

THE RELATIONSHIP BETWEEN WORK ENVIRONMENT STRESS AND MARITAL HAPPINESS AMONG SOFTWARE PROFESSIONALS

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ABSTRACT

The aim of this research paper is to examine the relationship between marital happiness and work environment stress among software professionals. The participants in this research consist of 130 adults (65 software professionals and 65 non-software professionals) who are married and working. The age range was from 25-55 years old with a mean age of 38.49 years. In this study there were 73 (56.2%) male participants, 57 (43.8%) female participants. A survey method was used in this study and participants were required to complete the Dyadic Adjustment Scale (DAS) and Employee survey. This study found that there is a significant relationship between work environment stress and marital happiness thus confirming the hypotheses proposed in this study. The study found that software professionals experience more work environment stress and less marital happiness compared to non-software professionals.

Keywords: marital happiness, work environment stress, software profession.

INTRODUCTION

In recent decades there has been many changes in our lifestyles, technology has advanced, organizations have made huge changes and more women have entered the work force. There are also changes in the family structure and we are facing challenges like balancing work and family demands which concerns both individuals and organizations. A number of research studies have been conducted to understand the challenges of work environment and its effect on employees' lifestyle; in this current research investigation the researcher aims to investigate the effect of work environment on marital happiness. The researcher is interested to study the effect of work environment of software and non-software professionals (academicians and administrators) on their marital happiness, to know whether there is any difference in the work environment of these two groups and whether it has any effect on their marital happiness. A review of earlier research in this area is reviewed to discuss the proposed definitions.

Marriage - A Social System

"I first learned the concepts of non-violence in my marriage" Gandhi. "My advice to you is to get married. If you find a good wife, you'll be happy, if not, you'll become a

philosopher”- Socrates. These are quotes of political and philosophical leaders about marriage. Marriage is an arrangement that is strictly human; it is an institutional arrangement between persons to publicly recognize social and intimate bonds (Seccombe, 2008). Marriage is universal and it is both a social institution and a personal relationship, though there are differences in the practice of it among different ethnic groups. Marriage is seen as a social institution as there are rules, rights and responsibilities surrounding marriage because it is seen as the stabilising force within the societies (Seccombe, 2008). As a personal relationship, marriage is deeply meaningful to the individuals involved although “meaningful” is conceptualised differently within social, historical and cultural contexts. William Stephens in 1963 (as cited in Seccombe, 2008) provides a broad definition of marriage as a socially legitimate sexual union begun with a public announcement undertaken with some idea of performance and assumed with a more or less explicit marriage contract that spells out reciprocal obligations between spouses and their children.

Today’s scenario shows that marriages are experiencing a change. After World War II the changes in the political, economic, religious orientations and development of new scientific knowledge has led to a new workforce, which has increased the status of women but has also raised other issues in the 21st century such as the quality of child care and high divorce rates (Seccombe, 2008). Researchers have attempted to study marital quality since the 1940s. It is difficult to define marital happiness, satisfaction and success because of its multitude dimensions. Of course there are various variables contributing to marital happiness such as age, shared values and goals, quality and stability, the marriage of the couples’ parents, presence of children, frequency and satisfaction with sexual relationship (Seccombe, 2008), and division of labour. Since post World War II change in the life style of people has affected the social institution of ‘marriage’.

One of the biggest sources of stress in marriage is trying to balance work and family. The potential for conflict and stress increases as most workers struggle with the demands of balancing paid employment and home responsibilities (Landy & Conte, 2004).

Work Environment Stress and its Effects

Workers are exposed to a wide variety of work “conditions” which include physical conditions such as heat, light, and noise and psychological conditions such as work space, conflict and responsibility (Seccombe, 2008). Initially it is exciting to take up a job and its challenges but increasing work load, deadlines, difficult bosses or coworkers can place considerable pressure and strain on an employee. Therefore, the work environment commonly produces stress in an employee which the worker needs to cope with. Failing to do so can result in worker stress. ‘Worker stress’ can be defined as physiological and psychological reactions to an event that is perceived to be threatening or taxing (Riggio, 2009).

Organizational sources of stress come from the work environment and can be broken down into two subcategories: work task and work roles. The work task stressors are work overload and underutilization. The work role stressors are job ambiguity, lack of control, physical work conditions, interpersonal stress, harassment, work-family conflict and organizational change (Riggio, 2009).

A very important source of stress that extends beyond the boundaries of the organisation is work-family conflict. In earlier days home and work were two different areas unrelated to

each other. Men went to work and women stayed at home but today we recognize that work and home are not two separate domains. Instead they are highly interrelated with one another. Men and women are increasingly involved in work both inside and outside the home (Seccombe, 2008). People obviously have both work and non-work life. For many individuals in the 30-50 years old age range, non-work life is dominated by the family. An individual's life is out of balance when too much of time and energy are invested in one domain (Landy & Conte, 2004). Most research and theory related to work-family balance actually concentrates on the effects of lack of balance. These effects are often discussed in terms of the stress created by conflicting demands between work and non-work activities.

Industrial and organisational researches have manifested interest in family related issues and marital happiness in relation to the work environment only for the past two decades. Zedeck (as cited in Muchinsky, 2006) described the following three topics as a target of research in family conflict:

- a. The effect of work on family – the impact of work factors over family matters is examined.
- b. The effect of family on work – the impact of structural and developmental aspects of the family on work.
- c. The family-work interaction – this perspective views work and family as interacting and concludes that there is a simple or direct link between work and family matters.

Thus, we can describe work-family balance as an area of research that investigates whether the satisfaction that one experiences at work affects the satisfaction that one experiences in the non-work environment and vice versa. Work-family conflict occurs when workers experience conflict between the roles they fulfill at work and in their personal lives.

LITERATURE REVIEW

Work-Family Conflict and Work Demands

Lu, Chang, Chang, Wu and Cooper (2008) explored relations between work/family demands, work flexibility, work/family conflict, and work-related outcomes in the cultural context of the Chinese in Taiwan, using a national probability sample. For Taiwanese employees, work demands were positively related to work/family conflicts whereas both work and family demands were positively related to family/work conflict. Work/family conflict was negatively related to job satisfaction and family/work conflict to organizational commitment. More importantly, the authors found that organizational policies and practices such as work flexibility could alleviate feelings of work interfering with family, further enhancing job satisfaction and organizational commitment. It is recommended that various family-friendly company policies be reformulated taking into account core cultural values such as individualism-collectivism.

A study by Valcour (2007) investigated the relationship of work hours, job complexity, and control over work time to satisfaction with work-family balance among 570 call center employees. The results showed that workers with low control over work time experienced a decline in work-family balance satisfaction while workers with high control over work time

did not. Ilies et al. (2007) conducted a longitudinal study to investigate the perceptions of work load over work-family conflict. The results showed that there is a significant relationship between perception of workload and work-family conflict even when the work time is controlled. Another research investigation by Thomas and Ganster (1995) examined the direct and indirect effects of organizational policies and practices that are supportive of family responsibilities on work-family conflict and psychological, physical, and behavioral measures of strain. The survey data were gathered at 45 acute-care facilities from 398 health professionals who had children aged 16 years or younger at home. Supportive practices, especially flexible scheduling and supportive supervisors, had direct positive effects on employee perceptions of control over work and family matters. Control perceptions, in turn, were associated with lower levels of work family conflict, job dissatisfaction, depression, somatic complaints, and blood cholesterol. These results suggest that organizations can take steps that can increase employees' control over family responsibilities and that this control might help employees better manage conflicting demands of work and family life.

All the above studies indicate that there is a strong relationship between work demands such as work time, work load, organizational policies and their marital happiness. The studies also show that when there is a supportive organizational policy or demand for it, it directly helps in the reduction of work family conflict.

Marital Happiness and Job Stressors

Story and Repetti (2006) conducted a hierarchical linear modeling (HLM) among 43 couples to investigate the effect of daily fluctuations in marital behavior (anger and withdrawal) as a function of same-day job stressors. The results show that there are great significant relations between job stressors and marital interaction; the results also suggest that spouses in high-conflict families may be especially vulnerable to the effects of job stressors on marital interaction.

In a research investigation by Baltes and Heydens-Gahi (2003), the role of selection, optimisation, and compensation (SOC) behaviors in relation to both job and family stressors and work-in-family (WIF) conflict and family-in-work (FIW) conflict was examined. The results suggest that the use of general SOC behaviours in both work and family domains are related to lower amounts of job and family stressors and subsequently lower amounts of WIF conflict and FIW conflict.

Another study conducted by Wierda-Boer, Gerris and Vermulst (2009) examined how personality, domain-specific stress, and work-family interference are interrelated. A questionnaire data of 276 Dutch dual-earner couples with young children were analyzed using structural equation modeling. The findings demonstrated that job stress and parenting stress were positively related to work-to-family conflict and family-to-work conflict respectively. For women, additionally, family-to-work conflict is strongly associated with increased levels of job stress. Finally, emotional stability functioned as an indirect predictor of work-family interference by decreasing the levels of job stress and parenting stress for both genders, but in distinctive ways. The use of couple data and the inclusion of personality showed a valuable extension of existing models linking work and family.

These research investigations reveal that there is also a strong relationship between marital happiness/satisfaction and job stressors and the studies also indicate that when the

job stressors are reduced this in turn reduces the work family conflict and increases the marital satisfaction.

Marital Happiness, Satisfaction, and Well-being

Bakker, Demerouti and Burke (2009) studied 168 dual-earner couples and examined the relationship between workaholism and relationship satisfaction. More specifically, on the basis of the literature, it was hypothesized that workaholism is positively related to work–family conflict. In addition, the authors predicted that workaholism is related to reduced support provided to the partner, through work–family conflict, and that individuals who receive considerable support from their partners are more satisfied with their relationship. Finally, the authors hypothesized a direct crossover of relationship satisfaction between partners. The results of structural equation modeling analyses using the matched responses of both partners supported these hypotheses. Moreover, in line with predictions, the authors found that gender did not affect the strength of the relationships in the proposed model. The authors discuss workplace interventions as possible ways to help workaholics and their partners.

Graves, Ohlott and Ruderman (2007) conducted a study on 346 managers to investigate the family role commitment (i.e. marital role commitment, parental role commitment) and found that it has simultaneous negative and positive effects on managers' life satisfaction, career satisfaction, and performance through family-to-work interference and enhancement. The results showed that marital role commitment was associated with increased enhancement, which in turn seemed to reduce strain and strengthen outcomes. The study also reflected that marital role commitments had more benefits than costs.

Campbell and Snow (1992) investigated the relationship between male gender role conflict, family environment, and marital satisfaction. Seventy married men completed self-report instruments measuring 4 aspects of male gender role conflict, 2 aspects of family environment, and marital satisfaction. The results indicate that restrictive emotionality, conflicts between work or school and family relations, and family cohesion are related to marital satisfaction. The various factors of male gender role conflict and family environment account for 46.8% of the variance in marital satisfaction. The results suggest that men who have lower levels of marital satisfaction are less able or willing to express emotions, have higher levels of conflict between work or school and family relationship, and have lower levels of family cohesion.

Schulz, Cowan, Cowan and Brennan (2004) explored how daily changes in workday pace and end-of-the-workday mood were related to nightly variations in withdrawn and angry marital behavior. For 3 days, 82 husbands and wives from 42 couples completed questionnaires at the end of the workday and at bedtime. More negatively arousing workdays were linked with angrier marital behavior for women and less angry and more withdrawn behavior for men. Daily changes in workday pace predicted fluctuations in women's, but not men's, marital behavior. Several of these workday–marital behavior connections varied by the level of marital satisfaction. In contrast to the gender differences in responses to workday stress, no differences were found in typical marital behaviors. These findings suggest that gender differences are enhanced under stress.

Perrone and Worthington (2001) proposed and tested a model of marital quality among individuals (52 men, 55 women) in dual-career marriages. The model was constructed

within a social role framework and includes variables that positively influence marital quality, negatively influence marital quality, and those that mediate the relationship between the negative factors and marital quality. A path analysis indicated that marital quality was predicted directly by love, sexual satisfaction, communication, and satisfaction with the dual-career lifestyle. Objective demands of job and family roles predicted perceived job-family role strain. Coping, but not perceived equity, mediated the relationship between role strain and marital quality. Combined income and social support impacted marital quality indirectly through satisfaction with the dual-career lifestyle.

Mikkelsen and Burke (2004) examined potential predictors of work–family conflict and marital partner concerns and the consequences of these 2 work–family measures on indicators of psychological and physical well-being. Data were collected, using self-report questionnaires, from 766 male and female police officers in Norway. Job demands and burnout components (exhaustion, cynicism) emerged as strong predictors of the 2 work–family measures. Work–family conflict was also found to have significant negative relationships with measures of psychological health but not physical health.

Marital Happiness and Professional Choice

There has always been research focus in the areas of work demands, role conflict, work environment, time constraints in investigating the work – family conflict, but a few studies have focused on the occupational membership of a person and its relationship with work-family conflict. A research conducted by Dierdorff and Ellington (2008) investigated the 3 behavior-based antecedents of work–family conflict linked specifically to occupational work role requirements (interdependence, responsibility for others, and interpersonal conflict). Results from multilevel analysis indicate that significant variance in work–family conflict is attributable to the occupation in which someone works. Interdependence and responsibility for others predict work–family conflict, even after controlling for several time- and strain-based sources. A study conducted by Dunnette (1999) identified that the extent to which interpersonal interactions comprise work roles largely depends on occupational membership. By definition, work and worker requirements significantly vary across occupations. Therefore, occupational membership can serve as a boundary condition for differences in behavior-based sources of work–family conflict, vis-à-vis the specific differences in behavioral requirements directly inherent to occupations.

It is important to recognize that examining differences in work–family conflict across occupations naturally involves varying levels of analysis, as individuals are “nested” within occupations. One way to conceptualize occupations in this manner is by considering the distinct behavioral contexts that occupations generate. These behavioral contexts are delineated by the variety of situational opportunities and constraints commensurate to an occupation (Johns, 2006, as cited in, Dierdorff and Ellington, 2008).

The above literature review reveals the relationship between long hours of work, heavy work load, person-job fit; job stressors significantly affect the marital happiness among employees. The review also shows that organization policies and support can improve significantly marital happiness and in turn improve the work efficiency, physical and psychological well being of the employees. The earlier researches also show that employees who are high on marital role commitment were associated with increased enhancement in

work efficiency. Thus, these researches provide a potential assert to the present investigation to understand the relationship between the work environment and marital happiness.

Thus the current study is interested in examining the relationship between work environment, marital satisfaction and profession (not much of research has been done in particular with any profession). Based on this, the following hypotheses are framed:

1. There will be a significant relationship between work environment and marital happiness. A better work environment leads to higher marital happiness.
2. Software professionals will experience significantly lesser marital happiness compared to non-software professionals.
3. Work environment stress will be significantly higher among software professionals compared to non-software professionals.
4. There will be a significant relationship between professional choice and marital happiness.

METHODOLOGY

Design

The design employed by this study was a survey design. The sample obtained was a random sample, controlled for marital status and work status. The independent variable is professional choice (i.e. software professionals and non-software professionals), the dependent variables are marital satisfaction and work environment.

Participants

The participants of this study were 130 married adults from Kuala Lumpur, Selangor and Johor Bahru. The sample consisted of 65 software professionals and 65 non-software professionals (mostly academicians and some people at administrative level jobs). Of this sample, there were 73 (56.2%) male, 57 (43.8%) female participants. The age range was from 25-55 years old, with a mean age of 38.49 years. In this sample, there were 9 (6.9%) Malays, 85 (65.4%) Chinese, 33 (25.4%) Indian participants and 3 (23%) participants were from other races. In their educational standards, this sample had 61 (46.9%) diploma holders and 69 (53.1%) degree holders.

Measurement Instruments

The Dyadic Adjustment Scale (DAS)

The Dyadic Adjustment Scale (DAS) was designed by Spanier (1976) to assess the quality of marriage or similar dyads. The scale consists of 32 self administrated items, where the participants rate themselves. The DAS has three different types of rating scales: items 1-15 the subjects rate on a 0-5 point scale, items 16-22 the subjects rate on a 1-6 point scale, item 23 & 24 the subjects rate on a 0-4 point scale, items 25 – 28 the subjects rate on a 1-5 point scale, items 29 & 30 the response is recorded as “Yes” or “No”, item 31 is rated on 0-6

point scale and item 32 is rated on a 0-5 point scale. The total sum of all items ranges from 0 – 151 and can be used as a general measure of satisfaction and intimate relationship. Higher scores reflect a better marital satisfaction and relationship while lower scores indicate poor marital satisfaction and relationship. The scale has an impressive internal consistency with a reliability of 0.96. The scale has known group validity by discriminating between married and divorced couples on each item and the instrument also has evidence of concurrent validity, correlating with the Locke-Wallace Marital Adjustment Scale.

The Employee Survey

The employee survey was adopted from the scale given by Yandrick(1996), to assess the perception of the employees work environment, which focuses on the management structure and functions, compensation, co-workers support, hours spent, stress, and career growth. This research has adopted 28 items from the original 64 items. The scale can be self administered where the participants rate themselves on a three point scale of high, moderate, or low. The total score can be used as a general measure of employee's satisfaction towards work environment. Higher scores indicate higher dissatisfaction towards work environment. The reliability of the scale for this study is found to be 0.76. This is a widely used scale to understand the perception of the work environment by the employee.

Profession

The profession is categorized into two categories: software professionals and non-software professionals (Academicians and Administrative).

Procedure

The survey was conducted within the areas of Kuala Lumpur, Selangor, and Johor Bahru. Participants were required to complete a consent form to show that they agree to take part in the research study as subjects. The data collection was carried out by a team of psychology students and a chief investigator from Sunway University College. The participants were given one week to complete the questionnaire which consists of demographic questions and assessment scales with written instructions.

RESULTS

The analysis indicated that there was a significant negative relationship between work environment and marital happiness ($r = -.181, p < .05$). This means that a person with high work environment stress is more likely to have lower marital happiness. Thus the first hypothesis "There will be a significant relationship between work environment and marital happiness. A better work environment leads to higher marital happiness" was supported (see Table 1).

The analysis also indicated that there is a significant relationship between profession and marital happiness ($r = .330, p < .01$). This means that there is a significant relationship between the person's profession and marital happiness. Thus the fourth hypothesis "There

will be a significant relationship between profession and marital happiness” was supported (see Table 2).

Table 1. The Correlation Depicting the Relationship between Marital Happiness and Work Environment Stress

Work Environment stress	-.181*
Marital Happiness	

Note

* $p < .05$

Table 2. The Correlation Depicting the Relationship between Marital Happiness and Profession

Profession	.330**
Marital Happiness	

Note

** $p < .01$

An independent sample t-test was used to investigate the marital happiness and work environment among software and non-software professionals. The descriptive analysis between marital happiness and the two groups of professions indicated that the software professionals had a significant lower marital happiness compared to non-software professionals ($t(128) = -3.962, p < .01$). Thus the second hypothesis “Software professionals will experience significantly lesser marital happiness compared to non-software professionals” was supported (see Table 3). The descriptive analysis between work environment and the two groups of professions indicated that the software professionals had a significant higher work environment stress compared to non-software professionals ($t(128) = 3.779, p < .01$). Thus the third hypothesis “Work stress will be significantly higher among software professionals compared to non-software professionals” was supported (see Table 4).

Table 3. Descriptive Statistics for Marital Happiness among Software and Non-software Professionals

	PROFESSION	M	SD	t
Marital Happiness	Software professionals	97.05	14.306	-3.962**
	Non software professionals	109.20	20.177	

Note

** $p < .01$

Table 4. Descriptive Statistics for Work Environment Stress among Software and Non-software Professionals.

	PROFESSION	M	SD	t
Work Environment stress	Software professionals	66.40	9.003	3.779**
	Non software Professionals	60.97	7.293	

Note

**p < .01

DISCUSSION

The purpose of the current study is to look at the effects of work environment stress on the marital happiness of professionals. This study aims at finding out whether the software professionals experience more work environment stress leading to low marital satisfaction compared to non-software professionals (academicians and administrative).

To understand the effect of work environment stress on marital happiness let us analyse the first hypotheses “There will be a significant relationship between work environment stress and marital happiness. “When the work environment stress is lower, marital happiness is higher”. The results indicate a significant negative relationship: the more stressed the work environment is, the more likely the person reports lower on his/her marital happiness. A work environment which is less stressful for the employee reflects on the employees higher level of marital happiness. The results of this study is supported by previous researches: Mikkelsen and Burke (2004) examined (a) potential predictors of work–family conflict and marital partner concerns and (b) consequences of these 2 work–family measures on indicators of psychological and physical well-being and found that job demands and burnout components (exhaustion, cynicism) emerged as strong predictors of the 2 work–family measures; another research by Schulz et al. (2004) found in their study more negatively arousing workdays were linked with angrier marital behavior for women and less angry and more withdrawn behavior for men, thus affecting their interaction and marital happiness. This indicates the significance of work environment stress on marital happiness. When employees are stressed or strained at their work place, their energy levels are drained and it becomes difficult for them to spend quality time to meet the demands of marital expectations. Organisational policies, work load distribution and social support play an important role in better work environment which needs to improve in order to improve the marital happiness.

Let’s see the relationship between profession and marital happiness on the analysis of the hypothesis “There will be a significant relationship between profession and marital happiness.” The results of the study indicate that there is a significant relationship between these two variables, profession and marital happiness. This result was supported by the study conducted by Dierdorff and Ellington (2008) which indicates that significant variance in work–family conflict is attributable to the occupation in which someone works. Ilies et al. (2007) who conducted a longitudinal study to investigate the perceptions of work load over work-family conflict showed that there is a significant relationship between perception

of workload and work-family conflict even when the work time is controlled. The result also indicates the software professionals experience more work environment stress and lower marital happiness than non-software professionals. The results were also supported indirectly by other numerous studies and research studies like Valcour (2007) who investigated the relationships of work hours, job complexity, and control over work time to satisfaction with work-family balance among 570 call center employees. The study showed that workers with low control over work time experienced a decline in work-family balance satisfaction, while workers with high control over work time did not. The result of the current study concurs with the earlier studies that have been discussed above showing that work environment relates significantly to marital satisfaction. When employees do not get quality time to spend with their spouse due to work demands, work load and have no control over time, marital conflict would emerge as work-family conflict and lead to poor marital happiness. The study also examines how professional differences can also contribute to marital happiness. The two professions examined in this research are software professionals and academicians. Though samples from both the groups are dual careers because of their differences in work environment, work demands contributes to their difference in their marital happiness.

Thus, the findings of the current study examine the present day situation work hassles, and profession in relation to marital happiness. The result of the study also indicates the crucial role work environment stress plays on the individual's marital life. Poor work environment such as high job demands, role ambiguity, role conflict, burnouts makes an employee exhausted, frustrated, angrier, and leading to a negative disposition in their marital interactions causing conflict and unhappiness. The most interesting finding of this research is that a person's professional membership is related to the marital happiness. The work structures created by occupations partly constrain how individuals manage boundaries between work and family roles (Kossek, Lautsch, & Eaton, 2005; Olson-Buchanan & Boswell, 2006). The profession in which an employee belongs to actually helps us to identify their attitudes, beliefs, social interactions and the work – family conflict. Thus this research has provided an additional input in the arena of professional membership and its relationship with marital happiness. We will further analyse some of the main strengths, limitations, and future implications of this study.

Strengths and Limitations

One strength of this study is that it has a good sample size of 130, with equal distribution of software and non-software professionals, with a marital life age of at least two years. To the knowledge of the researcher, only minimal research has been done in this area with a Malaysian sample size. The limitations to this study are: the samples are not race representative and the sample size is not large enough to be generalised to the whole population of the country as it has been collected from a few states in Malaysia. Thus, future studies can expand the data collection to represent the population of the nation.

Implications

This research study focuses on a fast growing industry in the country which is the software industry. A few studies were only able to find a link between professional choices with

marital happiness. The study suggests that work family conflict can affect the employees general work efficiency and marital happiness due to the imbalance caused by work demands.

The results of this study suggest that work environment play a very crucial role in the marital happiness. Furthermore, work environment and family environment are secluded groups and there is a strong interaction between these two environments. Work environment is part of the exosystem of our socialization process; to lead a successful marital and career life, individuals and their environments need to be matched at several levels. At the organizational level, if the work environment and organizational support is improved by introducing flexible time schedules and child care programs, it may result in productive and effective employees and a reduction in stress in particular types of jobs where the work demands are quite high.

CONCLUSION

The results of this study supported all four of the hypotheses: (1) There is a significant relationship between work environment and marital happiness, (2) Software professionals experience significantly lesser marital happiness compared to non software professionals, (3) Work stress is significantly higher among software professionals compared to non software professionals, (4) There is a significant relationship between profession and marital happiness. The evidence here strongly suggest that software organisations begin developing strategies to combat the work environment stressors for the employees to manage work-family conflict and family-work conflict, as this might affect the health and well being of the employees. The study supports industrial and organisational psychologists to develop training programs for employees as well as for their families, to strike a balance between work efficiency and marital happiness.

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