

# Job Satisfaction as a Correlate of Marital Stability among Married Adults in Kwara State, Nigeria

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## ABSTRACT

Marriage ideally is a legal union between an adult male and female. It is an intimate relationship between a husband and a wife. A healthy marriage provides stability which benefits the spouses physically, mentally, financially, and sexually. However, many reasons may be responsible for not achieving this and in some cases, it could be allied to job satisfaction. Therefore, the study investigated job satisfaction as a correlate of marital stability among married adults in Kwara State, Nigeria.

The population comprised all married adults in Kwara State estimated at 779,996. A multi-stage sampling technique was used to select 400 married adults from the three senatorial districts of Kwara State. Job Satisfaction (JSS) and Marital Stability Scale (MSS) were the instruments used to gather data for the study. Two research questions were raised and answered in the study while three null hypotheses were formulated and tested at 0.05 level of significance. The data obtained were analyzed using percentages, Pearson's Product Moment Correlation and Regression Analysis.

The result showed that married adults in Kwara had high job satisfaction and high marital stability. It was found that job satisfaction significantly correlated with marital stability of married adults in Kwara State. Gender, occupation, and highest educational attainment had no significant relationship with job satisfaction and it was also found out that gender, occupation and highest educational attainment significantly correlated with marital stability of married adults in Kwara State. Based on these findings, it was recommended, among others, that counsellors, government, and

policy makers should formulate policies that will improve work and family relationship.

(Keywords: marriage, marital stability, job satisfaction, marital stability scale, MSS, gender, occupation, educational level)

## INTRODUCTION

Marriage is an essential phenomenon in human life irrespective of tribe, society, religious affiliation, or beliefs. It is a social institution that is set up to provide for the family. It constitutes the brick with which society is built. Marriage is the foundation on which family is built. Marriage in a traditional sense is the coming together of a man and woman to raise a family and to meet the satisfaction of security and enduring affection and companionship (Omari, 2002).

Marriage is a relationship that is culturally approved of man and one woman (Monogamy) or of one man and two or more women (Polygyny) in which there is a cultural endorsement of sexual intercourse between the marital partners of the opposite sex and generally the expectation will be born of the relationship. When a man and a woman marry, they become husband and wife. Most couples decide to marry because they love each other and want to spend the rest of their lives together. But a successful marriage is more than most being in love. Marriage is also the role relationship between husband and wife, which defines the manner of establishing and dissolving family unit and the right and obligations within it. Being married and having children require a couple to be mature enough to accept and enjoy new responsibilities. They must be ready to make many adjustments in their ways of living and be financially able to support themselves.

Job satisfaction is more of a journey, not a destination, as it applies to both employees and the employer. Job satisfaction plays a key role in individual well-being and is a critical factor in the results of the labor market. Greater employee welfare is related to better job performance, lower absenteeism and reduced job turnover and is therefore of particular interest to firms and other organizations (Frey, Bruno, and Stutzer, 2002). A person's job is his/her role in society. A job is an activity, frequently and regularly performed in return for compensation. Numerous individuals have different occupations, for example, those of business, homemaker and employee. An individual can start an occupation by turning into a worker, volunteering, beginning a business or turning into a business.

Job satisfaction can be a key indicator of how workers feel about their jobs and a predictor of work practices such as organizational citizenship, absenteeism, and turnover (Mount, 2006). Job satisfaction means individuals self-evaluations about the degree to which they like or dislike their jobs. It could comprise exact interactions linked to actual behaviors including pay, promotion, supervision, fringe benefits of employment, contingent rewards, working conditions, associates, nature of work, and communication (Wegge, 2007). High rates of instability may, in turn, lower marriage rates of young people (Neumark, 2002).

Job satisfaction has been defined in many different ways. Some believe it is basically how pleased an individual is with his or her work. In other words, whether or not they like the work or individual facets of jobs, such as the nature of work or organization. Job satisfaction measures differ in the degree to which they measure feelings about the job or understandings about the job (Hofsted, 2008). Job satisfaction can also be seen within the wider setting of the array of issues which impacts an individual's knowledge of work or their value of working life. Job satisfaction can be inferred in terms of its dealings with other significant factors such as general wellbeing, the tension at work, control at work, home-work interface, and working situation (Carpenter, Nathanson, and Kim, 2014).

The study of job satisfaction is vital because it is the result of the relationships between working conditions and individual outcomes, which are two of the most important spaces for the human being. From an economic approach, income

expectations matter for the individual wellbeing (Boes and Winkelman, 2010). From a psychological approach, the importance of job satisfaction for the analysis of happiness and self-motivation in individual and in family relations is straightforward. It is possible that the correlation between income and happiness or satisfaction will be strong at low-income levels, but on the high-income households; it is a non-linear relationship.

Marital stability may determine the level of relationship between the couple's employment and their satisfaction or dissatisfaction with the various aspects of their marital lives (Neumark, 2002). Married employed women vary in their sex role expectations and the degree to which they receive spousal support for their employment. The costs and benefits of a spouse's employment have a positive balance for couples in most working families. High and low marital stability of marital partners depends on attitudes toward gender roles and the degree to which they can manage time and effort (Neumark, 2002).

Work is regarded as a means of supporting the family in society (Hofsted, 2008). Family is the basic unit of life. It is the fundamental unit of society referred to as the building block of any society. Oakley (2004) defined family as a set of people related by blood, marriage or some other agreed upon relationship or adoption who shares the primary responsibility or reproduction and caring for members of the society. The family is a central institution in all human societies, although it may take different forms. A family is a vital unit in social organization and social control as well as an important institution in the process of socialization. Aluko (2012) acknowledge that the family is central to the existence of any society.

Time allocation between home and work is considered one of the most challenging trade-offs in the maximization of individuals wellbeing. It determines many results such as the labor supply, division of labor at home, job satisfaction, marital stability, and standard of living. Job satisfaction has received considerable attention in academic research during the past years as a result of the complex relationships within competing spheres such as work, family, leisure, and social networks. Economic theory has studied particular aspects like the relationship between job satisfaction and time allocation, labor productivity, human capital investments, and labor externalities on happiness. Others

include non-economic approaches and have studied the relationship of job satisfaction with individual roles behaviors, social networks, mental and physical health, and organizational theory.

Cinnamon and Rich (2002) indicated that the conflict between work and family had given rise to a number of dysfunctional results, including job and family dissatisfaction, vocational burnout, and a decrease in the job and/or family well-being. Cinnamon and Rich also observed that the research supported the view that this work-family conflict is even more intensified when either the work or family role the person took on was a central aspect of their own self-concept. Thus, the more important one domain is to a person, the more time and energy will be invested with that role/domain, leaving less time, energy, and perhaps desire, for the other aspect of one's life. In many cases, this could cause stress in both the work and family domains, affecting both the support one received as well as the communication and relationship one had with both work and family.

### **Purpose of the Study**

The study investigated the relationship between job satisfaction and marital stability of married adults in Kwara State. Also, the study examined the relative influence of gender, occupation and highest educational attainment on the variable being studied.

### **Research Questions**

The following research questions were raised and answered in the study:

1. What are the level of job satisfaction of married adults in Nigeria?
2. What are the level of marital stability of married adults in Nigeria?

### **Research Hypotheses**

The following null hypotheses were formulated and tested in the study:

1. There is no significant relationship between job satisfaction and marital stability of married adults in Nigeria.

2. Gender, occupation and highest educational attainment will not significantly correlate with job satisfaction of married adults in Nigeria.
3. Gender, occupation and highest educational attainment will not significantly correlate with marital stability of married adults in Nigeria.

## **METHODOLOGY**

### **Design**

The research design adopted for this study was a descriptive survey of the correlational type. Correlational design is usually used to determine whether and to what extent a relationship exists between two or more variables. Such relationships are also used to make predictions. Correlational research design is preferred in this study because it is capable of determining the relationship that exists between or among two or more variables.

### **Population, Sample and Sampling Procedure**

The population comprised all married adults in Kwara State, estimated at 779,996 (National Bureau of Statistics, NBS, 2017). Using Research Advisors (2006) as a guide, a minimum sample size of 384 is recommended at 95% confidence and 5% margin of error. However, the researcher decided to approximate the sample size to 400 to cater for attrition and research losses.

A multistage sampling technique was adopted in selecting the respondents for the study. Purposive, proportional, and stratified random sampling techniques were employed to select four hundred respondents for the study.

### **The Instrument**

The instrument that was used for this research was an adopted questionnaire. The questionnaire consists of two scales: Job Satisfaction Scale (CSS) and Marital Stability Scale (MSS). The questionnaire consists of three sections: A, B, and C. Section A sought to elicit personal data of the respondents. It consists of three items namely gender, occupation, and highest

educational attainment. Section B sought information on Job Satisfaction of the respondents and has twenty (20) items while section C sought information on marital stability of married adults.

In sections B and C, the highest score any respondents could get is 80 while lowest score is 20. The range score was 60 (80-20). The mid-point of the range is 30 (i.e., 60/2). The cut-off point was  $80-30=50$ . Thus, fifty (50) is the cut-off mark. Respondents who scored below 50 was considered having low job satisfaction or low marital stability vice-versa.

### **Data Analysis**

The collected data were analyzed using descriptive and inferential statistical procedures. Descriptive statistics is appropriate for use when inferences are to be made about certain characteristics of a sample of a population. Percentages were used to analyze the personal data section, Percentages was used to answer the Research Questions, Pearson's Product Moment Correlation statistical tool was employed to test hypothesis 1 while Multiple Regression Analysis was used to test hypotheses 2 and 3.

## **RESULTS**

### **Demographic data**

Table 1 shows the distribution of respondents by gender, occupation, and highest educational attainment. It shows that 400 respondents participated in the study. 185 (46.5%) of the respondents were male while 215 (53.8%) of the respondents were female. Based on occupation, 172 (43.0%) of the respondents were working in government sector, 153 (38.3%) of the respondents were working in private sector while 75 (18.8%) of the respondents were self-employed. 8 (2.0%) of the respondents had secondary school certificate and below, 66 (16.5%) of the respondents had NCE/OND, 190 (47.5%) of the respondents had first degree/HND while 136 (34.0%) of the respondents had postgraduate degree.

**Table 1:** Distribution of Respondents based on Gender, Occupation, and Educational Attainment.

Variable	Frequency	Percentage (%)
<b>Gender</b>		
Male	185	46.3
Female	215	53.8
	<b>400</b>	<b>100</b>
<b>Occupation</b>		
Government	172	43.0
Private Sector	153	38.3
Self-Employed	75	18.8
	<b>400</b>	<b>100</b>
<b>Highest Educational Attainment</b>		
Sec Sch Cert	8	2.0
NCE/OND	66	16.5
First Degree/HND	190	47.5
Postgraduate Degree	136	34.0
	<b>400</b>	<b>100</b>

**Research Question 1:**What is the level of job satisfaction of married adults in Nigeria?

**Table 2:** Respondents' Level of Job Satisfaction.

Level	Frequency	Percentage (%)
Low	58	14.5
High	342	85.5
Total	400	100

The table indicates that 58 (14.5%) of the respondents had low job satisfaction, while 342 (85.5%) of the respondents had high job satisfaction. This indicates that majority respondents had high job satisfaction.

**Research Question 2:** What is the level of marital stability of married adults in Nigeria?

**Table 3:** Respondents' Level of Marital Stability.

Level	Frequency	Percentage (%)
Low	89	22.3
High	311	77.8
Total	400	100

The table indicates that 89 (22.3%) of the respondents had low marital stability, while 311 (77.8%) of the respondents had high marital stability. This indicates that majority of the respondents had high marital stability.

**Hypothesis 1:** There is no significant correlation between job satisfaction and marital stability of married adults in Nigeria.

**Table 4:** Pearson 'r' showing relationship between Job Satisfaction and Marital Stability of the Respondents.

Variables	N	Mean	SD	Df	Cal. r-value	Sig.	Decision
Job Satisfaction	400	55.88	7.86	398	.456*	.000	Rejected
Marital Stability	400	58.42	10.90				

\*  $p < 0.05$

Table 4 indicates that the calculated r is .456 and the p-value is .000. Since the calculated p-value is less than the alpha level at 0.05, then there is a significant relationship. Hence, the hypothesis which states that there is no significant correlation between job satisfaction and marital stability of married adults in Kwara State is therefore rejected.

**Hypothesis 2:** Gender, occupation and highest educational attainment will not significantly correlate with job satisfaction of married adults in Nigeria.

**Table 4a:** Regression Showing Relationship between Gender, Occupation, Highest Educational and Job Satisfaction of the Respondents.

Model	Sum of squares	df	Mean square	F-value	Crit. value	Sig	Decision
Regression	78.01	3	26.00				
Residual	24577.73	396	62.06	0.41	2.60	.739 <sup>b</sup>	Accepted
Total	24655.75	399					

Table 4a shows that the calculated F-value is 0.41, while the critical F-value is 2.60. Since the calculated F-value is less than the critical F-value, hypothesis 2 is therefore accepted. Hence gender, occupation and highest educational attainment did not significantly correlate with job satisfaction of married adults in Nigeria. To ascertain the contribution of three independent variables (gender, occupation, and highest educational attainment), R-Square was computed as revealed thus:

**Table 4b:** Contribution of Independent Variables through R-square.

Model	R	R-square	Adjusted R-square	Std. Error of the Estimate
1	.056 <sup>a</sup>	.003	-.004	7.87

a. Predictors: (Constant), gender, occupation, educational attainment

Table 4b indicates the contribution of moderating variables (gender occupation and educational attainment). The R-square shows .003 (0.03%) to the dependent variable of job satisfaction. To ascertain the contributions of the variables differently, "Beta" weight was computed as shown below:

**Table 4c:** Regression Coefficient showing Gender, Occupation, Highest Educational, and Job Satisfaction of the Respondents

Model	Unstandardized coefficients		Standard coefficients	T	Sig.
	B	Std Error	Beta		
Constant	55.00	2.28		24.06	.00
Gender	-	.79	-.034	-.67	.50
Occupation	.535.273	.52	.026	.51	.60
Educational Attainment	.387	.52	.037	.73	.46



Table 4c indicates contribution of moderating variables (gender, occupation, and highest educational attainment) in correlating with job satisfaction. Gender has a Beta weight ( $\beta$ ) of .034,  $t=0.67$ ,  $p>0.05$ ; occupation has a Beta weight ( $\beta$ ) of 0.26,  $t=0.51$ ,  $p>0.05$ , and educational attainment has a Beta weight ( $\beta$ ) of 0.37,  $t = 0.46$ ,  $p>0.05$ . Based on the result, it could be seen that gender, occupation and highest educational attainment have no relationship with job satisfaction of married adults in Kwara State. Therefore, the hypothesis which state that gender, occupation, and highest educational attainment will not significantly correlate with job satisfaction of married adults in Nigeria is accepted.

**Hypothesis 3:** Gender, occupation, and highest educational attainment will not significantly correlate with marital stability of married adults in Kwara State.

**Table 5a:** Regression Showing Relationship among Gender, Occupation, Highest Educational and Marital Stability of the Respondents

Model	Sum of squares	Df	Mean square	F-value	Crit. value	Sig	Decision
Regression	1607.33	3	535.77				
Residual	45848.10	396	115.77	4.62*	2.60	.003 <sup>b</sup>	Rejected
Total	47455.44	399					

\*  $p < .05$

a. Dependent Variable: Marital Stability

b. Predictors: (Constant), gender, occupation and highest educational attainment

Table 5a shows that the calculated F-value is 4.62, while the critical F-value is 2.60 with 3 and 396 degree of freedom. Since the calculated F-value is greater than the critical F-value, null hypothesis is rejected. To ascertain the contribution of three independent variables (gender, occupation and highest educational attainment), R-Square was computed as revealed thus:

**Table 5b:** Contribution of Independent Variables through R-square.

Model	R	R-square	Adjusted R-square	Std. Error of the Estimate
1	.184 <sup>a</sup>	.034	.027	10.76

a. Predictors: (Constant), gender, occupation and highest educational attainment

Table 5b indicates the contribution of moderating variables (gender, occupation, and highest educational attainment). The R-square shows .184 (1.84%) to marital stability. To ascertain the contributions of the moderating variables differently, "Beta" weight was computed as shown below:

**Table 5c:** Regression Coefficient showing Gender, Occupation, Highest Educational and Marital Stability of the Respondents.

Model	Unstandardized coefficients		Standard coefficients	t	Sig.
	B	Std Error	Beta		
Constant	59.66	3.12		19.11	.00
Gender	-1.56	1.08	-.07	-1.44	.14
Occupation	2.22	.72	.15	3.09	.00
Educational Attainment	-.87	.71	-.061	-1.22	.22

a. Dependent Variable: Marital Stability

Table 5c indicates contribution of moderating variables (gender, occupation and highest educational attainment) in correlating with marital stability. Gender has a Beta weight ( $\beta$ ) of 0.07,  $t=1.44$ ,  $p>0.05$ ; occupation has a Beta weight ( $\beta$ ) of .15,  $t=3.09$ ,  $p<0.05$ , and educational attainment has a Beta weight ( $\beta$ ) of 0.06,  $t = 0.22$ ,  $p<0.05$ . Based on the result, it could be seen that occupation have a correlation with marital stability among married adults while gender and educational attainment did not have significant correlation with marital stability among married adults, therefore, the hypothesis which state that gender, occupation, and highest educational attainment will not significantly correlate with marital stability of married adults in Nigeria is rejected.

## DISCUSSION OF FINDINGS

The present study investigated job satisfaction as correlate of marital stability among married adults in Kwara State, Nigeria. The result from the analyzed data revealed that a higher percentage 15 (14.5%) of the respondents had low job satisfaction, while 342 (85.5%) of the respondents had high job satisfaction. 89 (22.3%) of the respondents had low marital stability while 311 (77.8%) of the respondents had high marital stability.

Significant correlation was found between job satisfaction and marital stability of married adults in Kwara State. This simply implies that since job is the primary source of an individual's income when spouse's workplace environment is conducive, it brings about a positive outcome, motivation and happiness both at home and at work.

The finding of the study is in line with Saginak and Saginak (2005) who found that marital stability is directly related to how couples navigated both the work and family domains and the respective responsibilities of both. When there is marital stability in a family, the couple is likely to have satisfaction in their job. A strong and stable marriage will likely predict a successful balance between work and family role.

It was also found that there was no significant correlation among gender, occupation and highest educational attainment on job satisfaction of married adults in Kwara State. This means that the gender, occupation, and highest educational attainment didn't play a vital role in job satisfaction of married adults. This could be because married adults are not pleased with the type of work they do which supposed to bring out about peaceful, happy and motivation in their work. It may turn out that husband's participation in the labor market does not affect the personal well-being of wives. It could be that the impact of both spouses working could increase the number of stressors in their marital relationship. This supports the finding of Neumark (2008) who found that intellectual compatibility may not always be necessary for marriage and cites cultures where the male is the dominant figure in the society, so the men are the ones who are educated while the ladies are trained to take care of the home.

There was a significant correlation among gender, occupation, highest educational attainment and marital stability of married adults in Kwara State. This implies that these moderating variables determine to a large extent how happy or miserable a marriage would be. This also means that some of the factors that enhance marital stability which include the age of marriage, educational background of a spouse, type of marriage, religion, income, fertility status, family background of spouses, communication and culture etc. are far more important in the marital relationship of couple and these can increase the level of intimacy on their marriage. This is in line with Stanley (2001) that husband and wife must

see themselves as partners in progress who need assistance of each other to survive, this will assist in working towards stability in marriages.

## CONCLUSION

Based on the findings of the study, the following conclusions were drawn:

- Many married adults in Kwara State had high job satisfaction and marital stability.
- There was significant correlation between job satisfaction and marital stability.
- No significant correlation was found among gender, occupation, highest educational attainment and job satisfaction.
- Significant correlation was found among gender, occupation, highest educational attainment and marital stability.

## RECOMMENDATIONS

The following recommendations are made based on the findings of this study:

- Professionals in counselling psychology, most especially marriage counsellors should organize a couple's education where job satisfaction and marital stability will be discussed.
- Government and policy makers should formulate policies that will improve work and family relationship.
- As gender, occupation, and highest educational attainment has been found to be significant with marital stability of married adults, there is need for counsellors to always take these variables into account when providing intervention on issues bothering on marital stability and also design instructions for the benefit of married adults.
- There is the need for employers of labor both in the public and private sectors to provide a good and conducive working environment that will make married adults more comfortable at working place.

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