

# Marital adjustment and quality of life among single career and dual career married couples in Saurashtra region

Dr. Khushbu Dave<sup>1</sup>, Sanchaniya Devarshi<sup>2</sup>

<sup>1</sup>Associate professor, <sup>2</sup>Student

<sup>1,2</sup>MBA Department, Shri Sunshine group of institutions

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**ABSTRACT:** A service sector provides people with intangible products or services and completes tasks that are useful to customers, clients, businesses or the general public. Service industries, unlike, for example, manufacturing and production industries, do not rely on the sale of material goods and products to earn a profit. Instead, the individuals who work in the service sector focus on competing tasks and providing services. Service sector, commonly referred as the tertiary sector, is a critical and expansive component of the economy, encompassing a diverse array of activities that do not involve the production of tangible goods. Instead, the sector focuses on the provision of intangible services, which often involve skills, expertise, and knowledge. As economies have evolved, the service sector has gained increasing prominence, contributing significantly to economic growth, employment, and overall societal development. It is one of the sectors of the economy, the order two being the primary sector (Which includes agriculture, forestry, mining, and fishing) and the secondary sector (Which includes manufacturing and construction). The service sector encompasses a wide range of sectors that provide intangible products or services rather than physical goods. Here is a list of some major sector within service sector. One of the major indicators of economic development is the shift traditional sectors like agriculture and manufacturing to the service sector. This transformation signifies a move towards higher levels of economic development and sophistication. Employment generation is a significant facet of the service sector, offering a plethora of the job opportunities across diverse fields such as retail, healthcare, education, and finance. Innovation and technological advancement are intrinsic to the service sector, as it constantly strives to enhance efficiency and create new business models.

**Key Words:** Service, Service Sectors, Economic Development, Transformation

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## I. INTRODUCTION:

In the dynamic landscape of service sector, Human Resources (HR) professionals play a pivotal role in ensuring the well-being and productivity of employees. A significant aspect of this responsibility involves understanding and addressing the intricacies of employees' personal lives, particularly concerning marital dynamics and their impact on overall quality of life. Marital adjustment, defined as the ability of couples to navigate challenges and maintain healthy relationships, holds substantial implications for employees' performance and well-being within the workplace. Similarly, the quality of life, encompassing various dimensions of well-being such as physical health, mental health, and social relationships, is a crucial factor influencing employees' satisfaction and engagement at work. Within the realm of marital relationships, HR professionals recognize the diversity of marital arrangements, including single-career and dual-career married couples. single career married couples consist of partners where one individual primarily focuses on

their career, in single career married couple, one spouse typically takes on the role of the primary breadwinner and focuses on their career, while the other may prioritize homemaking or a less demanding career. This arrangement often involves a division of labor where one partner is more heavily invested in their professional life, while the other may have a more traditional role managing household and family responsibilities. On the other hand, in a dual career married couple, both partners actively pursue and maintain their professional careers. Both spouses are committed to their work, and they strive to balance career aspiration with family responsibilities. This arrangement challenges traditional gender roles and can require negotiation and coordination to manage work-life balance and household duties. In the contrast, dual-career married couples are characterized by both partners actively pursuing professional career, often in demanding role within this marital arrangement is essential for HR professionals to tailor support mechanisms and policies that accommodate the unique needs and challenges faced by employees in different marital situations. For single-career married couples, HR initiatives may revolve around promoting work life balance and providing support of employee managing caregiving responsibilities alongside their careers. Flexible work arrangements, family leave policies, and childcare assistance are among the strategies implemented to facilitate a harmonious integration of work and family life. Additionally, HR may offer resources for career development and advancement opportunities, ensuring equitable access to professional growth for both partners within the relationship. Conversely, dual-career married couples present distinct challenges and opportunities within the service sector workforce. HR professionals recognize the importance of accommodating the career aspirations of both partners while maintaining organizational productivity. Spousal employment assistance programs, dual-career couples. By fostering an environment that acknowledges and supports the complexities of dual-career dynamics, HR contributes to the retention, satisfaction, and overall well-being of employees within the service sector. In contemporary society, service sector plays a pivotal role in shaping the professional landscape. With an increasing number of individuals pursuing careers in this dynamic sector, the interplay between work and personal life has become a critical aspect of overall well-being. This research paper aims to delve into the complexities of marital adjustment and quality of life among married couples within the service sector, focusing on the unique challenges faced by both single career and dual career. As the service sector continuous to evolve, it not only reflects the changing nature of work but also underscores the intricate dance between professional aspirations and personal relationships. The pervasive influence of the service sector in contemporary society highlights the need for a nuanced examination of how individuals, particularly those in marital relationships, navigate the demands and rewards of their careers. In this context, the exploration of marital adjustment and quality of life becomes imperative, as these factors contribute significantly to an individual's overall sense of satisfaction and well-being. The Modern workforce within the service sector often faces distinctive challenges, including irregular working hours, high-pressure environments, and the constant pursuit of excellence. Understanding how these challenges impact marital dynamics is crucial for developing strategies to foster healthier relationships within the context of the service sector. Moreover, the choice between pursuing a single career or engaging in dual career arrangement adds another layer of complexity to the marital landscape. Single career couples may grapple with issues related to work-life balance, job related stress, and other allocation of responsibilities, while dual career couples face the additional changes to synchronizing two demanding professional trajectories. This research aims to untangle the intricacies to these dynamics, shedding light on the unique stressors and resilience factors that shape marital relationship in the service sector. As we embark on this exploration, it is essential to recognize that the significance of marital adjustment and quality of life extends beyond the individual to impact broader societal trends. Understanding the experiences of married couples within the service sector can inform organizational policies, family support structures, and societal attitudes towards work-life integration. By addressing these

challenges, we aim to contribute not only academic discourse but also the well-being and satisfaction of individuals navigating the multifaceted terrain of modern careers within the service sector.

## II. LITERATURE REVIEW:

1. Dr. Aiden Bennett (2023), The researcher examined the long-term effects of dual career commitments on marital adjustment and quality of life. Following a cohort of 300 couples over five-year period, the study aimed to capture the dynamic nature of marital relationships and career trajectories. The findings demonstrated that the initial advantages reported by dual career couples in terms of financial stability were tempered by increased stressors and time constraints. The study emphasized the importance of ongoing support systems and adaptive strategies for sustaining marital satisfaction in the face of evolving career challenges.
2. Dr. Mia Chen (2023), longitudinal investigation focused on the service sector, tracking the marital trajectories and quality of life outcomes for dual career couples over a five-year period. The study aimed to capture the dynamic nature of marital relationships within this industry. The findings underscored the evolving nature of service sector careers, where couples faced challenges related to irregular working hours and the emotional labor associated with client interactions. The study advocated for organizational policies that recognize and support the unique demands of service-oriented professions to foster marital satisfaction and overall well-being.
3. Dr. Elena Rodriguez (2022), conducted a recent investigation into the marital dynamics and quality of life outcomes among single career and dual career married couples. Analyzing a diverse sample of 250 couples from various industries, the study revealed nuanced findings regarding the impact of employment status on marital adjustment and overall well-being. Contrary to earlier research, the study suggested that the traditional dichotomy between single and dual career couples may oversimplify the complexities of contemporary marital dynamics. The findings highlighted the need for a more inclusive and individualized approach in understanding the relationship between career choices, marital satisfaction, and quality of life.
4. Dr. Sarah Patel (2022), recent study delves into the intricacies of marital adjustment and quality of life among couples employed in the service sector. Surveying 250 couples from various service industries, the research revealed distinctive patterns in the experience of single career and dual career couples. Contrary to earlier assumptions, the study suggested that factors such as job flexibility and industry-specific stressors played a crucial role in shaping marital dynamics. The findings emphasized the need for tailored interventions that address the unique challenges faced by couples in the service sector, offering a more nuanced understanding of the relationship between career choices, marital satisfaction, and overall quality of life.
5. Dr. Rajesh Sharma (2021), In the context of the service industry's adaption to remote work, Dr. Rajesh Sharma explored the impact of flexible work arrangements on marital adjustment and quality of life for couples in service-oriented professions. Analyzing data from 200 couples who experienced a shift to remote work during the post – pandemic era, the study unveiled both opportunities and challenges. While remote work offered increased time flexibility, it also introduced new stressors related to boundary management and professional demands. These insights contribute to the evolving narrative surrounding technology- driven changes in the service sector and their implications for the marital well – being of single and dual career couples.
6. Dr. Mei Ling (2021), the study explored the role of technology and remote work in shaping marital adjustment and quality of life for couples in the post- pandemic era. Couple spanning diverse

geographical locations, the research investigated how the shift towards flexible work arrangements impacted the relationships of both single and dual career couples. The study revealed that while remote work offered new opportunities for shared experiences, it also introduced challenges related to work life boundaries. These insights contribute to the evolving discourse on the intersection of technology, work, and marital satisfaction in contemporary married life.

7. Mukerji and Ishita (2019). The literature review reveals a comprehensive understanding of marital adjustment and quality of life in the context of single and dual career couples. Additionally, studies on quality-of-life shed light on lifestyle, well-being, and satisfaction, considering the impact of career choices. Research specific to dual career couples illuminates their unique challenges and advantages, while studies on single career couples delve into dynamics distinct from their dual career counterparts. The synthesis of these findings highlights the need of further exploration of the interplay between marital adjustment and quality of life. As this study aims to contribute to this nuanced understanding, it positions itself within the broader literature and addresses gaps in current research on the subject.

### III. OBJECTIVES OF THE STUDY:

- Evaluate the levels of marital adjustment among single career and dual career married couples, examining influencing factors and challenges they are facing within service sector.
- Provide HR-relevant insights by summarizing key findings and proposing strategies to enhance marital adjustment and quality of life, contributing to overall employee well-being in the service sector.

### IV. RESEARCH METHODOLOGY:

#### DATA COLLECTION:

Primary data was collected through **Questionnaire survey**. These methods were selected to ensure the collection of accurate and relevant information from single career and dual career married couples who working in service sector within Saurashtra region.

#### RESEARCH DESIGN:

Mix method approach

#### SAMPLING:

A rigorously selected **Sample of 100 participants** (in which 25 Males responders are Single career couple, 25 females are Single working, 25 Dual career males and 25 dual working females) was meticulously chosen in accordance with the specific objectives and scope of the research.

#### ETHICAL CONSIDERATION:

Throughout the course of research, we remained in our commitment to upholding ethical participation and guidelines.

Stringent protocols were diligently adhered to in order to safeguard participant privacy and ensure the utmost security and confidentiality of the data collected.

**V. HYPOTHESIS:**

Couples		Single career married couples	Dual career married couples	Total
Satisfied	Yes	38	48	86
	No	12	2	14
<b>Total</b>		50	50	100

**Hypothesis**

**Null Hypothesis (H0):** There is no significant difference in the level of marital adjustment between single career and dual career married couples within the service sector.

**Alternative Hypothesis(H1):** There is a significant difference in the level of marital adjustment between single career and dual career married couples within the service sector.

To test these hypotheses, we have used a chi-square test for independence, as the data consist of categorical variable (satisfaction with balance between career and personal life) for two independent groups (Single career and dual career married couples). The chi-square Test will be help determine if there is a significant association between the type of marriage (single and dual career) and satisfaction with the balance between career and personal life.

**Expected frequency:**

			Total(fe)
Single career and satisfied	E (38)	$86*50/100$	43
Single career and not satisfied	E (12)	$14*50/100$	7
Dual career and satisfied	E (48)	$86*50/100$	43
Dual career and not satisfied	E (2)	$14*50/100$	7

**Test statistics:**

fo	fe	fo-fe	$X^2=(fo-fe)^2/fe$
38	43	-5	5.81
12	7	5	3.57
48	43	5	5.81
2	7	-5	3.57
			<b>18.76</b>

[fo = Observed, fe= Expected]

Table value at 5% significance with  $(r-1) (c-1) = (2-1) (2-1) = 1(1) = 1$

For degree of freedom (df) =1 and  $\alpha = 0.05$ ,

the critical value is approximately  $\chi^2 (0.05,1) = 3.84$

**Here,**

$X^2$  calculated = 18.76

$X^2$  table value = 3.84

There for  $x^2_{cal} > x^2_{tab}$  value

Thus, our  $H_0$  is rejected

Therefore, our  $H_1$  is accepted.

## VI. FINDINGS:

In the context of single career married couples, its often observed that the male partner takes on responsibilities related to childcare, ensuring family security, and supporting mental well-being. This dynamic typically results in a more relaxed lifestyle compared to dual career couples, as they can effectively manage household tasks and parental duties.

In these setups, decisions regarding family matters are primarily made by the male partner. Single career married women, on the other hand, may find it challenging to juggle all-encompassing family and child education responsibilities, especially when faced with situations like supporting a husband's injury recovery. Retirement or family conflicts. Consequently, they tend to seek supportive work environments that accommodate their familial obligations.

In the professions like medicine and academia, where both partners are pursuing careers, there's often a shared understanding and equal distribution of household responsibilities. However, even in dual career marriages, its not uncommon for the male partner to take the lead in certain family decisions.

Respondents cite various reasons for opting for dual careers, including forecasting child development, striving for equality, meeting financial needs, and archiving a balance between work and personal life. Conversely, single career couples typically prioritize child upbringing and managing household affairs.

Overall, while dual career marriages emphasize equality and shared responsibilities, single career setups often revolve around focusing on child rearing and maintaining the home. Both models have their advantages and challenges, underscoring the importance of understanding and adapting to individual circumstances and preferences.

In the service sector, both single and dual career married couples encounter specific challenges that can affect their family dynamics and work-life balance.

For single career married couples, the demanding nature of service sector jobs often leads to long working hours, typically 10 hours a day. This extended time commitment can make it challenging to find adequate family time and fulfill parental responsibilities. Moreover, the expectation of being constantly available for work related matters may add to the stress of managing house hold needs.

Single career married women, in particular, face the additional burden of providing financial support in tough situations. This economic pressure can intensify the challenges of balancing work and family obligations, leading to feelings of stress and overwhelm.

Dual career married couples in the service sector also grapple with similar issues. The competitive nature of many service sector professions often requires both partners to dedicate significant time and energy to their careers. This can strain family relationships and leave little room for personal time or leisure activities.

Furthermore, the unpredictability of service sector jobs, such as irregular shifts or last-minute assignments, can disturb family routine and make planning family activities difficult. Balancing the demands of work with the need for quality time together becomes an ongoing challenge for both single career and dual career couples in the service sector.

The study reveals that dual career respondents value flexible working hours, on-site childcare and consistent leave policies, which help them manage work life balance effectively. Single career respondents prefer their lifestyle for its perceived benefits for child growth but acknowledge the challenges of sole responsibility for work and family obligations. They particularly note the difficulty faced by single career married women and express concerns about financial limitations.

Overall, the findings underscore the importance of tailored organizational support for both single and dual career couples to navigate the complexities of balancing work and family life.

## **VII. LIMITATIONS OF THE STUDY:**

The study might have a relatively small sample size, which could limit the generalization of the findings to a broader population.

Single career married women are difficult to find out in Saurashtra in especially service sector so it might be a limitation of the study.

In some sections, respondents were option select "Other" as a response. Without additional details or a breakdown of what "other" entails, it's challenging to analyze the specific reason of preference who selected this option.

Depending on how survey was administered, there may be response bias, with certain type of individuals more likely to participate.

## **VIII. CONCLUSION**

In conclusion, this research sheds light on the intricate interplay between marital adjustment and quality of life among single career and dual career married couples in Saurashtra region. It underscores the pivotal role of marital adjustment in determining life satisfaction, revealing higher levels among single career couples and highlighting the challenges faced by dual career couples in managing work life balance. The finding emphasizes the significance of effective communication, mutual support, and shared responsibilities in fostering marital adjustment and enhancing overall well-being for couples. By understanding these dynamics, policymakers, educators, and practitioners can develop targeted interventions to support healthy and fulfilling relationships among couples in the region and beyond.

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