



## THE MEDIATING EFFECT OF WORK COMMITMENT ON THE RELATIONSHIP BETWEEN FAMILY RELATIONS AND MARITAL SATISFACTION OF SOCIAL WORKERS

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### Abstract:

The purpose of this study was to determine the mediating effect of work commitment on the relationship between family relations and marital satisfaction of married social workers. Utilizing quantitative, non-experimental design via correlational technique, and mediation analysis data were obtained from 300 married social workers under Region XI. The researcher utilized a stratified sampling technique in selecting the study participants and survey mode of data collection through standardized questionnaires. The researcher also utilized the statistical tools mean, Pearson r and Med-graph using Sobel z-test to analyse data gathered. From the results of the study, it was found out that for work commitment and family relations obtained a very high and while marital satisfaction of married social workers got a high level. Also, results revealed that significant relationships exist between family relations and work commitment, between work commitment and marital satisfaction and between family relations and marital satisfaction of married social workers. Further, it was revealed that work commitment partially mediates the relationship between family relations and marital satisfaction of married social workers.

**Keywords:** social work, work commitment, family relations, marital satisfaction, mediating effect, social workers, Sobel z test Philippines

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## 1. Introduction

Family-to-work conflict is a family stressor that can negatively affect marital satisfaction. For instance, marital arguments between spouses could create more difficulty in concentrating at work and thus, reduce one's productivity (Yucel, 2017). Furthermore, dissatisfactory marital relations can lead to stress and make individuals get inflicted with psychological diseases. People who have never been married have better psychological health than those married, divorced and widowed persons who have been found with lower psychological health. Similarly, the periodical performing of jobs in a turn-taking manner such as nursing and social work, brings about decreased contacts and intensified conditions leading to divorce (Aliabadi et al., 2020; Azaraeen et al., 2020; Noorbala et al., 2017).

Having a happy marriage in life is one of the highly significant intentions of most people today. Successful marriages are important as these reflect the couples' ability to see imperfect people unimpaired. Moreover, marital satisfaction comprises one of the important areas of life that require adaptation and a satisfying marriage creates a good atmosphere for the exchange of positive emotions between the couple (Fakari et al., 2021; Kepler, 2015). Marital status is also considered one of the predictors of well-being as couples with higher marital satisfaction have fewer negative life events, better communication, higher mutual support, and fewer symptoms of psychological distress, among others (Dobrowolska et al., 2020).

Extended family relations can provide psychological, social, and economic support which are all associated with increased self-esteem and marital satisfaction. When individuals receive approval for their relationship from their extended family relations, they are more likely to experience satisfaction and commitment to their marriage (St. Vil et al., 2018). In addition, long-term and ideal family relations require that families go beyond physical characteristics, and consider personality traits. Various factors, such as socioeconomic status, education, age, ethnicity, religious beliefs, and personal values influence marital satisfaction (Sayehmiri et al., 2020). Also, the ability to provide support between intimate partners from family relations creates a sense of well-being, helps partners cope with personal difficulties, and is positively related to marital satisfaction (Zitronblat & Dekel, 2021).

Moreover, the main thrust of this study was to determine the mediating effect of work commitment on the relationship between family relations and marital satisfaction of married social workers. Specifically, the following objectives were formulated: first was to describe the level of family relations when analyzed in terms of responsivity, encouragement of maturity, emotional climate, learning materials and opportunities, enrichment, family companionship, family integration, and physical environment. The second specific objective was to ascertain the level of marital satisfaction among married social workers when analyzed in terms of dominance, constraint commitment, dedication commitment, couple bondedness, negative commitment, positive orientation and satisfaction and the third objective was to measure the level of work commitment. The

fourth objective was to establish the significance of the relationship between family relations and marital satisfaction, family relations and work commitment, and marital satisfaction. The last specific objective was to determine the significance of the mediation of work commitment on the relationship between family relations and marital satisfaction among married social workers.

The hypothesis of the study was determined at a 0.05 level of significance. Ho1. There are no significant relationships between family relations and marital satisfaction; family relations and work commitment, and work commitment and marital satisfaction. For Ho2, there is no mediating effect of mediation of work commitment on the relationship between family relations and marital satisfaction on married social workers.

There is an urgency to conduct this study because, as a social worker who is presently assigned in one of the cities in Davao Region, the existing situation shows that there are still a variety of concerns involving social workers despite the several programs which aim to provide social workers with benefits. Additionally, there are no similar studies that deal with the mediating effect of work commitment on the relationship between family relations and marital satisfaction of social workers in Region XI or specifically in Davao Region. Further, the outcome of the study will also help become an asset to the world of literature. Hence, making this study a generation of new knowledge that can give a specific contribution to the field of social work. Furthermore, results can be used to develop or augment practices of the social workers as to work commitment and the family relations and marital satisfaction of social workers. Thus, the need to conduct this study.

This study is anchored on the Family Systems Theory by Bowen (1966) which focuses on the distribution of dysfunctions in families within a community. It demonstrates how family dynamics can play significant roles in the development of social change. It also suggests that families encounter transition points, producing such stresses and requiring structural changes to continue healthy functioning. Many transition stages are normal and expected developmental crises or challenges that occur within cultures, such as marriage, birth, death, and the movement of children through schooling, adolescence, and departure from the home.

This study is supported by the Social Cognitive Theory by Bandura (1989) which focuses heavily on the growth of capabilities, especially during the earlier formative years when changes occur rapidly. When human development is viewed from a lifespan perspective, the influential determinants include a varied succession of life events that vary in their power to affect the direction lives take. Many of these determinants include age-based social influences that are provided by customs within familial, educational, and other institutional systems. Others are unpredictable occurrences in the physical environment.

This study is supported by Side-Bet Theory by Becker (1960) wherein commitment is a disposition to engage in consistent lines of activity as a result of the accumulation of side bets that would be lost if the activity were discontinued. When used to explain the commitment to the organization, the consistent line of activity refers to maintaining

membership in the organization. Side bets also refer to anything of value the individual has invested that would be lost at some perceived cost to the individual if he or she were to leave the organization. The perceived cost of leaving may be aggravated by a perceived lack of alternatives to replace the foregone investments.

## 2. Literature Review

As people age, family relationships frequently grow more complicated, with perhaps tumultuous marriage histories, diverse relationships with children, competing time pressures, and caregiving responsibilities. As people age and their social networks thin out, while at the same time family caregiving demands rise, family bonds become increasingly crucial for well-being. Family relationships offer resources that can support in stress management, encourage healthier habits, and boost self-esteem, all of which contribute to greater well-being. However, unhealthy relationships, prolonged caregiving for family members, and divorce are all stressors that can have a negative impact on a person's well-being (Thomas et al., 2017).

On family relations is explained when similar to how social relationships like marriages do at later periods in life, healthy family relationships during childhood can act as a stress buffer. However, the changing nature of the parent-child relationship and how parenting, support, conflict, and responsibilities may change from childhood to adolescence may be unique to the period of childhood and adolescence. As a result, different factors across development may contribute to high-quality childhood family relationships that can help reduce the effects that childhood stressors have on health throughout the life course (Chen et al., 2017).

Moreover, family life and parent-child communication have been impacted differently by the changes that have occurred in the health, social, economic, and psychological fields during the pandemic period. Parent-child communication during this time has had both positive and bad consequences. Family members identified being together, supporting one another, and having positive communication as the relationships' positive traits. Conflict, poor communication, and boredom were identified as the relationships' bad traits (Öngören, 2021). Parents reported that the days spent at home allowed them to form a closer relationship with their children, gave them the chance to take better care of them, and aided the development of good habits like hand washing and personal cleanliness in the kids. However, during the days that they stayed at home, parents had a moderate amount of stress and a moderately good relationship with their children. Particularly mothers reported having greater stress and tension with their children. One may argue that during the lockdown, parents had a moderate amount of stress and a moderately positive relationship with their children, and that mothers, in particular, suffered more stress and conflict with their children than fathers did (Tarsuslu et al., 2021).

As to marital satisfaction, the attitude a person has toward their own marriage can be referred to as marital satisfaction. Three key aspects of the many factors that influence

marital satisfaction are how marriages typically progress through the relational life cycle and the fluctuation in the satisfaction that results from doing so, engaging in regular relational maintenance behaviors, and the role that conflict styles play in influencing marital satisfaction as a whole (King, 2016). Couples' experiences of security, relaxation, and closeness have deteriorated recently, and the family is suffering from marital burnout. The family and its members' mental and physical health are shaped by marital commitment, fulfillment, and closeness. These factors demand additional focus because unmet emotional needs are linked to disorders, maladjustment, and failure (Fisher et al., 2018; Zakhirehdari et al., 2019).

Marital satisfaction tends to decrease during the middle years of a marriage, especially for women who are responsible for caring for their parents and children while their husbands concentrate more on their careers. Even though love can bring happiness and result in a happy marriage, this may decrease love. In the middle years of marriage, wives' marital satisfaction was found to be significantly influenced by love and its three components. As a result, in married life, they should be given greater thought and voiced more often. This is crucial, especially for men, who should fulfill their wives' desires for affection through the three components of love. For example, husbands can spend more private time with their wives, and express their love verbally and physically (Prasetyo et al., 2015). The happiness that couples experience in their marriages is one of the most crucial components of the marital system. Marriage satisfaction can be viewed as a psychological condition that takes work from both partners and doesn't just happen. Marriage is quite unstable, especially in the early years following the wedding, and fulfillment is at its riskiest state (Askari, 2016).

In addition, marital satisfaction is a state in which the husband and wife are content and happy with their marriage and relationship. Marriage consent led to this satisfaction. Marriage satisfaction provides a broad evaluation of the state of the union today (Khan & Partovi, 2017). Effective communication techniques for resolving issues in marriage, mutual respect, relationships before marriage, marriage age, couples age interval, duration of shared life, educational and family resemblance, job-social stability, the number of children in the family, and the combination of the aforementioned characteristics are some effective determinants on marital satisfaction (Vaziri, 2015). Family success and personal development are both largely dependent on marital satisfaction. Regarding race, education, occupation, and spouse education, there are considerable differences in marital satisfaction. In addition to age, race, education, occupation, personal income, number of children, spouse education, spouse occupation, and spouse income, the factors also include employment status, family structure, area of settlement, and others. When considering all current aspects of a marriage, marital satisfaction is the conscious state of joy and pleasure experienced by a spouse (Angusamy et al., 2017; Chandrakanth, 2015).

Work commitment is explained as the dedication to one's work which reflects one's attitude toward it. The level of an employee's commitment to their job is related to how they feel about the organization; the more satisfied they are with their work, the

more they are devoted to the organization. The commitment of the staff is all-encompassing, and their enthusiasm for pushing the organization forward increases institutional respect. The degree of motivation is crucial for enhancing an employee's attitude toward their work and has a significant impact on employee commitment (Rajak & Pandey, 2017). Because employees today are highly educated and aware of their rights while working for a company, managing a workforce has proven difficult. Therefore, businesses must recognize and meet the demands of their workforce to effectively achieve their goals and objectives. A positive workplace culture enhances employee commitment, loyalty, productivity, efficiency, and a sense of ownership among staff members, all of which improve organizational effectiveness and lower the costs associated with dealing with dissatisfied workers. The company must meet the needs of its employees by providing comfortable working circumstances to promote efficiency, effectiveness, productivity, and job commitment (Raziq & Maulabakhsh, 2015).

Organizations nowadays need efficient and effective personnel if they are to achieve their objectives and grow fully. Contrarily, commitment raises managers' effectiveness; as a result, businesses should broaden their focus on organizational commitment as a crucial issue. Stress is also the biggest problem facing managers and workers today, according to research. To lower and control stress, organizations should offer facilities. Certain organizational difficulties, such as organizational commitment, work happiness, and performance, are undoubtedly impacted by stress (Masihabadi et al., 2015). Also, employees have been driven to deepen their commitment to the organizations under study by administrators who provide both intrinsic and extrinsic satisfaction in controlling job satisfaction. They also encourage subsequent favorable employee outcomes like productivity, performance, and commitment when they appropriately provide employees with job satisfaction (Ismail & Rajak, 2016).

Furthermore, the organization cannot accomplish its goals and objectives if the employee is under stress or working in an uncomfortable environment. Employers must give their staff members a stress-free working atmosphere if they want to win their commitment to the company. Employee commitment to the organization decreases as employee stress rises, and vice versa (Bhatti et al., 2016). Employee satisfaction should be given the highest attention to increasing employee engagement, which will ultimately improve work and organizational performance. Employment satisfaction makes it possible for potential job advantages to influence organizational commitment. Both job involvement and job satisfaction should be recognized by managers as enhancers of organizational commitment. Employees should be engaged in their work in a way that ensures a growing level of commitment and satisfaction (Abdallah et al., 2017).

### **3. Material and Methods**

The respondents of the study included 300 married social workers in Davao Region. These married social workers are either male or female, registered or non-registered but who are working for 1 year or more under the Social Services and Development Office of

the 6 cities in Davao Region, to include City A (Davao City), City B (Island Garden City of Samal), City C (Panabo City), City D (Tagum City), City E (Digos City), and City F (Mati City).

Stratified random sampling technique was used in the section married social workers in the final sample. In this method, there was a possibility that each person in the sample of the population could be selected as a subject. This ensured that the results were comprehensive to the context currently studied. This is a sampling technique in which the population is divided into groups called strata. The idea is that the groupings are made so that the population units within the groups are similar (Salkind, 2007).

With the desire to give everyone a chance to be included in the study, only married social workers are either male or female, registered or non-registered but who are working for 1 year or more under the Social Services and Development Office of the 6 cities in Davao Region, to include City A (Davao City), City B (Island Garden City of Samal), City C (Panabo City), City D (Tagum City), City E (Digos City), and City F (Mati City) were included as samples as they were the only one who was fitted to the criteria and who answered the questions in the survey questionnaire of the study. Other social workers who were not married and who did not belong to the identified areas were deemed excluded from the study. The respondents were chosen accordingly to answer the questionnaire with confidentiality. The target respondents were free to decline from participating in the survey. They were not be forced to answer the research questionnaire and encouraged to return the same to the researcher for its automatic disposal. Moreover, they can withdraw anytime their participation in the research process if they felt uncomfortable about the study since they were given the free will to participate without any form of consequence or penalty. The study started from June 2022 up to March 2023.

This study was conducted specifically in the 6 cities in Davao Region, including City A (Davao City), City B (Island Garden City of Samal), City C (Panabo City), City D (Tagum City), City E (Digos City), and City F (Mati City), which areas are part of Region XI in the Philippines. Region XI is located in the southeastern portion of Mindanao, and Mindanao consists of five provinces, namely: Compostela Valley, Davao del Norte, Davao del Sur, Davao Oriental, and Davao Occidental. The region encloses the Davao Gulf and its regional center is Davao City. The 6 identified cities were the areas for this study because as a registered social worker who is presently assigned to the Social Services Office in one of the identified cities, the experiences encountered by married social workers manifested a big adjustment and sacrifices between work assignments and existing family concerns including the marital relationship between husband and wife.

For this study, there were three sets of questionnaires which are adapted from different authors and were validated by experts. The questionnaire were contextualized to fit into the study. The results of the validation by the experts of the panel reflect an average mean score of 4.34 with Very Good as its descriptive interpretation. The instrument was designed in a very comprehensive form with the help of expert validators to provide the respondents with ease and comfort in answering each question and in understanding the objective of the study. Pilot testing was conducted and the reliability

of the scales was established using the Cronbach alpha coefficient with the results of 0.945 for Work Commitment, 0.966 for Family Relations and 0.960 for Marital Satisfaction of Married Social Workers.

The five-point Likert type scale was used to answer the instruments. The Likert Scale requires individuals to tick on a box/blank in response to a large number of items concerning an attitude, object and stimulus. It is common to treat the number obtained from a rating scale directly as measurements by calculating averages or more generally any arithmetic operations (Santos, Martins & Brito, 2007). The following range of means with its descriptions was used: 4.20 – 5.00 or Very High which means measures are always manifested; 3.40 – 4.19 or High which means measures are often manifested; 2.60 – 3.39 or Moderate which means measures are sometimes manifested; 1.80 – 2.59 or Low which means measures are seldom manifested; and 1.00 – 1.79 or Very Low which means measures are almost never manifested or observed.

This study utilized a quantitative non-experimental design of research using a correlational technique and mediation analysis. This kind of design according to De Vaus (2001) provided summary data specifically measures of central tendency including the mean, standard deviation and correlation between variables or employing methods of analyzing correlations between multiple variables by using tests such as Pearson *r* and regression analysis. Generally, correlational studies use independent and dependent variables, but the effect of the independent variable is observed on the dependent variable without manipulating the independent variable (Patidar, 2013). This technique was appropriate since the study aims to determine whether there is a mediating effect of a work commitment on the relationship between family relations and marital satisfaction of married social workers (Creswell, 2014).

Moreover, the mediation analysis was used to determine whether there is a mediating effect of work commitment on the relationship between family relations and marital satisfaction of married social workers. Family relations as the independent variable and marital satisfaction as the dependent variable are significantly reduced after the inclusion of the mediator variable- work commitment. In other words, mediating relationships occur when a third variable plays an important role in governing the relationship between the other two variables (MacKinnon, 2008).

This study followed the systematic procedure for data gathering. The researcher asked permission for the conduct of the study from the Dean, Professional Schools, thru a formal letter which was addressed to the City Mayor, Attention: City Social Services, of the 6 identified cities of the study. The researcher requested for a brief orientation with the staff City Social Services and introduced the study: the objectives of the study, the 6 cities covered with the study and some information concerning some ethical considerations to be observed during the data gathering.

There was the conduct of pilot testing after the survey questionnaire was validated by the expert validators. The researcher adopted 2 methods of data gathering: face-to-face method and the online thru Google Forms of data gathering. This also provided the fast facilitation of the survey questionnaire. For this face-to-face method, the researcher



has strictly observed the safety protocols mandated by the government during this time of pandemic from the distribution up to the retrieval of the survey questionnaire. It was important that during the survey, the researcher made available as many sanitized writing pens and keep all the used ball pens. These safety protocols are a mandate by the Inter-Agency Task Force for the Emerging Infectious Disease (COVID 19) to include physical/social distancing, wearing of face mask, washing of hands and with containers of alcohol for use by the respondents after the survey. Also, after all the survey questionnaires were retrieved, the researcher encoded the raw data in the Excel file and forward the Excel results to the assigned statistician for computation. The analysis and interpretation were done based on the results of the study.

As to the statistical tools and for more comprehensive interpretation and analysis of the data, the following were employed: Mean was used to determine the level of family relations, level of marital satisfaction and work commitment of married social workers. Pearson r was applied to determine if the relationships between work commitment, family relations and marital satisfaction were really significant. Medgraph using Sobel z-test was employed to identify the mediating effect of work commitment on the relationship between family relations and marital satisfaction of married social workers.

There were ethical considerations that were strictly observed in the conduct of the research. The respondents of the study included 300 married social workers in Davao Region. These married social workers are either male or female, registered or non-registered but who are working for 1 year or more under the Social Services and Development Office of the 6 cities in Davao Region, to include City A (Davao City), City B (Island Garden City of Samal), City C (Panabo City), City D (Tagum City), City E (Digos City), and City F (Mati City), all under Region XI. They were carefully selected based on the criteria provided in the research. Other social workers who were not married and who did not belong in the identified areas were deemed excluded from the study.

The researcher did not force the respondents to join the data gathering. The respondents were free to decline to participate in the survey, they were not forced to answer the research questionnaire and encouraged to return the same to the researcher for its automatic disposal and lastly, they can withdraw anytime their participation in the research process if they felt uncomfortable about the study.

The researcher ensured that the data gathered were kept confidential, that such information was utilized only for the purpose of the research. No names were required from the respondents so their identities were anonymous. Thus, this research adhered to the Data Privacy Act of 2012 which protects the respondents from unauthorized processing of their private or identifiable information or guarantees them that their responses cannot be traced back to their real sources to protect their identity. After the conclusion of the study, the accomplished survey questionnaire will be shredded as they already served their purpose. Likewise, any soft copies of the data will be destroyed or deleted from the hard drives where they were saved.

Each target respondent was given an informed consent form prior to the gathering of data. In the form, the title and the purpose of the study were stated. It was in a form

asking for their voluntary consent in giving their ideas of the study. The respondent signed the ICF to prove his/her willingness to participate and was assured of the confidentiality of the data and that the data was used only for the purpose of the study. Before the conduct of the data gathering, the researcher asked for clearance from the Head of Offices to where the social workers belonged and that they were allowed to participate as respondents in the study. The researcher included as part of the process a briefing to all respondents to ensure that the respondents were properly informed of the nature and purpose of the study.

Likewise, before the conclusion of the study, a debriefing was also conducted on the respondents to ensure that the respondents left the study in the same state when they began it. In complying with this ethical policy, the researcher ensured the appropriateness of identified recruiting parties. The participants were carefully selected based on the criteria provided in the research. The respondents are married social workers, either male or female, registered or non-registered but who are working for 1 year or more under the Social Services and Development Office of the 6 cities in Davao Region, including City A (Davao City), City B (Island Garden City of Samal), City C (Panabo City), City D (Tagum City), City E (Digos City), and City F (Mati City), all under Region XI. No individual answered the questionnaire if he/she did not qualify for the criteria.

For the misuse of the data and information, the respondent had the right to file a complaint and request for an investigation. The study did not involve in high risks situations that the respondents may experience. The researcher ensured that the participation or non-participation of the identified social workers as respondents of the study did not in any way affect their employment status in the respective agencies where they belong. Some mitigating measures were also considered, including psychological, financial and physical preparations. The researcher adhered to the safety protocols during this pandemic time as per mandate by the Inter-Agency Task Force for the Emerging Infectious Disease (COVID 19) such as physical/social distancing and wearing of face masks.

The married social workers are the primary beneficiary of the study and as such they will gain an understanding of what and how is life like as a married social worker who at the same time working even beyond office hours as the call of duties and what are the possible lessons they will learn out of the results of the study. At the same time, the Office of Social Services will be able to establish a scientific basis for drawing out some interventions for any issues resulting from the study that needs to be addressed, in order to help the social workers, live a better while still living with their families. In addition, this study will be used as a practical reference for future research in the field of social work. Further, before the conclusion of this research, the respondents received tangible benefits such as a simple token (preferably a coin purse or ball pen) from the researcher.

Moreover, before the conduct of actual data collection, the researcher secured Compliance Certificate from UMERC (UMERC Protocol Number 2023-073) with the

understanding that all ethical considerations were properly observed. The researcher ensured that the materials used undergo paraphrasing and were expressed in the researcher's own ideas. There was no portion of the study which made use of another person's ideas or words and if there was such, the person has been given appropriate credit for his works and study. The study underwent a plagiarism check in the University using the Turnitin, to ensure that there was no plagiarism that happened in the whole duration of the study. The study underwent the standard procedure of research established by the Professional Schools of the University of Mindanao. There was no trace/evidence of intentional misrepresentation, or there was no making up of data and/or results, or purposefully putting forward conclusions that were not accurate. No inconsistency with the existing literature among the information was included in the manuscript.

The study did not have a conflict of interest (COI) since the researcher has no relationship with the respondents of the study, either officially or personally. The researcher ensured that there were no circumstances that provided the potential opportunities where the respondent's responses were compromised or put in their personal interests or those of any other person or organization. This study was a requirement for the completion of the master's degree in social work at the University of Mindanao Professional School.

There was no deceit and everything that is written and reflected is true and will undergo validation and thorough checking from different experts in the field of research. The researcher secured proper permission to conduct the study in the form of a letter approved by the Dean, Professional Schools, University of Mindanao, addressed to the Head of Offices of the local government units through proper channels in the Human Resource Offices, where the respondents were assigned, to ensure continuity and smooth conduct of the data gathering.

For the fast facilitation of the survey questionnaire, the researcher will adopt 2 methods of data gathering: face-to-face and online surveys thru the use of Google Forms. For the face-to-face method, from the distribution and up to the retrieval of the survey questionnaire, the researcher has strictly observed the safety protocols mandated by the government during this time of the pandemic. The online survey was also prepared by the researcher thru use of the google forms where the item questions were encoded together with the instructions on how to accomplish the survey questionnaire. Lastly, no person was authorized to publish nor present this paper except for the researcher herself or her adviser without the consent of the researcher. In case, an organization wanted to have a copy of the result of the study then it can be accessed only for the purpose of creating programs and policies in the organization but still with the permission of the researcher, adviser and the university. For purposes of the publication, the adviser becomes a co-author of the study.

## 4. Results and Discussion

**Table 1: Level of Family Relations**

| Indicators                           | Mean        | SD           | Descriptive Level |
|--------------------------------------|-------------|--------------|-------------------|
| Responsivity                         | 4.30        | 0.429        | Very High         |
| Encouragement of maturity            | 4.42        | 0.459        | Very High         |
| Emotional climate                    | 4.15        | 0.463        | High              |
| Learning materials and opportunities | 3.96        | 0.572        | High              |
| Enrichment                           | 4.24        | 0.496        | Very High         |
| Family companionship                 | 4.34        | 0.483        | Very High         |
| Family integration                   | 4.35        | 0.421        | Very High         |
| Physical environment                 | 4.47        | 0.435        | Very High         |
| <b>Overall</b>                       | <b>4.28</b> | <b>0.338</b> | <b>Very High</b>  |

The level of family relations is very high, resulting from the high and very high levels responses. The indicators of physical environment and encouragement of maturity have very high ratings while emotional climate and learning materials and opportunities have high ratings. These indicators are arranged from highest to lowest level. The very high-level rating of the physical environment is suggestive of the very high extent to which family life and parent-child communication have been impacted differently by the changes that have occurred in the health, social, economic, and psychological fields. This claim is in line with various authors (Öngören, 2021; Tarsuslu et al., 2021) wherein family members identified being together, supporting one another, and having positive communication as the relationships' positive traits. Parents reported that the days spent at home allowed them to form a closer relationship with their children, gave them the chance to take better care of them, and aided the development of good habits like hand washing and personal cleanliness in the kids.

The very high level of encouragement of maturity suggests that as people age and their social networks thin out, while at the same time family caregiving demands rise, family bonds become increasingly crucial for well-being. This is also in line with various authors (Chen et al., 2017; Thomas et al., 2017) stating that family relationships offer resources that can support in stress management, encourage healthier habits, and boost self-esteem, all of which contribute to greater well-being. Different factors across development may contribute to high-quality childhood family relationships that can help reduce the effects that childhood stressors have on health throughout the life course.

The high level of marital satisfaction resulted from the very high, high, and moderate levels responses. The indicators positive orientation, satisfying, constraint commitment, and dedication commitment were arranged from highest to lowest. The very high level of positive orientation is indicative of the very high positive attitude a person has toward their own marriage. This claim is in line with various authors (Fisher et al., 2018; Zakhirehdari et al., 2019) wherein the family and its members' mental and physical health are shaped by marital commitment, fulfillment, and closeness.

**Table 2: Level of Marital Satisfaction**

| Indicators            | Mean        | SD           | Descriptive Level |
|-----------------------|-------------|--------------|-------------------|
| Dominance             | 3.01        | 0.774        | Moderate          |
| Constraint commitment | 2.97        | 0.962        | Moderate          |
| Dedication commitment | 2.92        | 0.774        | Moderate          |
| Couple bondedness     | 4.12        | 0.642        | High              |
| Negative commitment   | 3.08        | 0.774        | Moderate          |
| Positive orientation  | 4.35        | 0.483        | Very High         |
| Satisfying            | 4.26        | 0.544        | Very High         |
| <b>Overall</b>        | <b>3.69</b> | <b>0.420</b> | <b>High</b>       |

Additionally, the very high level of satisfaction is suggestive of the very high state in which the husband and wife are content and happy with their marriage and relationship. This is in line with various authors (Khan & Partovi, 2017; Vaziri, 2015) stating that marriage satisfaction provides a broad evaluation of the state of the union today. Effective communication techniques for resolving issues in marriage, mutual respect, relationships before marriage, marriage age, couples age interval, duration of shared life, educational and family resemblance, job-social stability, the number of children in the family, and the combination of the aforementioned characteristics are some effective determinants on marital satisfaction.

**Table 3: Level of Work Commitment**

| Statements (18)  | Mean | SD    | Descriptive Level |
|--|------|-------|-------------------|
| Would be very happy to spend the rest of my career with this organization.   | 4.43 | 0.658 | Very High         |
| Feel as if this organization's problems are my own.  | 3.87 | 1.042 | High              |
| Feel a strong sense of belonging to my organization.   | 4.36 | 0.706 | Very High         |
| Feel emotionally attached to this organization.  | 4.13 | 0.674 | High              |
| Feel like I am part of the family in this organization.  | 4.36 | 0.631 | Very High         |
| Believe that this organization has a great deal of personal meaning for me.  | 4.19 | 0.707 | High              |
| Know that staying with my organization is a matter of necessity as much as desire.   | 4.13 | 0.724 | High              |
| Feel it would be very hard for me to leave my organization right now, even if I wanted to.                                 | 4.06 | 0.799 | High              |
| Know I have too much in my life that would be disrupted if I decided I wanted to leave my organization now.                | 3.73 | 0.779 | High              |
| Feel that I have too few options to consider leaving this organization.  | 3.60 | 0.936 | High              |
| Had already put so much of myself into this organization, I might consider working elsewhere.                              | 3.92 | 0.868 | High              |
| Believe one of the few negative consequences of leaving this organization would be the scarcity of available alternatives. | 3.67 | 0.803 | High              |
| Feel any obligation to remain with my current employer.  | 3.89 | 0.857 | High              |
| Feel it would be right to not to leave my organization now even if it were to my advantage.                                | 3.96 | 0.878 | High              |

Eufemia L. Robles, Leigh J. Sarcon  
 THE MEDIATING EFFECT OF WORK COMMITMENT ON THE RELATIONSHIP  
 BETWEEN FAMILY RELATIONS AND MARITAL SATISFACTION OF SOCIAL WORKERS

|   |             |              |                  |
|---|-------------|--------------|------------------|
| Would feel guilty if I left my organization now.  | 3.77        | 0.837        | High             |
| Believe this organization deserves my loyalty.  | 4.28        | 0.823        | Very High        |
| Would not leave my organization right now because I have a sense of obligation to the people in it. | 4.14        | 0.672        | High             |
| Owe a great deal to my organization.  | 4.10        | 0.715        | High             |
| <b>Overall</b>  | <b>4.03</b> | <b>0.421</b> | <b>Very High</b> |

All the responses resulted in a very high level of work commitment. This indicates that there is a very high dedication to one's work which reflects one's attitude toward it. This claim is in line with various authors (Ismail & Rajak, 2016; Masihabadi et al., 2015) wherein organizations nowadays need efficient and effective personnel if they are to achieve their objectives and grow fully. Commitment raises managers' effectiveness; as a result, businesses should broaden their focus on organizational commitment as a crucial issue. Also, employees have been driven to deepen their commitment to the organizations under study by administrators who provide both intrinsic and extrinsic satisfaction in controlling job satisfaction.

Further, the measures “the social workers would be very happy to spend the rest of their career with the organization” and “the social workers feel a strong sense of belonging to their organization” have gained a very high level which suggests that the more satisfied they are with their work, the more they are devoted to the organization. This is in line with various authors (Rajak & Pandey, 2017; Raziq & Maulabakhsh, 2015) stating that the commitment of the staff is all-encompassing, and their enthusiasm for pushing the organization forward increases institutional respect. The degree of motivation is crucial for enhancing an employee's attitude toward their work and has a significant impact on employee commitment. A positive workplace culture enhances employee commitment, loyalty, productivity, efficiency, and a sense of ownership among staff members, all of which improve organizational effectiveness and lower the costs associated with dealing with dissatisfied workers.

**Table 4:** Significance on the Relationship between Family Relations and Work Commitment

|     | EWC    |
|-----|--------|
| RES | 0.077  |
|     | .183   |
| EOM | 0.115  |
|     | .047   |
| EC  | 0.180  |
|     | .002   |
| LMO | 0.541  |
|     | < .001 |
| ENR | 0.219  |
|     | < .001 |
| FC  | 0.096  |
|     | 0.096  |
| FI  | 0.290  |
|     | < .001 |

|         |                  |
|---------|------------------|
| PE      | 0.385            |
|         | < .001           |
| Overall | <b>0.341</b>     |
|         | <b>&lt; .001</b> |

The correlation between the measures of family relations and work commitment revealed a significant relationship. This implies that family relations are significantly correlated with work commitment. The findings of this study are in line with the studies of various authors (Abdallah et al., 2017; St. Vil et al., 2018) stating that extended family relations can provide psychological, social, and economic support which are all associated with increased self-esteem and marital satisfaction. When individuals receive approval of their relationship from their extended family relations, they are more likely to experience satisfaction and work commitment. Relatedly, both job involvement and job satisfaction should be recognized by managers as enhancers of organizational commitment. Employees should be engaged in their work in a way that ensures growing their level of commitment and satisfaction.

**Table 5: Significance of the Relationship between  
 Work Commitment and Marital Satisfaction**

|     | DOM    | CC     | DC     | CB    | NC     | PO     | SAT    | Overall       |
|-----|--------|--------|--------|-------|--------|--------|--------|---------------|
| EWC | -0.465 | -0.280 | 0.294  | 0.057 | -0.136 | 0.251  | 0.276  | <b>-0.089</b> |
|     | < .001 | < .001 | < .001 | .327  | .018   | < .001 | < .001 | <b>.036</b>   |

The correlation between measures revealed that there is a significant relationship between work commitment and marital satisfaction. This implies that work commitment is positively correlated with marital satisfaction. The result of the study confirms various authors (Askari, 2016; Bhatti et al., 2016) who mentioned that the organization cannot accomplish its goals and objectives if the employee is under stress or working in an uncomfortable environment. Employers must give their staff members a stress-free working atmosphere if they want to win their commitment to the company. The happiness that couples experience in their marriages is one of the most crucial components of the marital system. Marriage satisfaction can be viewed as a psychological condition that takes work from both partners and does not just happen.

Data was analyzed with the linear regression method as input to the medgraph. Mediation analysis developed by Baron and Kenny (1986) is the mediating effect of a third variable in the relationship between two variables. There are three steps to be met for a third variable to be acting as a mediator. In Table 7, these are categorized as Steps 1 to 3. In step 1, family relations as the independent variable (IV) significantly predicts marital satisfaction, which is the dependent variable (DV) of the study. In step 2, family relations significantly predict work commitment, the mediator (M). In step 3, work commitment significantly predicts marital satisfaction.

**Table 6:** Significance on the Relationship between Family Relations and Marital Satisfaction

|         | DOM          | CC           | DC           | CB              | NC            | PO              | SAT             | Overall         |
|---------|--------------|--------------|--------------|-----------------|---------------|-----------------|-----------------|-----------------|
| RES     | -0.072       | -0.114       | 0.147        | 0.057           | -0.136        | 0.251           | 0.276           | <b>0.281</b>    |
|         | .212         | .049         | .011         | <.001           | .021          | <.001           | <.001           | <.001           |
| EOM     | 0.019        | -0.009       | 0.049        | 0.243           | -0.235        | 0.256           | 0.209           | <b>0.203</b>    |
|         | .739         | .878         | .393         | <.001           | <.001         | <.001           | <.001           | <.001           |
| EC      | 0.066        | 0.135        | 0.107        | 0.108           | -0.041        | 0.135           | 0.126           | <b>0.039</b>    |
|         | .256         | .020         | .063         | .061            | .483          | .019            | .029            | <b>.499</b>     |
| LMO     | 0.442        | 0.387        | 0.053        | 0.075           | 0.229         | 0.266           | 0.203           | <b>-0.195</b>   |
|         | <.001        | <.001        | .356         | .193            | <.001         | <.001           | <.001           | <.001           |
| ENR     | 0.015        | -0.003       | 0.149        | 0.372           | -0.083        | 0.345           | 0.305           | <b>0.242</b>    |
|         | .790         | .958         | .010         | <.001           | .151          | <.001           | <.001           | <.001           |
| FC      | -0.163       | -0.084       | 0.124        | 0.323           | -0.115        | 0.200           | 0.187           | <b>0.262</b>    |
|         | .005         | .149         | .032         | <.001           | .047          | <.001           | .001            | <.001           |
| FI      | -0.090       | -0.186       | 0.190        | 0.608           | -0.153        | 0.380           | 0.396           | <b>0.430</b>    |
|         | .119         | .001         | <.001        | <.001           | .008          | <.001           | <.001           | <.001           |
| PE      | 0.086        | 0.001        | 0.252        | 0.550           | -0.052        | 0.331           | 0.437           | <b>0.295</b>    |
|         | .138         | .987         | <.001        | <.001           | .366          | <.001           | <.001           | <.001           |
| Overall | <b>0.070</b> | <b>0.041</b> | <b>0.181</b> | <b>0.449</b>    | <b>-0.088</b> | <b>0.370</b>    | <b>0.352</b>    | <b>0.250</b>    |
|         | <b>.226</b>  | <b>.477</b>  | <b>.002</b>  | <b>&lt;.001</b> | <b>.130</b>   | <b>&lt;.001</b> | <b>&lt;.001</b> | <b>&lt;.001</b> |

**Table 7:** Regression results of the variables in the criteria of the presence of mediating effect

|          |              |          |        | 95% Confidence Interval |        |       |       |             |
|----------|--------------|----------|--------|-------------------------|--------|-------|-------|-------------|
| Effect   | Label        | Estimate | SE     | Lower                   | Upper  | Z     | p     | % Mediation |
| Indirect | a × b        | -0.084   | 0.0281 | -0.139                  | -0.028 | -2.97 | 0.003 | 17.5        |
| Direct   | c            | 0.394    | 0.0725 | 0.252                   | 0.536  | 5.43  | <.001 | 82.5        |
| Total    | c + a<br>× b | 0.310    | 0.0694 | 0.174                   | 0.447  | 4.46  | <.001 | 100.0       |

Also, because the three steps (paths a, b and c) are significant, further mediation analysis through medgraph is necessary, including the Sobel z test to assess the significance of the mediation effect. If the effect of the independent variable on the dependent variable becomes non-significant at the final step of the analysis, full mediation will be achieved. It means all the effects are mediated by the mediator variable. In addition, if the regression coefficient is substantially reduced at the final step but remains significant, only partial mediation is obtained, which implies that part of the independent variable (family relations) is mediated by the mediator (work commitment) but other parts are either direct or mediated by other variables that are not included in the model. In this case, as gleaned in step 3 (denoted as c), the effect of family relations on marital satisfaction was found to have been increased after being mediated by work commitment. With this, partial mediation took place since the effect was found to be significant at 0.001 level.

Furthermore, the Sobel test resulted in a z-value of 4.46 with a p-value of 0.001, which is significant at a 0.05 level. This implies that there is a partial mediating effect, as it is likely that the original direct effect of family relations on marital satisfaction has been reduced upon the addition of work commitment. The Sobel z-value indicates that the



addition of work commitment reduces the effect of family relations on marital satisfaction.

Also, the figure also shows the results of the computation of the effect size in the mediation test conducted between the three variables. The effect size measures how much of the effect of family relations on marital satisfaction can be attributed to the indirect path. The indirect effect value of -2.97 is the beta of family relations towards marital satisfaction. The direct effect value of 5.43 is the beta of family relations towards marital satisfaction with work commitment included in the regression. The total effect value of 4.46 is the amount of the original beta between family relations and marital satisfaction that now goes through work commitment to marital satisfaction ( $a * b$ , where "a" refers to the path between Family Relations Marital Satisfaction and "b" refers to the path between Work Commitment Marital Satisfaction). The ratio index is computed by dividing the indirect effect by the total effect; in this case,  $-0.084$  by  $0.310$  equals  $0.271$ . It seems that about 27.1 percent of the total effect of family relations on marital satisfaction goes through work commitment, and about 72.9% of the total effect is either direct or mediated by other variables not included in the model.

The aim of this study is to contribute to the literature regarding the possible mediating variable for the relationship between family relations and marital satisfaction. Specifically, work commitment was investigated as a possible mediating variable that could explain the effect of family relations on marital satisfaction. Partial mediation is found in the study, and important and significant direct effects were presented that may help in the enhancement of the existing researches on family relations and marital satisfaction. Significantly, the present study on the relationship between family relations and marital satisfaction has found relevance to the study of Zitronblat and Dekel (2021) wherein the ability to provide support between intimate partners from family relations creates a sense of well-being, helps partners cope with personal difficulties, and is positively related with marital satisfaction. Specifically, the current study has found that work commitment is a positive and significant partial mediator of family relations and marital satisfaction and met Baron and Kenny's (1986) mediation guidelines.

In this connection, the mediation analysis involved the path between family relations and marital satisfaction, and the path between work commitment and marital satisfaction. The findings confirmed the significant relationship between family relations and marital satisfaction leading to support various authors of this study (Sayehmiri et al., 2020) who declared that long-term and ideal family relations require that families go beyond physical characteristics, and consider personality traits. Various factors, such as socioeconomic status, education, age, ethnicity, religious beliefs, and personal values influence marital satisfaction.

## 5. Recommendations

The researcher came up with recommendations based from the results of the study. On the very high level of family relations, the researcher recommends to continue the

positive practices implemented within the family such as providing much attention to the needs of the children in support of their activities in school, monitoring of their academic performances and being sensitive to their mental, emotional and physical conditions. The low-level result under family relations specifically the learning materials and opportunities, it is hereby recommended that more or additional efforts may be exerted by the parents to provide reading materials to the children particularly good books which include a dictionary for use by the children. Likewise, a conducive area where the children can study their lessons in a class which environment is needed during their daily study routine. Parents may schedule some reading activities for the children to assess their reading comprehension and abilities of the children.

Furthermore, on the very high level of family relations, in cases where there are meetings in school where parents are needed, participation in school activities by parents/guardians, school contributions and other requirements need to be complied with to allow better school performances of the children. There are also some community extension services that required the active participation of both the students and the parents and such other activities may be sustained. Rewards and recognition for achievement in school and in the community may be highly recommended to motivate the children to continue to excel in whatever skills, talents and endeavor they are in.

On the very high level of work commitment, it is hereby recommended to maintain the highest degree of commitment, honesty and sincerity in the job assignment. As an employee, public office is a public trust, so as social workers continue to provide services to the clients at all times without hesitation, especially to the most vulnerable members of the society. Work assignments of social workers may vary in many ways but what is important is the sincerity to attend to the needs of the clients. In order to maintain the same vigor, motivation and commitment, the conduct of seminars on work values, team building, and mental awareness may be facilitated by the offices once every quarter, which activities may be included in the annual plans and programs. Spiritual activities like the conduct of bible sharing, retreats and recollection and prayer meetings (ecumenical in nature) may be facilitated once a month. Rewards and commendations to deserving social workers may be considered as a motivation to enhance work commitment.

On the high level of marital satisfaction, the researcher recommends that as social workers, we may consider the idea of a balanced marital relationship. In order to address the low level of mean scores for indicators: dominance, constraint commitment, dedication commitment and negative communication, bonding time between husbands and wives is most recommended. This may allow the couple to share thoughts and feelings about the relationship. More effort may be exerted to spend quality time with the partner when time and finances warrant. While it is true that the work assignment and time of social workers are unpredictable, yet if given the chance to be with the family and partner, quality time may be considered at all times. Provide time for bonding to places where the couples may share their thoughts and happy moments, attend to spiritual gatherings together for some reflections, visit some relatives and friends for socialization

and check one self for some counselling, if there is a need to in order to settle personal and family issues. Be sensitive always to the needs of the partner and members of the family and always provide support to the activities and plans of the partner especially if they will benefit the whole family.

On the result of partial mediation of work commitment on the relationship between family relations and marital satisfaction, it is hereby recommended to make a balance between work, family and loved ones. This means to make a prioritization of important and urgent matters in the family in consideration of the given workload confronting as present. Prioritization would mean proper planning of the day's work with some concerns of the family and open communication among members of the family and officers/officemates may help solve or prevent difficult situations.

## **6. Conclusion**

With consideration of the findings of the study, conclusions are drawn in this section. There is a very high level of family relations. There is a high level of marital satisfaction. Also, there is a very high level of work commitment. There is a significant relationship between family relations and work commitment. There is also a significant relationship between work commitment and marital satisfaction and a significant relationship between family relations and marital satisfaction. Also, there is a partial mediation on the effect of work commitment on the relationship between family relations and marital satisfaction.

The findings of the study clearly confirm the notion about the mediating effect of work commitment on the relationship between family relations and marital satisfaction. The findings are supported by the anchor theory, Family Systems Theory by Bowen (1966) which demonstrates how family dynamics can play significant roles in the development of social change. Further, the findings of the study were substantiated by the Social Cognitive Theory by Bandura (1989), and the Side-Bet Theory by Becker (1960).

## **Acknowledgements**

The researcher would like to express her sincere thanks and appreciation to all those who helped make this study possible, including but not limited to the following.

First of all, to her adviser, Eufemia L. Robles DSD for the encouraging comments and unlimited kindness that get her through difficult times. To the panel of examiners chaired by Joel B. Tan, DRA and members, Minda B. Brigoli, DRD, Isriel Zeria K. Kanda, DRD, and Girlie E. Amarillo, LPT, DSD for their professional guidance, advice, and encouragement through the course of this study.

To the Hon. City Mayors of Davao City, Tagum City, Panabo City, Mati City, IGACOS and Digos City and to all the social workers, as respondents, for their willingness to respond to the questionnaires;

To her husband, Jan Michael B. Sarcon and children, Mc Dweynzter Jones Jumantoc, Dewann Kaylee J. Sarcon, Dreigh Kelsey J. Sarcon, and to her parents, Mila E.

Jumantoc, Jonathan D. Jumantoc and friends as her greatest source of strength and inspiration.

Above all, to God Almighty who is the source of wisdom, knowledge and understanding, for His blessings and endless love that made this undertaking possible. TO GOD BE THE GLORY.

### **Conflict of Interest Statement**

The authors declare no conflicts of interest.

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