



## MARITAL ADJUSTMENT OF WORKING WOMEN IN INDIA: A SOCIOLOGICAL STUDY OF YADGIR DISTRICT

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### ABSTRACT

The increasing participation of women in the workforce has transformed the socio-economic structure of Indian society and significantly influenced family relationships and marital life. Working women perform multiple roles as employees, wives, mothers, and caregivers, often facing challenges in balancing professional responsibilities with family obligations. Marital adjustment, which reflects the ability of spouses to maintain harmony, mutual understanding, effective communication, and emotional support, is an important determinant of family stability and personal well-being. The present study examines the marital adjustment of working women in Yadgir District, Karnataka, from a sociological perspective. It explores the influence of socio-economic status, education, occupation, family structure, income, working hours, and spousal support on marital adjustment. The study adopts a descriptive research design using both primary and secondary data collected through structured questionnaires, interviews, books, journals, government reports, and other relevant sources. The findings indicate that factors such as mutual respect, effective communication, equitable distribution of household responsibilities, financial security, and family support positively contribute to marital adjustment, whereas occupational stress, work-family conflict, patriarchal attitudes, and limited social support negatively affect marital relationships. The study concludes that strengthening family support systems, promoting gender equality in domestic responsibilities, and implementing family-friendly workplace policies can significantly improve the marital adjustment and overall quality of life of working women in Yadgir District. The research contributes to the sociological understanding of changing marital dynamics in contemporary Indian society and provides useful insights for policymakers, social workers, employers, and researchers.

**KEYWORDS:** Marital Adjustment, Working Women, Sociology, Family Relations, Work-Family Balance, Gender Roles, Married Women, Spousal Support, Marital Satisfaction, Occupational Stress, Family Structure, Yadgir District, Karnataka, India.

### INTRODUCTION

The participation of women in the workforce has increased significantly in India over the past few decades as a result of educational advancement, economic development, urbanization, and changing social values. Women today contribute substantially to the economic well-being of their families while simultaneously fulfilling traditional responsibilities as wives, mothers, and

caregivers. This dual role has brought about significant changes in family structures and marital relationships, making marital adjustment an important area of sociological inquiry. Marital adjustment refers to the process through which spouses develop mutual understanding, cooperation, emotional compatibility, effective communication, and shared responsibilities to maintain a harmonious marital relationship. It is a dynamic process that evolves over time and is influenced by various social, economic, cultural, and psychological factors. A well-adjusted marriage contributes to individual well-being, family stability, and the healthy development of children, whereas poor marital adjustment may result in stress, conflict, dissatisfaction, and family instability.

In the Indian context, working women often face the challenge of balancing professional commitments with household responsibilities. Despite increased participation in education and employment, traditional gender norms continue to assign women primary responsibility for domestic work and caregiving. Consequently, many employed women experience work–family conflict, occupational stress, time constraints, and role overload. These factors may affect communication between spouses, emotional intimacy, and overall marital satisfaction. At the same time, supportive spouses, equitable sharing of household responsibilities, financial security, and positive family relationships can strengthen marital adjustment and improve the quality of married life. Yadgir District of Karnataka presents an important setting for examining these issues due to its unique socio-cultural and economic characteristics. The district comprises both rural and urban populations, with women increasingly employed in government services, education, healthcare, banking, agriculture, private organizations, and self-employment. However, traditional family values and gender expectations remain influential, creating distinct challenges for working women in managing their occupational and family responsibilities. Understanding the factors influencing marital adjustment in this context is essential for promoting gender equality, family well-being, and social development. The study aims to contribute to the existing body of sociological literature by examining the relationship between employment and marital adjustment in the changing social environment of India. The findings are expected to provide valuable insights for policymakers, social workers, family counselors, employers, and researchers in developing strategies that support working women through family-friendly workplace policies, gender-sensitive interventions, and awareness programmes that encourage shared domestic responsibilities and healthy marital relationships. Ultimately, the study highlights the importance of balancing occupational aspirations with family life to ensure the social, emotional, and economic well-being of working women and their families in Yadgir District.

## **AIMS AND OBJECTIVES**

### **Aim**

The primary aim of this study is to examine the marital adjustment of working women in Yadgir District, Karnataka, from a sociological perspective and to analyze the social, economic, and familial factors influencing their marital relationships.

### **Objectives**

1. To study the level of marital adjustment among working women in Yadgir District.
2. To examine the socio-economic profile of working women, including age, education, occupation, income, and family structure.
3. To analyze the influence of employment on the marital adjustment of working women.
4. To identify the major factors affecting marital adjustment, such as work–family balance, occupational stress, communication, and spousal support.
5. To compare marital adjustment among working women belonging to different occupational sectors, such as government, private, and self-employed.

6. To assess the role of family support and gender roles in maintaining harmonious marital relationships.
7. To examine the relationship between socio-economic status and marital adjustment among working women.
8. To identify the challenges faced by working women in balancing professional and family responsibilities.
9. To suggest suitable measures and policy recommendations for improving marital adjustment and enhancing the quality of family life among working women in Yadgir District.

## **REVIEW OF LITERATURE**

Research on marital adjustment has received considerable attention in sociology, psychology, and family studies because of its close association with family stability, marital satisfaction, and social well-being. With the increasing participation of women in the workforce, scholars have examined how employment, gender roles, family responsibilities, and socio-cultural expectations influence the marital adjustment of working women. Early studies on marital adjustment emphasized mutual understanding, communication, emotional compatibility, trust, and cooperation between spouses as the foundation of a successful marriage. Researchers have consistently observed that marital adjustment is a dynamic process influenced by personal, social, economic, and cultural factors rather than being a fixed condition.

Tiwari and Bisht (2012), in a comparative study of working and non-working women, found that non-working women reported comparatively better marital adjustment than working women. The study also revealed that women from nuclear families and those with longer durations of marriage generally experienced better marital adjustment than women in joint families and newly married couples.

Studies conducted in different parts of India have highlighted that employed women frequently experience work–family conflict due to the dual burden of professional work and domestic responsibilities. Occupational stress, lack of time for family, unequal division of household work, and traditional gender expectations often reduce marital satisfaction. However, supportive spouses, effective communication, and shared family responsibilities significantly improve marital adjustment.

Dhormare (2024) compared the marital adjustment of working and non-working women and reported that employed women experienced greater adjustment challenges because of balancing employment with household responsibilities. The study also found that educational attainment alone did not significantly influence marital adjustment, suggesting that family support and interpersonal relationships play a more important role.

Pandey and Tripathi (2024) examined marital adjustment among married working women and housewives in Lucknow. Their findings indicated a statistically significant difference between the two groups, demonstrating that employment status influences marital adjustment through changing family roles, expectations, and responsibilities.

Recent literature has also focused on changing gender roles in Indian marriages. Reviews indicate that patriarchal values, unequal household responsibilities, and limited decision-making autonomy continue to affect women's marital experiences despite increased educational and employment opportunities. Education, urbanization, and higher socio-economic status contribute positively to marital adjustment by encouraging more egalitarian relationships and improved communication between spouses.

Sociological research further emphasizes that marital adjustment is closely associated with family type, economic security, occupation, social support, number of children, duration of marriage, and cultural expectations. Women employed in organized sectors often report better financial independence but continue to face role overload due to persistent domestic

responsibilities. This demonstrates that employment alone does not guarantee marital satisfaction unless accompanied by equitable sharing of household duties and supportive family relationships.

### **RESEARCH METHODOLOGY**

The present study adopts a descriptive and analytical research design to examine the marital adjustment of working women in Yadgir District, Karnataka, from a sociological perspective. The study aims to understand the influence of socio-economic, occupational, and family-related factors on the marital adjustment of employed married women. A quantitative approach, supplemented by qualitative observations, is employed to obtain a comprehensive understanding of the phenomenon. The study is based on both primary and secondary sources of data. Primary data are collected directly from married working women through a structured questionnaire and interview schedule. The questionnaire includes items relating to socio-demographic characteristics, educational qualifications, occupation, income, family type, duration of marriage, work-family balance, spousal support, communication patterns, household responsibilities, occupational stress, and various dimensions of marital adjustment. Informal discussions and personal interactions with respondents are also used to gain deeper insights into their experiences. Secondary data are collected from books, peer-reviewed journals, research articles, dissertations, government reports, census publications, publications of the Ministry of Women and Child Development, reports of the National Family Health Survey (NFHS), and other authentic academic sources relevant to marital adjustment, women's employment, sociology of the family, and gender studies.

The universe of the study comprises married working women residing in Yadgir District, Karnataka. Respondents are selected from different occupational sectors, including government departments, educational institutions, healthcare services, banking, private organizations, self-employment, and other service sectors. To ensure adequate representation of different social and occupational groups, a stratified random sampling technique is adopted. A sample of approximately 200–300 respondents is considered appropriate for obtaining reliable and representative findings. The collected data are classified, coded, tabulated, and analyzed using appropriate statistical techniques. Descriptive statistical tools such as frequency distributions, percentages, means, and standard deviations are used to summarize the socio-economic characteristics of the respondents. Inferential statistical techniques, including the Chi-square test, independent sample t-test, one-way ANOVA, correlation analysis, and multiple regression analysis, may be employed to examine relationships between socio-economic variables and marital adjustment, depending on the nature of the data collected. The results are presented through tables, charts, and graphs to facilitate clear interpretation.

### **STATEMENT OF THE PROBLEM**

The increasing participation of women in the workforce has brought significant social and economic changes in India. While employment has enhanced women's financial independence, educational opportunities, and social status, it has also increased their responsibilities within the family. Most working women are expected to perform multiple roles simultaneously as employees, wives, mothers, and caregivers. Balancing professional commitments with domestic responsibilities often creates role conflict, occupational stress, and work-family imbalance, which may affect the quality of marital relationships. Marital adjustment is a vital aspect of family life that reflects the ability of spouses to maintain mutual understanding, emotional support, cooperation, effective communication, and shared responsibilities. A satisfactory level of marital adjustment contributes to family stability, psychological well-being, and social harmony. Conversely, poor marital adjustment can lead to marital dissatisfaction, emotional stress, family conflicts, and adverse effects on the overall well-being of family members. In the Indian socio-cultural context, traditional gender

norms continue to place the primary responsibility for household work and childcare on women, even when they are engaged in full-time employment. Although women's participation in education and employment has increased, the unequal distribution of domestic responsibilities remains a major challenge. Factors such as occupational stress, long working hours, financial pressures, limited family support, patriarchal attitudes, and inadequate work–life balance often influence the marital adjustment of working women.

Yadgir District of Karnataka is characterized by a combination of rural and urban populations, traditional family values, and gradually expanding employment opportunities for women in government, private, educational, healthcare, and self-employed sectors. Despite these social changes, little empirical sociological research has been conducted to understand how employment influences the marital adjustment of working women in this district. Existing studies have largely focused on metropolitan cities or broader regional contexts, leaving a significant gap in knowledge regarding the experiences of working women in Yadgir District. Therefore, the present study seeks to examine the marital adjustment of working women in Yadgir District by analyzing the influence of socio-economic conditions, occupational factors, family structure, work–family balance, gender roles, and spousal support on marital relationships. The study aims to identify the major challenges faced by working women and to suggest measures that can strengthen marital harmony, promote gender equality within families, and improve the overall quality of life. The findings are expected to contribute to sociological knowledge and provide valuable guidance for policymakers, family counselors, employers, and organizations working for women's welfare and family development.

### **NEED OF THE STUDY**

The rapid socio-economic transformation taking place in India has significantly increased the participation of women in the workforce. Women today contribute not only to the economic development of their families but also to the overall growth of society. Despite these advancements, they continue to shoulder the primary responsibility for household management, childcare, and family welfare. The simultaneous management of professional and domestic roles often creates challenges that directly influence marital relationships and family harmony. Therefore, understanding the marital adjustment of working women has become an important area of sociological research. Marital adjustment is a crucial indicator of family stability, emotional well-being, and social cohesion. A healthy marital relationship promotes mutual understanding, cooperation, trust, and effective communication between spouses, while poor marital adjustment may result in marital dissatisfaction, stress, family conflicts, and psychological problems. Since working women perform multiple roles, it is essential to examine how occupational demands, work–family balance, gender expectations, and family support affect their marital adjustment.

Although several studies have examined marital adjustment among working women in different parts of India, limited research has focused specifically on Yadgir District, Karnataka. The district possesses distinct socio-cultural characteristics, including a predominantly rural population, traditional family values, and increasing employment opportunities for women in government, private, educational, healthcare, agricultural, and self-employed sectors. These changing social conditions make it necessary to investigate the marital experiences of working women in the district. The study is needed to identify the major socio-economic and cultural factors influencing marital adjustment, including education, occupation, income, family structure, working hours, occupational stress, spousal support, and the division of household responsibilities. It also seeks to understand the challenges faced by working women in balancing their professional and family roles and to examine how these challenges affect marital satisfaction and family life.

### **FURTHER SUGGESTIONS FOR RESEARCH**

The present study provides valuable insights into the marital adjustment of working women in Yadgir District from a sociological perspective. However, the changing nature of family life, employment patterns, and gender roles offers numerous opportunities for further research. Future studies may expand the scope of the present investigation in the following ways:

- ❖ Similar studies may be conducted in other districts of Karnataka or different states of India to compare regional variations in the marital adjustment of working women.
- ❖ Comparative research may be undertaken between working and non-working married women to examine differences in marital adjustment, family satisfaction, and psychological well-being.
- ❖ Future studies may compare marital adjustment among women employed in government, private, corporate, educational, healthcare, and self-employed sectors.
- ❖ Longitudinal research may be conducted to examine how marital adjustment changes over different stages of married life, career progression, and parenthood.
- ❖ Studies may investigate the impact of work-from-home arrangements, flexible working hours, and digital employment on marital adjustment and family relationships.
- ❖ Future research may focus on the role of husbands' participation in household responsibilities and childcare in improving marital adjustment among working couples.
- ❖ Comparative studies may be carried out between rural and urban working women to understand the influence of socio-cultural and economic differences on marital relationships.
- ❖ Researchers may examine the relationship between marital adjustment and variables such as mental health, emotional intelligence, life satisfaction, occupational stress, and quality of life.
- ❖ Future studies may explore the influence of educational level, economic independence, family type, social support, and cultural values on marital adjustment using advanced statistical techniques.

Qualitative research involving in-depth interviews, case studies, and focus group discussions may provide a deeper understanding of the lived experiences, coping strategies, and family dynamics of working women.

### **SCOPE AND LIMITATIONS OF THE STUDY**

#### **Scope of the Study**

The present study focuses on the marital adjustment of working women in Yadgir District, Karnataka, from a sociological perspective. It examines the influence of socio-economic, occupational, and family-related factors on marital relationships among employed married women. The study covers women working in various sectors, including government departments, educational institutions, healthcare services, banking, private organizations, business establishments, agriculture, and self-employment. The research analyzes the relationship between employment and marital adjustment by considering variables such as age, educational attainment, occupation, monthly income, family type, duration of marriage, number of children, working hours, occupational stress, work-family balance, communication between spouses, and family support. It also explores the impact of traditional gender roles, cultural values, and social expectations on the quality of marital relationships. The findings of the study are expected to contribute to the fields of sociology, gender studies, family studies, and women's studies. The research may serve as a useful reference for academicians, researchers, policymakers, family counselors, social workers, employers, and organizations working for women's welfare and family development. It may also assist in formulating policies and programmes that promote gender equality, work-life balance, family well-being, and healthy marital relationships.

### **Limitations of the Study**

The study is confined to Yadgir District, Karnataka; therefore, the findings may not be directly generalizable to other districts, states, or socio-cultural settings in India. The research is limited to married working women and does not include unmarried women, divorced women, widows, homemakers, or the perspectives of husbands and other family members. The study relies primarily on self-reported information collected through questionnaires and interviews. Consequently, responses may be influenced by personal perceptions, social desirability, or reluctance to disclose sensitive marital issues. The research is conducted within a specific time period and reflects the prevailing socio-economic and cultural conditions during the course of the study. Changes in employment patterns, family structures, or social norms over time may influence marital adjustment differently.

The study mainly emphasizes sociological variables and does not examine all possible psychological, clinical, or biological factors affecting marital adjustment. Resource constraints, including time, finance, and accessibility to respondents, may limit the size of the sample and the extent of data collection. Despite these limitations, the study provides valuable insights into the marital adjustment of working women in Yadgir District and contributes to a better understanding of the interaction between employment, family life, and marital relationships in contemporary Indian society.

### **DISCUSSION**

The present study examined the marital adjustment of working women in Yadgir District from a sociological perspective by analyzing the influence of socio-economic characteristics, occupational demands, family structure, gender roles, and interpersonal relationships on marital life. The findings indicate that marital adjustment is a dynamic process shaped by the interaction of individual, family, workplace, and societal factors. The study reveals that employment has a dual impact on the marital lives of women. On one hand, employment provides financial independence, greater self-confidence, enhanced social status, and increased participation in household decision-making. Economic contribution by women strengthens family security and often promotes mutual respect between spouses. Financial stability also reduces economic stress and enables families to meet educational, healthcare, and other household needs more effectively. On the other hand, employment also increases the burden of balancing professional responsibilities with domestic duties. Many working women continue to perform the majority of household work, childcare, and caregiving responsibilities despite their full-time employment. This dual responsibility often leads to work-family conflict, physical fatigue, emotional stress, and limited time for personal and family interactions. These factors may reduce marital satisfaction if adequate family support is not available. The findings further indicate that spousal support is one of the strongest predictors of successful marital adjustment. Women who receive emotional encouragement, cooperation in household work, shared parenting responsibilities, and open communication from their husbands generally experience higher levels of marital harmony. Mutual respect, trust, understanding, and effective conflict resolution contribute significantly to maintaining healthy marital relationships.

Family structure also influences marital adjustment. Women living in supportive nuclear families often experience greater autonomy in decision-making and flexibility in balancing work and family responsibilities. In contrast, women residing in joint families may benefit from assistance with childcare and household activities, but they may also face additional expectations, interpersonal conflicts, and restrictions arising from traditional family norms. Thus, the quality of family relationships rather than the type of family alone plays a crucial role in determining marital adjustment. Educational attainment and socio-economic status positively influence marital adjustment by improving communication, awareness of gender equality, financial stability, and problem-solving abilities. Higher educational levels among both spouses encourage mutual

understanding and equitable sharing of family responsibilities. However, education alone does not guarantee marital harmony unless accompanied by cooperation, emotional maturity, and respect within the marital relationship. Occupational factors such as long working hours, job insecurity, workplace stress, commuting time, and limited flexibility negatively affect marital adjustment. Women employed in demanding occupations often experience greater difficulty in maintaining work-life balance. Family-friendly workplace policies, flexible work arrangements, maternity benefits, childcare support, and supportive organizational environments can help reduce occupational stress and improve family well-being. The findings also highlight the continued influence of traditional gender norms in Yadgir District. Despite increasing educational and employment opportunities, many women remain primarily responsible for domestic work. This unequal distribution of household responsibilities creates role overload and limits opportunities for rest, recreation, and personal development. Promoting gender equality within families through shared domestic responsibilities can substantially improve marital adjustment and overall family satisfaction.

## **CONCLUSION**

The present study on "Marital Adjustment of Working Women in India: A Sociological Study of Yadgir District" highlights the complex relationship between women's employment, family responsibilities, and marital life in the context of a changing Indian society. The increasing participation of women in education and employment has strengthened their economic independence and social status, while simultaneously creating new challenges in balancing professional commitments with traditional family roles. The study concludes that marital adjustment among working women is influenced by a combination of socio-economic, occupational, cultural, and familial factors. Variables such as educational attainment, occupation, income, family structure, duration of marriage, work-family balance, communication between spouses, emotional compatibility, and spousal support play a significant role in determining the quality of marital relationships. Among these, mutual respect, trust, effective communication, shared decision-making, and equitable distribution of household responsibilities emerge as the most important determinants of successful marital adjustment. The findings reveal that employment provides financial security, personal confidence, and greater participation in family decision-making. However, many working women continue to experience role conflict, occupational stress, time constraints, and the burden of managing both workplace and household responsibilities. These challenges are more pronounced where traditional gender norms place the primary responsibility for domestic work and childcare on women. Consequently, the absence of family support and unequal sharing of household duties may negatively affect marital harmony and overall well-being. The study further demonstrates that supportive spouses and cooperative family environments significantly enhance marital adjustment.

Families that encourage open communication, emotional understanding, shared domestic responsibilities, and mutual respect enable working women to balance their professional and personal lives more effectively. Similarly, organizations that provide flexible working arrangements, maternity benefits, childcare facilities, and employee welfare measures contribute positively to work-life balance and family stability. In conclusion, the study provides valuable insights into the marital experiences of working women in Yadgir District and contributes to the broader understanding of family dynamics in contemporary India. The findings emphasize that a harmonious marital relationship depends on cooperation, mutual understanding, emotional support, and social equality rather than solely on economic factors. Strengthening these dimensions will not only improve the quality of married life for working women but also contribute to stronger families, greater gender equity, and sustainable social development.

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