

Emotional intelligence and its relationship with marital adjustment among working personnel

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Abstract

Emotional intelligence refers to the ability to identify and manage one's own emotions and possess the ability to control the emotions of others as well. The manner in which people adjust with the things and situations depends significantly on their emotional intelligence. An attempt was made in the present investigation to study the impact of emotional intelligence and its relationship with marital adjustment among working personnel. The Sample of the study consist of 120 working male and female subjects in the age group of 20-40 years and the subjects were drawn randomly from different areas of kadapa district. Emotional intelligence scale developed by Singh (2004) and Marital adjustment questionnaire developed by Kumar and Rastogi (1995) were used to assess the emotional intelligence and marital adjustment of the subjects. Means, SD's, t-test and Pearson's product movement correlation were used to analyze the data. Findings of the present study revealed that age at marriage has significant influence on marital adjustment and there is a significant relationship between emotional intelligence and marital adjustment among working personnel.

Keywords: Marriage, Marital adjustment, Intelligence, Emotional intelligence

Introduction

Marriage is a complex phenomenon in today's changing society. People marry for various reasons. Besides sex and sexual attraction which are primary considerations, love, economic security, companionship, protection, emotional security, escape from loneliness and unhappy home situation, adventure of common interests, and children are the few other reasons that may constitute a person's disposition for marriage. Some psychologists talk about homogamy in marriage. They argue that people unconsciously tend to fall in love and marry those who gratify their needs. Present day changes in the values and social consciousness influence the traditional understanding of marriage and family.

Marital Adjustment

Marital adjustment can be defined as the mental state among couples in which there is an overall feeling of happiness and satisfaction with their marriage. It therefore calls experiencing satisfactory relationship between spouses characterized by mutual concern, care, understanding and acceptance. All the marriages are aimed at happiness in one or another way. Most couples become married filled up expectations. Some of the expectations will be realistic while others unrealistic. This is due to the complex nature of marriage and each individual is as complex as a universe. Therefore, in marriage two universes come together. Happiness, satisfaction and fulfillment of expectations are possible only by mutual adjustments that lead to a common concept of marriage.

Psychologists identify three kinds of involvement in a marriage relationship: minimum, limited and maximum. Minimum involvement is seen in the traditional marriages that are aimed at safe guarding the structures to serve utilitarian ends. Limited interpersonal involvement in marriage gives reasonable comfort and security to the couples. Maximum involvement gives the couple a sense of

satisfaction and confidence in the relationship. To have maximum involvement, the couple has to grow in their understanding of each other and adjust in different factors that affect the core of the family life. Although different psychologists identify different areas that need adjustment, some common areas identified by psychologists would be: religion, social life, mutual friends and recreation, in laws, money, sex, children and parenting, personality developmental issues, family roles, and values. Conflicts are foreseen in all these above-mentioned areas in marital relationships {Batoool, S.S and Khalid, R (2012) ^[1], Saimakalsoom and anil kamal (2018) ^[11], Parameswari (2016) ^[9], Pandey and Tulika Anand, (2010) ^[8]. They are unequal growth patterns among couples, family and cultural background, sex role stereotyping.

Studies also showed that the age at marriage is an important factor in the marital stability. Family and marriage counselors see a rise in marital instability among couples who marry early. This is due to lack of preparation for the marital role. They also argue that the late age marriage has similar consequences due to the well-developed role performance during single living that gives less room for adjustment. The problem connected with mate choices due to marriage squeeze is also a factor in late marriages. Marriage squeeze in mate selection is that the best ones are often desired by many and selected earlier and the less desirable partners are the ones that are left over for late marriage couples. So there is a possibility for less homogeneity in late marriages. Another important factor that predicts the happiness and unhappiness of marriages is the happiness and unhappiness of the couples' parents' marriage. Happiness and adjustments are seen more among couples whose parents remain faithful to each other than among those whose parents divorce or separate.

Marital satisfaction will be defined by the different characteristics like agreement between partners on matters important to the relationship, contentment with the present

state of the relationship and commitment to its continuance, expression of affection and sex in the relationship, and common interests and activities shared by the couple (Spanier, 1989 and 2001) [12]. Marital adjustment is defined as the condition in which there is usually a feeling of pleasure and contentment in husband and wife and with each other. (Hashmi, Khurshid and Hassan, 2007) [5].

Emotional Intelligence

Emotional intelligence is the ability to sense, understand and effectively apply the power and acumen of emotions as a source of human energy, information, connection and influence (Cooper and Sawaf, 1998) [2].

According to the researchers emotional intelligence can be influential on marital satisfaction. Couples intimate relationship needs communication skills such as: paying attention to other person’s viewpoint, being able to empathizes perception with what their partner has experienced, and also being sensitive and aware of his her needs (Gottman and Levenson, 2002) [4].

Mayer et al., 2004 defined emotional intelligence (EI) as “the capacity to reason about emotions, and of emotions to enhance thinking. It includes the abilities to accurately perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional intellectual growth.” This model describes EI as the ability to perceptive of one’s own and others emotions, to manage and regulate ones emotions, to be able to effectively express ones emotions and lastly, the ability to use stored emotional information to deal with various situations. The evidence is strongest in the display of EI abilities within interpersonal relationships (Fitness, 2001; Mayer, 2005) [3, 6]. Partners of an emotionally intelligent couple are better able to understand, honor and respect each other as well as their marriage. EI theories describe the emotionally intelligent partner as someone who knows when he or she is feeling something and accurately recognizes the nature of the feeling. The emotionally intelligent person notices when others are experiencing emotions and can accurately identify the emotions. People vary in their abilities to accurately perceive and identify emotions. Some people may be exceptionally sensitive to others feelings, detecting their spouses immediately.

Objectives

1. To examine the influence of gender on marital adjustment among working personnel
2. To observe the impact of age on marital adjustment among working personnel
3. To find out of influence age at marriage on marital adjustment among working personnel
4. To investigate whether there is significant difference between graduate and post graduate personnel in their marital adjustment.
5. To study the relationship between emotional intelligence and marital adjustment

In order to recognize the above objectives, the following hypotheses were formulated for the present investigation.

Hypotheses

1. There would be significant differences between male and female personnel in their marital adjustment

2. Age would significantly influence marital adjustment among working personnel
3. Age at marriage would significantly influence marital adjustment among working personnel
4. There would be significant difference between graduate and post graduate personnel in their marital adjustment
5. There would be positive relationship between emotional intelligence and marital adjustment among working personnel.

Sample of Study

Table 1: Sociodemographic details of sample.

S. No	Sub Groups	N	Percentage	
1	Gender	Male	60	50%
		Female	60	50%
2	Age	21-30 YRS	60	50%
		31-40 YRS	60	50%
3	Age at Marriage	21-25 YRS	60	50%
		26-30 YRS	60	50%
4	Education	Graduate	60	50%
		post-graduate	60	50%

Population

About 600 male and female working personal in the age group of 20-40 years in kadapa district of Andhra Pradesh constituted the population of the study

Sample

The sample of the current research consisted of 120 working men and women from different professions in kadapa district. The age range between 20-40 years the personnel were selected by systematic random sampling technique. The sample further divided in to 60 male and 60 female, 60 persons in the age of 21-30 years and 60 persons in the age group of 31-40 years.

Variables Studied

Independent variable

Emotional Intelligence

Dependent variable

Marital adjustment

Socio demographic variables

- Gender
- Age
- Age at marriage
- Education

Tools

1. Emotional intelligence scale

Emotional intelligence of the sample was assessed by using emotional intelligence scale developed by Singh (2004). It consists of 60 statements with five alternative responses. There is no right or wrong answers. The maximum score is 300 and the minimum score is 60. High score indicates high emotional intelligence whereas low score indicates low emotional intelligence. The reliability of the instrument was established by test-retest method and the value is 0.84.

2. Marital adjustment questionnaire

Marital adjustment of the sample was assessed by using marital adjustment questionnaire developed by kumar and

Rastogi (1995) and its-consists of 25 statements with two response categories i.e Yes or No. The subject is requested to select the response that comes close to how he /she as usually feel or act there is no right or wrong answers whatever the subject chooses is the right answer to him/her. The minimum and maximum scores on the scale are 30and 60 low score indicate low marital adjustment and high score indicates high marital adjustment. The reliability of the instrument was established by test-re test method and the value is 0.86.

Procedure

In order to accomplish the requirement of the current research, 120, personnel (60 male and 60 female) were selected by using convenient sampling technique. The age range between 20 -40 years. Then informed consent was designed according to ethics of research. All the participants were given appropriate instructions regarding questionnaire. Marital adjustment questionnaire and emotional intelligence scale were used to measure marital adjustment and emotional intelligence after the process of data collection, the data was analyzed with the help of scoring manual.

Research design

The correlation research design and comparative group design was used in the current study.

Statistical Analysis

The obtained data was quantitatively analyzed using descriptive statics such as “t” test and pearson’s product moment correlation through statistical package for social sciences (SPSS) and presented in the following pages.

Results and Discussion

Marital Adjustment means the ability to meet day to day demands, vicissitudes and responsibilities of marriage with whatever degree of emotional equanimity and efficiency is required at the time (Schneider 1960) satisfaction in marital relations is the most basic ingredient of marital adjustment. The obtained data was quantitatively analyzed to test the hypotheses and the result were presented.

Table 2: Means SD’s and “t”value of marital adjustment with regard to gender.

	Sub Group	Means	SD's	t' value
Gender	Male	39.13	8.64	0.161 @
	Female	42.63	8.68	

Table-II: shows Means, SD’s and “t” values of marital adjustment with regard to the gender. It is evident from table II that females have obtained highest mean of 42.63 with SD of 8.64 which indicates that females have high marital adjustment, whereas males have obtained lowest mean of 39.13 with SD of 8.68which indicates that they have low marital adjustment. The obtained t’value is 0.161, which indicates that there is no significant difference between male and female in their marital adjustment.

Table 3: Means, SD’S and “t” value of marital adjustment with regard to age.

	Sub Group	Means	SD's	t' value
Age	21-30Yrs	42.46	7.98	1.536 @
	31-40 Yrs	40.44	9.00	

Table-III shows means, SD’s and ‘t’ value of marital adjustment with regard to age. It clearly indicates that the persons in the age group of 21-30 years have obtained highest score of 42.46 with SD of 7.98 which indicates that the persons in the age group of 21-30years have high marital adjustment. The subjects in the age group of 31-40 years have obtained low score of 40.44 with SD of 9.00which clearly indicates that the subjects in the age group of 31-40 years have low marital adjustment. The obtained‘t’ value is 1.536, which shows that there is no significant differences among both age groups in their marital adjustment.

Table 4: Means, SD’S and t value of marital adjustment with regard to age at marriage.

	Sub Group	Means	SD's	t' value
Age at marriage	21-25Yrs	42.78	7.36	4.897**
	26-30 Yrs	38.55	9.87	

An observation of table-III, clearly indicate that the subjects married between 21-25years have obtained high score of 42.78 years with SD of 7.36 which clearly shows that they have high marital adjustment, whereas the subjects who married between 26-30 years have obtained low score of 38.55 with SD of 9.87 which indicates they have low marital adjustment. The obtained‘t’ value is 4.897 which is significant at 0.01 level.

Table 5: means, SD’s t’ value of marital adjustment with regard to education

	Sub Group	Means	SD's	t' value
Education	Graduate	40.16	8.65	1.685 @
	Post Graduate	41.40	8.94	

Table V: clearly indicates that the post graduate subjects obtained high mean score of 41.40 with SD of 8.94 which shows that post graduates have high marital adjustment where as subjects with graduation have obtained score of 40.16 with SD of 8.65 which clearly indicates that graduates have low marital adjustment. The obtained ‘t’ value is 1.685 which is not significant at 0.05 level.

Table 6: Correction between emotional intelligence and marital adjustment among working personnel

	Emotional Intelligence	P' value
Marital Adjustmnet	0.651 **	0.00

Table VI clearly shows that the correlation between emotional intelligence and marital adjustment. The pearson’s product moment correlation was used to test the hypothesis. The results showed that correlation is significant at 0.01 level for two tailed prediction indicates that emotional intelligence is positively correlated with marital adjustment.

Discussion

The First hypothesis stated that there would be significant differences between male and female personnel in their marital adjustment. from table –II the obtained ‘t’ value is 0.161 which is less than the table value of 1.65 which is clearly indicates that there is no significant differences among male and female personnel with regard to marital adjustment Hence first hypothesis is not accepted as it is unwanted by results.

The second hypothesis which started that age would significantly influence marital adjustment among working personnel. From table-III the obtained 't' values is 1.536 which is less than the table value, clearly shows that age has no significant influence on marital adjustment among working personnel. Hence second hypothesis is not accepted as it is unwanted by results.

The third hypothesis which started that age at marriage would significantly influence marital adjustment among working personnel. From table-IV The obtained 't' value is 4.897 which is greater than the table value hence it is clear that age at marriage would significantly influence marital adjustment among working personnel hence the third hypothesis is accepted as it was warranted by results.

The fourth hypothesis which stated that there would be significant differences between graduate and post graduate personnel in their marital adjustment from table -V the obtained 't' value is 1.685 which is less than the table value hence it is clear that there is no significant difference between graduate and post graduate personnel in their marital adjustment. Hence the fourth hypothesis is not accepted as unwarranted by results

The fifth hypothesis which stated that there would be positive relationship between emotional intelligence and marital adjustment among working personnel. From table-VI the obtained pearson's correlation is 0.651 which is significant at 0.01 level. Hence the fifth hypothesis is accepted as warranted by the results hence emotional intelligence people are better able to handle their relationships.

Conclusions

1. There is no significant difference between male and female personnel in their marital adjustment.
2. Age has no significant influence on marital adjustment among working personnel.
3. Age at marriage has significant influence on marital adjustment among working personnel.
4. There is no significant difference between graduate and post graduate personnel in their marital adjustment.
5. There is significant relationship between emotional intelligence and marital adjustment among working personnel.

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