



An Empirical Study on Marital Satisfaction among Dual Career IT (Information Technology) Families in Bangalore

Authors:

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1. Abstract

Purpose of this study is to determine the Marital Satisfaction and provide appropriate coping resources to the Dual career families working in the IT sector in Bangalore city. Psychometric scale called ENRICH Marital Satisfaction (EMS) was employed for this study, to collect the data of 300 dual career couples working in the IT sector, Bangalore. A Cross sectional design with the sample size of 600 married IT professionals was employed. Data was analyzed using SPSS.16 application. Various marital dissatisfaction dynamics were identified. Marital satisfaction includes Evaluating, Nurturing, Resolving Issues, Communication and Happiness. Majority of the families/participants have responded answering neither agree nor disagree, which depicted that families prefer not to reveal their dissatisfaction. Some have indicated positive (satisfied) or negative (not satisfied) responses expressing their satisfaction or dissatisfaction. A handbook is essential to equip counsellors with the skills to help dual career families to adjust in their family life. Counsellors can deal with families and successfully navigate them to cope well with work and marital life. Dual career families need appropriate coping resources to maximize their marital satisfaction.

2. Introduction

Dual career families working in the IT sector in Bangalore seem to be facing Marital Satisfaction issues. Often families struggle to strike a balance between the division of occupational life and family life (Geetanjali Majhi, Bharti Panda, 2015). Families with two incomes wanting to live in a better social status and lifestyle are going through various challenges and eventually breaking rapidly in Bangalore. On the other hand, IT companies seem to have timelines and workload on their employees to achieve their targets and to stay on the market. Bangalore being a silicon city and IT hub, there are many dual families working in the IT sectors live in Bangalore. These well-educated professionals who seem to be a cream of our society play significant role in the growth of the company and also contribute to nation's economy at large.

Bangalore is known as Silicon Valley, having many multinational IT companies, is being called IT hub is booming economically (Shobha, M.N. Krishne Gowda, Sridhara M.V, 2013). Bangalore is leading in Information Technology industries in India (Kumar, 2013). There are many Indian companies also have emerged who provide service globally. There are many dual career families live in Bangalore who work in the IT sector. Information technology industries in Bangalore have contributed towards disintegration, dissatisfaction and eventually divorce in the family (Kumar, 2013). There are possibilities that these young families (couples) with good skills, they focus much towards improving their occupational skills and

competing in the job, but tend to reduce their commitment to the sacred social institution family, neglect some areas of their marital responsibilities.

This study helps the dual career families to know the quality of their marital life, how satisfied they are in their marital life while both the partners are carrying out full time and demanding jobs. While progressing and climbing the growth ladder in their works career, the quality time towards the family often gets neglected if not balanced work and family life. If this continues without noticing and about the various dynamics of marital satisfaction, it would eventually lead them to marital dissatisfaction. If these issues are identified and applied with right coping skills to reduce the dissatisfaction and disintegration and will maximize their marital satisfaction.

3. Literature Review

Family in India has been considered as a sacred institution and a pillar of our society (Ramachandrappa, 2012), and it appears to be a significant institution of our society and a road map for the society as well. Most societies in the world today consider marriage as a significant and sacred institution (Jane E Myers, Jayamala Madathil, Lynne R Tingle, 2005). By and large, human society is made up of families, and marriage is perceived as a significant remedy for mental illness (Srivastava, 2013). Religions also speak about the marriage and family. For Hindus, marriage is a sacrament and for Christians it is a covenant. Sociology regards family as the fundamental unit of human society, which molds every individual into social being (Kitano, 1996), and social scientists see the family as a universal institution (Indian Society and Social Change, 2011). Family is highly regarded and seen as a continuing system in the human society with personal bindings, sharing cultural rituals and social rules, even beyond biological boundaries (Boss, 2002). M.G Kulkarni sees India family as a residential unit that would share social, cultural and economic life (Kulkarni, 1982).

The social institution in India in the recent times, due to (Kulkarni, 1982) growing cities and modernization, is going through a rapid change (N. Krishna Reddy, M. N. Vranda, Atiq Ahmed, B. P. Nirmala, and B. Siddaramu, 2010). The family has been attacked with several problems that have been identified; these problems are growing tremendously and disintegrating families, society and the nation at large. Especially in the context of the emerging Indian urban family pattern in Bangalore, families are going through a series of change in many ways (Rajeev, 2019). Rudolf sees the Family as most vulnerable in these rapidly changing societies and nations (Heredia, 1995). Gary Collins has said that families shaking as the technological development is advancing (Collins, 1995). Harry Stack Sullivan recognizes that this important unit called family is facing problems (Stack, 1954). Families in the urban sectors are breaking rapidly and separation seems to have become common (Dutt, 2013). Dual career families are overloaded with multiple roles that require a spouse's time and energy (Bradley T. Erford, Danica G. Hays, Stephanie A. Crockett, 2014); and when unable to handle the overload of multiple tasks, it leads to various conflicts. Dual career families encounter unique challenges in their role play both at home and the work place.

In the past, marital quality was considered as the physical health and emotional well-being of the spouse and stability in their marital life. In the recent times, marital quality has seen as marital satisfaction. When there are issues troubling the families and they are not happy with their marriage life, it is called marital dissatisfaction. A recent survey has shown that marital dissatisfaction seems to be increasing year by year (Dutt, 2013). Marital relationship among the dual career families appears to be having much of negative than positive behavior which is causing dissatisfaction in their marital relationship (Shiju Joseph, Anand Inbanathan, 2016). Although dual career families try to balance the full-time work and family demands, in their struggle for power sharing in the family decisions, they mostly end up in marital dissatisfaction.

There many studies have been done on various dynamics of marital satisfaction among various married couples. Some of them are reviewed here:

Khalil ur Rahman carried out an empirical investigation with the purpose of finding out the coping mechanism on the quality of marital life among the dual career families in Peshawar Pakistan (Rahman, 2019). Purposive sampling with a sample size of 388 which included highly qualified University teaching and medical professionals in the age groups of 2 to 30. Coping mechanism being the independent variable and the quality of marriage is a dependent variable (Rahman, 2019). However, the study has depicted that work requirements and domestic requirements have impacted the quality of their marital life, hence there was a need of coping resources or mechanism to balance family and work life.

Rintu Chaturvedi and S. K. Maheshwari conducted the study in the selected villages in Punjab to find out the marital satisfaction among the wives whose husbands are alcoholic. Using non probability technique 90 samples were selected; Socio-Demographic profile and AUDIT scale & Marital adjustment were employed to collect the needed data (Rintu Chaturvedi, S. K. Maheshwari, 2019). The findings have indicated that marital satisfaction is low among wives of the alcoholic husbands in the rural areas. Hence, in order to improve marital satisfaction among these women, intervention is needed from Government authorities and others who can help reduce the problems that are associated with drinking alcohol among the rural married men. Women also need intervention on coping skills to live with such alcoholic husbands.

Farah Harris and Aneesh Kumar P carried out an investigation to find out the correlation between communication and marital satisfaction. Study was conducted in the Kannur district of Kerala, with a sample size of 50 couples (50 men 50 women), using Marital Satisfaction Scale and Interpersonal Communication Inventory to administer on the couples (Farah Haris, Aneesh Kumar P., 2018). Findings have indicated that interpersonal communication skills are inevitable for developing healthy relationship between couples and increase marital satisfaction.

An empirical investigation has indicated that cardiovascular patients have lower quality of social and family life (Shervin Ziabakhsh Tabary, Mohammad Rezaii, Zibz javari Nia, Pegah Goodarzy, 2014). Those who have dissatisfaction in their marital life are affected by health-based consequences. Emotional hurt and trauma create a high level of pressure in the body and will have an adverse effect on health. As the body and mind are interconnected, any hurt to the body hurts the mind as well. Likewise, when the mind is hurt, the effects on the body are also seen. A survey has indicated that stress affects the human nervous system of a person (Habib Yaribeygi, Yunes Panahi, Hedayat Sahraei, Thomas P. Johnston, Amirhossein Sahebkar, 2017). Dual career families who are working in the IT sector need various coping resources to navigate through various dynamics of the marital satisfaction.

4. Methodology

This study has used cross-sectional design, and snowball sampling method to collect the needed data. The purpose of the study was to determine the marital satisfaction and dual career families working in the IT sector in Bangalore city, and also to suggest right coping resources. Study will also provide the right coping skills to maximize the marital satisfaction among these dual career families. Legally married Dual career families working in the IT sector are the population of this research. Sample size of this research is 600 (300 husbands and 300 wives), and the age group of 25 to 40 are included in this study. Families above 40 years of age are not included in the study because as in the advanced years of family life, the problems and challenges they face could be due to age or other mid-life crises (Simran Bhargav, Madhu Jain, 2013)

Already prepared and standard psychometric ENRICH Marital Satisfaction Scale (EMS) was employed to study Marital Satisfaction Scale is used for measuring the marital satisfaction (Blaine J, Fowers, david Olson , 1993). It consists various dimensions such as Evaluation and Nurturing Relationship Issues, Communication and Happiness. Regarding reliability and validity tests, this scale meets the requirements of the various aspects of the psychometric assessments (Sabatelli, 1988), such as dyadic adjustment scale, marital satisfaction inventory, marital satisfaction scale, quality marriage index and Kansas Marital Satisfaction Scale (Blaine J. Fowers, 1993). It correlates highly with other scales that measure marital conventionalization and has an alpha coefficient of 0.92 and a 4-week test-retest reliability of 0.92 (Blaine J, Fowers, david Olson , 1993).

5. Findings and Discussion

5.1. Demographic Information

The demographic information is depicted using the tables with both frequency and percentages. In this study, the total sample size is 600 (300 wives and 300 husbands). All the participants are dual career families working in the IT sector, Bangalore.

Age group range: Participants in this study are in the age group between 25 to 40 years. Of the total sample, about 310 (51%) of the participants fell under the age group of 36 and 40. As seen in the literature review, early marriages in India and particularly in the urban sectors are reducing. This study has also shown a similar

result; most of the participants falling within the age group or 36 and 40 years. Sudhir Kakar said that in the ancient Indian culture usually marriage used to take place during early adolescence age between 12-18, but now among the urban educated families, the age of marriage has increased (Kakar, 1978). And a counsellor Joseph George said that age of marriage is in the urban India is rising (George, 2007).

Occupation Titles: All the participants in this survey are IT professionals, working in the IT industry in Bangalore. However, although they are by and large IT professionals, yet they have various positions or titles they hold in their work place. Many participants identify their title as IT Professionals (13.3%), software engineers (9.0%), managers (8.3%), and data analysts (8.3%).

5.2. Overall Results of ENRICH Marital Satisfaction

Table 1: Overall scores of Marital Satisfaction and gender of the respondents (N=600)

Gender	ENRICH marital satisfaction					Total
	Strongly Disagree	Moderately Disagree	Neither Agree nor Disagree	Moderately Agree	Strongly Agree	
Male	0 (0.00)	0 (0.00)	131 (43.67)	169 (56.33)	0 (0.00)	300 (100.00)
Female	0 (0.00)	0 (0.00)	118 (39.33)	182 (60.67)	0 (0.00)	300 (100.00)

The table above depicts the overall scores of the Marital Satisfaction. Off the 600 total participants, 249 (83%) of them have remained neutral saying neither agree nor disagree, not revealing their real marital satisfaction issues. This also indicates that 118 families (couples) and 13 men did not prefer to express their marital satisfaction. And 251 (117%) of them moderately agree to both positive and negative responses. In the overall data there is no response on strongly agree or strongly disagree. Overall responses on marital satisfaction, slightly more men have taken a neutral or neither agree nor disagree stand in their responses. Men have not expressed specifically on their marital satisfaction. On the other hand, less women have stayed on neither agree nor disagree, which indicates that women have clearly expressed their opinion or feelings to the questions asked. Hence, it could be said that women seem to be more expressive than men towards marital satisfaction (Amy J Rauer, Brenda L. Volling, 2005). For the moderately agree rating, either positive or negative women have responded specifically by saying moderately agree. Respondents seem to have responded carefully not taking a specific stand on the marital issues they were asked to respond to.

India is made up of many cultures and subcultures and each one is unique in its combination of caste, creed, colour and religion (Reena nath, Jane Crag, 1999). As part of the culture, people and families usually do not prefer to share their family problem with a counsellors or religious leaders due shy or shame. There is a huge need of educating the families to make use of the coping skills that can reduce marital dissatisfaction and increase satisfaction.

Table 2: Chi-Square of Overall Marital Satisfaction Scores and Gender (N=600)

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.160 ^a	1	0.281
N of Valid Cases	600		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 124.50.

The table two shows that the Pearson chi- square test value is 1.160, and degree of freedom is 1. Assumptions are violated because 2-sided significance value is above 0.05. Hence, there is no statistically significant difference between men and women in responding to the marital satisfaction by taking the neither agree nor disagree stand. It indicates that families in the Indian culture are still unwilling to share their real opinions due to shame culture practice. The two-sided significance simply means that we do not know which one is above or below. There is no significant difference between men and women responding to the marital satisfaction with cultural influence.

Table 3: Perfect Understanding between each other (N=600)

Perfect Understanding						
	Gender Count			Gender Percentage		Percentage
	Male	Female	Total	Male	Female	
Strongly Disagree	82	68	150	27	23	25
Moderately Disagree	93	105	198	31	35	33
Neither agree nor disagree	38	39	77	13	13	12.83
Moderately agree	57	57	114	19	19	19
Strongly agree	30	31	61	10	10	10.16
Total	300	300	600	100	100	100

Table three depicts that higher percentage of the participants have disagreed to the statement that they understand each other perfectly. It means there is no perfect understanding between each other.

Table 4: Not pleased about the Character and Personal Habits my Spouse (N=600)

Character and Habits							
	Gender Count			Total	Gender Percentage		Percentage
	Male	Female	Male		Female		
Strongly Disagree	26	36	62	9	12	10.33	
Moderately Disagree	50	59	109	17	20	18.16	
Neither agree nor disagree	44	39	83	15	13	13.83	
Moderately agree	117	96	213	39	32	35.5	
Strongly agree	63	70	133	21	23	22.16	
Total	300	300	600	100	100	100	

Table four depicts that higher percentage of the participants have agreed that they are not pleased with a personality characteristics and personal habits of their habits.

Table 5: Happy about Handling Role Responsibilities in Marriage (N=600)

Roles and Responsibilities							
	Gender Count			Total	Gender Percentage		Percentage
	Male	Female	Male		Female		
Strongly Disagree	68	68	136	23	23	22.66	
Moderately Disagree	98	92	190	33	31	31.66	
Neither agree nor disagree	49	46	95	16	15	15.83	
Moderately agree	53	61	114	18	20	19.00	
Strongly agree	32	33	65	11	11	10.83	
Total	300	300	600	100	100	100	

Table five depicts that slightly above 50% the sample have disagreed to the statement "I am very happy with how we handle roles and responsibilities in our marriage." It means family roles and responsibilities of the family were not handled well.

Table 6: Complete Understanding and Sympathy (N=600)

Understanding and Sympathy						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	64	66	130	21	22	21.66
Moderately Disagree	97	86	183	32	29	30.50
Neither agree nor disagree	43	48	91	14	16	15.16
Moderately agree	63	66	129	21	22	21.50
Strongly agree	33	34	67	11	11	11.16
Total	300	300	600	100	100	100

Table six depicts that more than half of the participants have disagreed when asked, partner understands and sympathizes with my every mood well. It means there is no understanding and sympathy between each other.

Table 7: Not Happy with our Communication (N=600)

Communication problem						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	36	40	76	12	13	12.66
Moderately Disagree	58	58	116	19	19	19.33
Neither agree nor disagree	45	39	84	15	13	14.00
Moderately agree	93	92	185	31	31	30.83
Strongly agree	68	71	139	23	24	23.16
Total	300	300	600	100	100	100

Table seven depicts that more than half of the respondents have agreed that they are not happy with the Communication that takes place between the partners.

Table 8: Perfect Relationship (N=600)

Perfect Relationship						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	78	72	150	26	24	25.00
Moderately Disagree	89	84	173	30	28	28.83
Neither agree nor disagree	47	52	99	16	17	16.5
Moderately agree	58	54	112	19	18	18.66
Strongly agree	28	38	66	9	13	11.00
Total	300	300	600	100	100	100

Table eight depicts that more than half of the sample have disagreed to the statement “our relationship is perfect.” It means there is a relationship issue.

Table 9: Decision making and Resolving Conflicts (N=600)

Resolving Conflicts						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	63	70	133	21	23	22.16
Moderately Disagree	104	97	201	35	32	33.50
Neither agree nor disagree	43	30	73	14	10	12.16
Moderately agree	53	66	119	18	22	19.83
Strongly agree	37	37	74	12	12	12.33
Total	300	300	600	100	100	100

The table nine above depicts that more than half of the participants have disagreed to the statement “I am happy about how we make decisions and resolve conflicts.”

Table 10: Financial Decisions (N=600)

Financial Decisions						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	29	38	67	10	13	11.16
Moderately Disagree	72	68	140	24	23	23.33
Neither agree nor disagree	45	48	93	15	16	15.5
Moderately agree	106	88	194	35	29	32.33
Strongly agree	48	58	106	16	19	17.66
Total	300	300	600	100	100	100

Table 10 depicts that half of the sample have agreed to the statement “I am unhappy about our financial position and the way we make financial decisions.”

Table 11: Unmet Needs in the Relationship (N=600)

Unmet Needs						
	Gender Count		Total	Gender Percentage		Percentage
	Male	Female		Male	Female	
Strongly Disagree	31	19	50	10	6	8.33
Moderately Disagree	47	56	103	16	19	17.16
Neither agree nor disagree	52	41	93	17	14	15.50
Moderately agree	98	111	209	33	37	34.83
Strongly agree	72	73	145	24	24	24.16
Total	300	300	600	100	100	100

Table 11 depicts that more than half of the sample have agreed to the statement “I have some needs that are not being met by our relationship.”

Table 12: Spending Leisure time together (N=600)

Leisure Time							
	Gender Count			Total	Gender Percentage		Percentage
	Male	Female	Male		Female		
Strongly Disagree	75	76	151	25	25	25.16	
Moderately Disagree	94	92	186	31	31	31.00	
Neither agree nor disagree	39	44	83	13	15	13.83	
Moderately agree	58	58	116	19	19	19.33	
Strongly agree	34	30	64	11	10	10.66	
Total	300	300	600	100	100	100	

Table 12 depicts that more than half of the sample have disagreed to the statement “I am happy with how we manage our leisure activities and the time we spend together.”

Table 13: Sexual Relationship (N=600)

Q 11 I am very pleased about how we express affection and relate sexually							
	Gender Count			Total	Gender Percentage		Percentage
	Male	Female	Male		Female		
Strongly Disagree	58	69	127	19	23	21.16	
Moderately Disagree	91	89	180	30	30	30.00	
Neither agree nor disagree	58	60	118	19	20	19.66	
Moderately agree	60	50	110	20	17	18.33	
Strongly agree	33	32	65	11	11	10.83	
Total	300	300	600	100	100	100	

Table 13 indicates that half of the sample have disagreed to the statement “I am very pleased about how we express affection and relate sexually.”

Table 14: Handling Parental Responsibility (N=600)

Parental Responsibilities							
	Gender Count			Total	Gender Percentage		Percentage
	Male	Female	Male		Female		
Strongly Disagree	22	21	43	7	7	7.16	
Moderately Disagree	45	58	103	15	19	17.16	
Neither agree nor disagree	50	46	96	17	15	16.00	
Moderately agree	103	99	202	34	33	33.66	
Strongly agree	80	76	156	27	25	26.00	
Total	300	300	600	100	100	100	

Table 14 depicts that more than half of the sample have agreed that they are not satisfied with the way they are handling their parental responsibilities.

Table 15: Regret of Relationship (N=600)

Regret of Relationship						
	Gender Count			Gender Percentage		Percentage
	Male	Female	Total	Male	Female	
Strongly Disagree	104	94	198	35	31	33.00
Moderately Disagree	85	88	173	28	29	28.83
Neither agree nor disagree	41	40	81	14	13	13.50
Moderately agree	51	46	97	17	15	16.16
Strongly agree	19	32	51	6	11	8.50
Total	300	300	600	100	100	100

Table 15 depicts that more than half of the participants have disagreed to the statement “I have never regretted my relationship with my partner, not even for a moment.” It means, participants have regretted for their relationship with their spouses.

Table 16: Dissatisfied Relationship with Parents, in-laws, and Friends (N=600)

Relationship with Parents, in-laws, and/ or friends						
	Gender Count			Gender Percentage		Percentage
	Male	Female	Total	Male	Female	
Strongly Disagree	26	29	55	9	10	9.16
Moderately Disagree	39	39	78	13	13	13.00
Neither agree nor disagree	64	55	119	21	18	19.83
Moderately agree	94	93	187	31	31	31.16
Strongly agree	77	84	161	26	28	26.83
Total	300	300	600	100	100	100

Table 16 depicts that more than half of the sample have agreed that they are dissatisfied with the relationship they have with their parents, in-laws and friends.

Table 17: Practice of Religious Beliefs (N=600)

I feel very good about how we each practice our religious beliefs and values						
	Gender Count			Gender Percentage		Percentage
	Male	Female	Total	Male	Female	
Strongly Disagree	55	51	106	18	17	17.66
Moderately Disagree	98	96	194	33	32	32.33
Neither agree nor disagree	50	46	96	17	15	16.00
Moderately agree	58	57	115	19	19	19.16
Strongly agree	39	50	89	13	17	14.83
Total	300	300	600	100	100	100

Table 17 depicts that half of the participants have disagreed to the practice of religious beliefs and values. It means families are not happy about their spiritual life and practice.

5.3. Satisfied and dissatisfied marital life

'Positive' indicates satisfied marital life and 'Negative' indicates dissatisfied marital life.

In the ENRICH Marital Satisfaction scale, there are nine items that are positive questions. They are item 1, 3,4,6,7, 10,11,13 and 15. Those who have agreed to these items are considered to be satisfied families. Regarding dissatisfied families, those who agree with items 2,5,8,9,12 and 14. Tables above have depicted the results of both positive (satisfied) and negative (negative) responses.

The majority of the dual career families working in the in the IT sector have indicated dissatisfaction in their marital life. Hence, these families need to navigate through coping resources to maximise their marital satisfaction.

6. Coping Resources

Dual career families working in the IT sector need to coping resources to maximise marital satisfaction. Even though a large number of the participants remained neutral or unwilling to reveal their real issues they were facing in their marital life. However, both empirical investigation and literature review have indicated that families need coping resources in the specific aspects of marital satisfaction such as Evaluating, Nurturing, Resolving Issues, Communication and Happiness. Both physical and psychological competence and right coping skills are helpful in maximising marital satisfaction. Dealing with all of these aspects lead to marital satisfaction. Coping resources will help dual career families to make right adjustments in their work and family life and balance, or if needed consult a family counsellor and find support.

There is a need of a handbook to equip counsellors and facilitators to deal with dual career families. Content of the handbook will cover the detailed training, dealing with occupational stressors and ENRICH Marital Satisfaction aspects. The primary beneficiaries of this coping resources would be the dual career families working in the IT Sector in Bangalore and any urban sectors in India as well.

1. Marital Stress and Resources: several unresolved and prolonged issues in the family can contribute towards marital pressure. Such as taking decisions on financial matters. Who makes decisions on finance is an important family matter down from the centuries in India. Our country was known for male dominated decisions on finance. It was mainly due to male being a single earner. Now, in the dual career family life, both need to discuss and decide, and men need to take their spouses into confidence in financial matters.

2. Handling Roles and Responsibilities: in the dual career family, both the spouses are loaded with work in both home and in workplaces. They may not have time to waste time in guessing that he might buy the vegetables or she might pick up grocery. They need to define their roles and responsibilities, and know who does what. Clear role function can reduce or remove the pressure.

3. Spending time together: both the spouses being together, spending time together is essential for marital satisfaction. Longer they spend time together, greater the satisfaction. Weekends are a good practice for spending time together. Making use of family leisure time, involving in the relaxing activities together and having family time can lead to satisfaction in the family life (Osipow, 1993).

4. Resolving Conflict: There is a common saying that wherever people exist, conflicts also exist. Human beings are social beings who dwell together, hence there are all the possibilities that conflict can arise between individuals, teams, families and neighbours (Cohen, 2010). In every family there will be conflict between husband and wife, children and in-laws, hence families also may not seem to exist without conflicts. For instance, one particular evening man might say let's go for swimming, but the wife wants to go for shopping. Since both cannot be done at the same, it can be resolved saying today will go for swimming and next day can be a swimming day. Coping resources will equip the families with skills to find ways to resolve conflict in a healthy manner without leading to dissatisfaction in marital life.

5. Communication and Happiness: Every family begins with a good note or desire to be a happy family. To be happy families need to apply certain coping resources and make all the adjustments that you can to be happy. Learning new skills and techniques for adjustment needs to be carried till the end of life. In the family life cycle, there will be challenges and issues to adjustment at each stage of life, hence coping skills are inevitable for building happy family. ENRICH Marital Satisfaction has considered happiness as a part of the marital satisfaction.

Regarding Communication in the family, marriage is built on communication. (Barbato, Carole A, Elizabeth E. Graham, Elizabeth M. Perse, 2003). There is a common saying that Communication can start or stop the war. This coping skill in the family plays significant role keeping the family peace when family is hit with unexpected stormy situations and accidental events. Communication seems to be a unique and miraculous given to the human being to express each other's feelings, problems, pains, good times and difficulties and sufferings they go through. There are largely two kinds of communications, they are verbal and non-verbal communication. In the context of the family, non-verbal communication appears to play a vital role while interacting in the family with kids, senior citizens, other members in the family and between the spouses. Fowers believes communication is a virtue and it is key to in sustaining healthy family (Fowers, 2001). He further suggests this virtue of communication benefits family significantly at least in three ways, firstly, it illuminates the height of the aspect of communication skills; secondly, if the spouses are not able to practice the prerequisite virtues, then it would suggest them to cultivate generosity, courage and self-control; thirdly, virtue would help leading the couple cultivate a common understanding in pursuing their lives (Fowers, 2001).

6. Raising next Generation: For some families the virtue of marriage brings children without much planning and preparation, and for others might take a lot of thinking, seeking divine intervention and the help of medical science. In some situations, children are added to the families through adoption. In any ways, once the children are added to the family, there is a responsibility in raising this new generation. By and large, most our parents never underwent any learning or training on how to raise children, yet they have brought up children. Hence, there is a possibility parents may not prefer to go through parenting classes. There are various parenting styles, skills and techniques to bringing up a responsible next generation and citizens of our nation. Parents have an important role in both physical and psychological development of children at home.

7. Reliance on God: Dual career families need divine intervention in both work and family life. In the work, there is always a uncertainty and issues can pop up any time in the work place. Reliance on God grants energy, courage and confidence to face any accidental event or any unpleasant situation or challenge hits either at home or in the work environment.

7. Conclusions and recommendations

This study was intended to study the Marital Satisfaction among the Dual Career families working in the IT Sector. ENRICH helps the married families (couples) who are seeking enrichment in their family life and family counselling to maximise their marital satisfaction. There are demands in the sacred institution of family. Therefore, they need make intentional efforts to balance between both work and family life. ENRICH provides various coping resources and skills that would help maximize their marital quality and satisfaction.

Recommendations:

- Role of Religion in Marital Satisfaction needs to studied
- This investigation was limited to the age group of 25 to 40. Marital Satisfaction among the age above 40 may vary.
- ENRICH Marital Satisfaction Scale (EMS) was employed in this study to measure Satisfied or dissatisfied or positive or Negative families. There are other scales are also available to measure Marital Satisfaction.
- This examination opens up innovation and indicates further investigation on Marital Satisfaction among the dual career families, hence this study is not an end.

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