Work-Family Balance and its Relationship to Marital Adjustment among a Sample of Saudi Female Teachers

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Abstract

The purpose of the study was to investigate the work-family balance and to investigate its relationship to marital adjustment among Saudi female teachers. It also aimed to study the significant differences between those of high versus low marital adjustment on the scale of Work-Family Balance. The study also sought to identify the extent to which the level of Work-Family Balance is affected by the years of experience, duration of the marriage, age and the number of children.

The study used the descriptive analytical method and used two tools: the Marital Adjustment Scale developed by Shalaby (2009), and the scale of Work-Family Balance which was developed by (Fisher, 2001) and translated by (Shirawi, 2014). The study sample consisted of (200) female teachers from Al- Khobar, Saudi Arabia.

The results showed a statistically significant negative correlation between marital adjustment and the work interference with family (negative impact) and between marital adjustment and the family interference with work (negative impact) as well as a statistically significant positive correlation between marital adjustment and the family-work mutual reinforcement (positive impact).

The results revealed that there were statistically significant differences between those of high and low marital adjustment on the level of Work-Family Balance (negative impact) in favor of those with low marital adjustment and that there were statistically significant differences between those of high and low marital adjustment on the level of family-work mutual reinforcement (positive impact) in favor of those with high marital adjustment.

The results of the study also showed statistically significant differences on the level of the family-work interference (negative impact) ascribed to the variable of experience in favor the teachers with an experience of less than 5 years, and on the level of family-work mutual reinforcement (positive impact) ascribed to the experience in favor the teachers with an experience of more than 10 years, as well as on the level of the family-work interference (negative impact) ascribed to the duration of marriage in favor of teachers who had been married for less than 5 years.