



The Role of Occupational Stress in Prediction of Marital Satisfaction among Married Nurses Occupied at Shahid Motahari Hospital, Jahrom

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ABSTRACT

This study is aimed to explain the role of stress in prediction of marital satisfaction among married nurses occupied at Shahid Motahari Hospital, Jahrom, Iran. This research, in terms of nature and objectives, is an applied study and a correlation method is used to implement it. Statistical population of the study is consisted of all 210 nurses occupied at Shahid Motahari Hospital in Jahrom, in 2015-2016. The sample size is equal to 136 individuals who were selected using Morgan table. This sample was selected using simple random sampling method. Data were collected from two questionnaires including occupational stress (Wolfgang et al., 1988) and Enrich sexual satisfaction questionnaires (Olson et al., 1989). Data obtained from the questionnaires were analyzed using Pearson correlation and simultaneous regression analysis. According to the results, there is a significant and negative relationship between occupational stress and several subscales (e.g., workload, control, society, justice and value) with marital satisfaction. The findings also showed that occupational stress and workload, control, society and value subscales negatively predict marital satisfaction.

Keywords: Occupational Stress, Marital Satisfaction, Nurses.

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INTRODUCTION

As the first environment for formation of human personality, family has had high importance and marriage is usually considered as the starting point of it. Marriage is a human universal institution and it has had in all societies and throughout the history. Satisfaction from marriage is the cause of its continuity and consolidation [1]. Marital satisfaction is defined by Hawkins [2] as a gratification, satisfaction and enjoyment sense by a couple when they considered all aspects of their marriage. Marital satisfaction creates through mutual love, care for each other, acceptance, mutual understanding and satisfying the needs [3]. It is effective on mental and physical health, life satisfaction, success in work and social communication and it is one of the most important indicators of quality of marital life [4].

Marital satisfaction is influenced by working environment [5] and work is considered as the important part of every person's life. It can satisfy a number of basic human needs such as soul and body training, establishment of social communication, creation of sense of worth, self-confidence and competence. But, on the other hand, it may be the major source of occupational stress [6]. Stress is consisted of physical, mental and emotional reactions that are experienced as a result of individual life changes and requirements [7]. Castillo [8] believes that occupational stress as a part of life of each human exists at level of moderation in everyone. This level is considered as an adoptive response, but if it finds a chronic or persistent aspect; in this case, not only it cannot be considered as an adoptive response, but also it can be considered as a source of failure and lack of compromise in workspace and even in marital life. In this regard, Johnson [9] and Rogers as a result of their studies found that factors related to work environment influences on marital satisfaction

and they considered a close relationship between requirements, occupational conflicts and stresses and marital and family conflicts. In other words, increased marital problems and disagreements significantly reduce occupational satisfaction and increased marital satisfaction is associated significantly with increased occupational satisfaction. Payman Pak *et al.*, [5] in their study aimed to evaluate occupational stress with marital satisfaction and mental health among nurses occupied at various hospitals of Tehran. They concluded that there is a significantly negative relationship between occupational stress and marital satisfaction, as well as between occupational stress and mental health in nurses. A study on occupational stress and marital satisfaction in nurses was performed by Adib *et al.*, [10]. The results showed a significant inverse relationship between them. Owusu [11] examined in his study the relationship between occupational stress and marital relations. He showed a significant two-way relationship between conflicts and tensions of working areas and marital disagreements in the family area. So, researches have shown that employment status of individuals has a significant role in their satisfaction from marital life; low income, occupational insecurity and occupational tension are all associated with low marital satisfaction [12].

Occupational stressors such as high volume of work, lack of support and negative interactions with colleagues cause the sense of irritability, stress and frustration in person; following this status and after a stressful workday, remainder of the emotions are taken to home associated with the person. Finally, in addition to dissatisfaction in workplace, this problem increases the possibility of involvement in maladaptive interactions with spouse [13].

Medical and paramedical professions are two most stressful professions due to their relations with health and life of human and this threatens physical and mental health of the staffs of both professions. One of the most stressful jobs in this area is nursing. Nursing has long been introduced by the National Association of Safety Professionals at the top of 40 highly stressful professions [14]. Occupational stress among nurses can have adverse effects on various aspects of their life at individual and social levels and predispose the incidence of physical, mental and social problems. It can even have negative impact on their mental

health and marital satisfaction [10]. Some studies have shown that the impact of job-related stress on quality of marital life is much more serious than the other stressors such as family problems and financial stress [14]. It has been reported in studies on nurses performed by Adib Haj Bagheri in Iran as well as Elaine in Greece that occupational stress can have negative impact on all aspects of one's life (Eleni *et al.*, 2010), given to the fact that family and working are two fundamental aspects of every individuals, and every event of each will effect on the other [15]. As a result, stresses and difficult working conditions may have negative effects on family and working environment of a person. Given to the importance of marital satisfaction in family stability and presence of some reports indicating probable impact of occupational stress on marital satisfaction among nurses, this study has been conducted to determine whether occupational stress plays a significant role in predicting of marital satisfaction in nurses.

MATERIALS AND METHODS

This research, in terms of nature and objectives, was an applied study and correlation method was used to implement it. The statistical population of the research was consisted of all 210 nurses occupied at Shahid Motahari Hospital, Jahrom, in 2015-2016. Using Morgan table, a number of 136 individuals were estimated as the research sample and they were selected by simple random sampling.

Data Collection Tools

Occupational Stress Questionnaire: this questionnaire was designed in 1988 and contained 29 phrases and six dimensions including, workload, control, reward, community, justice and value. This questionnaire validity test was done by a team of professionals including occupational medicine and occupational health specialists, psychologists and English language experts and the score obtained from this test, was approved by them. The reliability of the questionnaire was determined through pretest study and Cronbach's alpha coefficients for both questionnaires were obtained 0.98 and 0.90, respectively.

Using Cronbach's alpha coefficient, the reliability coefficient obtained by the researcher was 0.83.

Marital Satisfaction Questionnaire: Enrich questionnaire with 47 questions were used to measure marital satisfaction. Answer to elements of the questionnaire was considered by five-point Likert scale (from strongly agree to strongly disagree). Concurrent validity of Enrich questionnaire with original form was considered 0.5 by Soleimanian (1994) and its validity with marriage compatibility questionnaire was obtained 0.92 (fad) by Sharif Nia. After translation and determination of its validity, the questionnaire was executed by Soleimanian *et al.*, (1994) in the case of a group of 11 people. Reliability coefficient was calculated 0.93 through Cronbach's alpha. In this study, the reliability of the questionnaire was obtained 0.81 by the researcher, using Cronbach's alpha coefficient. Pearson correlation coefficient and multiple

regression tests were used simultaneously to analyze the obtained data from the questionnaires.

One of the normality conditions of dependent variable is that the significance level in Kolmogorov-Smirnov test to be greater than 0.05 ($P > 0.05$). Since the significance level in this test is greater than 0.05, then its normality is assumed. The First Hypothesis: there is a significant relationship between occupational stress and its subscales with marital satisfaction among the nurses. Pearson correlation coefficient is used to test this hypothesis and its results are provided in Table (2).

RESULTS

In this section, perceptive condition of the research hypothesis is presented in Tables.

Table 1: Kolmogorov-Smirnov test

Variables	Kolmogorov-Smirnov		
	Statistics	Degree of Freedom	Significance Level
Marital Satisfaction	1.239	134	0.093

Table 2: Correlation matrix test for investigation on the relationship between occupational stress and marital satisfaction subscales

Variables	1	2	3	4	5	6	7	8
1- Occupational Stress	1							
2- Workload	0.51**	1						
3- Control	0.50**	0.44**	1					
4- Reward	0.29**	0.13	0.24**	1				
5- Society	0.49**	0.09	0.17*	0.09	1			
6- Justice	0.68**	0.02	0.07	0.02	0.15	1		
7- Value	0.44**	0.13	0.13	0.007	0.24**	0.05	1	
8- Marital Satisfaction	-0.42**	-0.38**	-0.36**	0.090	-0.33**	-0.31**	-0.35**	1

** $P \leq 0.01$, * $P \leq 0.05$

Table 3: The results of simultaneous multiple regression analysis tests to predict marital satisfaction based on occupational stress

	Beta	T	P<	R	R ²	f	df	P<	
Predictor Variables	Occupational Stress	-0.41	-7.401	0.001	0.42	0.18	7.481	129	0.001
	Workload	-0.35	-5.873	0.001					
	Control	-0.32	-4.890	0.001					
	Reward	0.07	0.780	0.454					
	Society	-0.30	-4.325	0.009					
	Justice	-0.19	1.683	0.241					
	Value	-0.31	-4.500	0.005					

$p \leq 0.05$

According to Table (2), there is a negative and significance relationship between occupational stress and marital satisfaction ($r=-0.42$, $P>0.01$). There is a negative and significance relationship between occupational stress subscales including, workload ($r=-0.38$, $P>0.01$), control ($r=-0.36$, $P>0.01$), society ($r=-0.33$, $P>0.01$), justice ($r=-0.31$, $P>0.01$) and value ($r=-0.35$, $P>0.01$) with marital satisfaction. The Second Hypothesis: occupational stress and its subscales are able to predict marital satisfaction among nurses. Concurrent regression test is used to test this hypothesis and its results are presented in Table (3).

According to Table (3), multiple correlation coefficient is equal to $R=0.42$ and obtained determination coefficient is equal to $R^2=0.18$. This indicates that occupational stress and its dimensions predict approximately 18 percent of changes in marital satisfaction. According to the obtained significance level and beta level, it can be seen that occupational stress and its dimensions including, workload, control, society and value negatively predict marital satisfaction at $p\leq 0.05$.

DISCUSSION AND CONCLUSION

The first hypothesis of the research: there is a significant relationship between occupational stress and its subscales with marital satisfaction. According to Table (2) there is a negative and significant relationship between occupational stress and marital satisfaction and among various dimensions of occupational stress, there is also a negative and significant relationship between workload, control, society, justice and value dimensions with marital satisfaction.

The results of the research are in consistent with findings of Mohammadi and Maghsoudi [16], Payman Pak *et al.*, [5] and Owusu [11]. To explain the results, it can be said that Borke (1993) believes family and working are two important aspects of life and experience of each of them influence on the others. Stress and difficult situations have serious negative effects on a person's physical and mental performance and severely disrupts his/her family and social relationships. Based on studies, it can be stated that employment status of individuals plays an important role in their marital satisfaction and low income, insecurity and occupational stress associates with lower marital satisfaction [12], since occupational stress of nurses creates

emotional and physiological responses for each of the couples, in which both of them develop most of symptoms related to distress of marital relationships and the possibility of separation in the future. This can be due to the fact that nurses transfer the stress of workplace to their family environment and they cannot efficiently perform a marital relationship while they are affected simultaneously by work-related stress and tiredness and they cannot resolve well the spiritual and emotional needs of their spouses. Nowadays, occupational stress is known as one of the most important dangers of organizations that influences on individuals' physical and mental health, and on the other hand it propels individuals toward the negative consequences of marital relationships, such as distress and disintegration of the marital relationships and most importantly, the available stresses in the nursing profession cause reducing both in quality and quantity of health services that will have unsuitable effects on public health. So, it can be said that stress induced by characteristics and working conditions of individuals can affect the other areas of life including quality of relationships and marital satisfaction, and it can also reduce them.

The Second Hypothesis: occupational stress and its subscales are able to predict marital satisfaction of nurses.

According to Table (3), occupational stress and its dimensions including workload, control, society, justice and value predict marital satisfaction, negatively. The results are consistent with researches findings of Landa [17], Mohammadi and Maghsoudi [16] and Peyman Pak *et al.*, [5]. To explain this can be said that occupational stress factors such as high volume of work, lack of support and negative interactions with colleagues, create irritability, tension and frustration feelings in individual; following this situation and after a stressful workday, the individual transfers the reminder of these feelings to home with him/herself. Finally, the issue increases the possibility of engaging in maladaptive interaction with spouse. It was warned in the fourth Conference of Work and Stress that achieving to the time when our employees do not have family, will not be too long. The reason is that working conditions have caused job process to impact negatively on family members and family relations [18]. The large number of patients who

are from every social, economic and cultural levels, continuous working and without rest, stress induced by uncertainty about some of treatments, problems associated with co-workers, supervisors, physicians and so on, are some of the factors that seem to be effective on job-related stress in nurses. The nurses who experience a lot of stress can transfer it to their family life and damage their relationships with their spouse and children. So, it can be said that occupational stress is able to predict the level of marital satisfaction in couples.

Given to the negative relationship between occupational stress and marital satisfaction, it is recommended that by providing appropriate physical conditions of workplace including light, hygiene, suitable ventilation and adequate equipment as well as harmonizing working hours with workload, can move toward reduction of stress in nurses and as a result increase of their satisfaction. Taking into account the periodic release and reduction of working hours as well as creation of a favorable environment can be effective in stressful jobs such as nursing. Organizing of some classes to control stress and the ways to deal with it, periodically providing recreational and sports programs, increasing the number of nurses in the ward and elimination of their forced overtime, reducing night shifts, modifying duties of nurses, reducing volume and pressure of work, developing clear guidelines for occupational promotion, providing an appropriate and standard physical and mental environment, paying attention to their material and spiritual needs and problems, creating legal rights and protection, increasing in salary and benefits, evaluating based on clear and fair rules, employing competent and efficient managers and many other cases are all a set of the proposed solutions.

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Conflict of interest

None

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