Employed Status of Married Couples and their Adjustment with Career

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Abstract: _Background: This study was designed to study the adjustment of married couples with their career. Career status is basically related to conditions of career organizations and their working conditions. When a individual is going to doing job for their betterment and their good economic conditions , instead of this on the other hand the poor conditions of organization and salary is not appropriate according to qualification is also emerged in career status. So to find out their career conditions and find out their career is appropriate or not. Objective is to know employment condition of married couples and to study career adjustment among study subject. Setting and participants: A Total number of participants were 120 married males and females in the age group of 18-25 years were studying in various organizations as well as working somewhere else at Lucknow district. Methodology: In this cross-sectional design whier adopted on 18-25 years age group during the period of July 2013-May2014. Stratified random technique was implemented to select married couples at the time of survey & they also indulge in employment activity as well as career formation. The pre-designed & pre-tested questionnaire used as a study tools whereas information was obtain on satisfaction of career, working duration, motivating factor and so on. Statistical analysis: Statistical analysis were done by using SPSS for window version 2.1, Descriptive statistics such as frequency, mean and standard deviation, percentage were used to describe all variables. Results: 120 respondents are give the answers (72) respondents are middle satisfied with their current occupation and (5) respondents are totally not satisfied with their current occupation. Conclusion: The conclusion of this study was showed that their career condition is not so good they are middle satisfied with their current organization and the only one motivational factor is promotion only for this the respondents work in the organizations in unfavorable conditions._

Keywords: Motivational factor, unfavorable, appropriate, young adulthood (18-25)

1. Introduction

Young adulthood is a adjustment period of life it is a time when they get settle down in their life as adulthood is a settling down age. It is a time to get enrolled in organization for their career adjustment and for their better future and being married it is compulsory to get good job for their livelihood. Occupational attainment of individual person in an economic system fully depends on his or her educational attainment. Regarding this relevant researches reveal that formal education and skill training in any culture are essential involving in formal labour force participation. But what type of job a person will adopt depends on his or her level of education achieved. As most of the urban areas are literate, so they adopt several occupations related to agricultural system. Education is the key indication of the development of the society. Education is an important dimension in an individual's life. It empowers one with the capacity to take rational decisions and analyze what is good and bad in a more realistic and pragmatic manner along with job opportunities and livelihood. In India, a woman in general and scheduled tribe women in particular has been denied even elementary education. The situation is much more critical among scheduled tribes. Since times immemorial they have been denied access to education and this continuous more or less even today. Occupation is an important indicator of the economic status of the individual. The nature of occupational structure determines the individual personality and standard of living.

Although in highly educated (homogeneous) couples the potential for entwining individual professional careers into dual careers is high, its achievement remains a great challenge and most frequently fails because of constraints on female careers. In 2004, for example, almost one third of German academically trained couples followed either a male one-earner or one-career model, and in two out of ten couples the woman pursued a professional occupation part-time, whereas her male partner did so full-time (Rusconi & Solga 2007). And Germany represents no special case: according to a comparative study of six western industrialized countries, in over one third of the couples the man is employed full-time, whereas his (female) partner is either not employed or works only part-time.

Career is the stage of life when individual get enrolled in the work which is related to their economic condition and affect their socio-economic status if a job is appropriate to the knowledge and skills.

2. Objectives

- To know employment condition of married couples.
- To study career adjustment among study subject

- **Design-**.A Total numbers of participants were 120 married males and females in the age group of 18-25 years were studying in various government universities of Lucknow district.
- **Setting and participant-**in this cross sectional study 120 young adults where as 60 married males and 60 married

females aged 18-25 years studying in various government universities in a Lucknow district Uttar Pradesh were selected randomly during period of year 2013-2014. The sample was select randomly from different government universities.

- **Methodology-** The tools used for the study:-
- **Questionnaire method-** The self-designed questionnaire was used to collect the information on general profile, career satisfaction, working years and motivational factors of organizations.
- **Marital Adjustment Scale-** The scale was developed by Harmohan Singh (1987) The five categories Five marital adjustment category are divide >85, 76-85, 66-75, 46-65, 0-45. >85 show excellent, 76-85 score show good , 66-75

score average , 46-65 score poor, 0-45 score worst. So the categories divided into three categories which was easier to calculate marital adjustment score divided in to three score >75, 66-75 and <65.

3. Result

The study was carried out 120 married couples who are student as well as working somewhere else at Lucknow district 60 male and 60 female were selected for the study and the age criteria divided into three parts 18-20, 21-23,>23.

Table 1: Percentage distribution of respondent of their satisfaction with current occupation according to marital adjustment score (N=120)

SN	Factors	Total	Marital Adjustment score (MAS) categories						Statistical significance
			>75 (n=60)		66-75 (n=42)		≤65 (n=18)		
			No.	%	No.	%	No.	%	χ^2p
1.	**Satisfaction with current occupation**								
	Highly	16	7	43.75	6	37.50	3	18.75	χ^2=3.202
	Middle	72	35	48.61	26	36.11	11	15.28	**p** =0.783
	Lower	27	16	59.26	7	25.93	4	14.81	
	Not	5	2	40.00	3	60.00	0	0.00	

Table 2: Percentage distribution of respondent of their income status as compared to previous year to marital adjustment score (N=120)

2.	Income Status as compared to previous year	total	>75 (n=60).	%	66-75 (n=42).	%	≤65 (n=18)	%	χ^2p
	Better	13	4	30.77	3	23.08	6	46.15	χ^2=13.732
	The same	65	31	47.69	25	38.46	9	13.85	**P**= 0.033
	Little improved	37	21	56.76	13	35.14	3	8.11	
	Worsened	5	4	80.00	1	20.00	0	0.00	

Table 3: Percentage distribution of respondent of their period since working in current organization to marital adjustment score (N=120)

3.	Period since working in current organization	total	>75 (n=60).	%	66-75 (n=42).	%	≤65 (n=18)	%	Significance at level
	0-2	47	17	36.17	20	42.55	10	21.28	χ^2=7.611
	2-3	62	38	61.29	17	27.42	7	11.29	**p** =0.107
	3-4	11	5	45.45	5	45.45	1	9.09	

Table 4: Percentage distribution of respondent of their compared to their working environment to marital adjustment score (N=120)

4.	Working environment	total	>75 (n=60).	%	66-75 (n=42).	%	≤65 (n=18)	%	Significance at level
	Participative	30	14	46.67	9	30.00	7	23.33	χ^2=3.174
	Autonomy	66	33	50.00	25	37.88	8	12.12	p =0.787
	Whimsical	19	10	52.63	6	31.58	3	15.79	
	Red tapism	5	3	60.00	2	40.00	0	0.00	

Table 5:- Percentage distribution of respondent of their work at their qualification and skills to marital adjustment score (N=120)

5.	Work at par with qualification and skills	total	>75 (n=60).	%	66-75 (n=42)	%	≤65 (n=18)	%	Significance at level
	High	32	18	56.25	11	34.38	3	9.38	χ^2=7.319 P= 0.292
	Moderate	61	31	50.82	21	34.43	9	14.75	
	Mild	26	11	42.31	10	38.46	5	19.23	
	Disagree	1	0	0.00	0	0.00	1	100.00	

Table 6: Percentage distribution of respondent of their sharing experience at workplace to marital adjustment score (N=120)

Sharing experience at workplace	Total	>75 (n=60).	%	. 66-75 (n=42)	%	≤65 (n=18)	%	Significant at level
Always	36	25	69.44	5	13.89	6	16.67	χ^2=15.172 P=0.019
Sometimes	64	24	37.50	31	48.44	9	14.06	
By asking	17	10	58.82	4	23.53	3	17.65	
Never	3	1	33.33	2	66.67	0	0.00	

Table 7: Percentage distribution of respondent of their appreciation on achieving targets to marital adjustment score (N=120)

7.	Appreciation on achieving targets	total	>75 (n=60).	%	. 66-75 (n=42).	%	≤65 (n=18)	%	Significance at level
	Always	17	13	76.47	4	23.53	0	0.00	χ^2=10.313 P= 0.035
	Often	64	34	53.13	20	31.25	10	15.63	
	Sometime	39	13	33.33	18	46.15	8	20.51	

Table 8: Percentage distribution of respondent of their good prospects at current organization to marital adjustment score (N=120)

Good career prospects at current organization	*total*	*.>75 (n=60).*	*%*	*. 66-75 (n=42).*	*%*	*≤65 (n=18)*	*%*	*Significance at level*
Yes	*42*	*25*	*59.52*	*12*	*28.57*	*5*	*11.90*	χ^2=2.348 **P**=0.309
No	*78*	*35*	*44.87*	*30*	*38.46*	*13*	*16.67*	

Table 9: Percentage distribution of respondent of their physical working condition to marital adjustment score (N=120)

Physical working conditions	*Total*	*>75 (n=60).*	*%*	*66-75 (n=42).*	*%*	*≤65 (n=18)*	*%*	*Significance at level*
Best	15	5	33.33	5	33.33	5	33.33	χ^2=4.834 **p** =0.305
Good	72	38	52.78	25	34.72	9	12.50	
Average	33	17	51.52	12	36.36	4	12.12	

Table 10: Percentage distribution of respondent of their involvement of decision making to marital adjustment score.(N=120)

10.	Involvement in decision making	total	*>75 (n=60).*	*%*	*. 66-75 (n=42).*	*%*	*≤65 (n=18)*	*%*	*Significance at level*
	According to the work	30	16	53.33	10	33.33	4	13.33	χ^2=0.229 **p** =0.994
	Sometime	78	38	48.72	28	35.90	12	15.38	
	Only orders for work	12	6	50.00	4	33.33	2	16.67	

Table 11: Percentage distribution of respondent of their motivational factors to marital adjustment score.(N=120)

11.	*Motivating factors*	total	*>75 (n=60).*	*%*	*66-75 (n=42).*	*%*	*≤65 (n=18)*	*%*	*Significance at level*
	Salary increase	27	17	62.96	6	22.22	4	14.81	χ^2=4.819 **p** =0.567
	Promotion	60	28	46.67	21	35.00	11	18.33	
	Leave	31	14	45.16	14	45.16	3	9.68	
	Recognition	2	1	50.00	1	50.00	0	0.00	

Table 12: Percentage distribution of respondent of their recognition of work to marital adjustment score.(N=120)

Recognition of work	total	>75 (n=60).	%	66-75 (n=42).	%	≤65 (n=18)	%	significance at level
Strongly agree	26	11	42.31	12	46.15	3	11.54	$\chi=^2 5.483$
Agree	65	36	55.38	21	32.31	8	12.31	**P=** 0.484
Neutral	28	12	42.86	9	32.14	7	25.00	
Strongly disagree	1	1	100.00	0	0.00	0	0.00	

4. Discussion

The primary finding of this study that Maximum respondents (72.38%) married students belong to 21-23 years age group and minimum respondents (23.55%) was belonging >23 years. The Maximum married couple (85.75%) was graduates and a minimum married couple (1.81%) was intermediate of government universities. Based on the study it was found Majority (95.35%) of respondent belonging to middle income group. All 100% of respondents are working and (50%) of respondents are private workers and (35%) of respondents are working as semi-private workers and (15%) respondents work as government employee. 120 respondents are give the answers (72%) respondents are middle satisfied with their current occupation and (5%) respondents are totally not satisfied with their current occupation. 120 respondents are giving the answers (65%) respondents have the same income status as compared to previous year and (5%) respondents have worst condition as compared to previous year. 120 respondents are give the answers (62%) respondents 0-2 years since working in current organization and (11%) respondents 3-4 years since working in current organization. answers (66%) respondents said their working environment is autonomy while (5%) respondent said their working environment is red tapism. 120 respondents are give the answers (61%) respondents agree that their work as per with qualification and skills while (1%) respondents totally disagree . respondents are give the answers (64%) respondents said their colleagues sometime share their experience at workplace while (3%) respondents said their colleagues never share their experience at workplace. 120 respondents are give the answers (64%) respondents said they are often appreciating on achieving targets while (17%) respondents said they are always appreciating on achieving targets120 respondents are give the answers (78%) respondents said they have no good prospects at current organization while (42%) respondents said yes they have good prospects at current organization. 120 respondents are give the answers (72%) respondents said they have good physical working conditions at workplace while (15%) respondents said yes they have best physical working conditions at workplace. 120 respondents are give the answers (78%) respondents said they have sometime involved in decision making in workplace while (12%) respondents said they get only orders for work. The sample are 120 and (65%%) respondents are agree that their work is recognized and (1) respondent is strongly disagree. The recognition of work totally depends on the working strata of the employee.

5. Conclusion

In conclusion, this study revealed that the career status of study subject found very adjusting, the finding show that majority of respondent are middle satisfied with their current strata of work. Being married it is difficult to manage the economic and marital condition together. If the job satisfaction or career conditions are favorable so the marital adjustment is also good or favorable.

6. Acknowledgement

7. Future Scope of this Study

The findings of the research will help other researchers in designing the workstation which will reduces the problems of married couples& they also indulge in employment activity who are working

8. Recommendations

- Local authorities and national government should collaborate with the organizations of urban areas and providing alternatives to urban formation.
- The government should promote and give equality to Distance learning education and educational programs, by this married couple face less problems because they learn as well as earn.
- More part-time jobs should announced by Government especially for students.
- Give equal education opportunities to females for their self-dependence after marriage.
- In marital relation more support wanted by both partners and also want family support.
- Education programmed for youth should be designed; implemented and evaluated .This requires urgent action and its scope are unlimited. Families should be motivated for promoting education of youth.

Education for all so, that marriage should not be barrier in the education and career.

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