

## Marital Adjustment and Work Stress: A Comparative Study of Single vs. Dual Career Couples

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### Abstract

The current study aimed to determine the relationship between Marital Adjustment and Work Stress among Single and Dual Career Couples and examine the role of Trust and Social Support in this relationship. Marital Adjustment Test (MAT) (Locke & Wallace, 1959), Occupational Role Stress Scale (ORSS) (French & Caplan, 1972), Interpersonal Trust Scale (Rempel, Holmes & Zanna, 1985), and Multidimensional Scale of Perceived Social Support (MPSS) (Zinnet & Farelly, 1988) were used in the current study. It was carried out on a sample of 120 married couples, (single Career Couples = 50) and (Dual Career Couples = 70) to ensure the psychometric properties and to test the hypothesis of the study. The data was collected from different cities of Pakistan i.e., Sargodha, Mandi Bahauddin, Islamabad, Rawalpindi, and Lahore. These tools were administered after rapport building and informed consent of the participants. Results of the study revealed that trust and social support were positive predictors of marital adjustment as the level of trust and social support increases the marital adjustment of couples also increases, however, trust and social support were negative predictors

of work stress as the level of trust and social support increase, work stress among single and dual career married couples decreases.

**Keywords:** *marital adjustment, work stress, single career couples, dual career couples, trust, social support, comparative study.*

## Introduction

Marriage is for delight, happiness, contentment and peace of mind on account of satisfaction through developing relations with others with trust, understanding and fulfilling social obligations and enhancing personality development (Geol, 2013). Unfortunately, there is a dearth of study in our country Pakistan, regarding single and dual career couples and the present study aimed at investigating the relationship of marital adjustment and work stress among single and dual career couples by ensuring the moderating role of interpersonal trust and social support in keeping up the marital adjustment of committed couples.

The uniqueness of this study lies in the fact that it analyzes the relationship between work stress and marital adjustment crosswise over single and dual career couples. This examination will likewise inspect the single and dual career couples, additionally analyzing the gender roles which are compromised when both husband and wife are workers. This in return may have a direct bearing on the dynamics of trust in marital relationship.

The word marital satisfaction/adjustment has ended up being somewhat intangible to characterize, and typically utilized reciprocally by the terms marital quality, and dyadic conformity (Harper, Schaalje, & Sandberg, 2000). Marital adjustment has been considered as Husband and wife's capacity to accommodate and soothe each other at any known time which is laid out as wedding value. In addition, it will portray one dimension like communication or possibly the victorious general functioning of a wedding (Harper, 2000).

The previous studies on marital status adjustment show that it's enduringly essential for the process of accomplishment of balanced and purposeful marital relationship (Bradbury, Fincham & Beach 2000). Whereas finding out marital adjustment in working couples it's often times discovered that job stress affects it in some direct or indirect ways.

Xuanningfu, Kendal, and Tora (2001) explored the level of marital adjustment in inter-racial and inter-cultural marriages and found that individuals who were in both an inter-racial and inter-cultural marriage reported minimal level of marital adjustment. However where only one of the two issues existed there was no statistical significance found in relation to marital adjustment.

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For the understanding of marriage structure different theories and models have been proposed by different psychologists during different times. Models are very help full in the understanding of marriage structure, how it work, what factors make it successful and what factors make it ending up in separation? Following are the some famous and important models of marriage:

### **An Equity Model of Marriage**

Equity theory attempts to clarify relationship satisfaction in term of perception of fair/unfair distribution of resources within any interpersonal relationship. Considered one of the justice theories, equity theory was initially created in 1963 by Adam. With the striking change in women's' work power commitment and social standards surrounding Gender roles since the 1960s and alongside men's inability to get up an equivalent contribute to family work, it is not startling that the dissection of household work has risen as a crucial source of conflict for some modern marriages (Blair & Johnson, 1992; Greenstein ,1996; Hochschild, 1989). Certainly, women who identify housework arrangements as unfair are more probable to account lower levels of marital pleasure (Blair & Johnson, 1992; Greenstein, 1996).

The concepts of Equity theory also assist us with comprehension of men's marital emotions work and women's appraisals of that work. Conventional women may support more elevated levels of emotion work from their husbands, yet by implication, by making smaller amount requests upon them exactly because they don't compare equality and equity in a coordinated manner (Nock, 2000).

### **The Male Dominance Model**

This is a man centered model and says that it depends upon the woman to do everything to make the man happy, consequently bringing about a "happy" marriage. This model looks like a conventional perspective of marriage (Sidanius & Pratto, 1992). This says that the man goes out each day to work and the woman stays at home, cleans, cooks and deals with the kids. In this model, it is the woman's business to sure that her husband is glad at all times. The woman is expected to make herself into the sort of woman as she is ideal for her man, and provide sentiments like love, care when he come back to the home. Schlessinger and Laura (2007) emphasize the way that it is the woman's role to make her man feel like he is the genuine man and consequently, the man will treat his woman like she should be dealt with, and he will make her feel like a genuine women and Male dominance model stresses the woman's part at home not at work place.

### **The Unity Model**

The unity model is the best marriage model. The unity model of marriage is devised for couples who need to develop together as one conjoint self. A unity

couple shares everything with each another and prefers to do everything together. This model requires positive aspects so as to make it successful, . The most troublesome necessity of this model may be that woman must be extremely patient and stay calm toward men to get to this level. This is because woman is now biologically programmed towards unity and conformity (James & Leon, 2008). This model is also known as the woman centered model.

The unity model requires the man to listen, support and do not make a difference, what he must put efforts to make the woman feel happy and secure in the relationship. The man must realize this, admit this, and put into practice all together for the couple to accomplish unity. In the unity model, the man needs to takes an activity to energetically change his vigorous thoughts and actions toward intimacy, in light of the fact that a woman's thoughts and actions are already unity based (James & Leon, 2008).

### **Demographic Characteristics in relation to Martial Satisfaction**

Demographic attributes including gender, age, race, income, education, children, duration of marriage, and occupation have been connected to marital agreement and marital conflict (Knox & Schacht, 2000). Men and women differ in their marital satisfaction, Deborah and William (2007), conducted a study on section of 51 couples to examine the hypothesis that Gender differences in the effectiveness of powerful predictors of marital adjustment would not depicted in dual career couples wherever husbands and wives equally have high commitment to their work in respect to their family.

Education and income have likewise been connected to marital satisfaction and marital conflict as more prominent level of education and high income has been found as anticipating better marital adjustment and minimizing conflicts. Economic pressure has a harmful impact on marital agreement and a positive impact on relationship dissolution (Johnson & Booth, 1998).

Numerous personality factors have been found to affect at great deal on maintaining and forming intimate relationships and marital satisfaction. One of the personality factor is neuroticism which is characterized by moodiness; getting upset frequently, worrying and experiencing negative emotion is associated with less satisfaction in relationships and romance. It's a fundamental personality trait in the study of psychology linked with marital adjustment. Work stress is another construct linked with marital satisfaction especially when both husband and wife are career oriented.

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## Relationship between Marital Adjustment and Work Stress

Work stress has been conceptualized as an experience arising from continuous interactions and adjustment between someone and his/her atmosphere (Lazarus & Folkman, 2001). It was also suggested that stress isn't inherently maladaptive which, at moderate levels, foster positive changes in mood, ability, and performance of people (Cotton & Hart, 2003; Hart & Cotton, 2002; McGowan, Gardner, & Fletcher, 2006).

Multiple factors play important role in relationship between marital adjustment and work stress. Beutler, Gudmunson, Hill, Israelsen, and McCoy (2007) found that economical issues considerably contributed to minor reported marital satisfaction among married couples. In a study done in Republic of Finland by Kinnunen and Feldt (2004) found that husband's joblessness is intensely identified with his marital adjustment. Couples with higher economic assets are better martially balanced when compare with individuals who have limited financial resources. As financial trouble increases rate of martial distress.

Crossfield (2005) establish a strong positive relationship between women's work stressors and also the anxiety and depression reported by their male associates; however in following case they discovered solely modest crossover from men's work stressors to women. Fincham, Gordon, and Gano-Phillips (2000) done a longitudinal study to assess marital quality among the dual employed couples and found that positive credits towards marital satisfaction. Jaswal, Ritusingh and Thind in 2006 studied estimation of marital adjustment among couples in relevance to women's academic level and employment status and found that education and employment of the females have got vital implications not just for their own lives but also for all the lives and relations joined with them.

Samani (2008) investigate the vital aspect of marital disagreement between married students in Shiraz University of Iran. He discovered that there are six imperative variables of marital conflict which are personality character, care and love, verbal aptitudes, commitments, family environment and sophistication.

Work stress is generally assigned as a pointer of general accomplishment, low marital value is buffered with elevated work stress and it offers a general point of notice to investigators also work stress has been negatively related with, well-being, psychological suffering, and marital stability (Kluwer, 2000).

Hashmi, Khurshid and Hassan (2007) discovered the relationship among marital adjustment, work stress and hopelessness. Sample of the study comprised of 75 working and 75 non working married couples. Age ranged between 18 to 50 years. Consequences showed strong negative considerable

relationship between marital adjustment, hopelessness, role conflicts and work stress. The results also demonstrated that working married females and males need to experience supplementary issues in their married life when compared with non-working married females and males. There are certain factors that may play key role in relationship of marital adjustment and work stress, among these trust and social support are of prime importance.

### **Role of Trust in Relationship of Marital Adjustment and Work Stress**

Marital relationships are comprised of faith, and distribution of close thoughts and emotions. They are based upon trust and sharing and they get power from these things. Therefore the excellence of relationship is inclined adversely when there is a perception of concealment of emotions from life partner. The sensitivity of concealment effects on relationship quality, the person feels discarded or rejected (Finkenauer, Kerkhof, Righetti, & Branje, 2009).

German (2008) explored that trust and marital satisfaction is considerably higher among females than males. Deficiency of trust in marital relation is similar to the undetected cancer that kills mutely and softly. Furthermore trust is the behavioral intent of "willingness" incorporated by Moorman, Deshpande, and Zaltman (2000), they argue that this behavioral intention is a decisive aspect of trust's conceptualization because "if one thinks that a partner is trustworthy without being agree to rely on that partner then trust is limited" (p. 315). So, actual confidence that a partner can rely on another certainly will entail the behavioral intention to rely.

Some global researchers have found that trust to be a significant variable in the accomplishment of enduring marriages e.g., in a longitudinal study, Kristina Moeller and Satin (2001) explored that young people with trustful parental connections practiced more adjustment with their partner relationships in midlife. They accomplished that marriage is competent to change yet has valuable elements which must be preserved.

Interpersonal trust itself has allegations for understanding the marital relationship. Evidence presented by Rotter (1980), suggested that tiny trust individuals are more defenseless and perform duties more competitively than do high trust individuals. High trust persons, in contrast, are characterized in some studies as pleasurable and predictable and exposed to stress very calmly.

### **Social Support and its Role in Relationship of Marital Adjustment and Work Stress**

Social support also boost up marital adjustment and can be defined as a care which is gain from a variety of resources, including, family, friends, passionate

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partners, community knots, coworkers associates and health care personnel (Taylor, 2011)

Most of the working women experience maladjusted because of non cooperative behavior of the spouse and family members in their society whereas increased social support and collaboration are successful ways to help the employees to deal with stress through their work atmosphere. The sources of social support may come from friends, society, families, coworkers and administrators (Stamper & Johlke, 2003). Golzary and Yazdi (2005) found that an individual's capability to understand others sentiments, express his/her own emotions in a constructive way, showing apprehensions for each other and to organize and manage emotions in an efficient way results in a flourishing marital relation and temper and interpersonal trust were proven as predictors of marital adjustment.

Steffy (1986) examined the structural affiliation between dual-career arrangement, social support, problem solving efficiency, conflict resolution strategies, inter role conflict, marital adjustment and work stress among any married female professionals. Dual career arrangement and social support were considered to be disapprovingly connected with inter-role conflict and absolutely connected with problem solving and adjustment in the marriage.

Among multiple theoretical models stress-buffer theory explained that social support positively affects health, well-being and prosperity by shielding people from the pathogenic effects of stressors, whereas the major effect hypothesis embraces that social support positively influences well-being irrespective of whether people encounter stressful situations (Helgeson, 2003). Based on stress-buffer theory, the presence of a supportive social arrangement represents a buffer against stress. Social support also acts as a buffer among stressful life situations and psychological distress by contributing to less negative evaluations and leads to the insight of situations as less stressful (Cohen & Hoberman, 1983; Lakey & Cohen, 2000).

## Rationale and Conceptual Framework

Marriage is the essential unit of life and family system and it plays a fundamental role in sustaining an individual's psychological well-being and growth (Kim & McKenry, 2002; Williams, 2003). Both life partners carry out multiple tasks like job and family task and it is not possible to have a happy marital life without establishing equilibrium between work and family. Various factors effect marital adjustment, such as partner qualification, communication, level of acceptance, work status, financial issues, sexual relationship and the time spent together, so on and so forth (Ayub, 2010).

Creating a balance in work and family, and cooperation seems to produce a positive influence on marital adjustment. Mousavi (2006), examined different aspects of marital satisfaction among dual career and single career women in Tehran and revealed that marital adjustment in dual career married women is in some aspects more than women of single career of marriage are less valuable for them in comparison to the non-employed women. Moreover, they have a stronger relationship with their life partner. Studies revealed that dual career women have more marital satisfaction than housewives. Specially those who have jobs with not-fixed work hours or part-time jobs.

Noor (2002), in his/her research on 310 Malaysian women explored that work-family conflicts have a negative correlation with marital adjustment and health (Zandipour, 2006). Study conducted on husband's jobs and marital conflicts showed that husbands' lack of job defense has a highly significant relationship with wives' criticisms about their low marital satisfaction (White & Rogers, 2006). Research has predicted that sharing non-traditional sex-role belief and the husbands' acceptance of their wives' careers were interrelated to higher marital satisfaction (Sprunt & Howes, 2011). During past years the trend of dual-career couples has become increasingly common in urban culture of Pakistan, so the present study is a valuable empirical enterprise at investigating the factors that might participate in their marital satisfaction.

The study contributes to literature on relationship between marital adjustment and work stress among single and dual career, married couples. Which have become important resources for enhancing adjustment and work related issue between both gender, for success and quality in life. The ascending or descending role of interpersonal trust and social support will also be examined. The study has significance for fact that it includes both single and dual career couple at the same facet. The information gathered in this study will, therefore, contribute to research on how marital adjustment can be enhanced with minimizing work stress and how interpersonal trust and social support can modify an intimate relationship

This research will also examine the single and dual career couples, also examining gender roles which are compromised since both husband and wife are earners. This in turn may have a direct bearing on the dynamics of trust in marital relationship.

It is of great need to study the marital relation in our society as our norms are widely differs from that of Europe and mostly their researches findings are not applicable to our culture. In Pakistan traditional trends are at large in practice which has been found to be related with high role overload and responsibilities for women when they are working in dual career setup (Parveen, 2009). It has



also been evident that marital adjustments of couples is effected by the work stress at large either they are single career (Hashmi, Khurshid, & Hassan, 2006) ,or dual career (Umbreen, 2011; Usman, Ahmad, & Akbar, 2011). Especially females are more prone to high work stress and low marital adjustment as compare to males (Mukarram, Akbar, Jan, & Gul, 2012). Independent separate studies also explored that presence of social support (Shaheen, 2012), and trust (Atta, Adil, Shuja, & Shakir, 2013) buffer sense of marital adjustment.

Gender roles reflect the traditional, prevailing cultural norms in a given place during a specific era. However, these norms are not universal and may not be necessarily healthy. They are individually constructed and differ according to the context and are related to individual experiences (Fields & Cochran, 2010).

Numerous studies have been conducted in India on Dual Career couples and employed women. Mahajan, 2000 analyzed conflicting roles which Modern educated women in India has to face if they decide to pursue a career or traditional pattern of home life and concluded that educated women themselves are still not sure of their capabilities to handle role conflicts at various stages of their life as this trend was consistent over the period.

Haque (2010) pointed that though culture plays a significant role in determining gender roles, but Islamization also reinforces traditional culture. Emphasizing traditional roles for women further strengthen the cultural norms that set the perimeters for female mobility and widen the gap in labor force (Jalal, 1991). Read (2003) also found religiosity and ethnicity as important factors in shaping women's gender role attitudes than are their affiliations as Muslims and Christians.

Personality traits have also been found in relation to work stress and family life quality (Shaheen, 2002) just like emotional intelligence as predictor of marital quality (Batool & Khalid ,2012); level of perceived social support and marital adjustment among and arranged love marriage couples (Nawaz, Jawaid, Haneef, Tasaur, & Khalid, 2014); association of marital relationship and perceived social support with mental health (Qadir, Khalid, Haqqani, Huma & Mehdin, 2013); and marital satisfaction and perceived social support reliability factors to depression (Khan & Aftab, 2013).

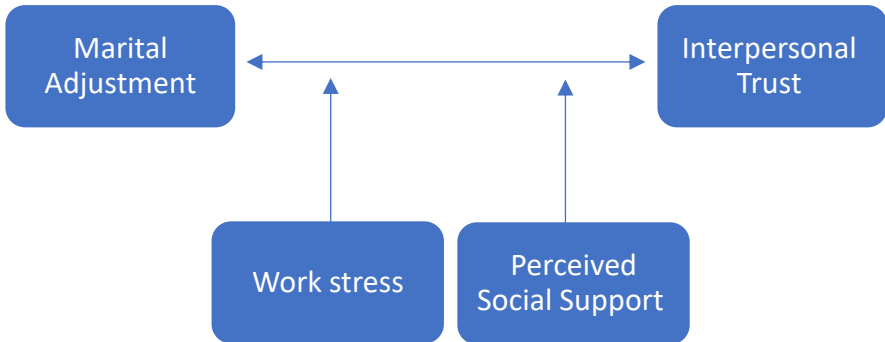
Keeping in view the above scenario present study was designed and uniqueness of the study lies in the fact that this provides a comprehensive view of marital adjustment's relationship with work stress by exploring the role of trust and social support in this relationship among both dual and single career couples.

Although empirical work has been done on the constructs separately but there is dearth of knowledge to explain all together at a time therefore, on the given

preview present study was carried out to seek insight on the following conceptual framework:

**Figure 1:**

On the given preview present study was carried out to seek insight on the following conceptual framework:



**Hypotheses**

On the basis of literature review following hypotheses have been formulated:

1. Marital adjustment and work stress will be negatively related with each other.
2. Trust and social support will positively predict marital adjustment.
3. Trust and social support will negatively predict work stress.
4. Males will have more marital adjustment as compare to females in both single and dual career couples.
5. Females are more vulnerable to work stress as compare to males.

**Method**

Purposive convenient sampling technique was used for present study. Sample of 120 couples from different cities of Pakistan i.e Sargodha, Mandi Bahauddin, Islamabad, Rawalpindi and Lahore was selected. The age range of the sample was 25 to 60 years (M= 100.5, SD=15.18) and Education level was metric to postgraduate. (M=93.98 SD=15.48). Participants were divided into single and dual career couples and only those couples were included whose job duration was minimum 6 hours per day.

## Table

### *Demographic Characteristics of the Single and Dual Career Couples (N=120)*

Variable	Male f (%)	Female f (%)	Total f (%)
<b>Career</b>			
Single career	50 (21)	50 (21)	100 (42)
Dual career	70 (29)	70 (29)	140 (58)
<b>Residence</b>			
Rural	39 (17)	39 (17)	78 (34)
Urban	81 (33)	81 (33)	162 (66)
<b>Family system</b>			
Nuclear	62 (26)	62 (26)	124 (52)
Joint	58 (24)	58 (24)	116 (48)
<b>Qualification</b>			
BA and below	38 (16)	58 (24)	96 (40)
Masters and above	82 (34)	62 (26)	144 (60)
<b>Working hours</b>			
6 hours	24 (13)	28 (15)	52 (28)
Above 6 hours	96 (50)	42 (22)	138 (72)
<b>Job Experience</b>			
Less than 3 years	15 (8)	35 (18)	50 (26)
Above than 3 years	105 (55)	35 (18)	140 (73)

Table describes percentage of males and females with reference to their career, residence, family system which is same but it varies among demographics of qualification, working hours, and job experience in single and dual career couples. Working hours and job experience contain the sample of (N=190) employees only because unemployed partner of single career couples were excluded from these categories.

## Instruments

The instruments used for this research study are following:

**Demographic Data Sheet.** A demographic data sheet (see Appendix A) was used to obtain the required information such as age, gender, qualification; monthly income, job nature, job experience, residence, and family system.

**Marital Adjustment Scale (MAT).** Marital Adjustment among couples was measured by Marital Adjustment Test (see Appendix B) developed by Locke and Wallace (1959). It consist of 15 items with the six point rating scale response format ranging from always agree=1 to always disagree =6 The 15 items will be answered on a variety of response scales and literature reports high reliability .90 for this scale ( Freeston & Plechaty, 1997).

**Occupational Role Stress Scale.** Occupational Role Stress Scale was used to measure workplace stress (See Appendix C). The scale is developed by French and Calpan (1972) and consists of 25 items. Each item has five optional responses, which are scored on a 5-point Likert scale ranging from always =1 to never =5. Literature reports its high reliability as Cronbach's  $\alpha = .78$  (Cooper & Bright ,2001).

**Interpersonal Trust Scale.** Interpersonal trust of couples was measured by interpersonal Trust scale (See appendix D) developed by Rempel, Holmes and Zanna (1985). It consists of 3 sub scales i.e, Predictability: that emphasizes the consistency and stability of life partner particular behavior taking into account of past experiences, (item numbers, 4, 5, 6, 8 and 14) Dependability: that focuses on the dispositional characteristics of the partner which warrant confidence even with danger, (item numbers 1,7,13,15 and 17) and Faith: that focuses on feelings of confidence in the relationship and the responsiveness and caring expected from the partner despite an uncertain future, (item numbers 2, 3, 9, 10, 11, 12 and 16). The total Trust measure is the sum of the 3 sub scales total of that has been generated on 7 point Likert type rating scale. The literature reports its reliability as .89 (Rempel, Holmes, & Zanna, 1985).

**Multidimensional scale of Perceived Social Support.** Perceived social support among couples was measured by Multidimensional Scale of Perceived Social Support (See appendix E) developed by Zimet and Farley (1988). It is 12 items scale with seven point Likert –scale response format ranging from 1= very strongly disagree to 7=very strongly agree. The scale has three subscales as Family: appraisal and support perceived by an individual from family unit, (item numbers, 3, 4, 8, 11), Friends: support and responsiveness expected by a person from peer group (item numbers, 6, 7, 9, 12) and significant other: which emphasize over care and support expected from life partner which is essential part of marital life, (item numbers,1,2,5,10). MSPSS has good internal and test-retest reliability as well as moderate construct validity. The literature reports a Cronbach's alpha of this scale is .92 and intra-class correlation coefficient is 0.84 (Mitchell & Zimet 2000).

## Procedure

Research was conducted as per ethical guidelines devised by APA. Initially original authors permissions were sought to use the research instrument for present study. Prior to the test administration, informed consent of the participants was obtained. They were briefed about the purpose of the study. The time for administration was not fixed although average time was 25 to 30 minutes. 300 forms were handed over to the participant and they were given proper time as per their demand. In the end participants were thanked for giving their valuable time and also their cooperation.

## Results

The Present study was sought to examine the relationship between marital adjustment and work stress among single and dual career couples and for examining role of Interpersonal Trust and social support over this relation. Data of current study was analyzed with SPSS 18 version.

### Table

*Means, Standard Deviations, Range, Minimum Statistics, Maximum Statistics and Alpha Reliabilities for all the Variables Used of the Study (N = 120couples).*

Variables	N	M	SD	Range		$\alpha$	Skewness	
				Minimum Statistics	Maximum Statistics			
MAT	240	97.85	17.76	59	132	.59	-.464	
ORS	190	78.08	11.23	44	107	.74	.052	
TRUST	240	81.83	11.32	56	112	.88	-.367	
Trust	Depends	240	24.40	3.02	17	31	.62	-.468
	Predict	240	22.06	4.05	13	33	.64	-.225
	Faith	240	35.37	5.55	20	48	.83	-.412
PSS	240	65.33	6.77	43	81	.83	-.290	
PSS	Family	240	22.31	2.66	12	28	.66	-.668
	Friends	240	21.10	2.96	14	28	.77	-.351
	Sig	240	21.92	2.67	11	28	.68	-.450

**Note:** MA = Marital Adjustment test; ORS = occupational role stress; PSS = Perceived social support; Depends=Dependability; Predict = Predictability; Sig= Significant other.

\*\*p < .01. \*p < .05.

The results in Table 2 demonstrate a significant high alpha reliability coefficient ranging from .57 to .88. Univariate normality analysis confirmed that all the scores were normally distributed, i.e., the value of skewness is less than 2.

**Table**

Correlation Matrix for Single Career couples for all the Variables Used in the Study (N = 50 Couples)

Variable	MAT	ORSS	TRUST	PSS	Depends	Predict	Faith	Family	Friends	Sig
MAT	--	-.44***	.41***	.70**	.37**	.49**	.43**	.27**	.55*	.42**
ORS	--	--	-.33**	-.34**	-.31**	.39**	-.41**	-.46**	-.38**	-.54**
TRUST	--	--	--	.52**	.79**	.75***	.92**	.36**	.36**	.65**
PSS	--	--	--	--	.41***	.39**	.49***	.70**	.84**	.87**
TRUST	Depends	--	--	--	--	.45**	.69***	.27**	.25*	.58**
	Predict	--	--	--	--	--	.53**	.29**	.30**	.44**
	Faith	--	--	--	--	--	--	.33**	.34**	.61**
PSS	Family	--	--	--	--	--	--	--	.62**	.72**
	Friends	--	--	--	--	--	--	--	--	.58**
	Sig	--	--	--	--	--	--	--	--	--

**Note:** MA = Marital adjustment test; ORS = occupational role stress; PSS = perceived social support; Depend = dependability; Predict = predictability; Sig = significant other.

\*\*\*p < .001. \*\*p < .01.

Table 3 represents the correlation matrix for study variables on the data of sample single career couples Results showed that marital adjustment, Perceived social support and trust scale have significant positive correlation with each other respectively. Table 3 further indicates significant negative correlation of work stress with marital adjustment, social support, and trust. However marital adjustment is positively correlated with social support and trust along with all their subscales i.e, dependability, predictability, faith, family, friends and significant others.

**Table**

Correlation Matrix for Dual Career couples for all the Variables Used in the Study (N = 70 couples)

Variable	MAT	ORSS	TRUST	PSS	Depends	Predict	Faith	Family	Friends	Sig
MAT	--	-.53**	.63***	.66**	.43**	.64**	.49**	.61**	.50**	.52**
ORS	--	--	-.56**	-.35**	-.50**	-.53**	-.52**	-.41**	-.32**	-.50**
TRUST	--	--	--	.44**	.88**	.73**	.85***	.50**	.20*	.56**
PSS	--	--	--	--	.47**	.30**	.47**	.62**	.73**	.79***
Trust	Depends	--	--	--	--	.78**	.77***	.23**	.26*	.63***
	Predict	--	--	--	--	--	.82***	.31**	.43**	.42**
	Faith	--	--	--	--	--	--	.23**	.24**	.54**
PSS	Family	--	--	--	--	--	--	--	.40**	.58**
	Friends	--	--	--	--	--	--	--	--	.66***
	Sig	--	--	--	--	--	--	--	--	--

**Note:** MA = Marital adjustment ; ORS = occupational role stress; PSS =perceived social support; Depend = dependability; Predict = predictability; Sig= significant other. \*\*\*p < .001. \*\*p < .01.

Table 4 presents the correlation matrix for study variables among dual-career couples, revealing significant positive correlations among marital adjustment, perceived social support, and trust. Conversely, work stress shows a significant negative correlation with marital adjustment, social support, and trust. Notably, marital adjustment is positively correlated with social support and trust, as well as their subscales, including dependability, predictability, faith, family, friends, and significant others.

**Table**

Regression Analysis for Marital Satisfaction on Perceived social support

Variables	Single career (n = 50 couples)			Dual career (n = 70 couples)			Single and dual career (N = 120 couples)		
	MA			MA			MA		
	$\beta$	$R^2$	F	$\beta$	$R^2$	F	$\beta$	$R^2$	F
Trust	.30 **	.19	11.86***	.20*	.10	7.20**	.24**	.40	16.05***
PSS	.34**			.13			.26**		

Note. PSS = Perceived social support; MA = Marital adjustment \*\*\*p < .001. \*\*p < .01.

Table investigates contributions of trust and perceived social support on marital adjustment through multiple regression analysis. Table suggested that 19% of the variance in single career couples can be explained by a model comprising constructs of trust and social support ( $R^2 = .19$ ). On the whole the model was significant  $\{F(2, 97) = 11.86, p < .001\}$  and both the predictors, trust ( $\beta = .30, t = 2.87, p < .001$ ) and social support ( $\beta = .34, t = 2.82, p < .01$ ) were significant positive predictor of marital satisfaction.

Table 5 also described the effect of constructs of trust and perceived social support on marital adjustment and explained that very minimum of the variance in dual career couples that can be explain by a model comprising constructs of trust and social support ( $R^2 = .10$ ). Overall the model was non significant  $\{F(2, 137) = 7.20, p > .05\}$  and among the predictors, trust ( $\beta = .20, t = 1.34, p < .001$ ) and social support ( $\beta = .13, t = 1.09$ ) were not significant positive predictors of marital satisfaction in dual career couples.

Finally, as illustrated in Table 5, our model explained the 40% of variance among both single and dual career couples ( $R^2 = .40$ ). Among the predictors, emotional stability ( $\beta = .24, t = 2.16, p < .01$ ) and trust ( $\beta = .26, t = 1.40, p < .01$ ) positively predicted marital satisfaction among both single and dual career couples. Overall the model was significant  $\{F(2,237) = 16.05, p < .001\}$

**Table**

Regression Analysis for Occupational Role Stress on Trust and Perceived Social Support

Variables	Single career (n = 50 couples)			Dual career (n = 70 couples)			Single and dual career (N = 120 couples)		
	ORS			ORS			ORS		
	$\beta$	$R^2$	$F$	$\beta$	$R^2$	$F$	$\beta$	$R^2$	$F$
Trust	-.50***	.19	5.60**	.45**	.32	33.53**	-.30**	.23	14.90***
PSS	-.40***			-.28**			.17*		

Table investigates contributions of trust and perceived social support on work stress through multiple regression analysis in single and Dual Career. Table suggested that 19% of the variance in single career couples can be explained by a model comprising constructs of trust and social support ( $R^2 = .19$ ). On the whole the model was significant  $\{F(2, 97) = 17.76, p < .01\}$  and both the predictors, trust ( $\beta = .50, t = 2.87, p < .001$ ) and social support ( $\beta = .40, t = 2.19, p < .01$ ) were significant negative predictor of work stress.



Table 6 also described the effect of constructs of trust and perceived social support on work stress and explained that some variance in dual career couples that can be explain by a model comprising constructs of social support ( $R^2 = .32$ ). Overall the model was almost significant  $\{F(2, 137) = 1.18, p > .01\}$  and among the predictors, trust ( $\beta = .42, t = 1.34, p < .001$ ) and social support ( $\beta = .28, t = 2.10$ ) were significant negative predictors of work stress.

Finally, as illustrated in Table, our model explained the 23% of variance among both single and dual career couples ( $R^2 = .23$ ). Among the predictors, social support ( $\beta = .24, t = 2.16, p < .01$ ) and trust ( $\beta = .26, t = 1.40, p < .01$ ) negatively predicted work stress among both single and dual career couples. Overall the model was significant  $\{F(2,237) = 14.05, p < .01\}$

### Gender for Single Career Couples

Independent sample t-test was carried out to check the impact gender (i.e. male & female) on study variables in Single Career Couples. The findings of the analysis are given in the table below

#### Table

Means, Standard deviations and t values of single carriers couples with reference to Gender (N =50 couples)

Variables	Gender				t	p	95% CI		Cohen's d	
	Males (n = 50)		Females (n = 50)				LL	UL		
	M	SD	M	SD						
MA	98.30	11.10	95.35	16.01	1.40	.05	-9.49	-5.25	0.28	
ORS	68.88	10.70	81.75	12.18	2.64	.17	-9.20	-2.74	0.53	
TRUST	72.85	12.00	88.81	13.58	1.18	.01	-6.49	7.89	0.23	
Trust	Depends	23.65	2.87	24.15	4.16	1.18	.20	-.26	1.26	0.22
	Predict	22.43	5.03	21.69	4.16	1.31	.14	-.28	1.77	0.19
	Faith	34.76	6.36	36.68	5.73	1.01	.17	-1.62	2.19	0.24
PSS	75.39	3.83	65.28	4.74	2.12	.90	-1.61	1.83	0.42	
PSS	Family	22.33	2.80	28.19	2.43	1.12	.01	4.63	3.72	0.31
	Friends	23.22	3.03	23.97	2.80	.45	.51	-2.50	1.00	0.35
	Sig	51.83	1.67	24.01	2.57	-.23	.59	-3.86	.49	0.47

Note. MA = marital adjustment; ORS = occupational role stress; PSS = perceived social support; Depend = dependability; Predict = predictability; Sig= significant other.

\*\*p < .01. \*p < .05.

Results in table indicates the mean gender differences on Marital adjustment {t (98) = 1.40, p < .05}, Trust {t (98) = 1.18, p < .05}, and Family {t (98) = 2.43 p < .01}, were found to be significant but social support, trust ,dependability ,predictability ,faith ,friends and significant other were found to be non significant among both males and females. Table also explains that males are well adjusted in their marital life (M = 98.30, SD = 11.10) as compare to females in single career couples and females receive more social support from their family (M = 28.19, SD = 2.43). Results shows non-significant mean differences on all other variables.

### Gender for Dual Career Couples

Independent sample t-test was carried out to check the impact gender (i.e. male & female) on study variables in Dual Career Couples. The findings of the analysis are given in the table

**Table**

Means, Standard deviations and t values of Dual carriers couples with reference to Gender (N=70 couples)

Variables	Gender				<i>t</i> (138)	<i>p</i>	95% CI		Cohen's <i>d</i>	
	Males ( <i>n</i> = 70)		Females ( <i>n</i> = 70)				LL	UL		
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>						
MA	98.08	20.41	97.61	16.92	1.70	.08	-11.49	7.39	0.18	
ORS	78.65	10.05	81.85	11.18	1.78	.05	-6.75	3.35	0.30	
TRUST	82.07	11.00	79.90	12.58	1.63	.03	-5.49	6.06	0.27	
Trust	Depends	27.65	2.87	24.00	3.20	1.31	.19	-.33	1.64	0.13
	Predict	22.84	3.09	26.11	4.34	1.03	.01	-.66	2.12	0.07
	Faith	35.57	5.26	34.87	6.04	.73	.46	-1.82	2.58	0.28
PSS	64.82	4.83	64.72	5.09	2.12	.90	-1.52	1.75	0.37	
PSS	Family	22.33	1.82	22.41	2.03	2.1	.83	-.72	.58	0.10
	Friends	20.22	2.83	20.57	2.44	<u>-.61</u>	.54	-.60	1.15	-0.10
	Sig	21.62	2.16	21.72	2.30	-.26	.79	-.84	.64	-0.42

Note. MA = marital adjustment; ORS = occupational role stress; PSS = perceived social support; Depend = dependability; Predict = predictability; Sig = significant other.

\*\*p < .01. \*p < .05.

Results in table indicates the mean gender differences on Occupational role stress { t (138) = 1.78, p < .05}, and Trust { t (138) = 1.63, p < .05}, and predictability { t (138) = 1.03, p < .01}, were found to be significant, Table also explains that males are well adjusted in their marital life M = 98.08, SD = 20.14) as compare to females and females experience more occupational role stress in married life (M = 81.85, SD = 11.18) as compare to their male partner in dual career couples Results shows non-significant mean differences on all other scales and subscales

## Discussion

Current study was aimed at studying the role of social support and trust on relationship of marital satisfaction and work stress among single and dual career couples. Moreover, effects of family system, qualification, gender difference were also explored. The present study was aimed at determining the effect of trust and social support on marital adjustment and work stress also that either these two variables are predictor of marital satisfaction and work stress or not, in both career couples. Traditionally it is accepted that couples are single career as one partner is doing paid job as to be the bread earner of the family and the second partner adjust his/her life accordingly to achieve harmony in marital life. But as the traditional concept is changing due to day to day transition of modern life style, now it has been very common that dual career couples are emerging and their life style is a bit different from the life style of single career couples. Therefore researcher are in way keen to understand the unique dimensions of marital adjustment quality of dual career couples and how this quality have been effected by work / job demands and societal /personal constrains

The present analysis clearly confirmed the first hypotheses concerning marital adjustment and work stress, it was purposed that marital adjustment and work stress are negatively correlated with each other, as marital adjustment elevate will result in low level of work stress, means there is negative impact of marital satisfaction on work stress in single and dual career couples and among total individuals of both careers the same pattern was demonstrated. Those who have low marital adjustment are particularly vulnerable to work stress and tend to have a generally negative perception of situations and lack the coping abilities. On the other hand individuals who are high in marital adjustment are often less vulnerable to nerve-racking situation during work. They are not typically confused easily and are less reactive to marital conflict.

These findings are consisted with the findings of Hashmi, Khurshid and Hassan (2007) who explored relation among marital adjustment, work stress and depression. Sample of the research comprised of 75 working and 75 non-

working married couples. Their age range between 18 to 50 years. Findings showed exceedingly negative important relationship between marital adjustment, depression and work stress. The outcomes' of the study additionally demonstrate that working married couples need to face more issues in their married life when compared with non-working married women and men. Skowron and Elizabeth (2000) in their American study supported couple's levels of discrimination and elaborated considerable inconsistency in marital adjustment: seventy four percent of variance in husband marital adjustment scores and sixty one percent of difference in female marital adjustment scores were accounted for couple separation of self scores in term of employment connected problems and stress in work arrangements.

For the current study second hypotheses was stated that trust and social support will positive predict marital adjustment, present result supported that hypothesis .the results of regression analysis was satisfactory On the whole the model was significant as and both the predictors, trust and social support were significant positive predictor of marital satisfaction in single careers as trust is undoubtedly essential component of marital life. Relations are made out of belief, and allocation of close opinion and approach. They are based upon trust and sharing and they get stronger from these things (Finkenauer, Kerkhof, Righetti, & Branje, 2009). According to Regan, Kocan, and Whitlock (1998) trust is one of the most vital factor of a loving relationship.

Our finding consistent with William and Mark (2008), stating that trust was highly related with the better marital relation quality and couple marital satisfaction. They performed research on the predictors of marital adjustment on the first few years of marital relation. They explored their results across the few year marriage and suggested that interpersonal trust, desired spousal behavior alteration, and emotional maturity are much related with marital adjustment. Trust is the positive predictor of marital satisfaction in single career couples, (Danesh & Hydarian, 2006) demonstrated that trust is respect among couples which is strongly identified with the level of their marital adjustment in single career and dual career, This was found in a research directed in Qom City in Iran, which investigates the relationships between mutual interest, trust, respect and the level of adjustment with marriage. There was compact indication that the more the spouses regarded, trusted and cared one another, the happier was their marriage. Heller (2000) discussed that trust considers that the person who is trusted will do what is anticipated. Trust has been recognized as a significant factor in interpersonal relationships among married couples (Cottrell, 2007 Gutman, 1992; Rotter, 1980).

Our present study reported that trust and social support are not significantly predicted marital adjustment in the dual career couples. One reason for the less significance of trust and social support level in dual career couples can be that we live in male dominance society and when in our culture both spouses have to move out of the house for job than husbands level of trust on their wife gets less, as compared to single career couples in which wives are not supposed to go outside home rather they have to stay at home and look after the house chores and family as we live in traditional culture with male dominated society as reported by Schlessinger and Laura (2007), who emphasize the situation that it is the woman's role to do job and make her man feel like he is the genuine man and consequently, the man will treat his woman like she should be dealt with, and he will make her feel like a genuine women. On the off chance that there is something turning out badly in the married life then it is the woman's fault always. Consequently, she is the only one who can fix it. This model holds the traditional view of married life.

The next hypothesis was that the trust and social support will negatively predict work stress was confirmed as high level of trust will minimize the work stress. Our result were confirmed with a study done by Steffy (1986) who investigate the structural relation among spouse support, problem solving efficiency, inter role conflict, married fulfillment and job stress amongst any married female experts. Dual career arranging and social support were observed to be basically harmfully connected with inter role conflict, work stress and positively linked with problem solving and self esteem efficiency in the marriage.

Another objective of our study was confirmed that females in dual career couples will score high on work stress as compare to males this is because in dual career couples wife has to work and manage her work and family life. The two career associates are more challenged and are necessary to make more labors and adjustment while attempting to hit a harmony between the concurrent stress and pressures of two essential regions, their professions and their family as Elloy and Smith (2003), for instance, found that Because she is among numerous male partners at her work which put her in comparison with a housewife of single career having insignificant contact with male person outside of her family unit.

In Pakistan discrimination on gender roles was significant as woman in the past was stigmatized toward domestic work and male partner was consider as bread earner. The trend of male dominancy became a factor causing violence to other gender and women were viewed as inferior and worst in comparison to male dominancy. They could not raise voices against their man before or after marriage (Ibrahim, 2005). But with the passage of time the center of attention

has moved to some degree from the difficulties of sharing the domestic errands to concerns about work life excellences, underlining the significance of dealing with marriages as well as careers (Perrone & Worthington, 2001).

The dual career partners face a lot of challenges and are needed to create bigger efforts and changes whereas making an attempt to hit synchronization between the correspondent requests and pressure of two vital areas, viz. their professions and their family especially with reference to their marital life and its adjustment. It has also been confirmed that marital adjustments of couples is effected by the work stress at large either they are single career by (Hashmi, Khurshid, & Hassan, 2006), or dual career (Umbreen, 2011; Usman, Ahmad, & Akbar, 2011). Especially females are more prone to high work stress and low marital adjustment as compare to males (Mukarram, Akbar, Jan, & Gul, 2012). Dual Career female partner experienced more stress, work-family conflict, family conflict, role ambiguity, role conflict and overload than single-career couples. Another study also explain this phenomenon that Dual career couples need to satisfy numerous roles and are stood up to with demands and stressors from the work and private life domains (Domsch & Ladwig, 2007).

Another objective was to determine gender differences in marital adjustment and among both career couples .result shows that males are more adjusted in their married life and face less occupational role stress, but female experience more occupational role stress and less marital satisfaction and more dependable to their male partner for their adjustment. According to unity model women are naturally determined towards closeness and affiliation, while men are most certainly not. Men like to keep certain aspects of their lives and minds separated. They like to keep them separate with a specific end goal to keep up their masculinity, freedom, and personal security and their adjustment is higher in life as compare to females (James & Leon, 2008).

### **Limitations and Suggestions**

Limitations don't make any differences but limitations stimulate the research for supplementary exploration and work on other possible substitutes.

Although our study has explored very important findings, however it is suggested that as sample was selected from limited locale so the findings cannot be generalized beyond the specific settings (Sargodha). Therefore, it can affect the external validity of the study. In order to increase the external validity it should replicated on large sample including different settings. Further, in the present study purposive convenient sampling technique was used that reduces the chance of probability so it is suggested that in next studies random sampling technique should be used. Social desirability is an issue which should b

minimized as on marital satisfaction scale females were mostly uncertain to answer about sexuality items that stimulate the effect of social desirability.

To reduce the problem of random responses it is recommended that future researcher should use consistent feedback for data collection so participant takes part in research with interest. Keeping in view of the limitation of current study it is recommended that future researcher use multiple sources for data collection along with self report measures

### **Implication for the Present Study**

Current study has some important realistic implications. The research helped future researcher to explore marital Adjustment among single and dual career couples in Pakistani cultural setup and imply advance systematic knowledge. Current study will help social psychologist and family counselor in many prospective. Particularly in dealing with single and dual career couples problems.

The current study will also be helpful for marital counselors in marital therapies, especially with dual career couples who are finding it really hard to maintain a balance between work and family specifically women to single or dual whatever, they still has to do most of the house work as well with their job, performing tough duties as well and often indulged in role conflicts

Social psychologist will be able to understand the new promising norm of dual career couples and how they create their domestic environment and deal with social and cultural issues.

Whereas family psychologist will better understand the nature of conflicts and problems that are cause by this new norm and can give better suggestions to deal it. Social support is an important aspect of our society which have strong impact on our personality that get disturb among both partners greatly especially in wives among dual career couple, who have to deal with house work as well as job work together and give time to family as well, current study will be helpful to better understanding of the dual career women issues. This study will also be helpful for partners of dual career couple in acquiring a balanced and functional marital relationship.

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