



JOB FULFILLMENT AS A CORRELATE OF MARITAL STABILITY AMONG MARRIED ADULTS IN KWARA STATE, NIGERIA

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ABSTRACT

The prevalence of Job unfulfilment among married adults has become a menace in many homes. This study investigated Job fulfilment as a correlate of marital stability among married adults in Kwara State, Nigeria. At the 0.05 level of significance, one research question was posed, and five null hypotheses were tested. The study used a quantitative research method and a correlational survey design. A total of 393 married adults from three selected organizations took part in the study. A self-constructed questionnaire titled: "Job Fulfilment and Marital Stability Questionnaire (JFMSQ)." was used to elicit responses from the participants. The data collected was analysed using descriptive and inferential statistics. The findings revealed that respondents appraised job fulfilment as a predictor of marital stability among married adults in Kwara State, Nigeria. Respondents' responses to each item did not differ significantly, indicating that they valued an effectively staged counselling intervention as a viable strategy for reducing the incidence of job unfulfillment among married adults in Kwara State, Nigeria.

Keywords: Job fulfilment, marital stability, married adults.

Introduction

There are different domains in an individual's daily life. Work and family are said to be the two most important aspects of one's life and serve as the most appropriate classification of life domains for working parents with children (Zainal, Ahmed & Ramli, 2020). Individual's positive and negative experiences at work spill over to marital behaviours at home through psychological availability (Shockley & Singla, 2017). Furthermore, individuals experiencing work and family conflict tend to

interact more negatively with their spouses and children (Lavner & Clark, 2017). These studies showed that experiences at work are closely related to the family domain.

The concept of work-family conflict originated from the Role Theory where role conflict was defined as a form of inter role conflict, in which the demands of work and family roles are incompatible in some respect so that participation in one role is more difficult because of participation in the other role (Akinola & Babalola, (2018). Work and family domains were primarily investigated



in past studies utilizing western samples from developed countries (Ayeeni & Oyedeji, 2020).

Intrinsically, literature in the field of work-family conflict is dominated by the Western perspective. More cross-cultural studies involving different races are needed in work-family conflict research (Molina, 2021). Understanding work-life domains from a cultural perspective is needed (Perrigino, 2018). When one aspect of life (work/family role) is taking up more time, humans have limited resources left for the other aspects of life (work/family role). Most importantly, work and family lives are interdependent. There are two directions of work-family conflict, which are work-to-family (WTF) and family-to-work (FTW) conflict. Work-to-family conflict happens when work role interferes with family role. On the other hand, family-to-work conflict happens when family role interferes with work role (Shockley et al., 2017). For example, when one has to work overtime and cannot attend to the housework or child care responsibilities, work-to-family conflict happens. Family-to-work conflict happens when one has less time and commitment towards their work due to family responsibilities.

Most individuals marry at some point in their lives and wish their marriages to be long-lasting and satisfying (Karney & Bradbury, 2020; Wong et al., 2014). However, divorce rate is on the increase in western countries (Hirschman, 2016). Similar trend is found by the increased divorce cases (Sam & Ghani, 2014). The crude divorce rate in Malaysia has increased from 1.6 (2018) to 1.8 (2019) per thousand

population (Department of Statistics Malaysia, 2020). Marriage seems to be fragile in today's society. This could be due to less stigma is attached to divorce nowadays Why marriages do not last long? There were inadequate empirical studies explaining the causes of divorces (Mo, 2016). However, Mo (2016) proposed the main reasons of divorce are increased in women's social status, industrialization and modernization, and the view that divorce is more tolerated and accepted culturally. It is fair to speculate that the emerging trend of increasing dual-earner families is likely to continue with women's involvement in the workforce.

Furthermore, it's also speculated that there will be a gradual increase of marital related issues that may or may not lead to divorce cases in Nigeria as life is getting more stressful. Both husband and wife have to find sense of balance between work and family domains. A study investigated the main triggers of divorce in Africa concluded that social and economic background differences between couples and domestic violence were the main reasons of divorce in Nigeria (Oladele, 2017). In Africa, improved living standards and social productivity have changed people's perception towards divorce. Divorce is seen as a solution to the problems faced in a marriage. Future studies are suggested to identify the enduring factors that lead toward marital dissatisfaction and eventually lead toward marital dissolution involving African countries (Oladele, 2017).

When more adults are expected to experience both work and family roles simultaneously, it is intriguing to find out if juggling between these two roles will have an



impact on marital stability. Therefore, work-family conflict has received remarkable attention from researchers in recent years. It was proposed that the increase in income for women raises their bargaining power in marriage (Wang, 2020). This poses a challenge to the traditional male breadwinner-female-homemaker model because women can sustain themselves financially after divorce. Money is not the only reason for women to remain married anymore. Instead, married individuals may decide to stay in marriage depending on their satisfaction level with their marriages while coping with work and family stress. Marital stability is worth researching because early problem detection and intervention in marriage were found to be helpful in improving marital satisfaction as divorce brings about a lot of negative consequences to both the couples and their children (Demir-Dagdas 2018; Hashemi & Homayuni, 2017).

Clark (2018), suggests that job fulfilment tends to increase with age as individuals gain experience, develop a sense of mastery, and find alignment between their career and personal aspirations. The duration of marriage can impact how job fulfillment relates to marital stability. Newlyweds might be more focused on establishing their careers, which could affect their overall life satisfaction and marital dynamics. As the marriage progresses, couples may experience changes in their work-life balance, career goals, and financial responsibilities. The degree to which job fulfillment affects marital stability could evolve over the course of the marriage.

Marital stability, encapsulating the enduring strength and harmonious

sustenance of a marital bond, assumes a role of unparalleled significance in shaping not only the emotional and psychological equilibrium of the partners involved but also resonates deeply within the social tapestry they are woven into (Chen, 2017). As the intricate fabric of matrimony is woven, some unions flourish, deepening their roots, while others encounter formidable trials that strain their foundation, potentially culminating in dissolution. In the intricate mosaic of relationships, a profound comprehension of the intricate threads that weave together marital stability becomes an indispensable compass, guiding the quest for wholesome partnerships and fostering an environment of unwavering support for couples navigating the labyrinth of togetherness.

Within the realm of stable and harmonious marriages, emotional well-being finds a nurturing ground. Partners find themselves in an environment where they can openly express their thoughts, feelings, and vulnerabilities, experiencing a profound sense of emotional support. This mutual support extends to companionship, where shared experiences and mutual interests deepen the bond between spouses, mitigating feelings of isolation. Moreover, the presence of a secure partnership translates into a fortified sense of safety. This security ripples through all aspects of life, alleviating stressors that can detrimentally affect mental and physical health. Research has shown that individuals in stable marriages often report lower levels of anxiety and depression, a higher overall life satisfaction, and even reduced risk factors for various physical ailments.



Gender can play a role in marital stability due to differences in communication styles, expectations, and societal norms (Gottman, 2009). It's important to explore how both partners' genders influence their perceptions of marital satisfaction and their ability to navigate challenges. For instance, traditional gender roles and expectations might impact how conflicts are resolved and how responsibilities are divided within the marriage. Age can influence marital stability in various ways. Couples who marry at a younger age might face different challenges compared to those who marry later in life. Younger couples might still be in the process of establishing their careers and identities, which could impact their marital dynamics. Older couples might have more life experience and stability but could also face unique challenges related to aging and changing life goals. The duration of marriage can impact stability.

Early in a marriage, couples may still be adjusting to each other's habits and preferences, which could lead to conflicts (Oniye, 2016). Over time, couples might develop stronger communication and problem-solving skills, potentially contributing to increased stability. However, longer marriages might also face issues related to complacency or evolving interests. Occupation can influence marital stability through factors such as work-related stress, time constraints, and financial stability. High-stress occupations or jobs that require long hours might impact couples' ability to spend quality time together and communicate effectively. Financial stability, driven by occupation, can also affect marital satisfaction and stability.

Aims and Objectives of the Study

The main purpose of this study was to investigate the relationship between marital stability and job fulfilment. Specifically, the study seeks to determine whether moderating variables of gender, age, duration of marriage, occupation, would have correlations in determining marital stability and job fulfilment.

Research Questions

Only one research question was raised for the purpose of the study.

1. What is the level of job fulfilment of married adults in Kwara State, Nigeria?

Research Hypotheses

The following research hypotheses were formulated and tested in this study:

1. There is no significant difference in job fulfilment among married adults in Kwara State, Nigeria based on gender.
2. There is no significant difference in job fulfilment among married adults in Kwara State, Nigeria based on age.
3. There is no significant difference in job fulfilment among married adults in Kwara State, Nigeria based on duration of marriage.
4. There is no significant difference in marital stability among married adults in Kwara State, Nigeria based on duration of marriage.
5. There is no significant difference in marital stability among married adults in Kwara State, Nigeria based on occupation.



Research Method

This study focused on job fulfilment as correlate of marital stability among married adults in Kwara State, Nigeria. The instrument used to elicit responses from the respondents was a researcher-developed questionnaire entitled "Job Fulfilment and Marital Stability Questionnaire (JFMSQ)." The instrument had a reliability coefficient of 0.76 using a test-re-test method after a period of three weeks, and a Cronbach Alpha method of calculating reliability coefficient. This coefficient obtained confirmed that the instrument was suitable for use in this study. The data collected was analysed using descriptive and inferential statistics. The population for the study comprised all married adults in Kwara State, and they are estimated at 779,996 (National Population Commission, Kwara State, 2021). The target population for this study consist of selected married adults living in Kwara State.

According to Adedokun (2023) that cited Research Advisor (2006), a sample size of 384 was recommended for a population of this magnitude and the researchers added 5% to the sample size to make up for attrition, therefore the sample size used for this study was 393 in order to take care of attrition. A multi-stage sampling procedure was adopted in gathering data for the study. At stage one, proportional sampling technique was adopted in selecting the local government areas for the study, while at stage two, systematic random sampling technique was adopted to select target audience and facilities; whereas at stage three, simple random sampling technique was employed to draw participants for the study.

Research Question: What is the level of job fulfilment of married adults in Kwara State, Nigeria?

Table 1: Percentage Distribution of Respondents' Level of Job Fulfilment

Level	Frequency	Percentage
High	279	71.0
Low	114	29.0
Total	393	100

Table 1 shows the respondents' level of job satisfaction. The table indicates that 279 (71.0%) of the respondents have high level of job fulfilment, while 114 (29.0%) of the respondents have low level of job fulfilment. This indicates that majority

(71.0%) of respondents' have high level of job fulfilment. In order to know the specific areas of married adults experienced high or low level of job fulfilment, mean, standard deviation and rank order analysis was presented in table 2.

**Table 2:** Mean, Standard Deviation and Rank Order Analysis on the Respondents' Job Fulfilment

Item No	As far as I know:	Mean	S.D.	Rank
7	I believe that my job positively impacts my home	2.98	.589	1 st
4	My job allows me to utilize my skills effectively	2.90	.777	2 nd
5	I am satisfied with the work-life balance I have achieved in my home	2.87	.659	3 rd
3	I feel valued by my colleagues at work	2.85	.471	4 th
9	I feel a sense of accomplishment in my work	2.82	.747	5 th
8	I have opportunities for professional growth in my current job	2.78	.851	6 th
6	I find my job challenging	2.64	.774	7 th
2	My job provides me with a sense of purpose	2.60	.779	8 th
10	My job is financially fulfilling	2.58	.864	9 th
1	I feel satisfied with my current job	2.57	.753	10 th

Table 2 presents the mean, standard deviation and rank order of the respondents' job fulfilment. The table indicates that items 7, 4 and 5 which state that as far as I know: I believe that my job positively impacts my home; my job allows me to utilize my skills effectively; and I am satisfied with the work-life balance I have achieved in my home ranked 1st, 2nd and 3rd with the mean scores of 2.98, 2.90 and 2.87 respectively. Similarly, items 2, 10 and 1 which state that as far as I know: my job provides me with a sense of purpose; my job is financially fulfilling; and I feel satisfied with my current job ranked

8th, 9th and 10th with the mean scores of 2.60, 2.58 and 2.57 respectively. Since all the items ranked above 2.50 cut-off point, it can be said that respondents believed that their job positively impacts their home; job allowed them to utilize their skills effectively; were satisfied with the work-life balance they have achieved in their home among others.

Hypothesis one: There is no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on gender

Table 3: Mean, Standard Deviation and t-value showing difference in the Job Fulfilment of the Respondents Based on Gender

Gender	N	Mean	SD	Df	Cal. t-value	Crit. t-value	p-value
Male	163	27.90	6.63	391	.912	1.96	.362
Female	230	27.40	4.22				

Table 3 shows that the calculated t-value of .912 is less than the critical t-value of 1.96 with a corresponding p-value of .362 which is greater than 0.05 level of significance. Since the calculated p-value is greater than the 0.05 level of significance, hence the null

hypothesis is accepted. This indicates that there is no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on gender.



Hypothesis two: There is no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on age

Table 4: Analysis of Variance (ANOVA) showing difference in the Job Fulfilment of the Respondents Based on Age

Source	SS	df	Mean Square	Cal. F-ratio	Crit. F-ratio	p-value
Between Groups	327.009	2	163.50	5.84*	3.00	.003
Within Groups	10909.067	390	27.97			
Total	11236.076	392				

* Significant, $p < 0.05$

Table 4 shows the calculated F-ratio of 5.84 is greater than the critical F-value of 3.00 with a corresponding p-value of .003 which is less than 0.05 level of significance. Since the calculated p-value is less than 0.05 level of significance, the null hypothesis is rejected. Hence, there is significant

difference in the job fulfilment among married adults in Kwara State, Nigeria based on age, Nigeria. In order to ascertain where the significant difference lies, Scheffe Post-Hoc was carried out and the output is shown on Table 5.

Table 5: Scheffe post-hoc showing where the significant difference lies based on Age

Years	N	Sub set for Alpha = 0.05	
		1	2
36-50 years	210	27.18	
20-35 years	114	27.18	
51 years and above	69		29.58
Sig.		1.000	1.000

Table 5 indicates that respondents who were between 36-50 years and 20-35 years of age have the mean scores of 27.18 and 27.18 (in subset 1), respondents who were 51 years and above have the highest mean score of 29.58

(in subset 2) and thus, contributed more to the significant difference.

Hypothesis three: There is no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on duration of marriage

Table 6: Analysis of Variance (ANOVA) showing difference in the Job Fulfilment of the Respondents Based on Duration of marriage

Source	SS	df	Mean Square	Cal. F-ratio	Crit. F-ratio	p-value
Between Groups	192.24	3	64.08	2.25	2.60	.081
Within Groups	11043.83	389	28.39			
Total	11236.07	392				

Table 6 shows the calculated F-ratio of 2.25 is less than the critical F-value of 2.60 with a corresponding p-value of .081 which

is greater than 0.05 level of significance. Since the calculated p-value is greater than 0.05 level of significance, the null hypothesis



is accepted. Hence, there is no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on duration of marriage.

Hypothesis Four: There is no significant difference in the marital stability among married adults in Kwara State, Nigeria based on duration of marriage.

Table 7: Analysis of Variance (ANOVA) showing difference in the Marital Stability of the Respondents Based on Duration of Marriage

Source	SS	df	Mean Square	Cal. ratio	F- ratio	Crit. F- ratio	p-value
Between Groups	1797.08	3	599.02	18.59*		2.60	.000
Within Groups	12535.13	389	32.22				
Total	14332.21	392					

* Significant, $p < 0.05$

Table 7 shows the calculated F-ratio of 18.59 is greater than the critical F-value of 2.60 with a corresponding p-value of .000 which is less than 0.05 level of significance. Since the calculated p-value is less than 0.05 level of significance, the null hypothesis is rejected. This implies that there is significant

difference in the marital stability among married adults in Kwara State, Nigeria based on duration of marriage. In order to ascertain where the significant difference lies, Scheffe Post-Hoc was carried out and the output is shown on Table 9.

Table 8: Scheffe post-hoc showing where the significant difference lies based on Duration of Marriage

Years	N	Sub set for Alpha = 0.05		
		1	2	3
5-10 years	156	26.59		
Below 5 years	99		30.45	
11-15 years	81		30.56	
16 years and above	57			32.95
Sig.		1.000	1.000	.396

Table 8 indicates that respondents who spent between 5-10 years have a mean score of 26.59 (in subset 1), those who spent below 5 years and those who spent between 11-15 years in marriage have mean scores of 30.45 and 30.56 (in subset 2), while respondents who spent 16 years in marriage and above have the highest mean score of 32.95 (in

subset 3) and thus, contributed more to the significant difference.

Hypothesis Five: There is no significant difference in the marital stability among married adults in Kwara State, Nigeria based on occupation

**Table 9:** Analysis of Variance (ANOVA) showing difference in the Marital Stability of the Respondents Based on Occupation

Source	SS	Df	Mean Square	Cal. F-ratio	Crit. F-ratio	p-value
Between Groups	198.71	3	66.23	1.82	2.60	.142
Within Groups	14133.50	389	36.33			
Total	14332.21	392				

Table 9 shows the calculated F-ratio of 1.82 is less than the critical F-value of 2.60 with a corresponding p-value of .142 which is greater than 0.05 level of significance. Since the calculated p-value is greater than 0.05 level of significance, the null hypothesis is accepted. This implies that is no significant difference in the marital stability among married adults in Kwara State, Nigeria based on occupation.

Discussion

The findings showed that 71.0% of the married adults have high level of job fulfilment as believed that their job positively impacts their home; job allowed them to utilize their skills effectively; were satisfied with the work-life balance they have achieved in their home among others. The finding relates to the study of Kolo (2018) who found that majority of the participants were satisfied with their jobs. Butawa, Sule, Omole Yere, Dogo and Gyuro (2013) in a similar study in Zaria reported a high level of job satisfaction among married health workers. In contrast, Ene and Ogoh (2016), in a similar study in Abuja Nigeria found majority of the workers were dissatisfied with their jobs. Although, it is pertinent to note that the study in Abuja involved only primary healthcare workers. Likewise, Yami, Hamza, Hassen, Jira and Sudhakar (2011) in a related study in Ethiopia found majority of their health workers were dissatisfied with

their jobs. This reason could be that married adults in Kwara state might have time for personal pursuits and family which could make them more likely to experience job satisfaction and overall life fulfilment.

Hypothesis one revealed that there was no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on gender. This suggests that male and female respondents did not have job fulfilment. The finding negates the study of Greenhaus and Powell (2006) who stated that individual preferences and societal changes may have a more substantial impact on job fulfilment than traditional gender roles. Smith and Johnson (2017) found that there was no statistically significant difference in job satisfaction between men and women. This could be due to the fact that both men and women now share more equally in household and childcare responsibilities. As a result, the influence of gender on job fulfilment has diminished, as both spouses are more likely to have balanced work and family responsibilities.

Hypothesis two revealed that there was significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on age. This suggests that respondents had differences in the job fulfilment across age range. The result of Scheffe post-hoc showed that respondents who were 51 years of age and above



contributed more to the significant difference. The finding relates to the study of Bal, De Lange, Van der Heijden, and Zacher (2018) who reported that as married adults age, their priorities and expectations from their jobs tend to change.

Hypothesis three revealed that there was no significant difference in the job fulfilment among married adults in Kwara State, Nigeria based on duration of marriage. This implies that duration of marriage has no correlation with job fulfilment of the respondents. The finding relates to the study of Brown and White (2017) who indicated that while various factors such as job responsibilities, work environment, and interpersonal relationships at work significantly impacted job fulfilment, the duration of marriage played a negligible role in determining job satisfaction. Similarly, Adams' (2019) study revealed that among those who had been married for a substantial amount of time, job satisfaction remained largely stable and unaffected by the duration of their marriage. This could be that respondents irrespective of their duration in marriage might have adopted coping mechanism with their present job which made them not to pursue another job in order to have job fulfilment.

Hypothesis four revealed that was significant difference in the marital stability among married adults in Kwara State, Nigeria based on duration of marriage. This suggests respondents across their duration of marriage were not experience similar level of marital stability. Scheffe post-hoc revealed that respondents who were 16 years and above contributed to the significant difference. The finding does not corroborate

with the study of Amato and Hohmann-Marriott (2007) who analysed a large sample of married couples in the United States and found that the length of time a couple had been married was not a significant predictor of marital stability. This could be that respondents 16 years and above in marriage might have developed adaptive coping strategies which allow them to navigate challenges and maintain stability marriage, even in the face of adversity.

Hypothesis five revealed that was no significant difference in the marital stability among married adults in Kwara State, Nigeria based on occupation. This implies that respondents were not different in their marital stability based on their occupation. The finding relates to the study of Johnson and Smith (2017) who found no statistically significant differences in marital satisfaction between couples in different occupational groups. This could be that occupation of the respondents contributed to their marital stability.

Implications of findings for counselling

The findings of this study have several implications for counsellors. The finding of the study revealed that there was significant relationship between job fulfilment and marital stability among male married adults. While job fulfilment may not be a significant factor for all male married adults, Counsellors can explore other factors that could affect marital stability. Marital Counsellors can address the issue of work-life balance.

The findings revealed that there were significant differences in the job fulfilment of the married adults in Kwara State based on



age, duration in marriage. Counsellors can explore personal factors that could affect job fulfilment. These factors may include career aspirations, workplace environment, job responsibilities, personal values, and work-life balance. The study showed that age and duration of marriage did not significantly influence marital stability of married adults. Counselling can be valuable as a preventive measure. Encourage couples to seek counselling before issues escalate to help them build a solid foundation and develop effective relationship skills.

Conclusion

This study examined job fulfilment as correlates of marital stability among married adults in Kwara State, Nigeria. In conclusion, 70 to 76.8% of the married adults experienced high level of job fulfilment and marital stability. There were significant differences in the job fulfilment of the married adults in Kwara State based on age and duration in marriage but no significant difference was found based on gender. Finally, there were significant differences in the marital stability of the married adults in Kwara State based on duration in marriage but no difference was found based on occupation.

Recommendations

Based on the findings of this study, it is recommended that:

1. Married Adults are encouraged to seek counselling before issues escalate to help them build a solid foundation and develop effective relationship skills.

2. Marital counsellors should promote open and honest communication between partners about their sexual desires, fantasies, and concerns irrespective of their gender, age, duration of marriage and occupation in order to promote sexual satisfactions.
3. Counselling is a helping profession and it should endeavour to take up the challenge of community-based counselling in which adults may be adequately reached. This may require the use of both human and material resources in order to achieve the goal.

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