Inter-Role Conflict, Social Support and Marital Satisfaction: A Study of Female Teachers in Sialkot (Pakistan)

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Abstract

The major goal of this study was to investigate the role of inter-role conflict, social support, and marital satisfaction among female teachers in Sialkot. The data (N=250) was chosen via purposive sampling from private and public sectors, including universities, colleges, and schools. Data was collected by using a self-developed demographic sheet, the inter-role conflict scale for working women (Holahan & Gibert, 1979), the index of couple satisfaction (CSI) (Funk and Rogge, 2007) and the Multidimensional Scale of Perceived Social Support (Zimet et al., 1988). The Statistical Package for Social Sciences (SPSS, 25) was applied to examine the results. The results showed that significant marital satisfaction has a positive correlation with social support (.536, p<0.01), and a significant inverse relationship (r=-.297, p<0.01) between marital satisfaction and inter-role conflicts has been detected. Results showed a significant positive, strong correlation between inter-role conflict, social support, and marital satisfaction. Moreover, the findings revealed that role conflict negatively predicted and social support positively predicted marital satisfaction.
Keywords: Conflict, Satisfaction, Social Support, Female Teachers.

Introduction

Inter-role conflict is a significant issue that may have harmful effects on job performance, well-being, and overall mental health of working women. Therefore, educational institutions must recognize and address these issues and provide support and resources to help female teachers balance their professional and personal lives. The word "conflict" can be executed in different situations like political, gender, racial, religious, and ethnic, including within an individual, between two people, within a group, and between two groups etc. Conflict can happen in places like a war, organizations, home field, etc. (Hartwick & Barki, 2004). Tjosvold (2008) described the term conflict as "the difference of opinion of individuals or groups" purpose, thoughts or concerns," but additionally, *conflict* with the partner can be defined as essential and good or bad. According to Levy et al. (2017) social support is the idea or practice of looking out for others in society. Examples of supportive resources include friendship, which fosters a sense of community among individuals, and the cultivation of physical or intangible emotions. In point of APA (American Psychological Association, 2023) we must offer people social support if we want to assist them in overcoming biological, psychological, and social challenges. Any social network member, such as friends, neighbors, coworkers, careers, religious institutions, or support groups,

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can offer assistance. Support can come in various forms, such as concrete support, like offering cash or other types of urgent material assistance; emotional support that helps the recipient feel valued, accepted, and understood; or useful support, like carrying out chores or offering guidance. The three elements of social assistance are perceived assistance, enacted support, and social integration.

Marriage is one of the most common relationships between men and women. It requires emotional and legal commitment, which is crucial in any adult's life. One of the most crucial choices a person makes in life is their partner. The ideal kind of contact is marriage. God has given marriage as a religious obligation. People wed for various reasons: happiness, love, physical attraction, company, the desire to have children, or the need to get out of a bad circumstance (Bernard, 1984). Different factors such as physical attractiveness, intelligence quotient, socioeconomic status, religious beliefs, ethnicity, education, age, Personal values, and attitudes impact marital satisfaction. They can predict higher levels of marital happiness in spouses (Chehreh et al., 2018). Martial adjustment refers to the processes required to produce a harmonious and effective martial relationship, whereas *martial pleasure* is defined as an attitude that is more or less positive toward one's martial relationship (Locke, 1951; Spanier & Cole,1976). Spanner & Cole (1976) defined *martial adjustment* as a process, with the results of which are based on the severity of (a) contentious marital disputes, (b) interspousal tension and individual unease, (c) agreement on issues critical to the proper operation of the armed forces.). Along with marital adjustment, success, and quality, marital pleasure is a personal concept frequently used to evaluate the relationship between partners (Tavakol et al., 2017).

Marital satisfaction has numerous benefits, and one of its vital benefits is that individuals feel superior about their lives and themselves, influencing their overall happiness. Satisfied people treat others well and tend to be joyful. They are more likely to deal with work-life difficulties and issues successfully and completely (Pasupuleti et al., 2009). When a couple's marriage is as hoped, they experience marital contentment (Leila et al., 2010).

Gallimore et al. (2006) explored how length and gender influenced social support and marital satisfaction. However, longer-married couples did not express extremely higher alimony or marital fulfillment levels. Couples did, however, mention gender-based disparities in spousal eight support and marital satisfaction. Among all marital groups, males expressed greater marital satisfaction and social support than women. Marriage satisfaction and social support are positively connected; as rises, so does alimony marital satisfaction. Recent studies indicate (Begin et al., 2003; Worthington, 2001) that the correlations between alimony and conjugal are supportive.

An in-depth investigation into perceived social support about depression and marital happiness was conducted by Khan and Aftab (2013). Conflicts do not escalate and are prevented by the support of one's life partner and social support. Khalid et al. (2016) conducted research at the University of Gujarat, Pakistan. They found a significant relationship between inter-role conflict, marital satisfaction, and social support among female teachers. The study analyzed data from 300 female teachers and found that those who experienced high levels of inter-role conflict were more likely to report lower levels of marital satisfaction and social support.

According to the Stress and Coping Perspective Theory, these acts of support from others and the perception that such assistance is available can guard against the negative effects of stressful life events on health. Numerous advantages of social support and social connectivity have been reported, including enhanced resilience (Puckett et al., 2019) and higher overall life satisfaction (Harasemiw et al., 2019).

Due to Pakistan's shifting socio-demographic landscape, many women responsible for their families are now working, which significantly impacts the psychosocial functioning of the families (Jaffer et al., 2019). A marriage in Pakistani society is typically seen as a tie between families rather than just the people involved (Mushtaque et al., 2021). Pakistani society's strong emphasis on family has a negative impact on marital relationships. In shared family structures, relatives face problems and challenges together. Many people interpret this interference as an unwanted intrusion, which could be bothersome (Ajmal & Fatima, 2012). Contrary to Western nations, disagreements and marriage issues are more frequently aired with extended family in the hopes of receiving support (Goodwin & Cramer, 2000). The current study explores the impact of inter-role conflict and social support on marital satisfaction among female teachers in Sialkot city.

Objectives of the Study
1. To determine the impact of social support on marital satisfaction among teachers.
2. To examine the relationship of inter role conflict with social support faced by female teachers
3. To explore the association between inter role conflict and marital satisfaction of female teachers

Methodology

Participants
A purposive sample of 250 participants within the age range of 24 years to 60 years comprised of married female teachers of both government and private educational institutes from Sialkot. The education level was from Intermediate to Ph.D. Participants' socioeconomic classes included lower, middle, and upper-class individuals from urban and rural settings.

Research Design
The current study used a correlation research design to check the relationship between inter-role conflict, social support, and marital satisfaction among teachers in Sialkot. Purposive sampling was used to gather the data. Descriptive statistics, Pearson correlation, and Regression analysis were used to assess the data quantitatively.

Inclusion Criteria Exclusion Criteria
• Married teachers within the age range of 24 years to 60 years were included.
• Data were collected from Teachers in schools, colleges, and universities.
• Individuals with Intermediate as a minimum level of education were included.
• Individuals below 24 years and beyond 60 years were omitted.

Measures
Multidimensional Scale of Perceived Social Support
Gregory Zimet and his associates Nancy Dahlem and Sara Gordon Farley published the first article on the MSPSS in the Journal of Personality Assessment in 1988. A self-report questionnaire with twelve items scored on a seven-point Likert scale, "very strongly disagree" to "very strongly agree," on a range of "very strongly disagree" to "very strongly agree. Reliability of the total scale was 0.81 to 0.98. The age range for scale administration is from 18 to 24.

Inter-role conflicts for working women (Holahan & Gibert, 1979)
IRC scale is a 34-item survey used for adults above 18 to measure inter-role conflicts. Responses are in the form of a 5-point Likert scale. The disengagement (Cronbach's =.81) and weariness (Cronbach's =.87) subscales were reliable.

Index of couple satisfaction (CSI) Rogge and Funk (2007)
A 32-item survey to gauge satisfaction, which includes 1, 5, 9, 11, 12, 17, 19, 20, 21, 22, 26, 27, 28, 30, 31, and 32 to score the 16-item variation and 1, 12, 19, and 22 for the 4-item variation. Continuous scoring is maintained. It was 0.872 for the Cronbach's alpha. Rescher and Alderson (2014) reported a 0.96 Cronbach's alpha value.

Procedures
Initially, the research synopsis approved by the Departmental Research Committee (DRC) of the Department of Psychology, GC Women University Sialkot. Data collection started after obtaining permission from the concerned schools, colleges and university authorities. Participants from government and private schools, colleges, and universities from Sialkot filled out the assessment forms. The consent form and demographic sheet, short form inter-role conflict scale for working women (Holahan & Gibert, 1979), index of couple satisfaction (CSI) Rogge and Funk (2007) and multidimensional scale of perceived social support (Zimet et al., 1988) were included in the research questionnaire after getting permission from the concerned authors of scales. Participants willingly contributed to the data collection. Consent is taken from each individual before participation. Participants received an explanation of the study's goals and advantages. Then, instructions were given to them on how to fill out the form and rate the statements. Afterward, they gave a questionnaire to collect personal demographic information and responses on the other three assessment tools.

Ethical Consideration
• Before initiating the research, an agreement was taken from every participant.
• Participants were ensured that their data would be used only for research purposes.
• Confidentiality of the participants was exclusively maintained.
• Secrecy of each participant was considered as they filled out the questionnaires without mentioning their names and contact information.
• Permission from the authors of the scales and concerned authorities was taken before conducting the study.

Results
This part presents the main statistical findings of the current data. Percentages, means, and standard deviations of demographic variables and characteristics were calculated using descriptive statistics. Further Pearson product coefficient correlation and regression analysis were applied to investigate the relationship between the Inter-role conflict scale, Couple Satisfaction, and Perceived Social Support.

Table 1: Summary of Socio-Demographic Characteristics

Characteristics	N	%
Age		
• 21-30	60	24.0
• 31-40	131	52.4
• 41-55	59	23.6
Education		
• Inter	5	2.0
• Graduate	74	29.6
• Post graduate	157	62.8
• PhD	14	5.6
Living Area		
• Urban	195	78.0
• Rural	55	22.0
Family System		
• Joint	144	57.6
• Nuclear	106	42.4
Marriage		
• Arrange	214	85.6
• Love	36	14.4
Duration of Marriage		
• 1-10	144	57.6
• 11-20	77	30.8
• 21-30	29	11.6
Area of employment		
• Government	156	62.4
• Private	94	37.6
Working hours		
• 1-4	16	6.4
• 5-8	234	93.6
Socioeconomic status		
• Lower class	7	2.8
• Middle class	205	82.0
• Upper middle class	38	15.2
Job experience		
• 1-5	94	37.6
• 6-10	82	32.8
• 11-15	37	14.8
• 16-20	25	10.0
• 21-30	12	4.8

Note. (N=250)

Table 1 revealed that maximum participants were with age range of 31-40 years (n =131, 52.4%) compared to 21 – 30 years (n =60, 24%) and few were 41-55 years (n = 59, 23.6%). Higher number of teachers from urban areas (n = 195, 78.0%) were participants compared to adults of rural areas (n = 55, 22.0%). Majority of teachers were post-graduated (n = 157, 62.8%), 74 (29.6%) teachers were graduated and 14 (5.6%) teachers were PhD. Participants with middle Socioeconomic status

were greater in number ($n = 205$, 82.0%), with upper middle class (n=38, 15.2%). Majority of the teachers were lived in joint family system (n=144, 57.6%) as compared to nuclear family system (n=106, 42.4%). High number of teachers had arranged marriage (n=214, 85.6%) as compared to love marriage (n=36, 14.4%). Mostly data were collected from government sectors (n=156, 62.4%) while in private sectors (n=94, 37.6%). Teachers mostly had job experience of 1-5 years (n=94, 37.6%) rather than 21-30 years (n=12, 4.8%).

Table 2: Correlations for Study Variables (N=250)

Variables	1	2	3
Inter Role Conflict	-		
Marital Satisfaction	-.297**	-	
Social Support	-.322**	.536**	-

**P<0.01

Table 3 suggests that a significant negative correlation (r=-.297, p<0.01) between martial satisfaction and inter-role conflicts has been detected. Inter role conflicts has negative correlation (r=-.322, p<0.01) with martial satisfaction and martial satisfaction has positive correlation with social support (.536, p<0.01).

Table 3: Regression Coefficients of inter-role conflict & social support on Marital satisfaction

Variables	B	β	SE
Constant	54.153***		8.108
Inter-role conflict	-.132*	-.139	.053
Social support	.806***	.491	.092

Note. N=250
***p< .001

Table 3 shows the impact of Inter-role conflict and social support on marital satisfaction in female teachers. The R^2 value of .304 revealed that the predictor variable explained .30% variance in the outcome variable with F $(2,247)=54.066$, p<.001. The findings revealed that role conflict negatively predicted and social support positively predicted marital satisfaction (β=-.132, .491, p<.001).

Discussion

The significant findings in the current research regarding inter-role conflict, social support, and marital satisfaction among married female teachers in Sialkot are explained in this chapter. The findings of this research would be very helpful for the teachers to understand the impact of inter-role conflict and social support on their marital life and marital satisfaction.

The initial hypothesis stated that if perceived social support changes, it ultimately affects marital satisfaction of teachers. This hypothesis is accepted according to the study findings, which state that perceived social support has a positive relationship with marital satisfaction among teachers. We have seen that low marital satisfaction may occur due to perceived less social support. Table 2 suggests that significant marital satisfaction positively correlates with social support (.536, p <0.01).

The research of Selangor, Negeri Sembilan, and Melaka stated that social support impacts marriage satisfaction among working women (inter-role). The value of R 2 =.327 indicates a 32.7% change in the social support variable due to changes in marital satisfaction. Additionally, test findings F indicated a significant association between social support and marital happiness at p.05. In order to ensure one's marital contentment, it is necessary to develop social support networks inside the family, especially among those closest to the spouse, such as relatives, peers, and neighbors (Aziz et al., 2021)

According to the stress and coping perspective theory, these acts of support from others and the perception that such assistance is available can guard against the negative health consequences of stressful life situations (Lakey & Cohen, 2000). According to numerous studies, having social support and being socially linked can boost resilience, reduce stress, and improve overall life martial satisfaction (Puckett et al., 2019)

The second hypothesis indicated that Inter-role conflict will have a negative relationship with marital satisfaction. Table 2 shows a significant inverse relationship (r=-.297, p<0.01) between marital satisfaction and inter-role conflicts. It means that if inter-role conflict increases, marital satisfaction decreases and vice versa.

Akanbi and Oyewo (2014) evaluated the effects of perceived social support and work-family conflict on marital happiness of people with dual-career families. In the study, correlational analysis was employed. Between May and August 2012, the study was conducted at the Emmanuel Alayande College of Education's department of Educational Psychology in Oyo, Oyo State, Nigeria. One hundred fifty-eight married, dual-earner adults from the Oyo region of Oyo State, Nigeria, were chosen as research participants using a purposeful random sampling approach. In order to elicit responses from the contributors, three study instruments were used: the work-family conflict scale, the MPSS Scale, and the index of marital satisfaction. The data was analyzed using multiple regression models and Pearson product moment correlation.

Approximately 25% overall difference was accounted for by the two predictor variables, the study's findings (F (2,155) = 25.170; R=.495; R2=.245; Adj.R2=.235; P0.001). The two independent factors independently predicted marital satisfaction: Conflict between work and family (=.468; t=.690, P0.001). Social support as perceived (t=2.787, P=0.006, =.195). WFC and marital satisfaction had a poor relationship, although PSS and marital satisfaction had a good association. The two independent factors that were investigated in this study had significant power to have an impact on marital satisfaction.

Following the role hypothesis, each person plays a different part every day. These roles could be incompatible since they have differing time and behavioral requirements. Competing responsibilities lead to what has been referred to as "inter-role conflict" by some. Others applied this idea to resolve interpersonal and familial conflict. To put it simply, people suffer work-family conflict when they attempt to hold both types of employment concurrently (Kahn et al., 1964; Greenhaus & Beutell, 1985).

Our hypothesis, H-3, highlighted that there would be a significant relationship between inter-role conflict and social support. The effect of social support and role conflict on marital satisfaction in female teachers is shown in Table 3. The predictor variable was found to have an explanation by the R2 value of.304.With F (2,247) =54.066, p.001, the outcome variable had a variation of 304%. The results showed that role conflict adversely predicted marital happiness, and social support positively predicted it (=.132, .491, p.001). A psychological theory called self-determination theory (Ryan & Deci, 2017) of human motivation may hold the key to understanding the role conflict between family members and coworkers.

The fourth hypothesis highlighted that there would be a significant relationship between inter-role conflict, marital satisfaction, and social support among female teachers. It has been approved from the current research (Table 3). Table 2 shows a strong inverse relationship between inter-role conflicts and marital satisfaction ($r=-.297$, p0.01). Inter-role conflicts are negatively correlated with marital happiness ($r=-.322$, p0.01). Social support and marital satisfaction are positively correlated (.536, p 0.01). Primary duty for childrearing is a notable source of work-family dispute, even though holds for this expectation have varied (Holahan & Gilbert, 1979).

Nawaz et al. (2021) conducted cross-sectional research on 120 people, including one partner with a diagnosis of depression. Data was collected purposefully from SHL, combined military hospital Lahore, Mayo Hospital, and CMH Kohat. Results showed a significant association between internalized stigmatization of mental illness and marital satisfaction in our society, with social support serving as a mediating factor. Even though spousal assistance and social support (marriage empathy, emotional support) are major components, both male and female patients with psychiatric illnesses, including depression, experienced stigmatization and reported poorer marital satisfaction. Findings showed that because of their mental condition, both men and women faced the accompanying stigma.

According to the social exchange theory of marital stability, couples may experience positive or negative financial consequences and support from one another. A marriage is more likely to be stable if the benefits of marriage outweigh the costs (Homans, 1961; Kelley, 1983; Levinger, 1979).

Through this research, a very prominent factor is that most teachers with low social support had more inter-role conflict than those with high social support. It is the same as the high social support increasing marital satisfaction among couples.

Conclusion

Data analysis, results, and discussion permit a conclusion that finally summarizes the purpose and findings of the present research. Inter conflict roles, social support, and martial satisfaction are those factors of psychology that are widely being studied in Pakistan. Therefore, the present research illustrates new insights for research by presenting empirical evidence supporting its prevalence in the city of Sialkot, Pakistan. The findings reveal a significant positive correlation between inter-role conflict, social support, and Marital satisfaction. Moreover, the findings revealed that role conflict negatively predicted and social support positively predicted marital satisfaction. Current research concentrates on married female teachers. A specialized sample like this might prevent the research findings from being effectively applied to other professions and nations without additional study. Further studies should also apply this current research in areas outside Sialkot to learn more.

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