REVIEW OF LITERATURE
 CHAPTER II

REVIEW OF LITERATURE

One of the most indispensable part of the research project is reviewing the literature. This implies synthesizing and going into the work of researchers who have already done in the field over a period of time and this also helps an investigator in many ways like knowing quantum of works done in that field and knowing how to tackle his own problem. The concepts of marital adjustment and emotional maturity of working and non working women is highly relevant in relation to modern age females. In pursuance with the aim of the study, both variables were reviewed separately as well as in relation to the adjustment of working and non working women. Following studies are related to emotional maturity and marital adjustment.

EMOTIONAL MATURITY

Dwight G Dean, (1966) selected a random sample of married couples from a middle class community of about 6000 was selected, 117 paired, usable questionnaire were obtained (a response rate of 88% of contacted families). It was determined that the husband's emotional maturity (self rated) correlated .28 with his marital adjustment score, His emotional maturity as rated by his wife independently and confidently correlated .52. The wife's emotional maturity (self rated) correlated with marital adjustment score 0.35, her emotional maturity spouse rated as above correlated .39. Marital adjustment scores correlated with each other .59.

Nanda & Monochas (1971) revealed that employment of mothers had negative influence on their children and they become less cooperative less sympathetic in social behavior.

Birnbaum (1971) reported that employed mothers necessitated by their lack of time and energy have been found to be encouraging independent training in children of all ages.

Schnieder (1981) reported that there are several studies indicating that maternal employment has positive effects on adolescent children, particularly
females, in that working mothers are more likely to be viewed by their children as positive role models than are nonworking mothers.

Mody and Murthy (1988) reported low intelligence scores in children of employed mothers at the early age of 12 years. They also found that children of employed mothers as careless and slightly emotionally unstable in the early years but independent during later years as compared to children of non employed mothers.

Sandoz (1991) observed that of control, emotional maturity and family dynamics as compared 52 adults in a recovery program of alcoholics anonymous and 51 adults non problem drinkers has taken on measure of locus of control, emotional maturity and intimacy with parents. Alcoholics anonymous subjects showed greater belief in an external locus of control and of greater emotional level with parents.

David (1992), found favorable outcomes in children after parental divorce. A comprehensive review of computer and manual data base searches and theoretical contribution from books chapters and dissertation abstracts indicates that many investigators have identified certain strength's in children who have experienced parental divorce of their parents and some children compared with peers of their own predivorce development, that have shown enhanced level of functioning in maturity self esteem, empathy and androgyny.

Schneider (1992), examined the therapists personal maturity and therapeutic success. How strong is the link? They examined and hypothesized that therapists personal (psychological) maturity is a key factor in therapeutic effectiveness. Maturity is defined in terms of intra and interpersonal openness, acceptance and genuineness. Effectiveness is defined in term of therapeutic process and outcome. The author reviewed the literature pertinent to this topic from the stand point of therapeutic, theory and research when psychological maturity is a factor then these studies have shown that para professionals can be at least as effective as professionals.

Zacares (1995) represented the relation of age sex and social representations about matures persons. Human subjects 404 normal male and female Spanish adults aged 20-60 years data on sociodemographic variables and representation about mature persons were obtained by questionnaire. Subjects were asked to describe the
characteristics of mature persons. The results were evaluated according to age and sex of subjects, age and sex of persons considered mature and traits of mature persons. The questionnaire of traits of the mature person (J Zacares and E Serra, 1988) principal components analysis and ANOVA and other statistical tests were used.

Muni (1995) observed that adolescents of employed mothers had a positive physical, intellectual and educational self-concept and were better adjusted than the children of housewives.

Quresnij and Bhargava (1998) studied the emotional maturity among student leaders. They examined the emotional maturity among student leader selected from college student through teacher observation and through their well-established positions and success in their respective areas. Subjects were selected from post graduates and under graduates college populations. Responses on Emotional Maturity Scale (Y Singh and M Bhargava, 1977) show that male and female leaders having significant differences among the educational levels for all three type of leader examined (union sports and cultural). However, consistent with emotion regulation models, parenting practices that emphasized the control of emotional expression were sometimes positively related to contemporary measures of competence.

Pastery and Aminabhavi (2006) has revealed that the adolescents with high emotional maturity may have significantly high stress and self-confidence of those with low emotional maturity.

Suneetha Heegal and Vijayalaxmi (2006) studied that the impact of maternal employment on emotional maturity, self-concept, and achievement motivation of adolescents. The sample consisted of 75 adolescents of employed mothers and 75 adolescents of homemakers. The children of housemakers have significantly higher emotional maturity than female children of employed.

**MARITAL ADJUSTMENT**

Booth (1977) reported that the husbands of employed wives were in much better mental health in comparison to the husbands of housewives.
Hannan (1978) studied that woman's occupational attainments may also have a negative effect on union dissolution by increasing family income. Extra income can decrease financial stress on union dissolution by increase in marital specific capital.

Graham Staines, Joseph. Pleck, Linda. Shepard, Pamela O'Connor (1979) represents the effects of wife's employment status on wife's and husband's evaluation of their own marital adjustment. This is examined in two recent national surveys of Working wives whose husbands also work reported having wished they had married someone else and having thought of divorce significantly more often than housewives the negative effects of wives' employment on wives marital adjustment in particular that high role load moderates the negative effect of employment among mothers of preschool children.

Kobasa (1979), Kobasa Madoli and Kaha, (1982), Kobasa and Duccetti (1983) found that personality hardiness had also been shown to moderate the negative effects of job stress on illness. Working women cannot pay full attention to their family. Their marital adjustment has shown to be having poorer as compared to nonworking women.

Chaya. Piotrkowski, Paul Crists Christoph (1981) reported the relationship between multiple characteristics of women's job and their family adjustment in a sample of 99 women in dual earner families. Women's experience of work were significantly related to two of three measures of family adjustment. The marital relationship may be less sensitive to women's paid work than are other aspects of their family relations.

Bhattacharjee (1983) found that married working women were better adjusted, more stable and experienced and had less psychological conflicts compared to non working married women.

Kwan and Dienberg (1983) found that working married women have to face more depression as compared to the non-working married women. It means that both have equal levels of depression in their life.
Van Boxtel and Tusseher (1983) suggested that there is more stress and depression on the working married women and as they have to face more marital problems in their life due to their job pusses.

Cooke and Rousseau (1984), Etzion (1984), Pieck (1980), studied that employed mothers may feel that work interferes with their family, the appropriate sources of support would family based. It shows that working women are adjusted to their family.

Staines (1985) found that husbands with employed wives experienced significantly more distress and poorer physical health than husbands of wives who did not work outside the home.

Beehr, & Cohen and wills (1985) reported beneficial effects of social support, but there is disagreement concerning the process by which it affects the impact of stress.

Barling (1986) studied on working and non-working women on marital adjustment and role conflict. He found that personality hardiness had also been shown to moderate the inter role conflict/marital adjustment relationship for father.

Barling (1986), Pleck, Staines and Lang (1980) Suchet and Barling, (1986) found that inter role conflict is associated with lower family and marital adjustment

Sawaski and Leonid (1986) suggested that working married women who are engaged in multiple roles have to face sever stressful situations. Work sometimes serves as a stress or so as to put a woman into an unhappy situation, sometimes getting stuck in a situation that increases stress.

Duberstein and Deboran (1987) suggested that working married woman feels depression in her married life because of her over burden of office work, then it is right to say that non-working married women may also face depression because of any family member's misbehavior or tension at home.

Roxanne and Bagwell (1990) observed that working married women found themselves moving from job to job under a frequently changing cast of bosses. Reduced autonomy and an ever-increasing workload, combined with the added
burden of having a small child at home, made their job's huge claim on time and emotional energy intolerable.

Norquist and Grayson (1990) reported that women feel more depression and stress after marriage and these two factors affecting their married life. Because of depression and stress they cannot tolerate their spouses' behavior and immediately get irritated. This makes their life miserable and leads towards breakup.

Greenstein (1990) found that women who are employed more than 35 hours per week have more than twice risk of marital disruption than women who are employed 20-25 hours per week.

Margaret. Dudley and Frederick Kosinski (1990) examined the effects of age and number of children on the sexual adjustment of married adults. The results indicated a statistically significant difference between the marital satisfaction of men and women among the demographic variables, the effect of length of marriage was highly significant with marital satisfaction. In a separate analysis, we found that the effect of age and number of children had a statistically significant effect on the sexual adjustment of the respondents. We found that age, number of children, and length of marriage was significantly positively correlated with sexual adjustment and educational attainment with general life adjustment problems. The results indicate a link between androgyny and marital adjustment.

Kessler (1992) woman who had good martial relationship were more likely to experience stress due to their traditional responsibility for taking care of others like children's, husband etc and also incur higher costs of caring as compared to men.

Mariane (1993), examined the impact of multiple roles (work and family) on occupational adjustment and life satisfaction using 50 female health professionals (aged 25-57). Results indicated some evidence that as the number of occupational roles increased, life satisfaction scores tended to decrease, however as the number of family roles increased scores on occupational adjustment and life satisfaction scales tended to increase.
Kumar (1994) reported that gender difference, wife's employment and marital duration as factors responsible for marital adjustment. He found that the couple who had been married for 10 years or longer scored significantly higher on marital adjustment than the couples who had been married for shorter period, where as wife's employment and gender differences was not significantly related to marital adjustment.

Orbuch and Custer (1995) emphasized that the impact of women's employment on the well being of husbands depends on the ethnicity race of the couple. The study shows that women's employment put race of the couple good effect on their family.

Orbuch (1996) represented the marital quality over the life course. Results show that reduced work and parental responsibilities in later life explain much of the later life increase in marital satisfaction but do not account for the decrease in thoughts of divorce.

Srivastava (1999) found that working married women have no stress as compared to non working women. Working married women were better adjusted as compared to non working women. They understand their dual role as compared to non working married women.

Vincent (2000) effect of daily work stress on employed mother's mood states. Women reporting significant levels of depressive symptoms over a three year period were more reactive to daily work stress.

Sinha Ray (2001) studies the relationship between mental health and marital adjustment of women. The author noted that even a person with mental health adjustment problems can lead a happy married life with the help of enduring supportive and intimate relationship provided by marriage.

Rao and Murray (2003), studied employed and unemployed women. He found better psychological well being amongst employed women in comparison to unemployed women.

Pandey (2003) studied that work stress and coping as predictors of health of women. Results show that work stress was positively related with physical and
psychological illness but active and adaptive coping were found to be inversely related with work stress and illness.

Ojha and Rani (2004) studied the working and non working women and they observed that the stress experienced by working women was significantly higher than non working women. Working women were engaged in dual role (family role and official role).

Hasnain and Sharma (2004) marital adjustment among dual and single career women and their husbands study revealed non-significant difference between mean marital adjustment scores of dual career women and their husbands and single career women and their husbands.

Anisha Shah Rathna Isaac (2004) studied on the relationship sex roles and marital adjustment in Indian couples. Twenty distressed and 20 non distressed couples were taken from a marital and family therapy centre in the city of Bangalore India.

The results showed that the group as a whole showed greater femininity than masculinity more Non-distressed individuals shows high androgyny, androgynous dyads show better marital adjustment and qualitative analysis suggests a trend for couples to move towards more gender-neutral constructions of marriage.

Rhonda (2005), studied gender related predictors of change in marital satisfaction and marital conflict. The finding suggested that wife’s marital and interpersonal functioning may be a greater predictor for husband’s marital satisfaction & marital conflict.

Singh (2005) observed objectives to assess and compare marital adjustment among families with employed and non employed women across different educational levels hypothesized that there will be no significant difference in marital adjustment among families with employed and non employed women across different educational levels.

Schven Rogers and Amato (2006) studied wife’s employment and spouses marital happiness. Authors suggested that the improved financial conditions are also responsible for better and healthier understanding between the wife and the husband that is more conducive and leads to better marital adjustment.
Singh, Thind and Jaswal (2006) found that sexual dimension of marital adjustment among husbands and wives was unaffected by wives education level and employment status. It was observed that wives employed and educated upto level I or level II and their husbands were significantly more socially adjusting than wives of non employed and educated upto level III and their husbands respectively wives were seen to be more emotionally dependent on their husbands when they were educated upto level III or were non-employed.

Harkin (2006), reported that mothers are also in need of guidance and counseling as far as bringing up their male and female children effectively with the egalitarian attitude.

Katyal and Srivastava (2007), studied depression and marital adjustment among working and nonworking women. The finding revealed significant relationship between depression and marital adjustment. This was found to be higher in adjustment working women as compared to non working women.

Dwivedi and Mishra (2007), studied quality of relationship and marital happiness in working women. The study examined the relationship between quality and relationship and marital happiness. Result indicated that support and depth was significantly and positively correlated with marital happiness in working women.

Working women may be prone to low quality of life, because they bear the double burden of house work and a job outside the home. Because they have to work in two environment. Anxiety and depression are significantly more in working women as compared to nonworking women as reported by a lot of research (e.g. Sanyal, Basu and Bandyopadhyay, 2003, Hashmi and Hassan, 2007). On country, Khan and Cuthbertson (1988), Singh and Mediratta (2005) investigated that home makers were found to be higher on stress or compared to the working women.

Hina Ahmed Hashmi, Maryam Khurshid, Ishtiaq Hassan (2007), aimed at exploring the relationship between marital adjustment stress and depression. Sample of the study consisted of 75 working and 75 non working women. Their education was at least graduation and above. Results indicated highly significant relationship between marital adjustment and depression and stress. The findings of results also
show that working married women have to face more problems in their married life as compared to nonworking married women. The results further show that highly educated working and non working married women can perform well in their married life and they are free from depression as compared to educated working and non working women.

Srivastava and Asthana (2009) concluded that occupational status have no impact on mental health of working women and that role of stress was negatively correlated with mental health of working women.

Chaudhari and Patel (2009) studied on working and nonworking women. The result showed that there was no significant difference in working and nonworking women. The adjustment of married mates is unlike any other human relationship in many condition of friendship groups, peer group, work groups, or religious group but the husband and wife relationship differs, marriage, involving two sexes in physical propinquity is public and binding in nature, being publicly sanctioned, marriage becomes more.

Similarly the role of education has also significant impact on marital adjustment of women.

Hess Thomas (1958) found that educated (graduate) non-working married women have to face more depression as compared to highly educated (above graduation) women. It indicates that graduate nonworking women were more depressed in their daily life and in home task than those women who get education higher then graduation.

Santosh, Galduroz (1983) reported that those non-working women who are highly educated can spend their married life easily and solve their problems without depression as compared to only graduate women. According to researchers high education encourages women to solve their problems related to marital maladjustment and it also helps them in bringing up their children properly.

Gallagher, Lajoie and Micheal(1986) found that educated working women have to face more depression than those working women who are highly educated.
There can be many reasons. First of all, highly educated working woman can get more satisfactory jobs because of their high education.

Wilkins, Seanne (1992) found that it is not necessary that educated (graduate) non-working married women are more in depression than highly educated (above graduation) women. They have equal problems to face so their depression levels are same.

Asoodeh (2010) explained factors for successful marriage and identified the factors of successful marriage, which accounts from self-described happy couples. They selected 300 couples from different companies, and the parents of students and performed their analysis using cluster sampling. They reported that the most important factor for successful couples was trust and consultation, honesty, belief in God, making decisions together, strong commitment to each other and friendly relationship. Traditional couples and non-traditional couples differed only in the procedures of family management.

Gupta and Acharya (2010) investigated the locus of control and adjustment among middle aged husbands with working and nonworking spouse. Samples of 80 people (husbands with working spouse and nonworking spouse) in the age group between 40-50 years on the basis of their family income, religion and occupation. Results showed that there was no significant difference between husbands of working or nonworking spouse in the ‘factor of powerful others’ meaning that other people can control one’s outcome. Significant difference was also found with respect to ‘chance control of locus of control’ indicating that an unordered chance or random event can control one’s outcome. However, there was a significant difference among the husbands with working and nonworking spouse in the ‘factor of individuals control of locus of control showing that one’s outcome is controlled by one’s own self.

Mosavi (2011) investigated the relationship between emotional maturity and marital satisfaction using a classical questionnaire. The results indicated that negative correlation between marital satisfactions and explained and confirmed that there are meaningful relationship between marital satisfaction and emotional instability, return emotional, close character and lack of independence but there is no meaningful
relationship between marital satisfaction and social maladjustment. In summary, the survey concluded that there is meaningful relationship between marital satisfaction and emotional maturity.

Lopez, Jamie, Riggs, Shelly, Pollard, Sara, Hook and Joshua (2011) examined the religious commitment and insecure attachment on marital adjustment. There was a small positive association between religious commitment and marital adjustment. Religious commitment buffered the negative association between attachment, avoidance and marital adjustment but exacerbated the negative association between attachment, anxiety and marital adjustment.

Akbari, Mirfallahil, Karjoun, Mavi and Gillavaee (2012) investigated the relationship between personality characteristics with marital satisfaction in female teachers of Tonekabon city high schools. Sample of 169 females were taken on Questionnaires of Personality characteristics and marital satisfaction. Results indicated that there is a relationship between personality characteristics with marital satisfaction. There is a negative relationship between personality characteristics (neurosis) and marital satisfaction. There is a positive relationship between personality characteristics (externalism) and marital satisfaction. There is a positive relationship between personality characteristics (amiability) and marital satisfaction. There is a positive relationship between personality characteristics (responsibility) and marital satisfaction. There is a positive relationship between personality characteristics (flexibility) and marital satisfaction. There is a positive relationship between emotional intelligence and marital satisfaction.