



EXPLORING HAPPINESS ACROSS GENDERS: A STUDY OF WORKING MARRIED COUPLES IN TRICITY AND DELHI- NCR

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ABSTRACT

The present study was conducted to find out the level of happiness among working married couples. The sample for the present investigation consisted of 375 working married couples from Tricity (Chandigarh, Panchkula and Mohali) and 375 from National Capital Region (Delhi, Noida and Gurugram). Standardized tools were used to measure various variables of the study namely- happiness, marital adjustment, resilience and personality. The finding revealed that optimal happiness appears to be in the 30–40 years age group, having a graduate-level education, earning a moderate income, being in the early years of marriage and living in a medium-sized family. Husbands reported slightly higher levels of happiness, openness and resilience indicating a greater tendency toward adaptability, flexibility and recovery from stress. In contrast, wives scored significantly higher in marital adjustment, agreeableness, conscientiousness and neuroticism, suggesting stronger relational orientation, responsibility and emotional sensitivity. The implications point toward the need for resilience-building interventions, personality-focused counselling and gender-sensitive marital enrichment programs to strengthen relationship quality and well-being among working couples.

Keywords: Happiness, Gender differences, Marital Adjustment, Resilience and Personality

1 INTRODUCTION

1.1 Happiness is widely recognized as a central indicator of psychological well-being and life satisfaction. It represents not merely the absence of distress but a positive state of fulfilment, meaning and emotional balance. Within the institution of marriage, happiness emerges as a dynamic construct shaped by multiple psychological and social factors where the quality of adjustment between partners, their individual personality traits and their



capacity for resilience play pivotal roles. Diener's concept of subjective well-being situates happiness within two domains the presence of positive affect and the absence of negative affect along with life satisfaction. Strong interpersonal bonds, especially within the family and marital sphere often serve as one of the strongest predictors of happiness as they provide emotional support, intimacy and a sense of belonging. Thus, happiness is multidimensional involving both emotional experiences and reflective judgments about life.

1.2 Marital Adjustment

In the context of marriage, happiness acquires a unique significance because marital life represents one of the most intimate and enduring human relationships. For married individuals, happiness is often influenced by the degree of marital adjustment the ability of spouses to accommodate each other's differences, negotiate conflicts and foster companionship. High marital adjustment tends to promote emotional stability, trust and satisfaction whereas maladjustment may reduce well-being, even if other life domains remain stable. High marital adjustment is characterized by emotional closeness, shared decision-making, and a cooperative approach to solving problems all of which strengthen the bond between partners. Conversely, poor adjustment often leads to misunderstandings, persistent conflict, dissatisfaction in severe cases, marital breakdown.

1.3 Resilience

Another important determinant of happiness in marriage is resilience which reflects the ability to adapt positively in the face of stress or adversity. Resilient couples are more likely to maintain optimism, solve problems constructively and recover from conflicts without long-lasting damage to their relationship. This adaptive capacity contributes significantly to sustaining happiness over time, especially in the face of challenges related to career demands family responsibilities or social expectations. In the context of marriage, resilience plays a vital role in sustaining relationship quality and overall well-being. Couples inevitably face stressors such as financial pressures, career demands, parenting responsibilities or health challenges. Resilient individuals and couples are better equipped to manage these difficulties by drawing on optimism, effective communication, problem-solving skills and social support. This adaptive strength allows them to preserve marital harmony and prevent conflicts from escalating into long-term dissatisfaction.



1.4 Personality

Personality traits also play a crucial role in shaping happiness. Traits such as extraversion, agreeableness and conscientiousness are consistently associated with higher levels of happiness as they foster positive social interactions, empathy and responsibility within relationships. In contrast, high neuroticism is often linked to emotional instability, stress and dissatisfaction which can undermine marital happiness. Thus, individual differences in personality significantly mediate how couples experience and maintain happiness. Within the marital context, personality traits are highly significant because they influence how spouses communicate, resolve conflicts, and express intimacy. For example, agreeableness and conscientiousness promote cooperation, trust and responsibility, thereby enhancing marital adjustment and satisfaction. Extraversion is associated with positive emotions, social engagement, and enthusiasm, all of which contribute to happiness in relationships. Conversely, neuroticism is often linked to emotional instability, anxiety and conflict making it a risk factor for marital dissatisfaction and reduced well-being.

1.5 Rationale of the Study

Happiness is a key indicator of well-being, influenced by personal, relational and occupational factors. For working married couples, balancing professional responsibilities with family life makes this important. Marital adjustment, personality traits and resilience are critical in shaping happiness, yet these factors may affect husbands and wives differently. While marital adjustment supports emotional satisfaction, positive personality traits and resilience help individuals cope with stress and enhance adaptability. Examining these variables from a gender perspective provides insight into the unique strengths and vulnerabilities of husbands and wives, offering guidance for targeted interventions such as resilience-building programs, personality-focused counseling and gender-sensitive marital enrichment initiatives. Understanding these dynamics can promote better relationship quality, life satisfaction and overall well-being among working couples.

1.6 Objectives of the study

1. To assess level of happiness among working married couples.
2. To examine gender differences in psychosocial variables such as Happiness, Marital Adjustment, Resilience and Personality among working married couples



1.7 Limitations of the Study

1. The study was limited to only working married couples in the age range of (25-45 years).
2. The study was limited to the National capital region and Tricity.

2 REVIEW OF LITERATURE

Singh and Dubey (2011) conducted a quantitative study to explore gender differences with respect to happiness among married working individuals. The researchers used a survey-based methodology employing standardized psychological tools such as the Oxford Happiness Questionnaire to assess subjective well-being. A comparative analysis was carried out between male and female respondents to identify variations in their reported levels of happiness. The findings revealed that married working women reported significantly lower happiness scores compared to their male counterparts. This disparity was largely attributed to dual role overload where women are expected to manage both professional and domestic responsibilities with limited external support.

Tafsileh and Elmi (2021) stated that happiness is one of the most significant natural goals and psychological needs of humans, while marital adjustment is a critical factor influencing family functioning. The purpose of this study was to explore the relationship between marital adjustment and happiness among married women in the fourth district of Tabriz. Standard questionnaires were used for the research procedures, surveys and data collection. The statistical sample consisted of 205 married women, randomly selected from Tabriz. The collected data showed that the average marital adjustment rate was 57.04%, and the average happiness level was 59.17%. The results of statistical tests revealed a significant positive relationship between marital adjustment (and its four dimensions) and the happiness of married women in the fourth district of Tabriz. The study concluded that the greater the happiness, the greater the marital adjustment. Happiness serves as a foundation for the psychological and social development of couples, the improvement of marital relationships and coping with psychological and social pressures.

Thomas *et al.*, (2021) conducted a study to explore the relationship between personality traits and happiness among college students, examining potential differences across



genders. The researchers employed the Eysenck personality inventory, a well-established tool for assessing key personality traits such as neuroticism and extraversion, alongside the general happiness scale to measure students' levels of happiness. The study aimed to determine whether personality traits, particularly neuroticism and extraversion, were linked to happiness and whether these relationships varied based on gender. For data analysis, the researchers utilized several statistical techniques, including descriptive statistics (mean and standard deviation), the Kruskal-Wallis test to compare group differences and Spearman rank correlation to examine the strength and direction of the relationship between personality traits and happiness. The findings of the study revealed that there was no significant difference in the levels of neuroticism, extraversion and happiness between male and female college students. This suggested that gender did not have a notable impact on how these personality traits were distributed or their relationship with happiness. Furthermore, the results indicated that neither neuroticism nor extraversion were strongly associated with happiness in this sample of college students. These findings imply that while personality traits may play a role in determining happiness, gender differences and the specific traits examined in this study did not show substantial variations in happiness levels among students.

Mahamid *et al.*, (2021) conducted a study to examine the relationship between resilience, stressful life experiences and psychological well-being in Palestinian teenagers. The study included 240 Palestinian teenagers, consisting of 72 males and 168 females. Psychological tools used in the study included the Impact of Event Scale-Revised (IES-R), which assesses traumatic life events, the Scales of General Well-being (SGWB, 2018), which measures general well-being and the Resilience Scale for Adults (RSA, 2006). Structural equation modeling (SEM) was used to test a conceptual model in which resilience acted as a mediator, traumatic life events served as a predictor, and well-being was the outcome variable. The study concluded that resilience fully mediated the relationship between traumatic life events and psychological well-being. Traumatic life events were found to be negatively associated with psychological well-being, happiness and resilience, while resilience was positively associated with happiness.



3 METHOD

The present study entitled “Exploring Happiness Across Genders: A Study of Working Married Couples in Tricity and Delhi- NCR”. A systematic procedure was designed for conducting the investigation, analysis and interpretation of data. Purposive sampling was used in the study. Questionnaire method was used for the data collection. For the data analysis, IBM SPSS statistical version 20. software was used.

3.1 Type of the Study

Cross sectional design was conducted to evaluate happiness among working married couples.

3.2 Locale of the Study

The locale of this study was Northern India, a region that has experienced rapid digital and economic growth over the last two decades, particularly in the Information Technology (IT) sector. This growth has been characterized by the proliferation of Multi-National Companies (MNCs) and a significant rise in urban migration by young professionals, including working married couples. The dual-income household trend has become common in the IT industry, contributing to financial stability but also intensifying challenges in maintaining work-life balance. The target population of this study i.e working married couples in the IT sector was found to be most concentrated in two economic zones: Delhi -**NCR** and the **Tricity Region**.

3.3 Significance of Satellite Cities

Both Delhi-NCR and Tricity (Chandigarh, Mohali, Panchkula) were prominent satellite city clusters, developed strategically to main urban centres and support regional economic growth. These cities reflected modern urban living intertwined with corporate ecosystems and provided realistic microcosms to study work-life dynamics in MNCs.

3.4 Sampling Procedure

The sampling procedure have been discussed under following sub heads:

3.4.1 Selection of Multinational Companies (MNCs)

For the present study, multinational companies (MNCs) were selected from Delhi-NCR and Tricity. Delhi-NCR hosts over 2,454 MNCs with about 1.3 million employees in Global



Capability Centres, while Tricity has around 168 MNCs with a working population of 50,000–80,000.

3.4.2 Selection of Working Married Couples

From both regions Delhi-NCR and Tricity, companies were categorized by size: big (200+ employees), medium (100–199 employees) and small (less than 100 employees). From each category, an average of 6–8 married couples per MNCs were selected. This approach resulted in a total of 375 couples from the Delhi-NCR and 375 couples from the Tricity, culminating in a final sample of 750 working married couples (or 1,500 individuals).

3.5 Criteria for Sample Selection

The inclusion criteria for the present study comprised working married couples aged 25–45 years from Delhi-NCR and Tricity, who had been married and living together for at least one year and were employed in multinational companies. Couples residing outside Delhi-NCR and Tricity, as well as those who were unmarried, divorced, or widowed, were excluded from the study. Ethical considerations were strictly followed, ensuring that participants' names remained anonymous unless they provided explicit consent.

3.6 Tools Used

3.6.1 Socio- Personal Profile

A Personal profile schedule for working married couples was developed to gather information about the socio- personal characteristics of the respondents, such as the name of the respondent, age, educational qualification, size of family, annual income and number of years they have been married.

3.6.2 Oxford's Happiness Inventory (2001)

The Oxford Happiness Inventory developed by Argyle (2001) was used to assess happiness among working married couples. The scale consists of 29 items covering achievement and satisfaction, enjoyment and health, rated on a 6-point Likert scale from strongly disagree (1) to strongly agree (6). Negative items (1, 5, 6, 10, 13, 14, 19, 23, 24, 27, 28, 29) were reverse scored. The inventory has a reported test–retest reliability of 0.90.



3.6.3 The Connor-Davidson Resilience Scale (2012)

The Connor-Davidson Resilience Scale (CD-RISC), developed by Connor and Davidson (2003; revised 2012), was used to assess resilience among couples. It consists of 25 items rated on a 5-point scale (0–4), with reverse scoring for items 2, 4, and 6. Scores range from 0–100, where higher scores indicate greater resilience. The scale has demonstrated good reliability, with Cronbach's α of 0.87.

3.6.4 Marital Adjustment Questionnaire (2018)

The Marital Adjustment Questionnaire, developed by Kumar and Rohatgi (1976) and revised in 2018, was used to assess marital adjustment among couples. It consists of 25 items with "Yes/No" responses, with reverse scoring for negative items (4 and 19). Higher scores indicate better marital adjustment. The tool shows good reliability (test–retest $r = 0.71$; reliability index = 0.84) and validity, with significant correlation (0.71) with Singh's Marital Adjustment Inventory.

3.6.5 Big Five Inventory (1999)

The Big Five Inventory (BFI) developed by John and Srivastava (1999) was used to assess personality traits among couples. It consists of 44 items measuring five dimensions: extraversion, agreeableness, conscientiousness, neuroticism, and openness, rated on a 5-point Likert scale with reverse scoring for negatively worded items. The scale shows good internal consistency (Cronbach's α ranging from 0.74 to 0.92) and adequate validity.

3.7 Statistical Analysis

Data was analysed using IBM SPSS (version 20). Frequency and percentage were applied to assess the distribution of socio-personal characteristics, while the t-test was used to examine gender differences across psychological variables in working married couples.

4 RESULTS

The present was conducted to assess level of happiness among working married couples and examine gender differences in happiness among husbands and wives. To achieve the objectives of the study, data **was** collected from 750 married adults (375 couples) **from the Tricity region** and 750 married adults (375 couples) **from the Delhi-NCR**.



Table 4.1 Percentage Distribution of Respondents with Respect to Socio- Personal Characteristics(N=1500) (750 Husbands, 750 Wives)

		Gender					
		Husbands		Wives		Total	
		f	%	f	%	f	%
Age	Less than 30 years	190	25.3	189	25.2	379	25.3
	30-40 years	330	44.0	356	47.5	686	45.7
	Above 40 years	230	30.7	205	27.3	435	29.0
Educational qualification	Diploma	171	22.8	147	19.6	318	21.2
	Graduate	521	69.5	556	74.1	1077	71.8
	Post graduate	58	7.7	47	6.3	105	7.0
Household income	10-20 lakhs	627	83.6	623	83.1	1250	83.3
	Above 20 lakhs	123	16.4	127	16.9	250	16.7
Marital duration	Less than 8 years	429	57.2	357	47.6	786	52.4
	8-16 years	294	39.2	347	46.3	641	42.7
	Above 16 years	27	3.6	46	6.1	73	4.9
Size of the family	0-4 members	214	28.5	106	14.1	320	21.3
	5-8 members	526	70.1	603	80.4	1129	75.3
	9 and above	10	1.3	41	5.5	51	3.4
Total		750	100.0	750	100.0	1500	100.0



Table 4.1 presented demographic profile of the study consisting of 750 husbands and 750 wives (N = 1500) working married couples across various demographic factors such as age, educational qualification, household income, years of marriage and family size. Most respondents were aged 30–40 years (45.7%) and graduated (71.9%) with diploma holders at (21.1%) and postgraduates at (7%). A large majority (83.4%) reported household incomes between 10–20 lakhs per annum. Over half (52.4%) had been married for less than 8 years, while (42.7%) were married 8–16 years, and only (4.9%) for more than 16 years. Most belonged to medium-sized families (75.3%), followed by small (21.3%) and large families (3.4%). Overall, the sample reflected working couples in early to middle adulthood, moderately earning, with graduate-level education and medium-sized families.

Table 4.2 Gender-Based Comparison of Happiness, Marital Adjustment, Personality Traits and Resilience among Working Married Couples in Tricity (N = 750)

Table 4.2.1 Gender Differences in Happiness among Working Married Couples in Tricity (N = 750)

Sr no.	Variables	Gender	Mean	Std. Deviation	t-value	p-value
1	Happiness	Husbands	3.330	0.549	2.625	.009**
		Wives	3.225	0.550		

*Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

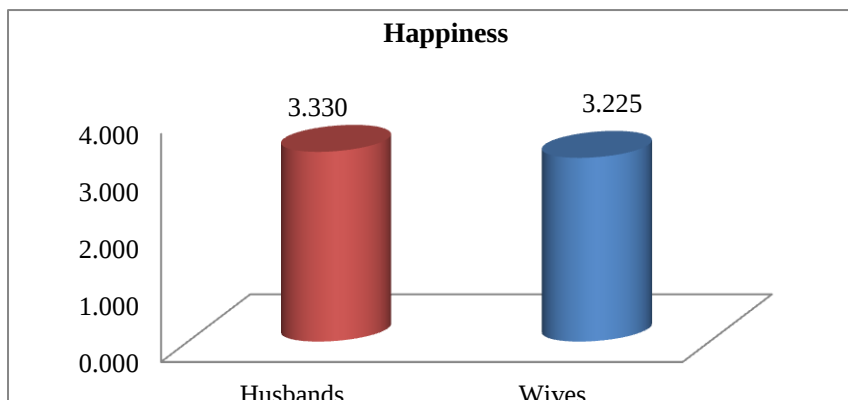


Figure 1: Difference in Mean Scores of Husbands and Wives with regard to Happiness in Tricity



Table 4.2.1 presented the comparison of mean scores, standard deviations and t-test results between husbands and wives in the Tricity region. The result indicated that husbands reported significantly higher levels of happiness ($\bar{X} = 3.330$) compared to wives ($\bar{X} = 3.225$) ($t = 2.625, p < 0.01$).

Table 4.2.2 Gender Differences in Marital Adjustment among Working Married Couples in Tricity (N = 750)

Sr no.	Variables	Gender	Mean	Std. Deviation	t-value	p-value
2	Marital Adjustment	Husbands	30.019	6.285	2.531	.012*
		Wives	31.192	6.411		

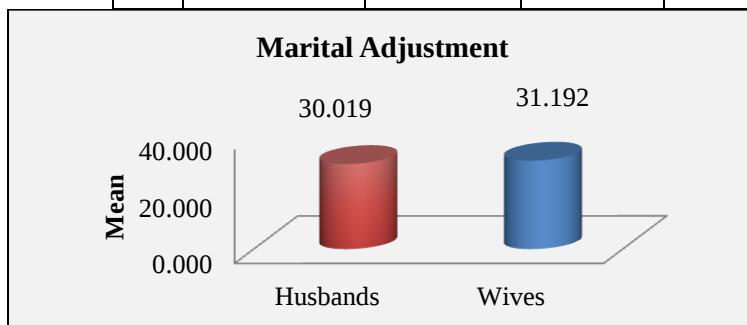


Figure: 2 Difference in Mean Scores of Husbands and Wives with regard to Marital Adjustment in Tricity

Table 4.2.1 revealed a significant gender difference in marital adjustment among working married couples in Tricity. Wives reported significantly higher scores in marital adjustment ($\bar{X} = 31.192$) than husbands ($\bar{X} = 30.019$) ($t = 2.531, p < 0.05$).

Table 4.2.3 Gender Differences in Personality among Working Married Couples in Tricity (N = 750)

Sr no.	Variables	Components	Gender	Mean	Std. Deviation	t-value	p-value
3	Personality	Openness	Husbands	34.699	8.170	4.105	.0001**
			Wives	32.243	8.216		
		Conscientiousness	Husbands	33.331	7.621	3.132	.002**
			Wives	35.077	7.654		
		Extraversion	Husbands	34.624	6.513	3.269	.001**



		Wives	36.176	6.490		
	Agreeable	Husbands	33.389	6.350	3.662	.0001**
		Wives	35.083	6.314		
	Neuroticism	Husbands	33.296	7.395	5.146	.0001**
		Wives	36.085	7.450		

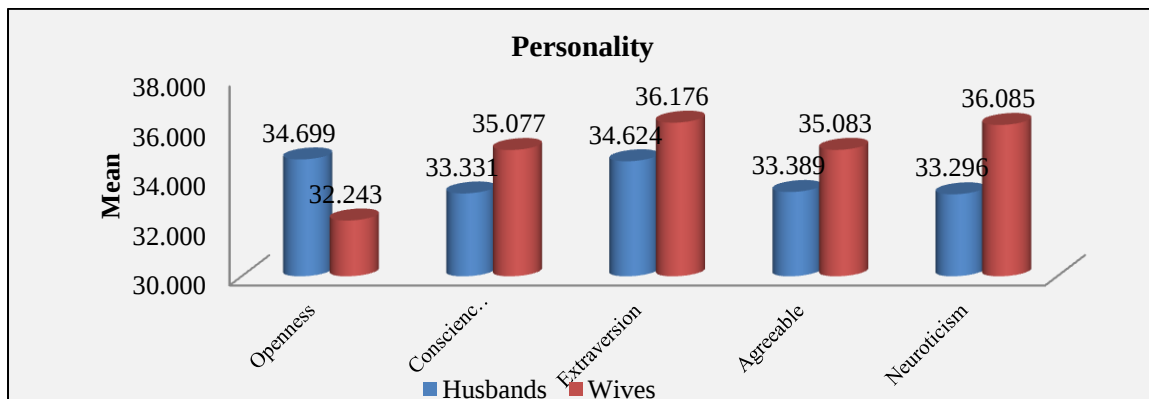


Figure: 3 Difference in Mean Scores of Husbands and Wives with regard to Personality in Tricity

Within the personality traits, husbands scored significantly higher on openness ($\bar{X} = 34.699$) than wives ($\bar{X} = 32.243$) ($t = 4.105$, $p < 0.01$). Wives, however, scored higher on conscientiousness ($\bar{X} = 35.077$) ($t = 3.132$, $p < 0.05$), extraversion ($\bar{X} = 36.176$) ($t = 3.269$, $p < 0.01$), agreeableness ($\bar{X} = 35.083$) ($t = 3.662$, $p < 0.01$), and neuroticism ($\bar{X} = 36.085$) ($t = 5.146$, $p < 0.01$) than husbands.

Table 4.2.4 Gender Differences in Resilience among Working Married Couples in Tricity (N = 750)

Sr no.	Variables	Gender	Mean	Std. Deviation	t-value	p-value
4	Resilience	Husbands	74.965	14.617	2.299	.022*
		Wives	72.557	14.064		

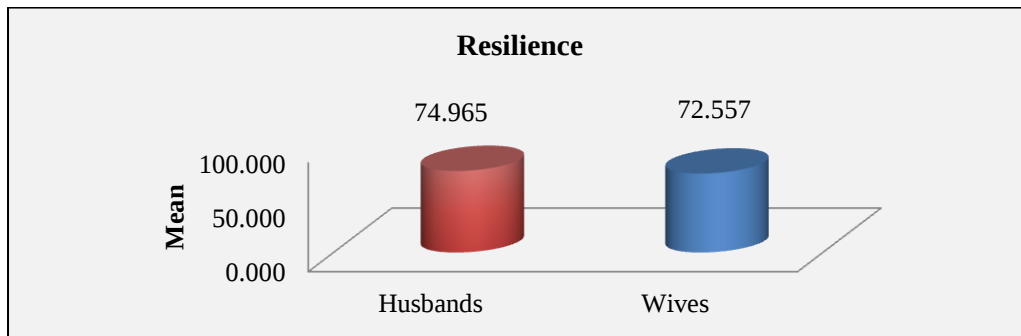


Figure 4 Difference in Mean Scores of Husbands and Wives with regard to Resilience in Tricity

Table 4.2.4 revealed a significant gender difference in resilience among working married couples in Tricity. Husbands scored significantly higher in resilience ($\bar{X} = 74.965$) than wives ($\bar{X} = 72.557$) ($t = 2.299, p < 0.05$).

Table 4.3 Gender-Based Comparison of Happiness, Marital Adjustment, Personality Traits and Resilience among Working Married Couples in Delhi-NCR (N=750)

Table 4.3.1 Gender Differences in Happiness among Working Married Couples in Delhi-NCR (N = 750)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
1	Happiness	Husbands	3.312	0.528	3.502	.0001**
		Wives	3.173	0.559		

*Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

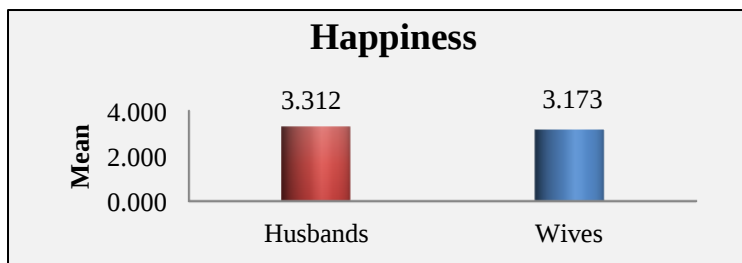


Figure: 5 Difference in Mean Scores of Husbands and Wives with regard to Happiness in Delhi-NCR

Table 4.3.1 presented the comparison of mean scores, standard deviations and t-test results between husbands and wives in the Delhi-NCR. The result indicated that husbands reported significantly higher levels of happiness ($\bar{X} = 3.330$) compared to wives.



Table 4.3.2 Gender Differences in Marital Adjustment among Working Married Couples in Delhi-NCR (N=750)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
2	Marital Adjustment	Husbands	29.291	6.564	3.188	.001**
		Wives	30.808	6.469		

Table 4.3.2 revealed a significant gender difference in marital adjustment among working married couples in Delhi-NCR. Wives reported significantly higher scores in marital adjustment ($\bar{X} = 30.808$) than husbands ($\bar{X} = 29.291$) ($t = 2.531$, $p < 0.05$).

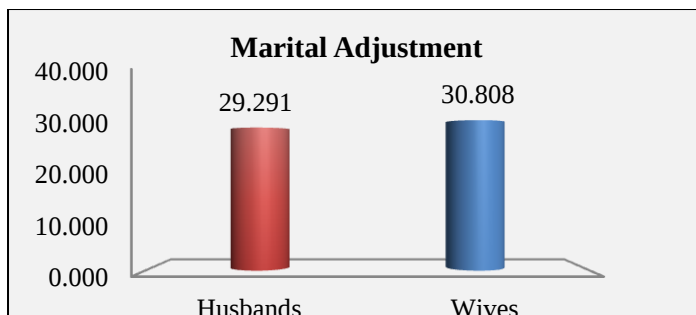


Figure: 6 Difference in Mean Scores of Husbands and Wives with regard to Marital Adjustment in Delhi-NCR

Table 4.3.3 Gender Differences in Personality among Working Married Couples in Delhi-NCR (N=750)

Sr no.	Variables	Components	Gender	Mean	Std. Deviation	t-value	p-value
3	Personality	Openness	Husbands	35.011	7.917	2.203	.028*
			Wives	33.715	8.191		
		Conscientiousness	Husbands	33.784	7.242	2.932	.003**
			Wives	35.395	7.792		
		Extraversion	Husbands	34.677	6.336	2.412	.016*
			Wives	35.808	6.503		
		Agreeable	Husbands	33.731	6.109	3.901	.0001**
			Wives	35.509	6.376		
		Neuroticism	Husbands	32.944	7.339	6.004	.0001**



			Wives	36.165	7.355		
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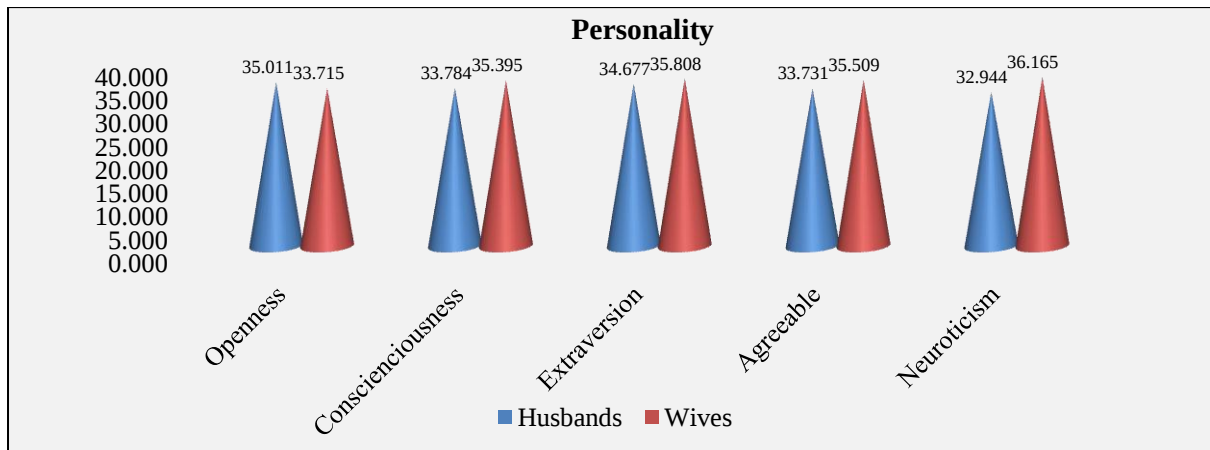


Figure: 7 Difference in Mean Scores of Husbands and Wives with regard to Personality in Delhi-NCR

Husbands reported significantly higher levels of happiness ($\bar{X} = 3.312$) compared to wives ($\bar{X} = 3.173$) ($t = 3.502$, $p < 0.01$). Wives scored significantly higher in marital adjustment ($\bar{X} = 30.808$) compared to husbands ($\bar{X} = 29.291$) ($t = 3.188$, $p < 0.01$). Within the personality traits, wives scored significantly higher on conscientiousness ($\bar{X} = 35.395$) ($t = 2.932$, $p < 0.003$), agreeableness ($\bar{X} = 35.509$) ($t = 3.901$, $p < 0.01$), and neuroticism ($\bar{X} = 36.165$) ($t = 6.004$, $p < 0.01$) compared to husbands. While, husbands scored significantly higher on openness ($\bar{X} = 35.011$) compared to wives ($\bar{X} = 33.715$) ($t = 2.203$, $p < 0.05$), while wives scored higher on extraversion ($\bar{X} = 35.808$) compared to husbands ($\bar{X} = 34.677$) ($t = 2.412$, $p < 0.05$).

Table 4.3.4 Gender Differences in Resilience among Working Married Couples in Delhi-NCR (N=750)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
4	Resilience	Husbands	75.069	13.778	3.303	.001**
		Wives	71.621	14.792		

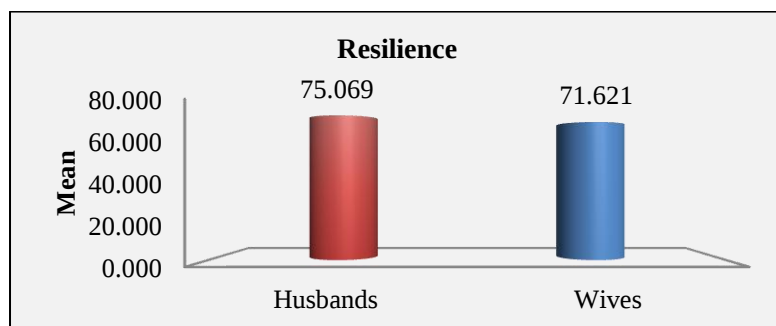


Figure: 8 Difference in Mean Scores of Husbands and Wives with regard to Resilience in Delhi-NCR

Table 4.3.4 revealed a significant gender difference in resilience among working married couples. Husbands reported significantly higher resilience ($\bar{X} = 75.069$) compared to wives ($\bar{X} = 71.621$) ($t = 3.303, p < 0.01$).

Table 4.4 Gender-Based Comparison of Happiness, Marital Adjustment, Personality Traits and Resilience among Working Married Couples in Overall Sample (N = 1500)

Table 4.4.1 Gender Differences in Happiness among Working Married Couples in Overall Sample (N = 1500)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
1	Happiness	Husbands	3.321	0.538	4.329	.0001*
		Wives	3.199	0.554		

*Significant at 0.05 level $p < 0.05$,

**Significant at 0.01 level $p < 0.01$

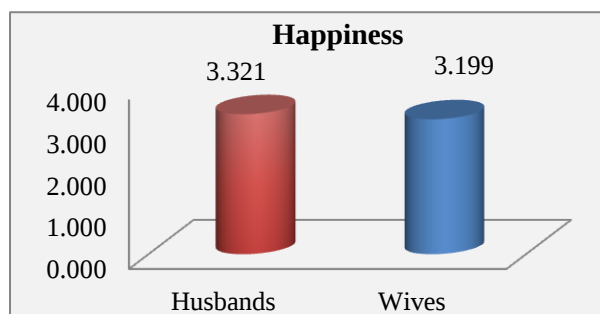


Figure : 9 Difference in Mean Scores of Husbands and Wives with regard to Happiness



Table 4.4.1 presented the comparison of mean scores, standard deviations and t-test results between husbands and wives in overall sample. The result indicated that husbands reported significantly higher levels of happiness ($\bar{X} = 3.321$) compared to wives.

Table 4.4.2 Gender Differences in Marital adjustment among Working Married Couples in Overall Sample (N = 1500)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
2.	Marital Adjustment	Husbands	29.655	6.432	4.048	.0001**
		Wives	30.808	6.469		

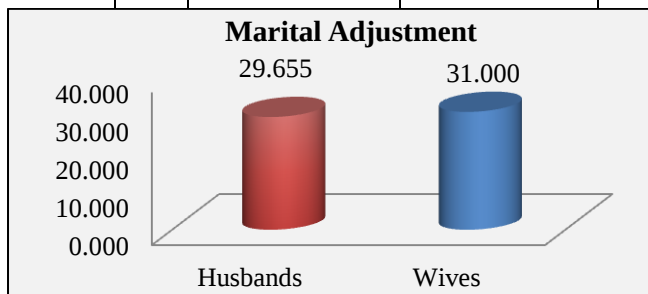


Figure 10: Difference in Mean Scores of Husbands and Wives with regard to Marital Adjustment

Table 4.4.2 revealed a significant gender difference in marital adjustment among working married couples. Wives reported significantly higher scores in marital adjustment ($\bar{X} = 30.808$) than husbands ($\bar{X} = 29.291$) ($t = 2.531, p < 0.05$).

Table 4.4.3 Gender Differences in Personality among Working Married Couples in Overall Sample (N = 1500)

Sr no.	Variables	Components	Gender	Mean	Std. Deviation	t-value	p-value
3.		Openness	Husbands	34.855	8.041	4.465	.0001**
			Wives	32.979	8.231		
		Conscientiousness	Husbands	33.557	7.432	4.290	.0001**
			Wives	35.236	7.719		



	Personality	Extraversion	Husbands	34.651	6.421	4.022	.0001**
			Wives	35.992	6.495		
		Agreeable	Husbands	33.560	6.229	5.347	.0001**
			Wives	35.296	6.345		
		Neuroticism	Husbands	33.120	7.364	7.885	.0001**
			Wives	36.125	7.398		

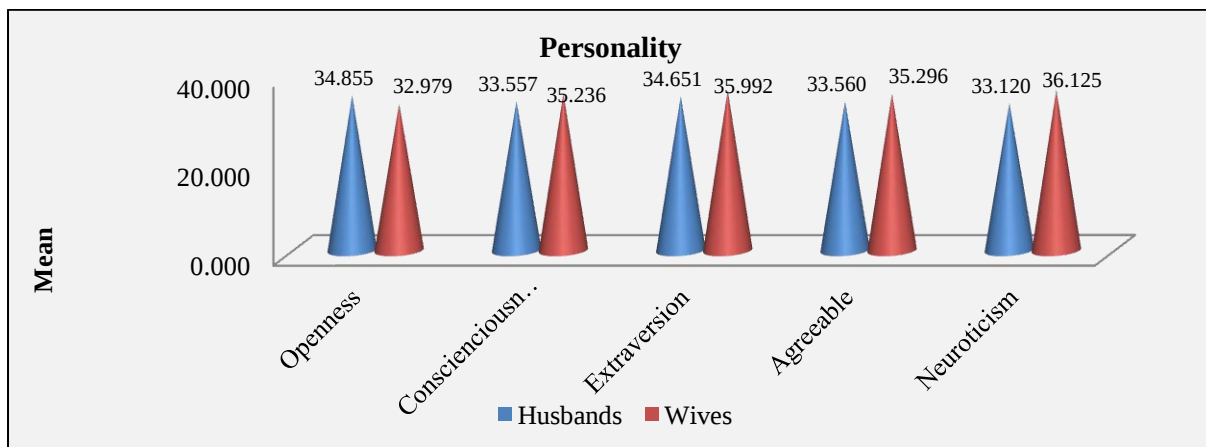


Figure 11: Difference in Mean Scores of Husbands and Wives with regard to Personality traits

In terms of personality traits, husbands scored significantly higher on openness ($\bar{X} = 34.855$) than wives ($\bar{X} = 32.979$) ($t = 4.465$, $p < 0.01$). Wives, however, were significantly more conscientious ($\bar{X} = 35.236$) ($t = 4.290$, $p < 0.01$), more extraverted ($\bar{X} = 35.992$) ($t = 4.022$, $p < 0.01$), more agreeable ($\bar{X} = 35.296$) ($t = 5.347$, $p < 0.01$) and more neurotic ($\bar{X} = 36.125$) ($t = 7.885$, $p < 0.01$) than husbands.

Table 4.4.4 Gender Differences in Resilience among Working Married Couples in Overall Sample (N = 1500)

Sr No.	Variables	Respondents	Mean	Std. Deviation	t-value	p-value
4.	Resilience	Husbands	75.017	14.195	3.961	.0001**
		Wives	72.089	14.431		

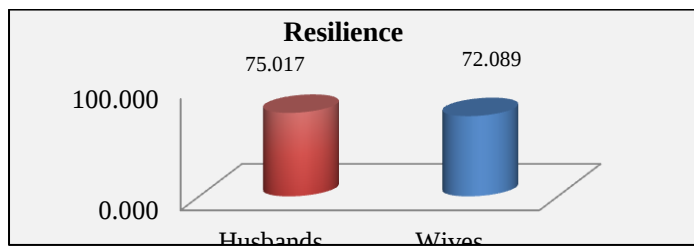


Figure 12: Difference in Mean Scores of Husbands and Wives with regard to Resilience

Table 4.4.4 revealed a significant gender difference in resilience among working married couples. Husbands reported significantly higher resilience ($\bar{X} = 75.017$) compared to wives ($\bar{X} = 72.089$) ($t = 3.962, p < 0.01$).

5 Discussion

The obtained results for more happiness among husbands than wives were in the line with findings of Glenn and Weaver (1988) indicated that married men were happier than married women. The possible justification of the obtained results could be that marriage improves men's sense of well-being but women's happiness tends to diminish because of household responsibilities. However, they find it difficult to manage work and family.

In a study by Hori and Kamo (2018) in western countries gender difference was the predictor of happiness among married couples suggested that marital status was a strong indicator of happiness especially for men but not for women. The possible justification of the obtained result could be that average men was more satisfied in life as compared to working women because marriage provides benefits for men in male-dominated societies. In contrast, full time employment responsibilities for women as important primary caregiver increases work-family conflict and cancel out its positive effect for women.

After marriage woman has to change even their name, dress and food habits to all habits of daily routine, she leaves her parents' house and stays at her husband's house. Hence, she has to face a lot of changes. She has to equip herself and adjust to all the things. So naturally, she has to face more adjustment problems than their counterpart husbands (Jaisri and Joseph, 2013).

Lavner, Karney and Bradbury (2024) found that wives reported higher levels of marital tension than husbands especially in the early years of marriage. While both partners experienced ups and downs the wives increasing tension over time was a stronger predictor of marital dissatisfaction and divorce. The study highlighted that wives take more



responsibility in relationships which can affect their marital adjustment. These findings suggested that both spouses contribute to the relationship the emotional experiences of wives play a more critical role in shaping long-term marital outcomes.

Gattis *et al.*, (2023) involving long-married couples found that similarity in openness between spouses predicted higher satisfaction but the effect was stronger when husbands had higher openness scores. These findings suggested that both partners benefit from being open-minded and emotionally flexible. Husbands openness have a more pronounced influence on the overall quality and satisfaction of the marriage.

Women were more conscientious than husbands as observed by Costa and McCrae (2001). The possible justification of the result could be that women in life are purposeful, determined, punctual, organized. They seems to be highly motivated to get things done in organised way at the workplace and even at home whereas husbands are more flexible, easy-going, cool and calm. They do not take much stress in accomplishing the task.

Another reason for women scores higher than husbands on some facets of conscientiousness was also in the lines of Feingold (1994). The possible justification of the result could be that women are more dutiful and organised, demonstrate self-control and can plan their time well. Women are always known as great team players and diligent workers.

Research conducted by Lynn and Martin (2013) where mean gender differences on Eysenck's three personality dimensions, such as extraversion, neuroticism and psychoticism, were collected. Data from the result revealed that wives scored higher than husbands on the part of extraversion. The possible justification of the obtained result could be that wives are more socially assertive, outgoing, talkative, enjoy group parties and generally do get energy from socializing and being around people, whereas husbands keep themselves private have fewer friends and are not socially inclined.

Zhou *et al.*, (2024) in China found that wives were higher on the dimension of extroversion and was strongly difference with greater personal happiness within marriage, suggesting that their outgoing and emotionally open nature helps foster better communication and relationship quality. These findings indicated that wives extroverted traits contributed significantly to their marital well-being even more than their partners extroversion does.



Women were found to score higher than men on neuroticism could be discussed with the help of Costa *et al.*, (2001). A possible explanation could be that wives may feel a lack of positive psychological adjustment and emotional stability in a stressful situation. They are susceptible to pessimistic mood induction like anxiety, depression or passive coping skills or even feel irritable when things do not work.

Shiota and Levenson (2023) found that when wives are more agreeable than their husbands both partners feel more satisfied in their marriage. This is because agreeable wives help reduce conflicts and improve communication. So, being kind and caring plays a big role in keeping the relationship strong and happy.

Schmitt *et al.*, (2017) found that women scored significantly higher than men in neuroticism. Neuroticism includes traits like emotional instability, anxiety and moodiness was consistently higher in women regardless of cultural background. This suggested that women were generally more sensitive to emotional stress and was likely to experience negative emotions. The finding highlighted a global pattern and suggested that biological, psychological and social factors may contribute to this difference. In the context of marriage, higher neuroticism in women can influence emotional reactions, stress levels and overall marital adjustment.

Rossi *et al.*, (2020) found that men tend to use problem-focused coping strategies more often than women as they prefer to actively solve problems and manage stress by finding practical solutions. This approach contributed to greater psychological endurance among men by allowing them to remain mentally strong during challenging times. In comparison, women were more likely to rely on emotional support and expressive coping. These findings suggested husbands may exhibit higher levels of resilience due to their tendency to address problems directly and maintain emotional control under pressure.

6 Summary

6.1 Salient Findings

Percentage distribution of subjects with respect to socio- personal characteristics among working married couples is influenced by a combination of demographic factors. Majority of respondents were in the age group of 30–40 years, having a graduate-level education,



earning a moderate income, being in the early years of marriage and living in a medium-sized family.

Statistically significant gender-based differences across multiple domains affecting happiness and well-being in working married couples. Wives tended to report higher emotional engagement, marital adjustment and interpersonal sensitivity while husbands showed relatively higher resilience. These differences provide important insights for marital counselling workplace support and family interventions tailored by gender-specific experiences.

Gender-based patterns in the Tricity respondents and Delhi-NCR working married couples were almost the same. While husbands report higher happiness, openness and resilience, wives exhibit greater emotional depth and adjustment in family moreover, wives were more neurotic. These insights underscore the importance of addressing gender-specific experiences in marital counselling, workplace mental health programs and family well-being initiatives.

6.2 Conclusion

The study concluded that happiness in working married couples is shaped by the dynamic interaction of resilience, marital adjustment and key personality traits, reflecting the complex nature of well-being within intimate relationships. Findings revealed important gender-based distinctions in how these factors contribute to happiness. Husbands reported slightly higher levels of happiness, openness and resilience, suggesting that men may derive well-being from adaptability, flexibility and the ability to recover quickly from stress. Their greater openness indicates a willingness to embrace new ideas and experiences, which may help in balancing professional and personal roles. Resilience further acts as a protective factor, enabling husbands to maintain optimism and stability in the face of life's challenges. In contrast, wives scored significantly higher in marital adjustment, agreeableness, conscientiousness and neuroticism underscoring a different set of influences on their happiness. Higher marital adjustment highlights their greater capacity for sustaining harmony, emotional intimacy and problem-solving within the relationship skills often reinforced by social and cultural expectations of women's relational roles. Elevated



agreeableness and conscientiousness among wives point to their cooperative, empathetic and responsible approach to marital and family responsibilities contributing positively to relationship quality. However, higher neuroticism suggested greater emotional sensitivity and vulnerability to stress while potentially reducing well-being under pressure also indicates deeper emotional investment in the marital bond. These gendered patterns demonstrate that happiness is not experienced uniformly but emerges from a balance of personal strengths and relational dynamics unique to each partner. Husbands appear to benefit from traits that foster adaptability and resilience while wives' happiness is closely tied to relational quality and conscientious engagement. Collectively the findings highlight that resilience, marital adjustment, and personality function as interdependent pillars of marital happiness with gender differences shaping the ways couples experience, sustain and negotiate their well-being in modern dual-working contexts.

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