### METHOD

##### SAMPLE

The sample for the study consisted of 244 government working women. Simple random sampling procedure was used for the study.

##### MEASURES

- The Life Satisfaction Scale (L-S scale) developed by Promila Singh and George Joseph consist of 35 items with high reliability (0.91) and validity (0.83) for women of age group from 25-55 years to assess an individual's level of satisfaction in life.
- The Bell's Adjustment Inventory by H.M Bell's (1961) adult form was used. The Adult

form of the adjustment inventory provides five separate measures of adjustment on home, health, social, emotional and occupational areas.

#### PROCEDURE

The tests were administered individually. The subjects were met at their working Places. After mentioning the purpose of the researcher visit, the cooperation of the subject was required. The subjects were asked to read the instructions carefully and respond accordingly their best choice and do not left any statement unanswered. So, the Life Satisfaction Scale and Bell's Adult Adjustment Inventory were administered as per standard directions to measure level of satisfaction and adjustment. After the participants finished responding, the questionnaires were collected back and the subjects were thanked for their participation and co-operation.

#### RESULTS AND DISCUSSION:

*Table 1: Mean difference between married and unmarried working women*

|                   | MARRIED |        |       | UNMARRIED |        |       | 't' value |
|-------------------|---------|--------|-------|-----------|--------|-------|-----------|
|                   | N       | MEAN   | SD    | N         | MEAN   | SD    |           |
| Life Satisfaction | 183     | 147.49 | 16.31 | 61        | 143.24 | 13.86 | 1.98*     |
| Total Adjustment  | 183     | 43.23  | 14.64 | 61        | 43.92  | 14.80 | 0.32 (NS) |

Significant \* at 0.05 level, NS: Not significant

An examination of table 1 shows that married and unmarried women differ significantly on Life Satisfaction that is married working women found to have higher level of life satisfaction than unmarried working women. The obtained 't' value of 1.98 is statistically significant, at 0.05 level, thus rejecting the null hypothesis which states that "There is no significant difference in life satisfaction

among married and unmarried women. While there is not significant mean difference of total adjustment among married and unmarried working women so this accepts the null hypothesis which states that "There is no significant difference in total adjustment among married and unmarried women."

*Table 2: Mean difference on the basis of nature of job (regular and contract) working women*

|                   | Regular |        |       | Contract |        |       | 't' value |
|-------------------|---------|--------|-------|----------|--------|-------|-----------|
|                   | N       | MEAN   | SD    | N        | MEAN   | SD    |           |
| Life satisfaction | 118     | 147.62 | 15.13 | 126      | 146.01 | 14.00 | 0.86 (NS) |
| Total Adjustment  | 118     | 46.49  | 18.04 | 126      | 44.48  | 14.15 | 0.97(NS)  |

An observation of table 2 reveals that working women do not differ significantly on the basis of their nature of job (regular and contract) on adjustment and level of life satisfaction.

The 't' values of total adjustment were found to be insignificant, thus proving the hypothesis which states "There is no significant difference in adjustment as well as life satisfaction among both women working on regular and contract job.

### DISCUSSION OF THE RESULT

Working women do not differ significantly on the basis of their nature of job (regular and contract) on adjustment and level of life satisfaction. So from the above result it can be discussed that nature of job did not affect working women life satisfaction and adjustment that is educated women want to do job to fulfill their daily needs. Due to lot of unemployment, the women who are on job feel relaxed that they are earning something to support themselves as well as their families whether they are working even on contract basis job. While reviewing previous literature no research was found which examined the significance level of adjustment and level of life satisfaction typical based on contract and regular job basis. There were some studies which support the above mentioned study. (Petilliot, 2016) examined on How Important is the Type of Working Contract for Job Satisfaction of Agency Workers? And result showed that agency workers on a permanent contract are less satisfied with their job than regular workers on the same contract; while on the other hand, agency workers on a fixed-term contract do not differ in job satisfaction from both regular workers on the same contract and those on a permanent contract (Petilliot, 2016). Married and unmarried women differ significantly on Life Satisfaction that is married working women found to have higher level of life satisfaction than unmarried working women. The obtained 't' value of 1.98 is statistically significant, at 0.05 level, While in case of marital status married working women were found to be have higher life satisfaction which showed as they were now adjusted with their family and job they had to look after their family and to follow others responsibilities etc and they were satisfied while unmarried working women were tensed to find a good life partner and well adjusted family as they

have more dreams and demands for their marital status. No significant differences were found in Mental health as well as in Marital adjustment of working and non-working married women( Sahul and Singhll, 2014). Sridharan (2015) found that there was no significant difference in life satisfaction among married and unmarried women and there was also no significant difference in adjustment among married and unmarried women.

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