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### Psychological well-being and work family conflict of married couples

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#### Abstract

Family conflict and mental health: It has been hypothesized that important mediators of the relationship between work-family conflict and mental health are perceived stress and negative affect. In particular, stress was described as an experience of either short-term or long-term psychological or physical strain that results in adverse alterations in the person. The present was conducted in three districts of Haryana with a sample of 360 adults of age group 25- 35 years. Present study concluded that more than one fourth of rural and urban population are having moderate level of psychological wellbeing. More than one fourth of rural population is having moderate level of work family conflict, on the other hand 29% of urban population is having very high level of work family conflict. A significant difference is shown in mean score of mental health among districts. Significant difference is found in sociability and satisfaction according to area wise distribution. It also shows that there were statistically significant differences in sociability, satisfaction, efficiency, mental health and interpersonal relations. The results of the analysis reveal a significant mean difference in work-family conflict among the respondents across the aforementioned districts. This finding suggests that there are notable variations in the experiences of work-family conflict among individuals residing in Kurukshetra, Hisar, and Gurugram.

**Keywords:** Work family conflict, psychological well- being, married couples, satisfaction, interpersonal relations

#### Introduction

Family conflict and mental health: It has been hypothesized that important mediators of the relationship between work-family conflict and mental health are perceived stress and negative affect. In particular, stress was described as an experience of either short-term or long-term psychological or physical strain that results in adverse alterations in the person. Stress is a response to an environment where there is a threat, an actual loss of resources, or an absence of an anticipated gain in resources, according to the COR (Conservation of Resources) model (1989). It follows that stress may arise for a person who loses these resources or who fears losing them. The COR model describes the consequences of stress for both intra- and inter-role stress, which in turn causes a negative "state of being" that includes physiological tension, sadness, anxiety, and unhappiness with one's work and life. Thus, it seems that stress has an indirect effect on mental health when it comes to work-family conflict.

Voydanoff (2002) <sup>[7]</sup>, citing Bronfenbrenner's ecological systems theory, characterizes the work-family interface as a mesosystem made up of connections and activities between work and family, which are seen as microsystems made up of networks of in-person relationships. The phrase "work/non-work interface," as used by Geurts and Demerouti (2003) <sup>[4]</sup>, is more general and refers to a location where work and non-work interact, either positively or negatively. Non-work refers to activities and obligations that fall within the category of private life, whether or not

they are related to family. Despite the complementarity of both definitions, I have opted to refer to this relationship as the "work-family interaction" because the relationship between pay labor and commitments in one's private life—excluding family—was outside the purview of this study. It is my belief that the work/non-work (or work-home) experiences of working adults without families should be investigated both qualitatively and quantitatively in their own right before applying the same theories and measures that were initially developed from the perspective of working adults with family to working adults without family (i.e., living alone). As a result, including single working adults in research samples without further thought (e.g., by conducting studies comparing single working adults with and without families) may undermine their unique experiences and obfuscate our understanding of the work-family or work/non-work interface because it can be difficult to distinguish between effects attributable to family and those resulting from single living.

Four additional factors can be used to better characterize the work-family interface: quantity, direction, quality, and context. The degree of separation vs integration between the work and family domains is referred to as the amount of the work-family interface. Work and family are viewed as comparatively autonomous and non-influential life domains in regard to each other in segmentation because there are strong physical, temporal, functional, and psychological boundaries between them (Edwards & Rothbard, 2000; Geurts & Demerouti, 2003; Staines, 1980) <sup>[3, 4, 6]</sup>.

The perspective that is used to study the work-family interface is referred to as the contextual. According to ecological systems theory, the microsystems of the work-family interface are reflected in individual experiences in face-to-face connections between the domains of work and family (Bellavia & Frone, 2005; Bronfenbrenner, 1989; Voydanoff, 2002) <sup>[1, 2, 7]</sup>. The processes and connections that exist between work and family, as well as the mutual effects and shared experiences that exist between a person and their role partners, all contribute to the mesosystem of the work-family interface. Exosystem, also impacts are the result of a person's involvement in the third life domain, where they are not directly involved in work-family interaction activities. The macrosystem impacts are the result of bigger social contexts, including subcultures or larger groups with specific norms and regulations, having an impact on the work-family interaction.

Family demands also have effects on their affective states. Based on this perspective, we assumed that if more work-family conflicts happened in women's daily lives, they might experience more negative affect, and such negative affective experiences would have a negative influence on their work behavior and well-being. Researchers have discovered a positive correlation between increased juggling of work and family duties and state-based negative affective experiences (such as tension, anxiety, concern, annoyance, guilt, discomfort, and aggravation).

Families and work are regarded as the two most significant facets of adulthood. Family and work relationships are reciprocal. The various forms of work-family conflict make clear two things: (a) work-family conflict arises when demands from the workplace are greater than those from home life, and (b) work-family conflict can have an impact on the prominence of both work and family lives (Greenhaus & Beutell, 1985) <sup>[5]</sup>. Work-family conflict arises when an employee's obligations in one domain are

incompatible with those in another, resulting in an adverse effect on their performance (Greenhaus & Beutell, 1985) <sup>[5]</sup>. This type of conflict can also arise between roles.

For the present study following specific objectives are outlined:

- To assess work family conflict and psychological well-being of married couples.
- To study the impact of work family conflict on psychological well-being of married couples.

### Methodology

The study was conducted in rural and urban area of Hisar, Kurukshetra and Gurugram district of Haryana state. List of blocks in Hisar, Kurukshetra and Gurugram district was prepared. From this list, one block, from each district was selected at random Hisar (Mandi Adampur), Kurukshetra (Thanesar) and Gurugram (Chandu Budhera). Urban sample was selected from Hisar, Kurukshetra and Gurugram city. A list of adults in the age group of 25-35 years was prepared from the selected areas. A sample of 360 adults were taken randomly from the selected districts. Equal number of sample i.e. 120 from each district was taken at random. Out of 120 adults, 60 (30 males and 30 females) from urban area and 60 (30 males and 30 females) from rural area was selected randomly. Psychological well-being scale developed by D.S. Sisodia and Pooja Choudary (2012) <sup>[8]</sup> was used to study psychological well-being of married couples and work family conflict was assessed by a developed questionnaire. Frequency, Percentage, means, standard deviation, t- test and ANOVA were used to evaluate the data.

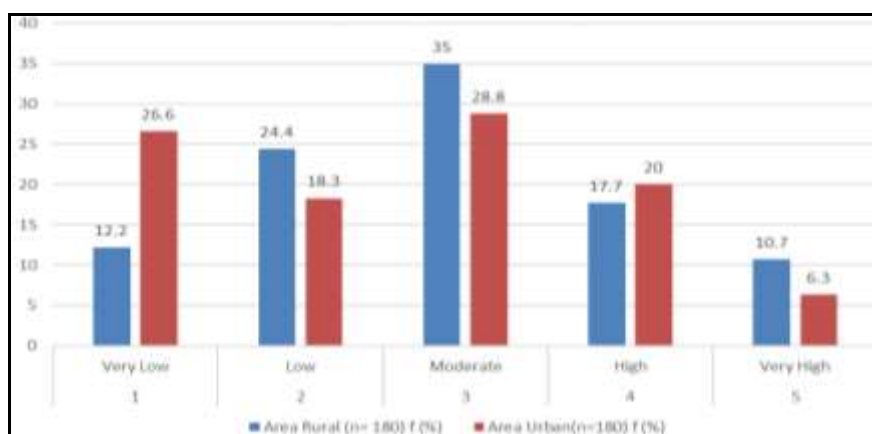
### Results

#### Levels of psychological well-being among married couples

**Table 1:** Area wise frequency distribution of different levels of psychological well-being

N=360

Sr. No.	Districts Psychological well- being	Area	
		Rural (n= 180) f (%)	Urban (n=180) f (%)
1	Very Low	22(12.2)	48(26.6)
2	Low	44(24.4)	33(18.3)
3	Moderate	63(35.0)	52(28.8)
4	High	32(17.7)	36(20.0)
5	Very High	19(10.7)	11(6.3)



Area wise frequency distribution of different levels of psychological well-being

Table 1 shows the area-wise psychological well-being of respondents. 35% of rural respondents had moderate, 24.4% low, 17.7% high, 12.2% very low, and 10.7% very high

levels of psychological well-being. In urban areas, 28.8% had moderate, 26.6% very low, 20% high, 18.3% low, and 6.3% very high levels of psychological well-being.

**Table 2:** Area wise frequency distribution of different aspects' levels of psychological well-being

(N=360)

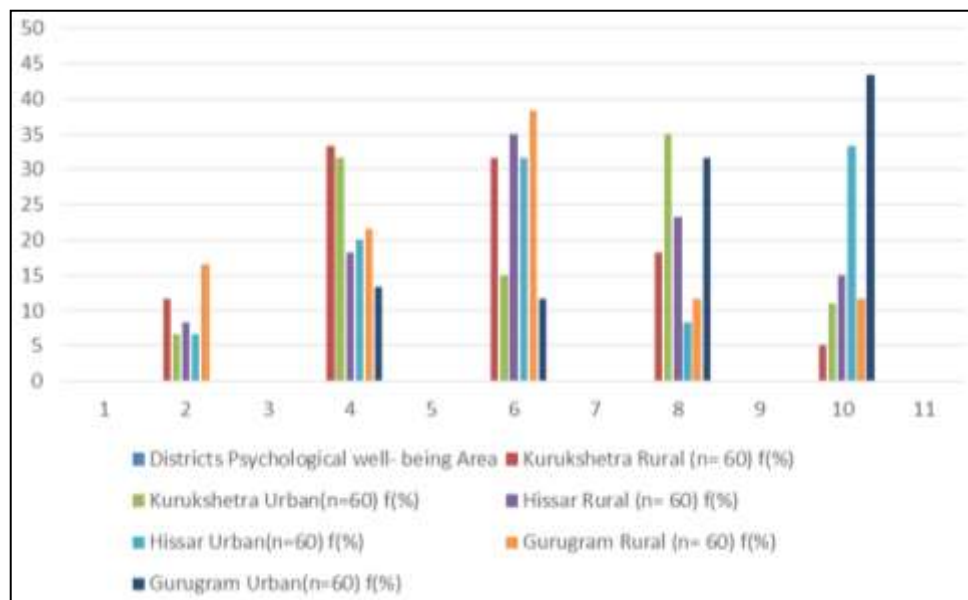
Sr. No.	Area Psychological well- being	Rural (n=180) f (%)	Urban (n=180) f (%)
1	<b>Satisfaction</b>		
	Low	69(38.3)	54(29.3)
	Moderate	64(35.5)	108(60.0)
	High	47(26.1)	18(10.7)
2	<b>Efficiency</b>		
	Low	34(19.0)	73(40.5)
	Moderate	42(23.3)	56(31.1)
	High	104(57.7)	73(40.5)
3	<b>Sociability</b>		
	Low	65(36.1)	12(06.7)
	Moderate	78(43.3)	27(15.0)
	High	37(20.6)	141(78.3)
4	<b>Mental Health</b>		
	Low	62(34.4)	70(39.0)
	Moderate	53(29.4)	86(47.7)
	High	65(36.1)	24(13.3)
5	<b>Interpersonal Relations</b>		
	Low	12(06.6)	57(31.6)
	Moderate	86(47.7)	62(34.4)
	High	82(45.7)	61(33.8)

Table 2 showed results about five aspects of psychological well-being: satisfaction, efficiency, sociability, mental health and interpersonal relations. In rural areas, 38.3% had low satisfaction, 35.5% had moderate, and 26.1% had high satisfaction. In urban areas, 60% had moderate satisfaction, 29.3% had low, and 10.7% had high. In rural areas, 57.7% had high efficiency, 23.3% had moderate, and 19% had low. In urban areas, 40.5% had low and high efficiency, and

31.1% had moderate. 43.3% of rural respondents were moderately social, with 36.1% low and 20.6% high. 78.3% of urban respondents were highly social. In rural areas, 36.1% had high mental health, and 47.7% of urban respondents had moderate. Regarding interpersonal relations, 47.7% of rural respondents had moderate, and 34.4% of urban respondents had moderate.

**Table 3:** District wise frequency distribution of different levels of psychological well-being

Sr. No.	Districts Psychological well- being	Kurukshetra		Hisar		Gurugram	
	Area	Rural (n= 60) f(%)	Urban (n=60) f(%)	Rural (n= 60) f(%)	Urban (n=60) f(%)	Rural (n= 60) f(%)	Urban (n=60) f(%)
1	Very Low	07(11.6)	04(06.6)	05(08.4)	04(06.6)	10(16.6)	0(0.0)
2	Low	20(33.3)	19(31.6)	11(18.3)	12(20.0)	13(21.6)	08(13.3)
3	Moderate	19(31.6)	09(15.0)	21(35.0)	19(31.6)	23(38.4)	07(11.7)
4	High	11(18.3)	21(35.0)	14(23.3)	05(8.3)	07(11.7)	19(31.6)
5	Very High	03(05.2)	07(11.)	09(15.0)	20(33.3)	07(11.7)	26(43.4)



District wise frequency distribution of different levels of psychological well-being

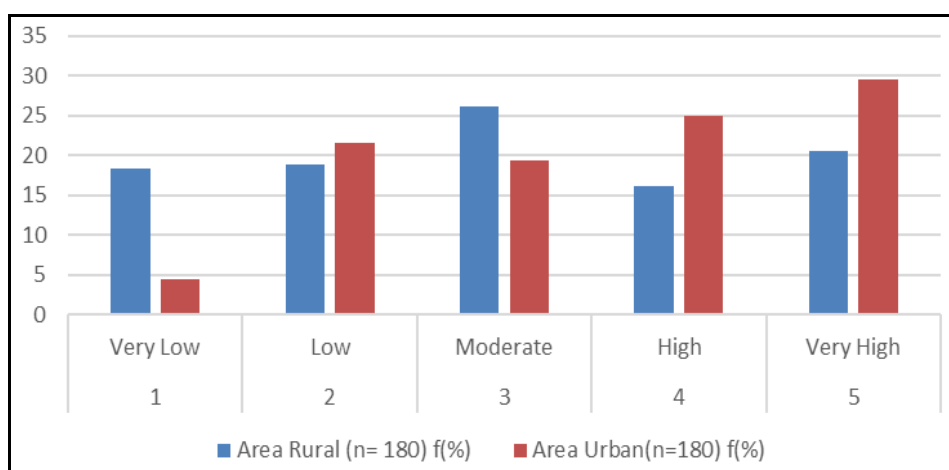
Table 3 showcases district-wise frequency distributions of respondents' level of psychological well-being. Results in rural and urban areas of Kurukshetra, Hissar, and Gurugram districts show that 33.3%, 35%, and 38.4% of rural respondents have moderate levels of psychological well-being, respectively. In the same area, 18.3% of rural respondents had high level while 11.6% and 5.2% were in very low and very high categories, respectively. Urban respondents from Kurukshetra had 35% of high-level psychological well-being, followed by 31.6% low, 15% moderate, 5.2% very high, and 6.6% very low. Hissar district showed 23.3% of rural and 8.3% of urban respondents with

high psychological well-being. 18.3% of rural and 20% of urban respondents had low well-being, while 15% of rural and 33.3% of urban respondents reported very high well-being. 8.4% of rural and 6.6% of urban respondents had very low psychological well-being. In Gurugram district, 21.6% of rural and 13.3% of urban respondents had low well-being, 16.6% of rural and 0% of urban respondents had very low well-being, 11.7% of rural and 43.4% of urban respondents reported very high well-being, and 11.7% of rural and 31.6% of urban respondents had high psychological well-being.

**Table 4:** Area wise frequency distribution of different aspects' levels of work family conflict

(N=360)

Sr. No.	Districts Work Family conflict Scale	Area	
		Rural (n= 180) f(%)	Urban (n=180) f(%)
1	Very Low	33(18.3)	08(04.4)
2	Low	34(18.8)	39(21.6)
3	Moderate	47(26.1)	35(19.4)
4	High	29(16.1)	45(25.0)
5	Very High	37(20.5)	53(29.6)



Area wise frequency distribution of different aspects' levels of work family conflict

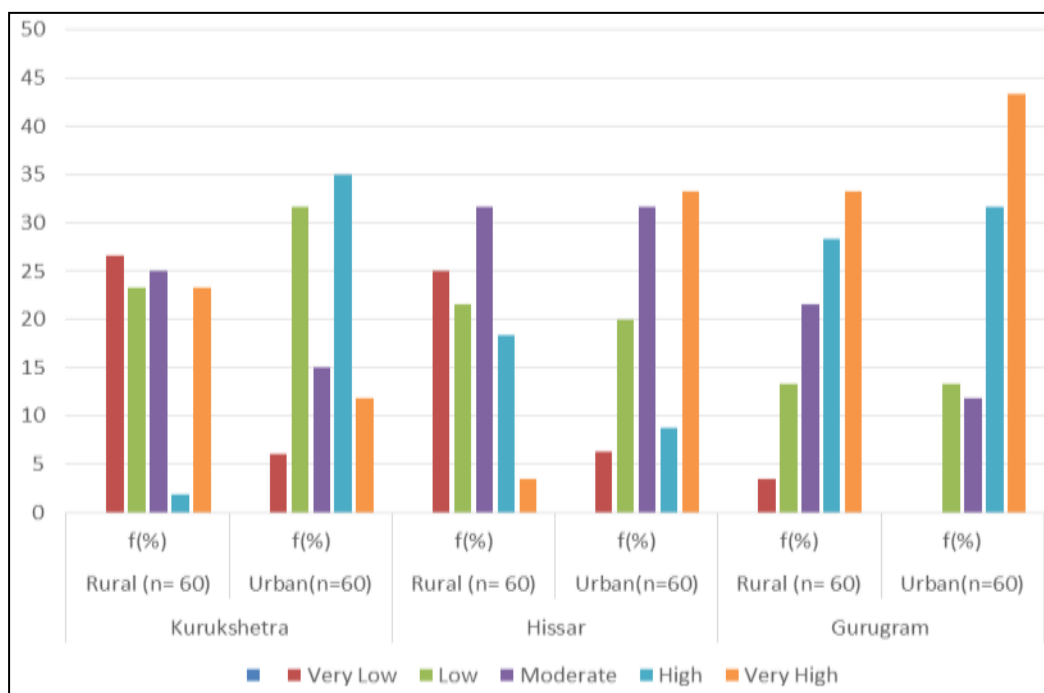
Table 4 showed the area-wise results of work family conflicts, categorized as very low, low, moderate, high, and very high. 26.1% of rural respondents and 19.4% of urban respondents indicated moderate work family conflicts;

20.5% and 29.6% reported very high, 18.8% and 21.6% reported low, 18.3% and 4.4% reported very low, and 16.1% and 25% reported high work family conflicts, respectively.

**Table 5:** District wise frequency distribution of different aspects' levels of work family conflict

(N=360)

Sr. No.	Districts Work Family conflict Scale	Kurukshetra		Hisar		Gurugram	
		Rural (n= 60) f(%)	Urban (n=60) f(%)	Rural (n= 60) f(%)	Urban (n=60) f(%)	Rural (n= 60) f(%)	Urban (n=60) f(%)
1	Very Low	16(26.6)	04(06)	15(25.0)	04(06.3)	02(03.5)	0(0.0)
2	Low	14(23.3)	19(31.6)	13(21.6)	12(20.0)	08(13.3)	08(13.3)
3	Moderate	15(25.0)	09(15.0)	19(31.6)	19(31.6)	13(21.6)	07(11.8)
4	High	01(1.9)	21(35.0)	11(18.3)	05(08.8)	17(28.3)	19(31.6)
5	Very High	14(23.3)	07(11.8)	02(03.5)	20(33.3)	20(33.3)	26(43.3)



District wise frequency distribution of different aspects' levels of work family conflict

Table 5 indicated 25% of rural and 15% of urban respondents in Kurukshetra District had moderate work family conflicts. Very high work family conflicts were recorded in rural respondents at 23.3%, low at 23.3%, and very low at 26.6%. Urban respondents had 35% high, 31.6% low, 11.8% very high, and 6% very low work family conflicts. A similar pattern of 31.6% in moderate category, was discerned in urban and rural area respondents in Hisar district. Results also showed 25% of rural and 6.3% of urban respondents in Hisar District had very low,

21.6%/20% low, 3.5%/33.3% very high, 18.3%/8.8% high, and 3.5%/33.3% very high work family conflicts. In Gurugram district, 33.3% of rural and 43.3% of urban respondents reported very high work family conflicts. 28.3% of rural and 31.6% of urban respondents reported high work family conflicts. 13.3% of rural and urban respondents reported low work family conflicts. 21.6% of rural and 11.8% of urban respondents reported moderate work family conflicts, and 3.5% of rural and 0% of urban respondents reported very low family work conflicts.

**Table 6:** Mean differences in psychological well-being of the respondents between districts. (N=360)

Sr. No.	Districts Psychological well- being	Kurukshetra Mean $\pm$ SD N= 120	Hisar Mean $\pm$ SD N= 120	Gurugram Mean $\pm$ SD N=120	ANOVA (F ratio)
1	Satisfaction	30.61 $\pm$ 3.85	30.62 $\pm$ 13.50	29.69 $\pm$ 13.23	0.20
2	Efficiency	32.33 $\pm$ 14.23	34.09 $\pm$ 14.32	34.40 $\pm$ 13.57	0.75
3	Sociability	37.75 $\pm$ 13.82	36.93 $\pm$ 13.05	34.41 $\pm$ 13.16	0.30
4	Mental Health	31.22 $\pm$ 12.45	33.10 $\pm$ 12.20	27.35 $\pm$ 13.18	6.21*
5	Interpersonal Relations	34.70 $\pm$ 13.49	36.86 $\pm$ 12.57	34.14 $\pm$ 12.10	1.52

\*Significant at 5% level of significance

ANOVA is a statistical test to measure differences between two or more groups. Table 6 contains mean differences in psychological well-being among three districts. These differences were determined for satisfaction, efficiency, sociability, mental health, and interpersonal relations. The ANOVA results indicate a significant difference in mental

health between the districts ( $f=6.21^*$ ). Statistically non-significant differences were found in other aspects of psychological well-being ( $f=0.20$  for satisfaction,  $f=0.75$  for interpersonal relations,  $f=1.52$  for efficiency, and  $f=0.30$  for sociability).

**Table 7:** Mean differences in psychological well-being of the respondents on the basis of area

(N=360)				
Sr. No.	Area Psychological well- being	Rural Mean $\pm$ SD N= 180	Urban Mean $\pm$ SD N= 180	T value
1	Satisfaction	30.12 $\pm$ 12.47	28.45 $\pm$ 14.45	2.57*
2	Efficiency	32.57 $\pm$ 13.09	32.76 $\pm$ 13.32	0.13
3	Sociability	37.91 $\pm$ 13.16	32.25 $\pm$ 14.95	3.81*
4	Mental Health	31.39 $\pm$ 12.16	31.71 $\pm$ 12.72	0.24
5	Interpersonal Relations	34.35 $\pm$ 13.25	36.28 $\pm$ 12.46	1.42

\*Significant at 5% level of significance

Table 7 revealed significant mean differences in sociability ( $t=3.81^*$ ) and satisfaction ( $t=2.57^*$ ) for respondents based on their region. No significant differences were observed in

other aspects of psychological well-being, such as interpersonal relations ( $t=1.42$ ), mental health ( $t=0.24$ ), and efficiency ( $t=0.13$ ).

**Table 8:** Mean differences of the respondents' work family conflict across districts

(N=360)					
Sr. No.	District Work Family Conflict	Kurukshetra Mean $\pm$ SD N= 120	Hisar Mean $\pm$ SD N= 120	Gurugram Mean $\pm$ SD N= 120	ANOVA (F ratio)
1	Work Family Conflict	87.89 $\pm$ 28.71	95.83 $\pm$ 30.44	112.26 $\pm$ 22.75	24.50*

\*Significant at 5% level of significance

In Table 8, we provide a detailed analysis of the mean differences in psychological work-family conflict among respondents across three districts, namely Kurukshetra, Hisar, and Gurugram. These mean differences were obtained by conducting an ANOVA test to compare the levels of work-family conflict and its impact on life satisfaction.

The results of the analysis reveal a significant ( $f=24.50^*$ ) mean difference in work-family conflict among the respondents across the aforementioned districts. This finding suggests that there are notable variations in the experiences of work-family conflict among individuals residing in Kurukshetra, Hisar, and Gurugram.

**Table 9:** Mean difference of work family conflict and psychological well-being of the respondents

(N=360)				
Sr. No.	Work Family Conflict Psychological well- being	Mean $\pm$ SD N= 360	Mean $\pm$ SD N= 360	T value
1	Satisfaction	30.30 $\pm$ 13.52	95.59 $\pm$ 30.68	36.9*
2	Efficiency	33.60 $\pm$ 14.04	94.09 $\pm$ 30.78	33.9*
3	Sociability	36.36 $\pm$ 13.34	95.58 $\pm$ 30.98	33.3*
4	Mental Health	30.55 $\pm$ 12.60	96.12 $\pm$ 30.84	37.3*
5	Interpersonal Relations	35.23 $\pm$ 12.72	95.89 $\pm$ 30.87	34.4*

\*Significant at 5% level of significance

Results depict in table 9 shows that there were statistically significant differences in sociability ( $t=33.3^*$ ), satisfaction ( $t=36.9^*$ ), efficiency ( $t=33.9^*$ ), mental health ( $t=37.3^*$ ) and interpersonal relations ( $t=34.4^*$ ).

## Conclusion

Present study concluded that more than one fourth of rural and urban population are having moderate level of

psychological wellbeing. More than one fourth of rural population is having moderate level of work family conflict, on the other hand 29% of urban population is having very high level of work family conflict. A significant difference is shown in mean score of mental health among districts. Significant difference is found in sociability and satisfaction according to area wise distribution. It also shows that there were statistically significant differences in sociability ( $t=33.3^*$ ), satisfaction ( $t=36.9^*$ ), efficiency ( $t=33.9^*$ ), mental health ( $t=37.3^*$ ) and interpersonal relations ( $t=34.4^*$ ). The results of the analysis reveal a significant ( $f=24.50^*$ ) mean difference in work-family conflict among the respondents across the aforementioned districts. This finding suggests that there are notable variations in the experiences of work-family conflict among individuals residing in Kurukshetra, Hisar, and Gurugram.

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