Chapter - V
CHAPTER V

DISCUSSION AND CONCLUSION

5.0: Martial adjustment appears to be influenced by many factors. In the present study three factors are considered viz. nature of marriage, employment status and span of marriage. The contribution of each factor along with their results and their interaction are presented in the part-I of the fourth chapter. Again, the contribution of some related information about love, attraction, jealousy, quarrel and submission, overall happiness etc, are placed in part-II of the results. They are discussed below -

The results show that women feel better adjusted in love marriage than in arranged marriage. This finding has been supported by Fox (1975) who found that love marriage facilitate subsequent marital behaviour and adjustment. This may be due to the fact that women might have sufficient chances of interacting with their future spouses, whereas in arranged marriages the husband and the wife are less acquainted with each other; in some cases they are total strangers. The interaction between them, gives them more information about each other and thus giving rise to better understanding between them. However, the effect of other variables may not be ruled out. In contrast to our findings Jeter (1982), Rajendran (1994) have failed to find any meaningful relationship between different types of marriages i.e. - love or arranged and the adjustment of women in marriage. Kumar and Dhyani (1996) found that it is the very attitude towards the marriage that makes all the difference in a marriage making it good or bad, rather than whether one has opted for love marriage or traditional marriage.

Employment in the case of women on one hand improves the financial status of women, but on the other hand brings some restrictions, on the part of women in their family life. Different families have different views about the employment of women outside the home. Employment may also give women less time for their interactions with their spouses and family members. The husbands attitude towards working wife may also be different in different families.
The present study however, does not reveal any significant relation between employment status and marital adjustment i.e. the employed women and unemployed women do not differ significantly in their extent of marital adjustment. Westoff (1974), Shukla and Verma (1986) are in agreement with the present finding. However, there is slight trend of a little better marital adjustment of employed women, \( B_1 \) group ( \( M = 21.64 \)) in comparison to unemployed women or housewives \( B_2 \) group ( \( M = 21.60 \)). Sanzon (1975), Nicola and Hawkins (1985) and Bal (1988) have also observed that wives employment contribute positively to a couple's happiness in marriage.

So, from the present study it can be said that employment as such is not related to marital adjustment. The slight trend in favour of employed women may be explained by several reasons. The employment gives women independent status and financial support to them and their families. The employed women because of their experiences outside their home develop a better understanding about social adjustment as compared to those who are confined in the four walls of their home. So, they develop better skills in adjusting with their families. Khanna and Verghese (1978) as well as Chastin (1985) Srivastava and Srivastava (1985) have reported a negative relationship between wives' employment and marital happiness. This can be explained on the basis of the fact that the females who are employed experience role conflict in their being a housewife and a worker at the same time. In conclusion we can say that employment in the case of women may have different influence upon the marital adjustment depending upon a host of personal and social variables. That is the personality of the individual as well as the implications that employment has for their relationships with their husbands and other family members. Whereas employment in some women may enrich their skill for adjustment with others, in other cases it may produce obstacles. So, we can interpret by considering the place of vocation or job in the lives of different women. The marital adjustment in the case of the unemployed women seems to depend on many variables like nature of job, working hours, responsibilities, motivation towards the job & family attitude towards
the job. Working women may perceive their work as a compulsion, may be ego involved in it or may take it lightly. More explorations are needed to find out the contribution of job on the marital adjustment of working women.

According to Hartley (1959), working women would appear to be under a greater strain than their husbands. In addition to their jobs they apparently typically perform most of the household chores and this means that they are putting on considerably more hours of work per day than their husbands. So, there are more demands, stresses, conflicts, problem situations in her case than in case of her unemployed counterpart who has to perform the singular role of a "housewife" only. Thus, whether a housewife is employed or not, influence at least in part, her adjustment (Phadke & Kulkarni, 1977). Again, greater marital satisfaction is related to greater equality and reciprocity in dual career couples. (Joann Ray, 1990). More explorations are needed to find out the contribution of employment status on the marital adjustment of working women.

The results suggest that both in case of love marriage and arranged marriages, irrespective of their employment status, marital adjustment decreases with increasing length of married life. This finding has been supported by Kumar & Dhyani (1996). The initial drop in the marital adjustment after about a year and its remaining same for the rest of life may be explained by several factors. In the present investigation, the marital adjustment of women through the span of time is studied in both love and arranged marriage and these factors have affected in different ways. In the case of women having arranged marriage it is a new experience, initially showing a high level of adjustment with their spouses. Gradually they get more and more information about their partners and their roles in the family, this enthusiasm, gradually fades away and reaches a stable level, as they find that they have to live in this relationship for the rest of their lives specially if they are unemployed. They have to adjust inorder to maintain their security and position in the family. In the case of love marriage both the partners may have many dreams and romantic fantasies of married life but when they face realities their dreams may be shattered which gives rise to
decrease in their marital adjustment. In the later part of their lives they come in terms with reality and continue during the rest of the married life.

Our finding about significant role of marriage span in marital adjustment and about better marital adjustment in early years of married life, then decreasing in later stage of married life, is confirmed also by the studies of Rollins & Cannon (1974), Lupri & Friders (1981), Glenn and Mclanahan (1982) who have reported that marital happiness tended to be initially high and then started slowing down with increasing marital span.

In contrast to this finding, Ball (1988) using an Indian sample has found that marital happiness tended to increase with increasing marital duration among working women, whereas it seemed to decrease with increasing marital span for non-working women, as in our study regarding marriage span. However, regarding employment status there was no significant difference between marital adjustment of working and non working wives, as discussed in the preceding section. Moreover, according to Kumar and Maniyar (1991), wives with longer marital duration, shows significantly higher marital adjustment than their counterparts. On the other hand, Umadevi and Rajendran (1994) have found no significant relationship between marital duration and marital adjustment.

As marriage progresses, some women may become conscious of their limited and circumscribed roles and perhaps this may cause some dissatisfaction, contributing to lower marital adjustment. This introspective tendency is more in educated wives and those who feel relatively independent financially, rather than in those who feel dependent on their husbands. This may be further aggrevated if the husband happens to be non-cooperative. As time passes such discontentment may increase, affecting the adjustment between the husband and wife.

The present finding indicate that it is not the marital duration itself that is important in marital adjustment, but as to how best this period is utilized by the person in realizing a better marital adjustment.
Employment seems to have positive effect on the marital adjustment of those females, who have love marriage as compared to those who have arranged marriage. The better adjustment in the case of love marriage is due to the previous interaction with their spouses which results in the better understanding between each other. This understanding may be further strengthened when the females also contribute economically towards their family because of their employment. This may enhance the importance of the females and facilitates in the better running of the home while in the case of those women who have love marriages but are unemployed may lose their initial charm and become a liability to the family after the romantic effect subsides.

In love marriage the marital adjustment gradually drops after the first year of marriage and continues through the span of married life. The women with arranged marriages however do not show any such change in the marital adjustment along with increasing marital life. Kumar and Dhyani (1996) have also noted that marital adjustment in the case of women with love marriage tends to decline and no such change is seen in case of traditional arranged marriages. In the case of love marriage although the partners are fully acquainted with each other as friends, yet they may have some fantasies about married life, gradually they come in terms with reality and so the marital adjustment may show a gradual drop. On the other hand, in the case of arranged marriage there may not be such fantasies as marriage is perceived as a social practise in which the female is expected to play a traditional role of homemaker. So, whatever adjustment level they show during the initial period of marriage may continue through out their martial life, more so, because the arranged marriages are supported by the families of the spouses and such families are usually having the traditional concept of the female in marriage. However, even in the arranged marriages there may be exceptions whereas a girl may not fully subscribe to the traditional values of a house wife. But such exceptions are relatively rare in the case of those families where traditional marriages are in practise.
The influence of job and duration on marital adjustment involves many situations. In situations where taking up a job is voluntary is quite different from the situation where it is compelled upon. As discussed before, there is a general tendency that the marital adjustment show decline over a period of time. This trend may be different in the case of employed and unemployed wives. This tendency appears to be influenced by employment factor since the interaction between employment and span is significant.

Women may take employment out of their own choice or are compelled to take by the husband or in-laws. Those who take it by their own choice are internally motivated to progress in their career. They may not be aware of the fact that they are neglecting some of their duties towards the families. This feeling might be compensated by the fact that they are also contributing financially towards the welfare of the entire family. A little guilt, which may be there because of their neglect of their family duties is reduced by perceiving their contributions. They may become ambitious and so always try to reach the highest step of the ladder in their profession. Only in later years, when the children are grown up and the family responsibilities are increased, they may realize, and this may become the subject of arguments between the spouses. The husbands who may be supporting the wife’s employment in the earlier stages, as it was a source of material gain for the family later realize that it has affected the upbringing of their children. Also the husbands may not object to wife’s employment in the early stages of their marriage because they are very much emotionally and romantically involved and moreover, they do not want to annoy their wives.

Women may take employment because of many other reasons. For example, to support their family or because of their family pressures on them to take employment. Those who earn to support their family, find it very difficult to manage household duties and office duties both. As a result they neglect some of their duties towards their family and specially children without being aware of it, as they cannot afford to
neglect their job because of their strong need for it. Those wives who are compelled to take a job by her husband or in-laws faces stress from many sides—pressure from the families who consider them as earning machines, obligations towards the families and husbands and their continuous worry about their children whom they do not wish to neglect. All these stresses have an adverse effect on their adjustment in marriage and they appear in the later stages of the married life.

In the case of unemployed women the significant decrease in the marital adjustment is evident only in the later years of married life. The unemployed women is economically not contributing towards the family. Their only job is to serve the husband and in-laws and to rear the children which becomes a routine. They do not have any future prospects for achieving anything; they are neither motivated to work and feel satisfaction as contributing members of the families nor any change in their lives. As a result they feel monotony in their marital relations in the later years of marriage as the married life may also lose its charm and the interpersonal relationship between the spouses may also change.

While the relative decrease of marital adjustment in the later stage of marriage may be explained in the employed, women due to the job related stress, in the case of unemployed women it may be due to their feeling of monotony as they are not employed and have no opportunity to get any stimulation outside home. This phenomenon of decrease in marital adjustment in later years however may also involve many of personality variables not included in the present study.

Marital adjustment is more in the initial stage whether they are employed or unemployed in love marriage as compared to the later stage of marriage. This finding has been supported by Kumer & Dhyani (1996). But in arranged marriage, marital adjustment is more in unemployed women only in the initial stage as compared to the later stage of their married life. The better marital adjustment in the case of love marriage in the initial stage irrespective of their employment status may be due
to the better understanding between the spouses. So, it is not relevant whether the wife is employed or unemployed.

In the case of arranged marriage since the spouses are relatively less known to each other as compared to love marriage, they require more time together in order to understand themselves. Employment may be a hazard in giving them sufficient time for interaction with their husbands for the family and for managing their household work. If the women are unemployed they can more easily fit into the expected role of the housewife.

In love marriage more women perceive their husbands as loving them irrespective of their employment status and length of marriage which may be in some cases due to the social desirability of the responses given, as it is expected from a woman not to say otherwise. As the marital relationship is undertaken as a lifetime partnership, it is more frequently perceived by women that their husbands continue to love them in the same way as this gives them the feeling of security.

Most of the women perceive their husbands to be attracted towards them irrespective of their employment status. As the marriage progresses, lesser and lesser number of women perceive that their husbands are attracted to them. This is because in the initial stage the partners are very much in love they are attracted to each other, but after some years this attraction becomes less frequent. So, the wives perceive their husbands to be attracted to them in the early years of marriage but feels that it declines as the marriage progresses.

More wives who are employed feel attracted towards their husbands as compared to the unemployed wives. This attraction appears to decline as lesser and lesser number of wives feel attracted to their husbands, in the later years of marriage. This may be because of the understanding and consideration shown by the husbands towards the employed wives in the early years of marriage. This may also be due to guilt and dissonance, the employed women may feel that since she is working outside,
and meeting so many people, she cannot devote much time to her family and this produces dissonance which is dissolved by their perceptions of themselves as attracted to their husbands.

The decrease in attraction towards husbands in the case of employed women having love marriage may be explained due to a wider social circle. The employed women have more opportunities to interact with many persons related to their employment and so relatively feel less concentrated towards their husbands. The gradual effect of ageing and relatively less time with the spouses limits the time for romantic interactions which further decrease the attraction towards their spouses. More men accept their wives as working if they are already working but lesser men prefer their wives working if they are not working in love marriage. However, during the middle years of marriage they accept their wives as working women whether they are already working or not working. This finding has been supported by Grossbard - Schechtman, Izraeli & Neuman (1994). It shows that significant number of men do not mind their wives working outside during the middle years of marriage. This may be due to stability of relationship, mutual trust between spouses, family pressure or modern outlook and economic consideration.

In the initial stage significant number of husbands are perceived by their wives as not jealous irrespective of the employment status of wives. This suggests that as the marriage partners are involved with each other to a great extent in the beginning, they prefer to ignore other things. But when their 'high romantic stage' becomes stable more men are seen to be frequently jealous in the later stage of their marriage as compared to the early stage. The feeling of jealousy in the later stage might develop as an indication of increasing love, and commitment in their relationship (Atwater 1994). However, the increase in jealousy of the men may indicate fear of losing a cherished relationship and personal inadequacies due to increasing age (Hyde 1990). So, the development of jealousy in the later years of marriage may be influenced by many psychological and biological variables.
Significant number of wives have sometimes shown jealousy towards their husbands in love marriage and it declines in the later years of marriage. It appears that women are more frequently jealous than men in the initial stage because of the feeling of insecurity (Hyde, 1990). But with the stability of the relationship, the frequency of jealousy declines, in the later stages of marriage.

As the marriage progresses quarrels become more frequent and the frequency of submissive behaviour declines. As the emotional 'high' of the early years of marriage becomes stable and the couples face the reality, then they begin to see the differences in different aspects and as a result quarrels are more frequently seen in the married couples in the later stage. This may be due to the ageing process as well as the decline in their attraction towards each other.

The overall picture of the marital relationship in arranged marriage, is not much different from love marriage. However, there are some differences.

In case of arranged marriage more wives do not perceive their husbands to be attracted to them and they also do not feel attracted towards their husbands as compared to those in love marriage. This may be due to the fact that the partners are less known to each other and they are not sure whether the other is attracted towards them. But more women perceive their husbands as loving them in arranged marriage.

Lesser men appear to accept their wives as working women in case of arranged marriage, but during the middle years of marriage they realize the importance of working women and so they may be willing to allow their wives working outside. This observation collaborates with the study done by Grossbard-Schechtman, Izraeli & Neuman (1994). In the families, where arranged marriages are practised have different views regarding the employment of women outside home, they feel that the suitable place for women is her home, but as time passes they may realize that
single earning person cannot fulfill the economic necessities of the family. Moreover, the initial charm of marriage also becomes relatively less as compared to in the early years of marriage. These situations may be responsible for their wives to work outside.

More and more males show jealousy towards their wives as the marriage progresses as compared to the early years in arranged marriage. Less number of women show any jealousy towards their husbands in arranged marriage as compared to love marriage. The comparison show that in the case of love marriage there are more chances of women showing jealousy towards their husbands, while in the case of arranged marriage; this is not the case. It may be explained that in case of love marriage the previous acquaintances of each spouse may be known to each other. Because of the more sensitive nature of the females and more person oriented behaviour, (Exline, 1965) women may be prone to doubt even the slightest deviation on the part of her husband and therefore given a casual contact of the husband with his old female acquaintance may be interpreted in a different light.

In the case of arranged marriage less number of women feel overall happiness as compared to those in love marriage. In other words women having love marriage report more happiness in their relationship than the women having arranged marriage. In love marriage the decision for marriage is of the individuals and so they feel responsible for it to avoid dissonance. Even if there is some unhappiness they have a tendency to overlook it. They may consider it "a sweet lemon. In the case of arranged marriages as the responsibility lies outside they do not hesitate to report it.

From the above discussion it may be concluded that nature of marriage, employment status and the span of marriage influence the marital adjustment of women.

1. Marital adjustment is higher in women with love marriage than in arranged marriage.

2. Employment as such appears to have no effect on marital adjustment.
3. Length of marriage contributes significantly to marital adjustment, i.e. after the first year, marital adjustment decreases significantly and remains more or less the same in the later years of marriage.

4. Employed women having love marriage has greater marital adjustment than employed women having arranged marriage.

5. Marital adjustment gradually drops through the span of married life in love marriage. While in arranged marriage the difference is not significant.

6. Marital adjustment is better in case of newly married women as compared to the women with a longer marital duration irrespective of their employment status.

7. Women having love marriage are better adjusted irrespective of their employment status in the initial stage of their marriage, but not in arrange marriages.

8. Women appear to perceive their husbands as equally loving irrespective of their nature of marriage, employment status and length of marriage.

9. Women who have love marriage perceive more attraction of their husbands towards them as compared to the women of arranged marriage irrespective of their employment status. This perception gradually decreases with the span of marriage. While more employed women in love marriage feel attracted to their husbands which appear to drop with the span of marriage.

10. More men accept the employment of their wives in case of love marriage when the women are already employed. During the middle years of marriage length, husbands appear more favourable to accept their wives as working women, as compared to the initial stage and later stages of marriage.

11. In both love marriage and arranged marriage the husbands may feel very little jealousy towards their wives irrespective of their employment status. However, the feeling of jealousy if at all, begins to decline as the marriage proceeds.
Significantly more wives whether employed or unemployed may sometimes feel jealous of their husbands in love marriage than in arranged marriage. This jealousy is gradually reduced as the marriage proceeds.

12. Quarrelling behaviour of the husbands towards the wives show no relationship with the nature of marriage and employment status of the wives. However as marriage gets along sometimes quarrels become more frequent.

13. The frequency of submission in case of arguments does not appear to be related to nature of marriage and employment status, both in the case of wives and husbands. However, as the marriage proceeds lesser number of women show submission. This shows that the submissive behaviour of wives decreases with the increasing span of marriage.

14. The overall happiness as expressed by the women is more frequent in case of employed women having love marriage and it becomes lesser and lesser frequent as the marriage proceeds.