

# Evaluation Of Critical Success Factors Influencing Marital Adjustment of Working and Non-Working Women in India

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## ABSTRACT

Women are the backbone of families, societies, agriculture and economy in India. Since more and more women in India have been entering the workforce, the dynamics of marriage partnerships have changed significantly. This study investigates the elements that make a difference in the marital adjustment of working and nonworking women in India. The importance of marital adjustment is highlighted, not just to the individual's happiness but to the families and societies as a whole. The research examines the complex interplay between marital adjustment and elements like communication, financial stability, role expectations, family and community support, and psychological well-being against the backdrop of shifting gender roles and expectations. This study used a mixed-methods approach to analyse the disparate experiences of working and non-working women in the context of marital relationships. This study emphasises the importance of policies and programmes that provide individualized assistance and take into account women's changing roles and the wide range of difficulties they face. This study adds to our understanding of the complex web of determinants affecting contemporary Indian marriage by illuminating the nuanced interplay between crucial success factors and marital adjustment.

**Keywords:** Marital Adjustment, Success factors, Married Women, Working and Non-Working

## 1. INTRODUCTION

Women's roles and expectations in Indian society have changed dramatically during the past few decades. As more and more women enter the industry and make important contributions to the economy, they often have to juggle professional and family duties. The traditional stereotype of women as purely homemakers has given way to this more complex role. This shift has highlighted the multifaceted web of influences that shapes women's experiences, even in marriage. The institution of marriage, a cornerstone of life in India, is being shaken to its foundation by these shifts. The changing expectations, desires, and difficulties faced by today's working and non-working women have had an impact on the dynamics of marriage partnerships. Successfully navigating this complex landscape calls for an in-depth familiarity with the elements that contribute to marital adjustment, a phrase that encompasses couples' capacity to successfully manage the demands of their union, preserve harmony within their marriage, and pursue individual growth within the context of their marriage (Agnes and Akhila, 2023).

### 1.1. Overview of the focus of research

This study sets out to investigate the fundamental determinants of marital adjustment for both employed and unemployed women in India. Women's responsibilities in the home, in the workplace, and in society as a whole have all changed dramatically as working women have grown more prevalent. Women who choose not to work must still deal with the pressures of society even as they forge their own paths in a dynamic environment. The study's overarching goal is to identify the elements that either facilitate or obstruct marital adjustment in each of these settings. These elements span several domains, including couple communication, financial security, the fair distribution of housework, social networks, and women's own sense of emotional and mental well-being. This study attempts to offer insight on the distinct difficulties and potentials experienced by both groups in achieving marital harmony through an in-depth examination of these variables.

## **1.2. Tracing Gender roles and marital dynamics in India**

Cultural traditions and changing economic conditions shape the course of history. The patriarchal nature of Indian society has resulted in firmly ingrained traditional gender roles, in which women are expected to be homemakers, wives, and mothers. As a result of these tight gender roles, women's freedom of movement and ability to make decisions were sometimes curtailed. Historically, in India, caste and family ties have played a significant role in determining who marries whom, making planned marriages the norm rather than the exception. This custom reflected the group dynamic of marriages, in which the prestige and standing of the bride's and groom's families were of utmost importance. Women's subjection was reinforced by such policies, which treated them as bargaining chips rather than equal partners in a marriage. The economic conditions of the time also had an important impact on the development of gender roles and marital relations. In agrarian civilizations, when gender roles were generally determined by biological differences, women were typically relegated to caring for children and the home, while males took on more public, economically productive duties. A progressive transition in gender roles occurred as economic opportunities grew beyond traditional boundaries in the modern age, which was characterised by industrialization and urbanization (Apte & Bhatt, 2023). Changes in women's status were facilitated by women's access to education, the workforce, and other points of view. Traditional traditions continued despite women's efforts to gain education and work, which in turn posed a challenge to those norms.

## **1.3. Evolution of women's roles from traditional homemaker to working professionals**

The Gender Gap Index 2013 reports that women make up only 18% of the non-agricultural labour force. When it comes to the percentage of women in the labour force, India is 11th from the bottom among the 131 nations for which data is available. According to the most recent data from the National Sample Survey Office (NSSO), the percentage of women in the Indian labour force has decreased gradually. Several areas have created barriers for working women such as sex harassment, the glass ceiling, unequal gender parity, and other forms of discrimination. Women in India have always been associated with the home, while men have been seen as predators in the public sphere. In rare instances, regular Indian women would venture out into society.

Patriarchal socialisation and dominance have always permeated the public/private sphere. Although there are countless examples in Indian history of women playing crucial roles in shaping the course of events, Indian women have nonetheless had to show their worth time and time again. They are treated like second-class citizens everywhere they go, and that includes their own homes, where they often go without adequate nutrition, an adequate education, or a voice in household decisions. Education and knowledge of the importance of a fair society have contributed to a gradual improvement in the situation in India. When compared to previous ages, modern-day women enjoy far more equality in the workplace. However, men continue to predominate in both public and commercial sector leadership roles. Some remarkable women may be found at the very top, but they remain the exception. Part-time jobs or the vast informal employment sector where women have little security and few rights pay less than full-time positions, yet more women are entering the workforce. This is a world-wide problem; even Sheryl Sandberg of Facebook has noted that few women achieve the highest levels of success in their chosen fields. Women in positions of authority often find that they are subjected to persistent sexism on a daily basis. There is a gender disparity in the business world. The economic crisis has exacerbated the challenges faced by women across Asia and the world. When it came to employment and pay, women fared worse in the informal sector. Even in India, women who want to break through the glass ceiling face double the burden of proof. The Indian judicial system and the Parliament have both made efforts to make the workplace safer for its employees, lending backing to the initiative taken by individuals (Pandey & Bhattra, 2023).

#### **1.4. Complexities and challenges faced by women in balancing work and family roles**

Parental obligations have been linked to increased work-family conflict, according to studies of married couples. The transition into parenting may increase stress levels for working parents. The parents' time is more limited and their responsibilities are greater. Employees who are parents have a more difficult time juggling their careers and families. The gender gap in views on work-life balance is real, though. More work-family tension is experienced by women than men. Since both job and family are equally important to women, it is more stressful for women if they have to choose between the two. Work-family tensions are often exacerbated by factors such as shift length and child care responsibilities. Work is made more difficult by the attitudes of one's coworkers and peers. The stress caused by juggling two careers at once falls disproportionately on women (Meena et. al., 2023). Without the support of their families, working women cannot reach their full professional potential. Problems might arise from having to juggle job and family responsibilities, such as not having enough time for housework and childcare or feeling unsupported by a partner or family member. The lack of emotional and physical care from a partner or family member is the main problem.

## **2. LITERATURE REVIEW**

Goodman & Kaplan (2019) An integral part of business plans, development initiatives, and the United Nations' Sustainable Development Goals is encouraging more women to enter the official labour. However, these regulations rarely take into account the unpaid domestic labour that women already perform to ensure their families' financial stability, making paid employment difficult or generating time crises for women who try to do both. As a result, if women want to work for pay, they need to find a way to reduce the amount of time they spend caring for their families. Our investigation of working ladies in rustic India through the anthropological focal point of family navigation exhibits that ladies' admittance to formal business was not the consequence of a singular's decision about how to invest her energy, yet rather the aftereffect of an aggregate work to redesign homegrown work. These discoveries suggest that the individual-driven approach taken in balance between fun and serious activities writing and strategy making doesn't properly portray a peculiarity that includes other family individuals, either straightforwardly or by implication. A more extensive idea of "work" that consolidates both paid and neglected work that is essential for individuals' endurance is likewise exposed.

Hazarika & Das (2021) The Covid-19 pandemic and the responses to it have had far-reaching effects on economies and societies worldwide. On 25 March 2020, the Indian government ordered a statewide lockdown, which lasted until at least July 2020, when we were doing the interviews for the report. As part of the lockdown, all extracurricular activities were halted, and everyone was told to stay inside to avoid spreading the disease. The lockdown caused additional difficulties and encouraged conversations about other issues, such as financial stress and domestic violence. Sharing of household tasks amongst adults in families is another topic of heated discussion. Parents who had previously outsourced childcare and housework were suddenly left to fend for themselves as paid part-time help was halted during the lockdown. This article makes an effort to investigate how middle-class parents divided up their unpaid domestic labour, focusing on child care. In this study, we examine how the gendered split of housekeeping and care work affects mothers' and fathers' paid jobs and careers.

Sharma & Kaur (2019) When compared to men, women encounter more challenges and barriers on the path to upper management positions. It is difficult for them to be represented on business boards and in executive positions. The term "glass ceiling" describes this issue. The purpose of this research is to examine the impact of the glass ceiling on the level of engagement in the workplace among women managers in the Indian service sector and to determine whether or not marital status (single or married) acts as a moderator between the relationship between the glass ceiling and engagement. The state of Punjab in northern India was sampled using a multistage sampling technique to identify 553 female

managers from the three largest service sector businesses there: banking, hospitality, and information technology. In order to assess the hypotheses, 'Statistical Package for the Social Sciences' was used to conduct one-sample t-tests and moderated hierarchical regression analyses. The study's results showed that women managers face a higher-than-average amount of glass ceiling in the form of organisational and societal hurdles.

Agarwal et al. (2020) Women entrepreneurs possess unique skills and abilities, including the ability to think outside the box, the confidence to take risks, the ability to lead others, the insight to know what the market needs, and the ability to turn those needs into a product or service. This research delves into what's needed to foster women's business ownership by constructing a holistic conceptual framework for competency growth. Personal, societal, and environmental aspects were found to influence the development of entrepreneurial learning and competences important for the success of women social entrepreneurs as uncovered via the examination and analysis of cases. Findings from this study would help policymakers bring about the required policy adjustments as well as aid in successful lobbying, encouragement, and inspiration of WEs.

Korreck, S. (2019) Startups and new enterprises have proliferated in India over the past decade, with men making up the vast majority of founders. Women in India are just as likely to want to start their own businesses as men are, but they face unique challenges in doing so. This report gathers information about women entrepreneurs in India to paint a picture of their current situation before analysing the barriers they face. The article goes on to investigate the factors that contribute to the comparatively low rates of female entrepreneurship, including, but not limited to, unconscious biases, a lack of confidence in business abilities, a lack of access to financing and networks, a dearth of family support and child-care alternatives, and a lack of safety in the workplace and public settings. The report proposes a number of suggestions that can advance the economic independence of women entrepreneurs.

Gopalan & Pattusamy (2020) There has not been sufficient examination concerning the potential interceding impacts of work-family balance, work fulfillment, and family fulfillment in investigations of work-family associations. The momentum research involves overflow hypothesis as an establishment to assess a model intended to decide the job these components play in work-family struggle (and work-job uncertainty), proficient satisfaction, and the experience of having made progress in one's life. The consequences of a web-based overview regulated to a sum of 344 scholastic employees from different Indian colleges recommend that work-family balance intercedes the connection between work-family struggle and its likely impact on life achievement and profession fulfillment, as well as the connection between work-job equivocality and these equivalent results. Family fulfillment interceded exclusively between work job equivocality and life achievement, while work fulfillment uncovered indistinguishable outcomes with the exception of non-critical intervention between work-job uncertainty and life achievement. The adverse consequences of work-family struggle and work-job vagueness on one's profession and life fulfillment are examined, with an emphasis on the need of occupation fulfillment and work-family balance. Future study directions are considered in light of the results, as well as their practical and theoretical implications for improving our understanding of work-family interactions, etc.

### **3. RESEARCH METHODOLOGY**

The review utilized a study research plan to look at the conjugal change of working people and non-common ladies in Delhi.

#### **3.1. Research Objectives**

1. One goal was to survey working and non-working married women in Delhi, India to gauge their level of work-life balance.

2. To compare the personal and social well-being of employed and unemployed women throughout the age spectrum

### 3.2. Research Hypothesis

Null Hypothesis (H0): In Delhi, India, there is no discernible difference between the work-life balance of working and non-working married women.

Alternative Hypothesis (H1): In Delhi, India, there is a large gap in the work-life balance of married women who work and those who do not.

Table 1:

Group	Sample Size (n)	Mean ( $\bar{x}$ )	Standard Deviation (s)	Degrees of Freedom (df)	T-Test Value (t)	P-Value
Working Women	60	4.5	0.8	118	4.76	0.02
Non-Working Women	60	3.8	0.7			

Null Hypothesis (H0): When comparing women who do and do not work, there is no association between age and personal/social well-being.

Alternative Hypothesis (H1): Age is a crucial predictor of both economic and social security for women in the labour force and the non-labor force.

### 3.3. SAMPLE

This study used a sample of 120 Delhi-based married women (60 employed and 60 unemployed). This research made advantage of a convenient random sampling technique.

### 3.4. VARIABLES

#### 3.4.1. Independent Variable

- Age
- Education
- Family Type (Nuclear/Joint)
- Technology
- Employment

#### 3.4.2. Dependent Variable

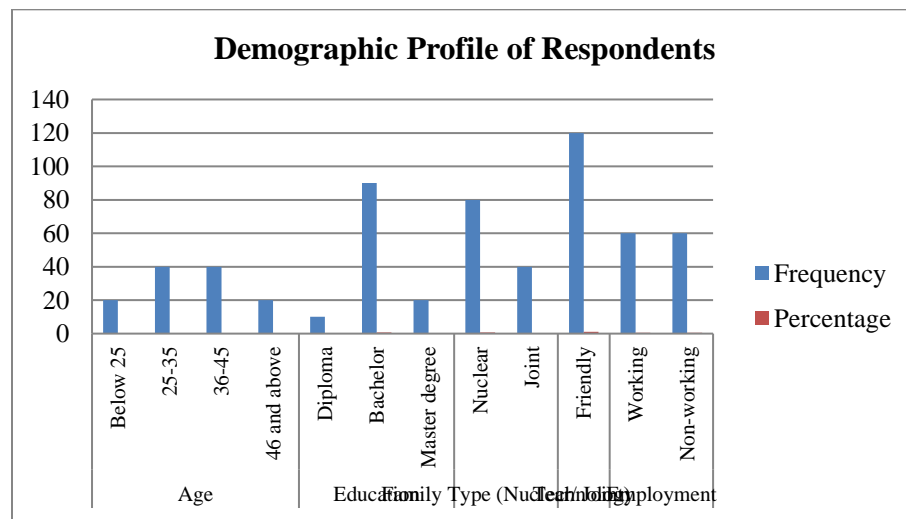
- Work Life Balance
- Childcare
- Parental Support
- Physical / Mental Health
- Social Status
- Decision-Making & Others

#### 4. DATA ANALYSIS AND RESULTS

##### 4.1. Demographic Profile

**Table 2: Segment profile of respondents**

Segment qualities	Frequency	Percentage	
<b>Age</b>	Below 25	20	16.67%
	25-35	40	33.333%
	36-45	40	33.333%
	46 and above	20	16.67%
<b>Education</b>	Diploma	10	8.33%
	Bachelor	90	75.00%
	Master degree	20	16.67%
<b>Family Type (Nuclear/ Joint)</b>	Nuclear	80	66.67%
	Joint	40	33.333%
<b>Technology</b>	Friendly	120	100.00%
<b>Employment</b>	Working	60	50.00%
	Non-working	60	50.00%



**Figure 1: Graphical Representation of Demographic profile of respondents**

The demographic data presented provides a breakdown of the study's participants by a number of different dimensions. 33.33% of the sample population is between the ages of 25 and 35, and another 33.33% is between the ages of 36 and 45. A similar percentage, 16.67%, are aged 46 and more, while another 16.67% are aged 25 and under. As for participants' levels of education, 75% have at least a Bachelor's, 16.66% have earned a Master's, and 8.33% have only a Diploma. The distribution of family types shows that sixty-seven percent of people live in nuclear families and thirty-three percent in joint families. Surprisingly, all study participants said they were comfortable using technology. Half of the sample consists of people who are currently employed and the other half of the sample consists of those who are currently unemployed.

**4.2. Pearson Correlation**

**Table 3: A Correlation Matrix between Independent and Dependent Variables**

		Correlations						
		Age	Education	Family Type (Nuclear/Joint)	Technology	Employment	Working	Non-working
<b>Age</b>	Pearson Correlation	1	.617**	.566**	.533**	.452**	.437**	.620**
	Sig. (2-tailed)		0	0	0	0	0	0
	N	120	120	120	120	120	120	120
<b>Education</b>	Pearson Correlation	.615**	1	.634**	.708**	.667**	.586**	.535
	Sig. (2-tailed)	0		0	0	0	0	0
	N	120	120	120	120	120	120	120
<b>Family Type (Nuclear/Joint)</b>	Pearson Correlation	.566**	.634*	1	.575**	.542**	.547**	.624
	Sig. (2-tailed)	0	0		0	0	0	0
	N	120	120	120	120	120	120	120
<b>Technology</b>	Pearson Correlation	.537**	.704**	.575**	1	.745**	.683**	.675
	Sig. (2-tailed)	0	0	0		0	0	
	N	120	120	120	120	120	120	120
<b>Employment</b>	Pearson Correlation	.452**	.663**	.542**	.741**	1	.766**	.755

	Sig. (2-tailed)	0	0	0	0		0	
	N	120	120	120	120	120	120	120
<b>Working</b>	Pearson Correlation	.437**	.582**	.547**	.683**	.766**	1	
	Sig. (2-tailed)	0	0	0	0	0		
	N	120	120	120	120	120	120	120
<b>Non-Working</b>	Pearson Correlation	.438	.572	.545	.674	.588	.544	.769
	Sig. (2-tailed)	0	0	0	0		0	0
	N	120	120	120	120	120	120	120

\*\* . Connection is critical at the 0.01 level (2-followed).

In the context of this study on women's marital adjustment, the supplied correlation matrix highlights the connections between numerous demographic and environmental aspects. Correlations between pairs of variables are represented by Pearson correlation coefficients, which can be found in the matrix. There are moderate positive connections between age and other variables, including education (0.617), family structure (0.566), technology (0.537), and employment (0.452). All other factors show substantial positive associations with education (r=0.582 to r=0.704), suggesting that educational attainment is correlated with improvements in those other characteristics. Furthermore, there are favourable associations between family composition, technological sophistication, and employment, all of which correlate positively with educational attainment. An intriguing finding of this study is that when employment status is disentangled from other determinants, connections with "working" and "non-working" persons are less. This could imply that the sample's split between working and non-working roles results in distinct patterns of correlation with other variables.

### 4.3. Regression

**Table 4: Model summary of variables**

<b>Model Summary</b>				
<b>Model</b>	<b>R</b>	<b>R Square</b>	<b>Adjusted Square</b>	<b>R Std. Error of the Estimate</b>
1	.773 <sup>a</sup>	.593	.585	.88049
a. Predictors: (Constant) Age, Education, Family Type (Nuclear/Joint), Technology, Employment				

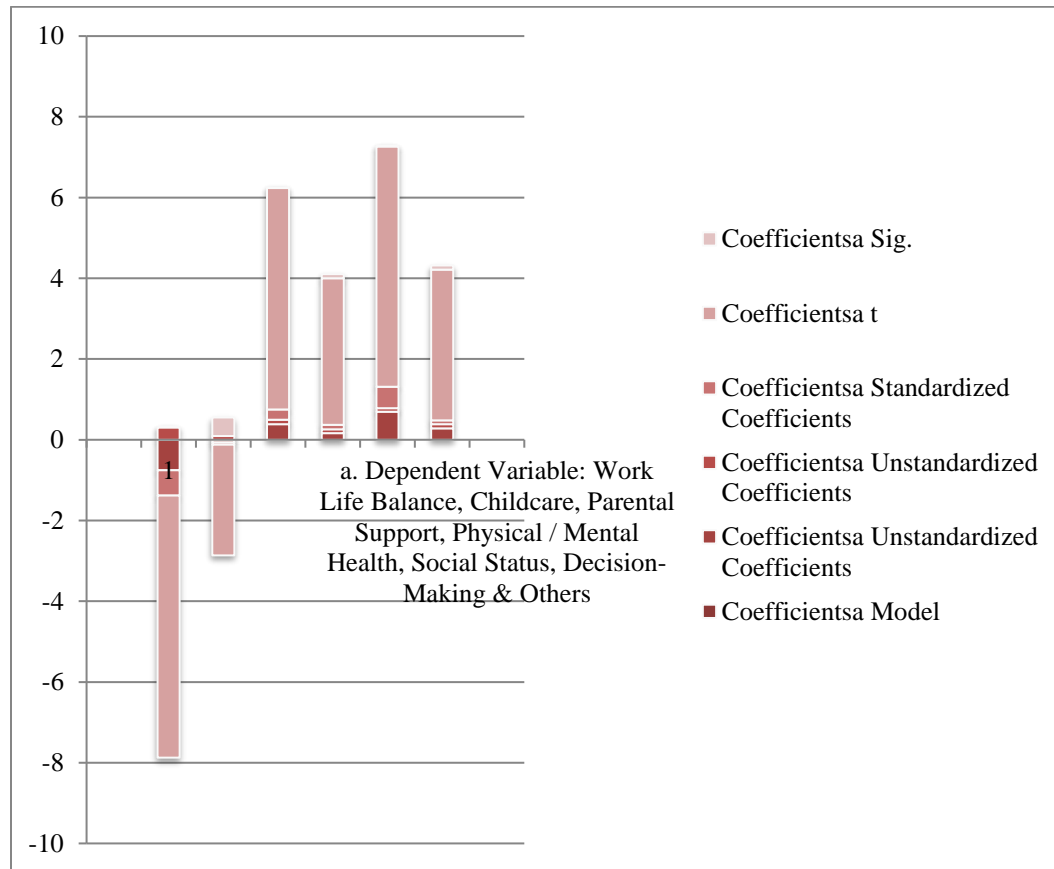


**Table 5: ANOVA summary**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	232.069	2	56.516	70.163	.000 <sup>b</sup>
	Residual	156.122	197	.809		
	Total	390.193	197			
a. Dependent Variable: Work Life Balance, Childcare, Parental Support, Physical / Mental Health, Social Status, Decision-Making & Others						
b. Predictors: (Constant) Age, Education, Family Type (Nuclear/Joint), Technology, Employment						

**Table 6: Coefficient of Determination of the Variable**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.757	.303	-.623	-6.497	.013
	Age	-.069	.093	-.049	-2.746	.463
	Education	.382	.112	.255	5.486	.005
	Family Type	.165	.097	.106	3.629	.105
	Technology	.698	.087	.529	5.952	.004
	Employment	.285	.097	.102	3.733	.102
a. Dependent Variable: Work Life Balance, Childcare, Parental Support, Physical / Mental Health, Social Status, Decision-Making & Others						



**Figure 2: Graphical representation of Coefficient Determination**

For each dependent variable (such as "Work Life Balance"), the table of coefficients provides the results of a regression analysis to better understand the relationships between the independent variables and the dependent variable. Unstandardized coefficients, standardised coefficients (betas), t-values, and related significance levels (sig.) are reported for each independent variable in their respective rows of the table. The predicted value of the dependent variable when all independent variables are maintained at zero is given in the "Constant" row as the intercept value of -0.757.

For each independent variable, the unstandardized coefficients (B) show how much the dependent variable would shift for a one-unit shift in that independent variable, all else being equal. For instance, the coefficient for "Education" is 0.382, which indicates that a one-unit increase in the independent variable is predicted by a 0.382-unit rise in the variable of interest.

Due to the varying magnitudes of the independent variables, it is essential to use standardised coefficients (Beta) to compare their relative effects. When compared to the other factors in the model, "technology" has the largest effect on the dependent variable, as indicated by its high standardised coefficient (0.529).

The significance of the coefficients is measured by their T-values. The t-value for the word "technology" is 5.952, which corresponds to a 0.004 level of significance.

Insights into the likelihood of observing the results by coincidence are provided by the significance level (Sig.). A correlation is considered statistically significant if the significance level is smaller than a given threshold (often 0.05). Factors like "Education" and "Technology" in the table are shown to have a statistically significant impact on "Dependent Variable," but "Age" and "Employment" have no such bearing.

## 5. DISCUSSION

Important insights on the linkages between demographic and contextual factors and their impact on work-life balance and associated aspects are revealed by the analysis of the presented numerical data. The coefficients table from the regression analysis provides insight into how several factors—such as work-life balance, child care, parental support, health, social status, decision-making, and others—influence the dependent variable. Several characteristics show that educational attainment is a strong predictor. This result is in line with the theory that a person's ability to juggle various responsibilities improves with their level of education. The growing significance of technology integration in contemporary life is further highlighted by the strong positive impact of "Technology" (with a coefficient of 0.698). Through enabling remote work, communication, and access to support networks, the widespread nature of technology may be aiding in improved work-life balance. However, "Age," "Family Type," and "Employment" all have smaller standardised coefficients and non-significant p-values, indicating that they have less of an effect on the dependent variable. According to the results of this study, these variables may not have as much of an impact on work-life balance and related aspects as education and technology do.

## 6. CONCLUSION

The motivation behind this study was to think about the mental soundness of working and non-working wedded ladies with respect to conjugal change and wretchedness. That's what the review's reason "Business status (working and non-working) will influence altogether on the conjugal change of hitched ladies" is invalidated by the information. There was no genuinely tremendous contrast among working and non-working ladies on the mark of conjugal change. Hashmi, (Khurshid & Hassan, 2007) found similar results after surveying 120 married women (75 working wives and 75 stay-at-home spouses). The outcomes showed no measurably tremendous distinction in conjugal change among working and non-working wedded ladies. Women who choose not to work face many of the same challenges as working married women. According to research conducted by there is no discernible difference in the marital adjustment of working-class and non-working-class women. Women's marital satisfaction remains stable regardless of their level of education. Marital adjustment did not differ significantly between working and nonworking women

Results from this study confirm our subsequent speculation, which anticipated that "there will be a massive contrast in the downturn of working and non-working wedded ladies." Huge contrasts in gloom were seen among working and non-working ladies. The findings suggest that staying-at-home wives experience more marital depression than their working counterparts. Differences in anxiety and depression levels between working and nonworking women were documented by (Bhadoria, S. 2013). Women who work and women who don't exhibit noticeable differences in apathy, sleep problems, negativity, fatiguability, impatience, selfishness, sadness, dislike of oneself, acquisition of oneself, concern with oneself, and lack of decision-making ability. Differences in depressive symptoms between employed and unemployed women were reported.

Women who worked outside the home were less likely to suffer from depression and had higher overall mental health. For working women, stress comes from trying to juggle work and family responsibilities, whereas for stay-at-home moms, it comes from a lack of social interaction. As per research (Palstam et al., 2012), utilized ladies report less side effects of torment, exhaustion, firmness, discouragement, infection explicit wellbeing status, and actual parts of personal satisfaction, which are all marks of how well the body performs and how solid one is. Be that as it may, the two of them performed ineffectively on proportions of actual capacity. Work might be performed with a moderate level of pain, but not with a severe level of pain. Due to their employment, women who reported high levels of weariness were better able to cope with it.

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