

Investigating the Relationship between Attachment Styles and Marital Satisfaction and Job Satisfaction of Married Working Women

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Abstract

Considering the importance of job satisfaction, especially among working woman in research in this field is necessary to improve organizations performance. Therefore, the aim of this study was to investigate the relationship between attachment styles and marital satisfaction with job satisfaction of married women working in telecommunications in Tehran -Iran. In this correlational study the statistical population included all married working women in telecommunications in Tehran province during 2018 (N=500) based on Morgan table, the sample size was 200 cases and were selected by systematic random sampling method. Participants completed the Enrich Marital Satisfaction Questionnaire, Job Satisfaction Questionnaire, and the Collins and Reed Attachment Questionnaire, and the data were analyzed by descriptive (mean, variance, standard deviation) and inferential methods (multivariate regression, correlation test). Findings showed attachment styles can significantly predict marital satisfaction. There was a significant negative relationship between insecure attachment styles and job satisfaction. The relationship was significant and positive for secure attachment styles. Insecure attachment styles showed invers significant relationship with marital and job satisfaction. These results implies the attachment styles play a significant role in predicting job satisfaction and marital satisfaction of women working in telecommunications in Tehran province.

Keywords: attachment styles, marital satisfaction, job satisfaction

INTRODUCTION

Lack of job satisfaction in the workplace is one of the biggest challenge managers and organizations. Low job satisfaction leads to reduced employee responsibility and productivity. According to the Development and Labor Organization research the average useful work of government organizations during 2017 was about 3 hours and 46 minutes per day ^[1]. When this average is compared with the average daily working hours in other developed neighboring countries, it becomes clear that our country is in an unfavorable situation in this regard. According to systems theory, manpower is the greatest asset of any society to move towards progress ^[2].

The role of women in society, as half of the country's population, is as important as men in achieving national productivity. In general, it can be said that the human resources of any society is the most important factor in the development of that society and organizations. Therefore, a society or organization that intends to take a step towards progress and development, must be able to use its human resources, both men and women, effectively ^[3]. Numerous factors affect the efficiency of individuals in organizations. One of the most important factors in employee productivity is job satisfaction ^[4]. There are several definitions of job

satisfaction. This concept is defined as the "emotional and attitudinal response" of employees to the job. So some people enjoy work and consider it an important part of life ^[5]. Also job satisfaction is depended to the degree the environment consistent with the individual needs ^[6].

Job satisfaction is a positive and pleasant feeling and results to the person's job evaluation or experience. This condition greatly contributes to the physical and mental health of people. Organizationally, the high level of job satisfaction reflects a very favorable organizational climate that leads to

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employee recruitment and retention [7]. Job satisfaction increases the productivity and commitment of the individual in the organization, ensures the physical and mental health of the individual and also increases the vitality of the individual [8].

Job dissatisfaction is related to higher anxiety, absenteeism, delay in work, leave, union activities and early retirement [9]. Fisher and Hannah consider job satisfaction as a psychological factor and consider it as a kind of emotional adjustment to the job and employment conditions; That is, if the desired job provides the desired pleasure for the person, the person is satisfied with his job. On the other hand, if the desired job does not give the desired satisfaction and pleasure to the person, the person begins to condemn the job and tries to change it [10].

Job satisfaction, in addition to environmental factors, also related to the individual factors. Individual and personality factors can also have a significant impact on job satisfaction. One of the most important factors that has been considered in recent years and has an impact on job satisfaction is a person's initial experiences with parents or the type of emotional relationship with a parent during childhood [11]. According attachment theory the type of mother-child relationship in the early years of life and the degree of accessibility of the mother to the child to explore the environment build the style of attachment [12]

Three groups of attachment identified: the avoidance attachment is related to the avoidant behaviors and responds to close relationships in an avoidant and defensive manner. The secure attachment style is related to the active exploration of the environment, discomfort when leaving the caregiver, and a positive reaction to the caregiver's return. The caregivers of these children have been approachable, responsive and friendly. The next style is the ambivalent attachment style, which shows protesting anxious behaviors, severe discomfort when leaving the caregiver, and ambivalent behavior toward the caregiver's return inconsistent [13]. The child's attachment style is likely to continue into adulthood based on internal practical patterns of self and attachment and is reflected in the individual's adult relationships [14].

Different people with different attachment styles experience different experiences in their work, family, and emotional relationships [13]. On the hand marital satisfaction is highly related with life and job satisfaction [15]. Marital satisfaction is a situation in which a couple often have feelings of happiness and satisfaction with each other. Satisfactory relationships between couples can be measured through mutual interest, level of care for each other and mutual acceptance and understanding [16]. In fact, marital satisfaction provides an overview of the current state of the relationship. One of the most common concepts for showing the degree of happiness and the degree of stability of a relationship is marital satisfaction and compatibility. A person's satisfaction

with social life situations is directly related to the degree of job satisfaction [17].

Given that our country is in ideal conditions in terms of having a young workforce, the proper use of human resources in the labor market in the most efficient way of moving to the development of the country. Low job satisfaction can be sought in people's attachment styles. Amani (2017) showed secure attachment style increases teachers' job satisfaction by reducing anxiety and inversely the ambivalent attachment style increases teachers' job satisfaction [18]. Afkhami (2013) reported low job satisfaction is associated with a decrease in marital satisfaction. Therefore, the study of the relationships between the variables mentioned in this study can be necessary, and its results can be effective in increasing work efficiency, organizational maturity and also improving the family conditions of people in the community. The present study seeks to answer the question whether there is a significant relationship between attachment styles with marital satisfaction and job satisfaction of married women working in telecommunications in Tehran city?

METHODS

The research method was descriptive-correlational. The statistical population consisted of all married women working in telecommunications in Tehran province during 2018. According the Morgan table sample size calculated ($N = 500$, $S = 140$). Considering the possible loss and the possibility of outliers 200cases selected. Sampling was done by systematic random sampling method. The following tools were used to evaluate the participants.

Revised Adult Attachment Scale (Collins, 1996): This questionnaire has 15 items and is provided by Hazen & Shaver (1990) [19]. This tool was translated by two professors of psychology at the University of Isfahan and prepared for use in research with validation and reliability. The questionnaire is answered on a five-choice scale (never-almost always). (Never a score of zero and almost always a score of four). This questionnaire consists of three subscales: secure attachment style, avoidant attachment style and ambivalent attachment style. Factor analysis of this questionnaire by Collins and Reed (1990) extracted three main factors that researchers have introduced as the capacity to establish intimate and close relationships. Hazen & Shaver (1990) reported the reliability of the total retest of this questionnaire as 0.81 and the reliability with Cronbach's alpha as 0.78. Rahimian and Nouri (2007) in their study Cronbach's alpha announced each of the subscales of this questionnaire as follows: Safe style subscale 0.77, avoidance style subscript 0.81 and ambiguous subscale 0.83 and for the whole scale 0.75 reported [20]. The content and face validity of this questionnaire was assessed by measuring the correlation coefficients between the scores of five psychologists and the correlation coefficients from 0.77 to 0.83 for safe attachment style, from 0.67 to 0.80 for avoidant attachment style and It was obtained from 0.69 to 0.87 for ambivalent attachment style.

Minnesota Satisfaction Questionnaire (MSQ) consisted 19 items and 6 subscales of payment system (3 questions), type of job (4 questions), opportunities for advancement (3 questions), organizational climate (2 questions), Leadership style (4 questions) and physical condition (3 questions). The Minnesota Job Satisfaction Questionnaire is scored on a Likert scale from "Strongly Agree", "Disagree", "No Opinion", "Agree" and "Strongly Agree" options, respectively 1, 2, 3, 4 and 5. The reliability of the Minnesota Job Satisfaction Questionnaire using the Cronbach's alpha test was 0.86 [2].

Enrich Marital Satisfaction Questionnaire, consisted 47-items and developed by Olson (1998) including 12 sub-scales: Contractual Response, Marital Satisfaction, Personality Issues, Marital Relationships, Conflict Resolution, Financial, Leisure Activities, Sex, marriage and children, relatives and friends, roles and ideological orientation. Respondents rate each item in five (strongly agree, agree, disagree or disagree, disagree, strongly disagree), each with a score of one to five. Larsen & Olson (1989) reported internal consistency between 0.58-0 [21]. Isanezhad et al. (2012), the correlation of long form and short form of questionnaire the test form 0.68 to 0.89 [22].

To summarize and analyze the data and test the statistical hypotheses related to the data using SPSS-20 statistical software and the following statistical methods have been used:

- Statistical characteristics of the sample determined using descriptive statistical methods such as: mean, variance, standard deviation, etc.
- Kolmogorov-Smirnov test and histogram diagram were used to check the normality of data distribution.
- Multivariate regression test was used to examine the changes of dependent variables by independent variables and Pearson correlation test was used to examine the relationships between variables.

FINDINGS

Demographic characteristics of the participants showed that most of participants have 30 to 40 years old (36%). In this study, 70% of participants were between the aged between 20 and 40 years. Approximately 38% hold master degree rest had bachelor's. The degree of Skewness and Kurtosis of the research variables is between +1.5 and -1.5, which indicates that the distribution of scores is almost "normal". Also, all levels of significance in the Kolmogorov-Smirnov test were greater than 0.05. The Pearson correlation coefficient between variables showed that there is a direct and significant relationship between job satisfaction and secure attachment style, no significant relationship was observed between ambivalent attachment style and job satisfaction, and a significant inverse relationship was observed between avoidant attachment style and job satisfaction (P<0.05).

Table 1. Correlation matrix between job satisfaction, attachment styles and marital satisfaction

variable	coefficient	sig
Marital satisfaction	0.43*	0.001
Secure attachment	0.26*	0.001
Ambivalence attachment	0.11	0.10
Avoidant attachment	-0.19*	0.02*

*P< 0/05

Table 2. Regression model summary

Model	R	R ²	AdR ²	SE	F	P	R change	F change	P
1	0.25	0.06	0.055	11.37	16.58	0.001	0.08	16.58	0.001
2	0.30	0.09	0.08	11.02	15.40	0.001	0.03	13.18	0.001
3	0.38	0.12	0.11	10.75	14.33	0.001	0.027	10.62	0.001
4	0.41	0.14	0.13	10.58	12.84	0.001	0.025	7.03	0.009
5	0.45	0.17	0.16	10.39	12.30	0.001	0.026	8.17	0.005
6	0.48	0.19	0.18	10.23	11.71	0.001	0.018	6.83	0.010

Durbin-Watson =1.89

- The table (2) shows the last step of in the model adjusted R square is equal to 18.1%. In other words, about 18% of the variance of the job satisfaction is explained by a set of predictor variables.
- In the first step of the model, only the marital relationship entered the regression model. In this case, the coefficient of determination was 5.5%, which is significant at the level of 99%.
- In the second step of the model, in addition to the variable "marital relationship", the variable "secure attachment style" was added to the previous model, in which case the percentage of explanation of the criterion variable was 8.5%, which is significant at the level (p <0.001) .
- In the third step of the model, the subscale of "financial " was added to the previous variables and the share of variance explanation increased by almost 2.7% and reached 11.2%, which is significant (p <0.001).
- In the fourth step, the variable model "Leisure activities" was added. Significant change in the amount of variance explained occurs by 2.5 percent (p <0.01). The explained variance of job satisfaction increased to 13.7 percent.
- In the fifth step of the model, when the variable "avoidance attachment style" was added, the amount of variance explained job satisfaction reached 16.3%, which is statistically significant at the level (p <0.001) and the change is 2.6% (01/0 p <).
- In the sixth step (last step) the variable model of "egalitarian roles" was added to the previous cases and the amount of variance explained job satisfaction increased to 18.1% (p <001).

Table 3. ANOVA table and F index

Model	SS	df	MS	F	P
regression	8940.71	9	993.413	10.14	0.001
residual	18014.76	184	97.90		
total	26955.48	193			

$F(9,184)=10.147$, sig= 0.001

Considering the significance level of F index is less than 0.05, the regression model is able to explain the criterion variable linearly.

Table 4. Stepwise regression coefficients and significance of job satisfaction prediction based on attachment styles and marital satisfaction

Model variable	B	SE	β	t	P	VIF
Marital relationship	0.77	0.29	0.17	2.60	0.01*	1.22
Secure attachment	1.16	0.33	0.23	3.46	0.001*	1.06
Financial	-1.09	0.35	0.19-	3.13-	0.002*	1.11
Leisure activities	0.73	0.31	0.15	2.34	0.02*	1.12
Avoidance attachment	-2.78	1.04	-0.16	-2.62	0.009*	1.13
Equal roles	0.44	0.16	0.18	2.78	0.006*	1.16

DISCUSSION AND CONCLUSION

The aim of this study was to investigate the relationship between attachment styles and marital satisfaction with job satisfaction of married women working in telecommunications in Tehran province. The results showed that among the components of marital satisfaction, the subscales of marital relationship, leisure activities, financial supervision and egalitarian roles play a positive role in predicting job satisfaction. The secure and avoidant attachment styles also have a significant role in predicting job satisfaction.

In explaining the results of this research, we can rely on the theory of overlap model. According to this model, job satisfaction or dissatisfaction affects a person's life. According to previous research, among people who have higher education and higher income, the relationship between job satisfaction and life satisfaction is stronger. Therefore, the research confirms the overlap model. Family and work are two important aspects of life and that each other's experiences affect each other. Tensions and difficult situations in some occupations have serious negative effects on a person's physical and mental efficiency and severely disrupt personal and social relationships^[23].

Research has shown that people's employment status plays an important role in their marital satisfaction. Low income, insecurity, job stress are associated with low satisfaction^[13]. In interpreting the relationship between secure attachment style and job satisfaction, it can be said that self-confidence and trust in others are the two basic characteristics of secure people.

Self-confidence as one of the characters of secure attachment build a ability to interact more professionally, confidently and calmly in professional and interpersonal relationships. Exploration and proximity are two other characteristics of safe people that can explain this finding. Explaining the research findings on the negative relationship between avoidant attachment style and job satisfaction, it can be said that lack of self-confidence and others are the two main characteristics of avoidant people. The ambivalent and insecure attachment leads to distress and helplessness, which in turn leads to feelings of self-loathing and anxiety in terms of unfavorable experiences, turns into an inability to feel job satisfaction and, as a result, job dissatisfaction. Other characteristics of ambivalent individuals, namely hesitation, conflict, helplessness, confusion and impulsivity, expose them to extreme conflict and helplessness and stress in various job situations and social relationships. This explains the inverse relationship between ambivalent attachment style and job satisfaction.

The results of correlation also showed that there is a significant direct relationship between job satisfaction and marital satisfaction. The results are consistent with the findings of Azimian et al (2017), Ouyang et al (2019)^[15, 24]. In explaining the obtained results, the theory of goal setting related to job satisfaction can be considered. This theory was proposed by Edwin Locke in 1986, and the main point is that employees' goals and intentions are the main factors that affect their satisfaction. This emphasizes that goal setting can be used to motivate and improve the performance of employees in organizations. This theory is based on the principle that employees consciously formulate goals and objectives for themselves, which is the main factor determining employees' actions. This theory considers factors such as changes in the legal system or facilities as environmental factors and considers the first step in the motivation process to be perceived by the individual. The next step is to evaluate the person based on his or her perceptions of environmental events, and the final step is to formulate goals and objectives. Married employees will be targeted based on their married life. This issue can be one of the points of connection between job satisfaction and marital satisfaction. One of the key issues in marital satisfaction is financial supervision. People will have good goals for their married life if they are financially secure in the workplace. Also, the amount of working hours can affect marital satisfaction in some way, because the amount of working hours of individuals can affect the amount of leisure time spent with the family in a married person.

On the other hand, the results showed that there is a positive relationship between job satisfaction and secure attachment styles and avoidant attachment style. The result is consistent with the results of Amani (2017) and Fahimrad (2020) research. Explaining the results, it can be acknowledged that secure attachment is related with higher self-efficacy, are more likely to trust their ability to overcome the problem, and after solving the problem, feel more adequate and satisfied to solve problems. Unlike secure attachments, insecure attachments, whether avoidant or ambivalent, have less

confidence in themselves and others. Therefore, this distrust and doubt makes them unable to communicate with others in different environments, including the workplace; also, this mistrust is the basis of psychological problems for them, which reduces their ability to meet job demands and leads to their greater dissatisfaction with work and related factors.

Explaining the results, it can be acknowledged that people with a secure attachment style feel comfortable and secure in most situations and have a positive, supportive and responsive image of their spouse, but insecure avoidance people in unfamiliar situations can find it more difficult. They tend to push their spouse back, mostly because of feelings of inferiority and personal anxiety. These characteristics and the feeling of insecurity in people make them feel more dissatisfied in their lives. Given that people with insecure avoidant attachment style are unable to share thoughts and feelings with others, in fact it can be said that the avoidant relationship with the spouse is not stable, which leads to this trait and mistrust of the couple and leads to inability to establish an intimate relationship with their partner, so the negative relationship between avoidant attachment style and marital satisfaction is also justified. There are definitely limitations in any research work. Lack of proper cooperation to answer the questionnaire among some people due to relatively high volume of questions. Some intervening variables such as socio-economic level of families that dose not controlled. This study was conducted on married women working in telecommunications, so generalizing the results to other working women is difficult. Therefore, it is recommended that this study be conducted on different groups of women. It is suggested that job satisfaction variables be examined with other variables of interpersonal relationships such as: conflict resolution styles, social acceptance.

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Conflict of interest

There is no conflict of interest in this study. The study is result of Master Thesis submitted to the Islamic Azad University, Roudehen Branch, Tehran-Iran.

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