

Role of Locus Control in Marital Adjustment among School Teachers: A Study of Working Women in Gujrat-Pakistan

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Abstract: The present study aims to investigate the relationship between locus of control and marital adjustment among female school teachers of city Gujrat-Pakistan. The sample of 140 female school teachers, having age group of 22-42 years were selected from 13 Government Secondary Schools of city Gujrat, Pakistan through Purposive Sampling technique. Participants completed Demographic Information Sheet, Work Locus of Control Scale [1] and Dyadic Adjustment Scale [2]. Pearson Product Moment Correlation Coefficient was used to explore the relationship between locus of control and marital adjustment while Independent Sample t Test was employed to identify the differences in locus of control and marital adjustment with respect to respondent's family system. Results indicated that a significant positive correlation was found between locus of control and marital adjustment, whereas internal and external locus of control also showed a significant positive relationship with marital adjustment of respondents. A significant difference was also found with respect to family system and revealed that the respondents from nuclear family system showed higher difference in locus of control and marital adjustment as compared to those who were from joint family system.

Key words: Locus of Control • Internal Locus • External Locus • Marital Adjustment • Family System • Gujrat • Pakistan

INTRODUCTION

Achieving and maintaining a sense of control has become one of the most well-liked areas under discussion in psychology during few decades. Numerous constructs related to control have been developed and explored by great amount of research and applications of control have been published [3]. In recent era of modernization and urbanization, the number of working women has increased with the pace of globalization. The working women regardless they are married or unmarried have entered in variety of professional employment from all social classes. The unmarried working women may have to face less problems as in the case of married women due to her multiple roles [4].

Locus of control is a construct of personality referring to an individual's perception of the locus of events as determined internally by his/her own behavior and a person perceives that the outcomes of the

situations they experience are under their personal control [5]. While marital adjustment is a concept that deals with how well a person adjusted to his/her marriage and it also can be considered a state of accommodation characterized by a tendency in spouse to resolve and solve conflicts by overall feelings of happiness and satisfaction [6]. Marriage is an individual and social structure. In other words it is a social institution and system of obligations, duties, rights and privileges [7]. All the marriages are aimed at happiness in one or another way to fill up with expectations regardless realistic or unrealistic. Therefore, in marriage two universes came together [8]. Researches have suggested that marriage itself is a stressful experience for wives and mothers especially for those women who also worked outside the home. Working women often faced serious complications in their marital adjustment due to career demands and opportunities, responsibility of house hold activities and children care. [9-11].

Research on locus of control started in the mid-1950s [12], when [13] was developing his social learning theory which emphasizes that one's personality is a result of the individual's interaction with his or her environment and behavior cannot be viewed as an automatic response to stimuli but an interaction of the individual's personal experiences and the environment [14]. Locus of control has two dimensions as an internal and external locus of control [9]. Individuals are more likely to be achievement oriented with internal locus of control because they see that their own behavior can result in positive effects and they are more likely to be high achievers as well [15]. Whereas in external locus of control people tend to be less independent and also are more likely to be depressed and stressed [16]. The internal and external locus of control measures an individual's belief about the determinants of his or her behavior [17]. Marital adjustment generally depends upon the conception of marriage and standard of adjustment prevalent in a particular society at a particular time [6].

The role of locus of control in interpersonal relationships especially in sexual and marital relationships has not been studied more frequently. Some researchers regard the locus of control construct as a generalized expectancy; however, some regard it as a domain or specific construct [18, 19].

Although marriage has a powerful effect on the sense of control but the relationship between marriage and sense of control is widely ignored [3]. However, marriage may increase the sense of control by providing greater social and economic resources as well as social support and it has been considered that internal locus of control is found to be related to more satisfactory interpersonal relationships and sexual satisfaction [20].

In fact, even few studies conducted on the association between the interpersonal relationships and locus of control but these studies clearly demonstrates the importance of considering such an association between these variables [18]. Relationship of family origin with locus of control was also studied by [21] who explained that development of locus of control is associated with family style and resources, cultural stability and experiences with efforts leading to reward [21]. Moreover, it is concluded that, internal locus of control is generally found to facilitate better interpersonal relationships [20] while external locus of control was found to be related to higher frequency of negative tactics to resolve conflict, being less committed to the relationship, lower levels of marital satisfaction and higher levels of verbal aggression, physical violence and angry

response style [22]. Furthermore, it is concluded that, for spouses with greater sense of control, it is less likely to expect their marriage would end in separation [23]. Research also indicates that, locus of control is a significant predictor of job performance, job satisfaction and good interpersonal relations for working women [7, 24]. A number of researchers have supported the multidimensionality of locus of control such as control by commanding others, fortune and luck control [18, 24, 25]. As outcome of such researches, it is supposed by numerous researchers that, sense of helplessness is intimidating and it is a hurdle for changing complicated life situations [3, 5, 18, 19].

Objectives of the Study:

- To explore the demographic characteristics of school teachers.
- To find out the relationship between locus of control (internal-external) and marital adjustment.
- To analyze the difference in locus of control and marital adjustment with respect to teacher's family system.
- To suggest policy measures

MATERIAL AND METHOD

The present study aimed to investigate not only the relationship between locus of control and marital adjustment but also explored the difference in locus of control and marital adjustment with respect to family system of respondents. Therefore in Quantitative research approach the correlation method was adopted. The population of the present study comprised of female school teachers who were working in thirteen Government Secondary Schools of city Gujrat, Pakistan. Dyadic Adjustment Scale [2], Work Locus of Control Scale [1] was used to measure the locus of control and marital adjustment of respondents.

Researchers also developed demographic questionnaire was used to collect the demographic information from respondents. Sample of 140 female school teachers were selected through purposive sampling technique. This particular population was selected due to the dual role of respondents. Married teachers whose duration of marriage were less than one year and who have been divorced or have separation were excluded from the study. Before starting data collection proper permission from District Education Officer Gujrat, Pakistan, heads of desired institutions and school

teachers was taken. The objectives of the study were explained and instructions were given to them. Confidentiality was maintained strictly and no personal information regarding identification of respondents was disclosed.

RESULTS AND DISCUSSION

Results were computed by using Statistical Package for Social Sciences (SPSS) version 19.0. Descriptive statistics including frequency (F) mean (M) and standard deviation (SD) was obtained about the demographic characteristics, Dyadic Adjustment Scale [2] and Work Locus of Control Scale [1]. Pearson Product Moment correlation was employed to assess the relationship between locus of control and marital adjustment where as Independent Sample t-test was used to find out the difference between locus of control and marital adjustment with respect to teacher’s family system. Cronbach Alpha analysis was done to find out the psychometric properties of both scales for current study.

Table 1 showed psychometric properties of all scales employed in current study to measure the variables. Findings showed that all scales were reliable and showed very good reliability for current study.

Table 2 depicts the demographic characteristics of the respondents. It showed that majority (64.4%) of respondents belonged to age group of (26-30) years while only (1%) respondents belong to age group of (41-45) years. In level of education (70%) respondents were highly educated having Masters degree while only (1.4%) having only degree of matriculation. 22.9% respondents who were in majority having 2 years of their marriage whereas only (6.4%) respondents having 7 years of their marriage. In Pakistan mostly marriage is arranged by family or parents therefore mostly respondents (93.6%) were those who had their arrange marriage while only 6.4% had love marriage. As far as family system concerned majority (57.9%) of respondents were living in nuclear family system as compare to (42.1%) who were living in joint family system.

The findings presented in Table 3 revealed that there was significant positive correlation between locus of control and marital adjustment of respondents where as internal locus of control and external locus of control also showed a positive significant relationship with marital adjustment of respondents. Therefore above findings supported our hypotheses and showed that teachers who had higher locus of control will have higher marital adjustment in their family life. These findings were

Table 1: Psychometric properties of the Scales (N=140)

Variables	M	SD	α
Work Locus of Control	59.70	20.50	.94
External Locus of Control	3.92	1.72	.94
Internal Locus of Control	4.10	1.23	.87
Dyadic Marital Adjustment Scale	136.18	29.75	.97

Table 2: Demographic Characteristics of the Respondent (N = 140)

Variables	Categories	F	%
Age	20-25 years	19	13.6
	26-30 years	90	64.4
	31-35 years	28	20.0
	36-40 years	2	1.4
	41-45 years	1	0.7
Education	Matric	2	1.4
	Intermediate	3	2.1
	Graduation	37	26.4
	Masters	98	70.0
Duration of Marriage	2 years	32	22.9
	3 years	25	17.9
	4 years	23	16.4
	5 years	28	20.0
	6 years	15	10.0
	7 years	9	6.4
	Total	140	100
Family System	Nuclear	81	57.9
	Joint	59	42.1
Type of Marriage	Love Marriage	9	6.4
	Arranged Marriage	131	93.6

Table 3: Pearson Product Moment Correlation Coefficient between Variables (N= 140)

Variables	1	2	3	4
WLCS	-	.88**	.95**	.73**
ILCS		-	.70**	.74**
ELCS			-	.65**
DAS				-

Note: **p<.01, 1 =Work Locus of Control Scale, 2 = Internal Locus of Control, 3 = External Locus of Control, 4 = Dyadic Adjustment Scale

supported by [18] who had conducted a research on the relationship between locus of control and marital adjustment. His study indicated that there was positive correlation between wives locus of control and marital adjustment. These results were similar with the findings of [26] who explored positive correlation between locus of control and marital adjustment among secondary school teachers and [27] also found a significant relationship between locus of control and marital adjustment among school teachers. Locus of control is an important factor in determining marital adjustment. Therefore it showed that teachers who believe in their own abilities have strong power of decisions and determination to achieve their professional goals with high level of marital adjustment.

Table 4: Descriptive Statistics and Independent Sample t Test (N = 140)

Variables	NFS(N=81)		JFS(N=59)		t	p	95% CI	
	M	SD	M	SD			LL	UL
Locus of Control	64.91	19.64	52.54	19.63	3.68	.00	5.72	19.02
Marital Adjustment	140.79	25.44	129.86	34.04	2.17	.03	0.99	20.86

Note: **P < .01, *P < .05 NFS = Nuclear Family System, JFS = Joint Family System, CI = Confidence Interval, LL = Lower Limit, UL = Upper Limit

These findings were supported by another study of [24] who reports that marital patterns in which the wife was relatively more external would be associated with high levels of marital dissatisfaction.

Table 4 showed significant difference for locus of control and marital adjustment with respect to family system of respondents as p values (.00 & .03) for both variables were significant. As in nuclear family system the mean score of locus of control 64.91 (SD=19.64, t= 3.68, p = .00) was higher as compared to mean score 52.54 (SD = 19.63) of locus of control in joint family system while respondents' mean score 140.79(SD= 25.44, t= 2.17, p = .03) of marital adjustment in nuclear family system was higher than mean score 129.86 (SD= 34.04) of respondents' marital adjustment in joint family system.

CONCLUSION

Teachers, who were living in nuclear family system had significant high locus of control and marital adjustment as compared to those teachers who were living in joint family system. There is a significant difference in locus of control and marital adjustment of respondents with respect to their family system. Teachers belonging to nuclear family system showed higher locus of control and marital adjustment as compared to those teachers who were living in joint family system. This outcome is associated with the fact that the women moved higher on the occupational ladder tended to become internal-oriented and inclined to believe that their actions can affect the course of their lives. They did not believe that their lives are determined by chance or luck or any other external systems. Locus of control (both internal and external) seems to be related with marital adjustment. Although the correlation coefficients for internal control remained relatively higher as compare to the scores on external control and showed a significant difference. However, if the total sample is considered, internality of the women rather than external control was observed. This leads to the conclusion that women who believe that their lives are shaped mainly by their own actions will achieve more marital harmony than those who believe that their lives are controlled by outside agents.

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