

**Impact of Adult Attachment Styles and Communication on Marital Adjustment of
Working and Non Working Women**



Submitted by

SHEHZADI SARAH

115-FSS/MSPSY/F13

Supervisor

DR SEEMA GUL

DEPARTMENT OF PSYCHOLOGY

FACULTY OF SOCIAL SCIENCES

INTERNATIONAL ISLAMIC UNIVERSITY, ISLAMABAD

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By

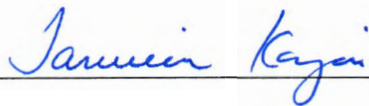
Shehzadi Sarah

Approved By



Supervisor

Internal Examiner



External Examiner



Dean Faculty of Social Sciences

Dedicated

To

My Family

Contents

List of tables	iii
List of appendices	iv
Acknowledgement	v
Abstract	vi

Chapter I:

Introduction	1
Types of attachment styles	3
Secure attachment style	3
Anxious attachment style	3
Avoidant attachment style	3
Theoretical background of attachment	4
The role of communication	6
Theoretical background of Intimate relationship	6
Theoretical background of Marital adjustment	8
Role expectation model	8
Psychodynamic approach	8
The family circumplex model	9
Competence theory	9

Rationale of Study	20
Conceptual framework of the study	25
Chapter II:	26
Method	
Objectives	26
Hypotheses	26
Operational definitions	27
Sample	27
Instruments	28
Procedure	30
Chapter III	
Results	32
Chapter IV	
Discussion	44
Conclusion	51
Limitations and suggestions	52
Implications	52
References	54
Appendices	

List of Tables

Table 1	Frequency distribution of overall sample according to profession, family system and children	32
Table 2	Cronbach alpha reliability coefficients of Adult attachment scale, Couple communication patterns questionnaire and Revised dyadic adjustment scale	33
Table 3	Multiple regression analysis to test impact of adult attachment styles and communication on marital adjustment of working women	35
Table 4	Multiple regression analysis to test impact of adult attachment styles and communication on marital adjustment of non working women	36
Table 5	Pearson correlation among adult attachment styles, communication and marital adjustment of working women	37
Table 6	Pearson correlation among adult attachment styles, communication and marital adjustment of non working women	39
Table 7	Mean, standard deviation and t value on marital adjustment of women living in joint and nuclear family system	41
Table 8	Mean, standard deviation and t value on marital adjustment of women having children and not having children	42
Table 9	Linear regression analysis to test effect of duration of marriage on marital adjustment of women	43

List of Appendices

- | | |
|-------------------|---|
| Appendix A | Informed Consent Form |
| Appendix B | Demographic Sheet |
| Appendix C | Adult attachment scale |
| Appendix D | Couple Communication Patterns Questionnaire |
| Appendix E | Revised Dyadic Adjustment scale |

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Abstract

The present study was conducted to explore the impact of adult attachment styles and communication on marital adjustment of working and non working women. The relationship among adult attachment styles, communication and marital adjustment of working and non working women was also explored. The demographic factors contributing to marital adjustment were investigated. The instruments used to measure adult attachment styles, communication and marital adjustment were Adult Attachment Scale, Couple Communication Patterns Questionnaire and Revised Dyadic Adjustment Scale respectively. The sample consisted of a total of 200 women (100 working, 100 non working) with age ranging from 25 to 40 years. Women with at least three years of marriage and five years of job experience were included in the sample. To analyze the data regression analysis, correlation and t test were applied. The secure attachment style and positive communication positively predicted marital adjustment while the negative communication negatively predicted marital adjustment in both working and non working women. However, for working women anxious attachment style and for non working women the avoidant attachment style did not predict marital adjustment. It was found that secure attachment style and positive communication were positively correlated with marital adjustment while anxious, avoidant attachment styles and negative communication were negatively correlated with marital adjustment in both working and non working women. Moreover those women who lived in nuclear family system and had children scored high on marital adjustment. Also the duration of marriage significantly predicted marital adjustment.

Introduction

Man is a social animal. For his survival in the society there are certain trends that are followed. In order to have a better survival in the society human beings develop certain attachments with one another. By getting attached to one another they feel to have a bond with one another which makes their life purposeful. Just like a child is attached to his mother and is dependent on her for every need in the same way people are dependent on one another for different needs. A spousal relationship is one such example where both partners are dependent on one another for the fulfillment of their needs which helps them to spend life in an efficient way.

In addition to attachment, another important factor that is vital to intimate relationship is communication. In a relationship where there is a strong and effective communication, there is more cohesion in it which ultimately enhances the strength of the relationship. Less frequent communication may cause misunderstandings which may ultimately take away the peace of relationships.

People nowadays have to make efforts to meet the challenges of this world. Adjustment plays a significant role in one's survival at every stage of life. In Pakistan where marriage is a common practice, marital adjustment is a significant factor for a successful life of husband and wife. If they are adjusted well, with better communication and attachment, there are obvious chances of betterment in their lives.

Attachment is a deep and enduring emotional bond that connects one person to another across time and space (Ainsworth, 1973; Bowlby, 1969). According to Hazan and Shaver (1987), the emotional bond that develops between adult romantic partners is to a degree a function of the same motivational system--the attachment behavioral system--that gives rise to the emotional bond between infants and their caregivers. They were of the view that the relationship between infant and caregiver and both partners have the following characteristics:

- 1) Both partners have a feeling of safety and security when one of them is in close proximity
- 2) Both partners are associated in close, warm, bodily contact
- 3) Both partners feel apprehensive when the other one is not approachable
- 4) Both partners share new ideas and opinions with one another
- 5) Both partners show a feeling of mutual care and interests.

As a result of these parallels, Hazan and Shaver (1987) were of the view that that adult romantic associations just like an infant and mother relationships are attachments and also intense love is an important part of attachment behavioral and motivational system which ultimately give rise to care giving and sexual relationship. These adult attachments are of the following types.

Types of Attachment styles

The three types of attachment styles are

1) Secure Attachment style

Securely attached adults are more satisfied with their relationship. They provide support to their partner and themselves approach their partner when they feel distressed. They have an open and truthful relationship which is based on equality. They both feel secure and connected with each other.

2) Anxious Attachment style

Anxiously attached individuals are desperate and more into forming fantasy bonds. They have a feeling of “emotional hunger” instead of real love and trust. They get extremely attached to their partner in an attempt to get a sense of security and safety but this behavior actually takes their partner away. They are insecure and more possessive in their relationship with their partner.

3) Avoidant Attachment style

People with avoidant attachment style have the capability to distance themselves from their partner. They focus on their own selves and may seek isolation. They may deny the importance of their loved ones and may disconnect themselves from their partners. They are psychologically independent and have the ability to shut down emotionally.

Attachment styles are the result of early experiences with the mother or primary caregiver regarding degree of warmth, responsiveness, reliability, and engagement, and the corresponding influence on one's sense of security within subsequent relationships (Ainsworth, Blehar, Waters & Wall, 1978). The primary attachment style categories are secure and insecure, based on levels of anxiety and avoidance, relative to fear of abandonment and desire for closeness within relationships (Main, 1997). Hazan & Shaver (1987) was the first to suggest the major concepts and assumptions developed by Bowlby (1979). The work of Ainsworth et al. (1978) was extended to adult romantic relationships by Hazan and Shaver (1987). They noted that the three attachment styles introduced by Ainsworth (secure, anxious/ambivalent, and avoidant), describe not only strategies for connecting to others, but are the product of underlying mental and emotional representations known as working models (Collins & Allard, 2004).

Theoretical Background of Attachment

For having a detailed understanding of attachment, it is important to review the theory of attachment given by John Bowlby in 1969. This theory was initially focused on understanding the extreme distress which is experienced by infants who had been separated from their parents. It was being observed that such infants who had been separated from parents displayed extraordinary behaviors which included crying, clinging and anxiously searching to prevent feeling of separation from parents. These behaviors are displayed in order to get adapted to separation from attachment figure i.e someone who provides support, protection and care. Just like other mammalian infants human

infants cannot feed or protect themselves, they depend on their caregivers. Maintaining closeness with their caregivers help them to survive.

It was also pointed out that there are certain individual differences in children thus differentiating children in their ways of appraising the accessibility of attachment figure and how they react to the environmental threats. So attachment was then widely understood by working on infants. This theory was extended to adult attachment styles and it was concluded that attachment styles play an important role in both compatibility and incompatibility of couple's courtship. In interpersonal interactions attachment styles is a very important factor which are developed as a result of relations between an individual and the different social groups including parents, peers and spouse which in turn has a significant effect on marital function and relation (Bowlby 1969, 1979).

Ainsworth (1967) studied the infant parent separation, in which she reported that such children who become sad when their parents leave them but they actively attend them on their arrival and feel easy can be labeled as secure. Those children who have difficult time being soothed and want to punish their parents for leaving are called anxious. And those who are not very upset when their parents leave them but on their arrival they attend them also turn towards playing with objects.

In mid 1980's researchers thought that attachment process play an important role in adulthood as well. Hazan and Shaver (1987) studied the attachment styles in context of adult romantic relationships. According to the theory of attachment, romantic relationships are fundamental for adults because attachment especially personal attachment in adults is manifested by mental characteristics which give rise to their expectations and beliefs.

The Role of Communication

For one's survival in the society communication is a very important factor.

According to Hybels and Weaver (2001) communication is a process in which people share information, ideas and feeling, it not only involves spoken and written words but also gestures, styles and mannerism.

Communication is the process by which we understand others and in turn endeavor to be understood by them. It is dynamic, constantly changing and shifting in response to the total situation" (Anderson, 1959).

In addition to attachment human beings need an effective communication pattern to proceed in intimate relationships. Effective communication is vital for building strong relationships between couples. Communication speaks more than words and grammar. However the emotional layer of communication is more important for couples.

Wiley and Angela (2007) reported that communication involves connection through sharing information and assets, looking for support or comfort, forming alliances, turning over emotion or effecting some change in the environment. In a study of couples, both men and women agreed that emotional connection they have, determines the quality of relationship and also the belief that whether they have a good marriage or not (Barnett & Rivers, 1996).

Theoretical Background of Intimate relationship

While discussing the intimate relationship in couples, it is very significant to discuss the Social exchange theory. This theory has three broad categories i.e reward, costs and resources. Rewards and resources are the benefits exchange in social

relationships. Rewards can be defined as the pleasures, satisfactions and gratifications that a person enjoys while participating in a relationship (Thibaut & Kelley, 1959). Resources, on the other hand, are any possessions, objects or emblematic, that can be transmitted through interpersonal behavior (Foa & Foa 1980).

Costs of social relationships involve the energy invested in the relationship, the course of action or the punishments involved (Blau, 1964). These categories have their implications in married life of couples. The greater the rewards and resources with lesser costs, the more intimate the relationship will be, between husband and wife.

Everyone struggles to be happy, satisfied and successful but still everyone has to face the different burdens and challenges of life through adjustment. A satisfactory adjustment is affected by the environment around us. Marital adjustment is a very important factor in enhancing harmony and unity of society.

Marriage is a common practice and is considered an important trend in society through families are developed giving rise to different sects, nations and tribes. Marriage is considered to be a much needed human relationship which gives essence to a people's life (Fraley & Shaver, 2000). A marital relationship is considered to be a vital human relationship because it forms grounds for initial framework of families and also to train future generation.

Marital or dyadic adjustment is defined as a process and its outcome is considered by the amount of: 1) bothersome dyadic differences, 2) interpersonal tensions and personal anxiety, 3) dyadic satisfaction, 4) dyadic cohesion and 5) consensus on matters of importance to dyadic implementation (Spanier, 1976).

Marital adjustment is further defined as the accommodation of husband and wife to each other at a given time (Locke & Wallace, 1959).

Theoretical background of marital adjustment

There are three models of marital adjustment

1) Role Expectation model

Lewis and Spanier (1979) introduced Role Expectation model. They were of the view that marital quality includes the equivalence between the role expectations and role performance of both the spouses. It further emphasizes that individual mostly participates and makes himself involved in such activities that are in accordance with the expectations of his partner. Cognitive system plays an important role the lives of both partners. Those activities which are congruent are acceptable while the incongruent ones are rejected or disliked. This issue is not limited to the fact that in case of working women their work outside home is effecting their marital adjustment but the also the extent to which that behavior violates her as well as her partner's role expectations also needs to be considered. So this theory may provide hypothetical incorporation for the incongruent findings regarding women's employment and marital adjustment.

2) Psychodynamic Approach

According to the psychodynamic approach, people consciously and unconsciously search for spouses to oblige their narcissistic need (Gurman & Konisken, 1981; Dicks, 1976). Attraction between couples is due to the unattained ego ideals and their needs differ throughout marriage (Skynner, 1976). Marital satisfaction and complimentary

needs are negatively related (Meyer & Pepper, 1977). Sager (1976) was of the view that once established, marital partners have a hidden control to oblige their needs right through marriage.

3) The Family Circumplex Model:

According to David Olson (1983) the circumplex model is based on three essential dimensions of marital and family systems. They are cohesion, flexibility and communication.

Family and marital cohesion is the emotional bonding that the family members have with one another. Cohesion can be measured through certain variables like emotional bonding, restrictions, coalitions, time, friends, space, interests, decision making and recreation. Flexibility is the ability to change. Communication is a facilitating aspect. In nut shell if the family or couple has good communication they will be having strong bonds thus leading to cohesion. They will then also be able to work on the problems that arise thus enhancing their dimension of “flexibility”.

4) Competence theory:

It is commonly believed that marital adjustment depends on one’s ability to define and act out communally satisfying marital roles. Nye and Mclaughlin (1976) were of the view that the greater the role player, the greater will be the marital satisfaction of the player’s spouse.

Marital adjustment focuses on the creation of marriage as well as the principles and values that are required for adjustment in a specific society at a specific time. The role of a man and a woman in a relationship actually determines the extent to which both partners are connected in their relationship. Marriage is the most common and important bonding between men and women and is a state of adjustment in marital relationship. Both partners perform various roles that include maintaining a balance between their job and family life. According to Hazen and Shaver (1987) the quality and stability of romantic relationship is linked to the individual differences in adult attachments. Furthermore a number of such traits have been identified that may directly or indirectly be responsible for the effect of attachment on romantic relationship functioning (Feeney, 1999). The study of adult attachment perspective enhances our understanding of the dynamics of romantic relationships, but still the knowledge about the accurate relationship between adult and the outcomes of romantic relationship satisfaction and stability is amazingly incomplete

Along with attachment, communication patterns also have an important role in marital adjustment. Attachment, communication patterns and marital adjustment are studied that focused on interpersonal behaviors through both psychological and sociological perspectives (Cutler,2009). Researchers have found some support for the hypothesis that constructive communication between partners and forgiveness are positive behaviors that mediate the relationship between attachment and marital satisfaction.

Relationship between marital adjustment and attachment style was studied in newly married couples (Senchak& Leonard, 1992).Results showed that husbands and

wives tended to pair on the basis of similarity of attachment security. Couples in which both partners were securely attached evidenced better overall marital adjustment than couples in which one or both partners were insecurely attached. Therefore secure attachment style is linked to high marital adjustment.

A study by Ozmen and Atik (2010) on relationship between attachment styles and marital adjustment in married individuals revealed that married individuals with low avoidance scores reveal high marital adjustment which supports this evidence that avoidant attachment style does not contribute well to the marital adjustment. This study also revealed that securely attached individuals report greater marital satisfaction.

In marriage securely attached individuals report higher levels of marital satisfaction than individuals with anxious or avoidant attachment (Fincham, 1995). Research was done by Hamamci (2005) on dysfunctional relationship beliefs in marital satisfaction and adjustment in which he argued that females are more likely to show self disclosure and closeness in a marital relationship thus more maritally adjusted. While exploring the relationship between attachment dimensions and marital adjustment it was concluded that avoidance attachment style is negatively correlated, and is a strongest predictor of relationship quality (Nofle& Shaver, 2006)

A study was done by Ghotbaldiniyazd, Fallahchai and Zarei (2012) on adult attachment styles, values orientation and marital adjustment in which positive correlation was found between adult attachment styles and marital adjustment, also attachment styles was the best predictor of marital adjustment.

Meyers and Landsberger (2002) found that psychological distress and social support are the mediators of relationship between adult attachment styles and marital

satisfaction. They were also of the view that lower psychological distress mediated the relationship between secure attachment and marital satisfaction and lower social support mediated the relationship between avoidant attachment style and poor marital adjustment.

Anxious attachment style and avoidant attachment style have negative correlation with marital satisfaction (Berant, Mikulincer, & Florian, 2003; Carnelley, Pietromonaco & Jaffe, 1996; Cobb, Davila, Bradbury, 2001; Davila, Bradbury & Fincham 1998; Rholes, Simpson, & Friedman, 2006). Studies that examined relationship stability found that attachment related avoidance has a positive relation to divorce and multiple marriages (Ceglan & Gardner, 1999; Hill, Young & Nord, 1994).

Also attachment related anxiety is positively associated with staying in an unhappy marriage (Davila & Bradbury, 2001).

Communication is an important factor in better marital adjustment. Without an effective communication, husband and wife will not be able to understand each other in a better way; this ultimately results in an ineffective marital adjustment. Alayi, Gatab and Khamen (2011) reported that those couples who have effective communication skills have better spousal compatibility than those have less effective communication skills. According to Jones (2010) marital adjustment problems include the development of communication differences and routine, unrealistic expectations and trust problems. Cooley (2006) stressed the role of emotional communication in marital satisfaction.

Marital adjustment and communication in both working and non working women was studied by Pervaiz and Kazmi (2011) which revealed that a significant positive association lies between general pattern of marital adjustment and communication style of the couples. This study also revealed that working women have better insight and thus

they can communicate in an effective way leading to high marital adjustment than non working women.

Okoh (2011) studied the different environmental factors as predictors of marital adjustment in married people. These environmental factors included communication flow, emotional expression, financial management, work involvement as predictors of marital adjustment. Among these environmental factors, communication flow was also one of the strongest predictors of marital adjustment.

There is a significant positive relationship between attachment styles and marital satisfaction, and between communication patterns and marital satisfaction. In this study the impact of attachment styles and communication patterns was also studied regarding marital adjustment. Multiple relationships between attachment styles, communication patterns were found. Also communication and attachment styles were the best predictors of marital satisfaction. (Raeisipoor, Fallahchai&Zarei, 2012)

According to Murphy and Mendelson (2004), strong positive correlation was found between marital adjustment and communication in married couples, furthermore it was also found that the couples who score low on marital adjustment either tended to communicate more about their relationship than about the actual content of task or either ignore each other in favor of working on the tasks independently.

A study was done by Jamehri, Ahadi and Aghdam (2012), in which 32 female married university students of Azad Islamic university, Iran were given communication skills training with a pre-post experimental design. After the training was given and a post test was applied it was found that teaching communication skills reduces marital conflicts and reduces marital conflicts and has a positive impact on quality of life.

Zargar and Doost (2008) were of the view that communication problems lead to high divorce rates in Iran; furthermore they also reported that inadequate communication leads to family problems thus resulting in stress of the couple.

Petersen (1969) conducted a survey for the purpose of examining the type of communication between husband and wife, and its relations to the problem solving abilities. Analysis was done by taking 116 married couples who were students in university. Couples were divided as having high and low communication based on solving the required questionnaires. Results indicated that effective communication is related significantly to low frequency of family problems. Further it was concluded from this study that communication, problem solving and problematic incidences are interlinked in a family setting

Researchers have been done on positive and negative communications which revealed that those couples who exhibit negative communications are more at risk of stressed relationship (Dilillo, 2001; Bradbury, 1999)

Failure in communicating is a common problem that may be exhibited by many couples. This failure may lead to physical and verbal violence in the initial years of marriage (Markman&Hahlweg, 1993)

Family system is an important factor especially in Pakistani culture that effects marital adjustment. In Pakistan family system is divided into two types, one is the joint family system and the second one is nuclear family system. In joint family system, women along with their husbands and children live with the husband's parents, grandparents, sisters, brothers and in some cases some other family members. While in a nuclear family system wife only lives with her husband and children. In Pakistan it is

commonly observed that when a girl gets newly married she prefers to live in nuclear family system but mostly the husband is in favor of living with his parents.

A study was done by Tanvani (1997) on marital adjustment of tribal and non tribal working women revealed that about 69 % of working women belong to nuclear family systems and only 32 % of working women belong to joint families. Furthermore it was concluded from this study that the number of women who belonged to the maladjusted group had more residents of joint family system than nuclear family. So it revealed that women belonging to nuclear family system were more martially adjusted than those belonging to joint family system.

Marital quality was studied in Pakistani couples with emotional intelligence as predictor (Batoool& Khalid,2012). In that study couples living in joint family system was having higher marital adjustment thus having higher marital quality than those living in nuclear family set up.

Marital adjustment and occupational stress of women working in industry was studied by Koshy (2013). It revealed that working women who are living in joint family system have to play multiple roles which makes them more settled thus resulting in better marital adjustment than those living in nuclear family.

A study was done by Rashid (2014) to investigate the quality of marital life and family patterns with adolescents mental health status. The sample consisted of 100 adolescents and 100 parent couples. This study revealed that there was a significant difference in mental health of adolescents among nuclear and joint family systems. Furthermore it was also concluded that parent couples belonging to joint families have better marital satisfaction than those living in nuclear families.

Another important variable that may contribute towards marital adjustment can be the duration of marriage. A long period of courtship increases the probability of marital success. Long marital courtship provides an opportunity to the couple to evaluate their compatibility in a better way. Besides that people who are stricter regarding attitudes and behaviors towards marital courtship are more at ease regarding marital success (Weiten, 2014). Marital duration is time onwards since the day of marriage, used as the life course measure (Jalovaara, 2002). Marriage length, sometimes referred to as marital durability, has been identified in literature as a potential influence on marital satisfaction. Peleg (2008) argued that marriage durability is very important since family duration is showed to be one of the most significant variables pertaining to family satisfaction. Research shows that the length of marriage is positively associated with marital satisfaction (Bookwala, Sobin, & Zdaniuk, 2005; Hatch & Bulcroft, 2004; Kulik, 2004). Awe (1996) reported a difference in marital adjustment of couples who were recently married and those who were married since long and it was also suggested that the recent two to five years are very important for husband and wife to understand each other and respect their differences.

Odell and Quinn (2008) reported that in the initial months of marriage education, age and income influence marital adjustment but in the later years emotional maturity and mutual trust makes the relationship as well as marital adjustment better. So as the duration increases it gets more suggestive of marital adjustment in the upcoming years. Hinchliff and Gott (2004) were of the view that marriages with long term duration improve sexual intimacy in older couples and so they can then better understand each other.

Another important factor which plays a very important role in marital adjustment of a couple is the blessing of being a parent. It has been commonly observed that those couples who are not blessed with the gift of children face distress in their lives that may ultimately have an effect on their marital adjustment. A study was done by Baru, Dhingra and Bali (2010) on marital adjustment of childless couples in which it was found that with increase in duration of marriage these couples spend their time in leisure activities that results in increase in marital adjustment. However the childless wives have to face physiological and psychological problems.

Denga (1982) tested the hypothesis that there is a high level of marital adjustment in mothers than involuntarily childless mothers. This was done by taking 40 mothers and 40 childless women. The results supported the hypothesis that mothers have high marital adjustment than childless women. Therefore it can be concluded that the presence of children in married couple's life plays vital role in their marital adjustment.

According to Lee and Kuo (2000) fertility is cherished by every society and the meaning of marriage is having the capability to reproduce. Reading (1991) was of the view that when problem lies in one partner that makes the couple unable to reproduce a child, this negatively affects the relationship between husband and wife. In that case fertile partner may blame the other one, ultimately resulting in conflicts between both, this affects married life of both. Expectations about child varies between both genders, mostly women have much need for a child than men.

There is a state of helplessness in those couples who cannot conceive a child, they feel that they cannot control what is happening in their lives, furthermore they have a

feeling that their marriage is at stake. Wives get more worried and they are not satisfied with the support they receive from their partners (Shapiro, Palmer & Capute, 2003).

Sultan (2010) conducted a research to examine the degree of marital dispute between fertile and infertile couples. A sample of 400 couples was collected. Results indicated that those couples who are infertile experience more marital conflict than fertile couples. Age and income did not play much role while there was a difference in the degree of marital conflict regarding family system, location and education of spouses.

A study was done by Rani (2013) on marital adjustment of working and non working women in contrast to their husbands. A random sample of 80 women including 40 working teachers and 40 non working along with 80 spouses was selected. This study revealed that non working wives face more problems than their partners. Secondly working teachers face more marital adjustment problems than non working women. From this study it was assumed that due to additional responsibilities of working women, they face marital issues.

Jamabo and Ordu (2012) studied the marital adjustment of working class and non working class of women in Nigeria. The study revealed that there is no clear difference in marital adjustment of working and non working class of women. Education does not affect their adjustment. Similarly family income of both classes did not affect their marital adjustment.

This shows that having rewarded service either in the public or private sector, been a business person or a full time house wife does not disturb a woman's family; thus a woman's degree of marital adjustment depends on how she deals with her family such as paying attention to her husband, her children, dealings in the home and the society as a

whole. Working class or non-working class women in spite of the environmental pressures and stresses at home can always produce a good environment for their marital adjustment.

Marital adjustment is an intricate process which is affected by many factors like education, communication between husband and wife, duration or length of marriage, socio economic status of the family, children (presence or absence) and other factors including love, sexual relationship as well as division of work (Hendrick & Hendrick, 1992)

Employment of women plays an important role in marital adjustment. We see that in Pakistan women are involved in their household work and raising children but due to different demands of the society they have to get involved in different fields of work. In spite of doing job, she still has to look after her home and division of labor is also not practiced. Stevens, Kiger & Riley (2001) were of the view that division of household work leads to marital satisfaction exclusively for women. In addition to employment, the type of employment women are involved in also has a significant effect on marital discord, split up of relationship as well as on marital satisfaction. The trend of dissatisfaction is more intricate among working women.

Research has shown that high marital adjustment is linked to higher income, higher educational level, equality in husband and wife on the basis of religion and age, respect for the partner, higher income, higher socio economic status, satisfactory sexual relationship and friendship (Steinmetz, Clavan & Stein, 1990).

A study was done to examine the marital satisfaction of 110 female nurses of private hospitals. It was found that more than half of the nurses were moderately satisfied

in their married lives. It was found that age and duration of marriage has significant influence on marital adjustment. Besides that number of children and family structure (joint and nuclear) had no significant relationship with marital adjustment (Azeez, 2013).

A qualitative study on happy marriage was done by Ajmal and Fatima (2010) in which different factors affecting marital relationship. These factors included satisfaction, compromise, love, care, understanding, age difference, respect, sincerity, forgiveness, sharing, spouse temperament, children, family structure, education, and status, effective in laws relationship. According to this research effect of family structure on husband and wife vary from couple to couple.

For couples who are grown-up and self sufficient, nuclear system works well but for those couples who are not that mature, ready to fight and are not able to resolve conflicts by mutual understanding, joint family may work well. The elders of the family may interfere in conflict resolution but some couples do not like this interference but for some in laws may play a vital role in conflict resolution. So a difference is felt in marital adjustment of women who are living in joint and nuclear family system.

Rationale of Study

The study of marital adjustment has been studied widely in the field of psychology and also in sociology. Still the study of marital adjustment can add more to psychology and other fields of study. The present study attempts to get a broader viewpoint of marital adjustment, communication and attachment in relevance to working and non working women.

In Pakistan, marriage is a very common practice. Those women who go for different kinds of jobs may sometimes have to face problems in their married life. It has

been observed nowadays that women have to face a lot of marital issues due to different environmental factors. One of such factors is job of married women. Definitely when a woman leaves home and goes to workplace she has to fulfill many responsibilities including both workplace as well as her home.

She has to take care of her husband, children and her house. Besides that if she is living with her in laws, responsibility is multiplied. In that case if she is a working woman she has to deal with her workplace as well as her family in a balanced way. Contrary to that the life of woman who is a housewife is different. She has to take care of all the matters of home which makes her life different than a working woman. A difference is felt in married life of working and non working women which ultimately results in difference in marital adjustment. There is a difference being commonly observed in the quality time that working and non working women give to their families.

Especially in Pakistani society we see that a married woman has to play multiple roles. She plays the role of a wife, a daughter in law and a mother. The way she creates balance in these roles corresponds to her marital adjustment. Furthermore if she is also doing job then she has to maintain the role of a working woman as well. So aim of the study is to see these factors that are contributing to a woman's marital adjustment.

Marital adjustment in working and non working women has been explored along with communication styles (Kazmi&Pervaiz,2010) so it would be predicted in the light of prevalent literature that there exists a difference in marital adjustment of women of both the categories. Also this present study is aimed to study attachment styles along with communication in both categories of women. Secondly exploring the contribution of the

two important factors i.e. attachment styles and communication in marital adjustment is also an important purpose of this study.

Relationship between four attachment configurations i.e. secured, fearful, preoccupied, dismissed given by Bartholomew and Horowitz (1991) and marital satisfaction has been explored in 333 married couples by Banse (2004). But the present study is aimed to study three attachment styles given by Hazen and Shaver (1987), furthermore along with attachment, communication is also an important variable of this study and lastly population include only women from two categories i.e. working and non working. Here relationship between adult attachment styles (secure, anxious and avoidant), communication and marital adjustment of the two categories of women i.e. working and non working will be studied. In addition to this, specifically secure attachment style will be one of the main focuses of this study. Impact of the dimensions of attachment on marital adjustment of working and non working women is another focus of this study.

In the light of prevalent literature (Dilillo, 2001; Bradbury, 1999) it will be predicted that those couples who exhibit negative communications are more at risk of stressed relationship. So the importance of positive and negative communication in marital adjustment will also be explored

Many other factors contribute towards marital adjustment. These factors get vital to marital adjustment. The present study will focus on three such factors i.e. family system (joint or nuclear), duration of marriage and the fact that whether the women are having children or not.

Marital quality was studied in Pakistani couples with emotional intelligence as predictor (Batoool& Khalid,2012) revealing that couples living in joint family system was having higher marital adjustment thus having higher marital quality than those living in nuclear family set up.

Rashid (2014) investigated the quality of marital life and family patterns with adolescents mental health status. The sample consisted of 100 adolescents and 100 parent couples. This study revealed that there was a significant difference in mental health of adolescents among nuclear and joint family systems. Furthermore it was also concluded that parent couples belonging to joint families have better marital satisfaction than those living in nuclear families.

The difference in marital adjustment with respect to family system (joint or nuclear) will be explored in the present study particularly in women and also the two important variables for marital adjustment including communication and adult attachment styles will also be studied. The next important factor that contributes to marital adjustment is the duration of marriage i.e. the time that the couple has spent together so far. Effect of duration of marriage will be explored in the light of prevalent literature (Awe, 1996) who reported a difference in marital adjustment of couples who were recently married and those who had been married since long.

In our society it has been commonly observed that after marriage, the most vital factor to marital adjustment is having children. Child birth is observed to be a very important feature which ties up the bond between a husband and wife. Childless couples face more stress in society as compared to the one who have children in early years of

their marriage so effect of having children or not will also be explored in both working and non working women in the present study.

A study was done by Baru, Dhingra and Bali (2010) on marital adjustment of childless couples in which it was found that with increase in duration of marriage these couples spend their time in leisure activities that results in increase in marital adjustment. However the childless wives have to face physiological and psychological problems.

This research will be of assistance to future researchers who are interested in exploring marital adjustment and the different factors contributing to it. Also it can be a contribution to the society for women who are going to be married or those who are already married and need further guidance to lead a successful married life. This research is going to be effective for those practitioners who practice in the field of marital adjustment. It has its implications for working and non working women, their parents as well as the whole society. Besides that it can be of adequate help to those who want to explore the difference in marital lives of working and non working women. The research may contribute towards a more comprehensive understanding of the quality of relationship in Pakistani married women. It may also be of help to those women who are not satisfied with their spousal relationship that may ultimately reduce the worth of relationship.

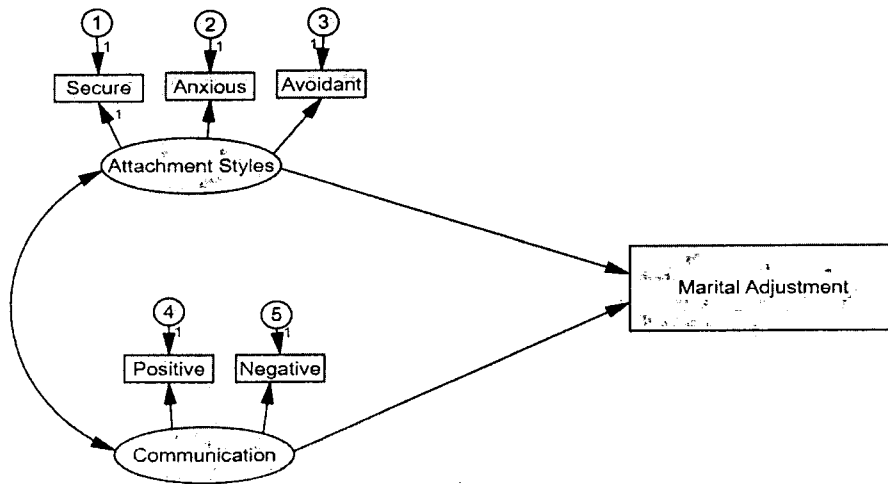
Conceptual Framework of the study

Independent Variables

- Adult Attachment Styles (secure, anxious, avoidant)
- Communication (positive communication, negative communication)

Dependent Variable

- Marital Adjustment



Method

Objectives

1. To examine the impact of adult attachment styles and communication on marital adjustment of working and non working women.
2. To determine the relationship among adult attachment styles, communication and marital adjustment of working and non working women.
3. To determine the difference in marital adjustment of women in terms of family system (nuclear system, joint system) and children (having or not).
4. To examine the effect of duration of marriage on marital adjustment of women.

Hypotheses

1. There is an impact of adult attachment styles and communication on marital adjustment of working and non working women.
2. There is a relationship among adult attachment styles, communication and marital adjustment of working and non working women.
3. Secure attachment style is positively correlated with marital adjustment.
4. Positive communication is positively correlated with marital adjustment.
5. There is a difference in the marital adjustment of women living in joint and nuclear family system.
6. There is a difference in marital adjustment of women in terms of having children and not having children.
7. There is an effect of duration of marriage on marital adjustment of women.

Operational Definition of Variables

Marital adjustment

Marital or dyadic adjustment is defined as a process and its outcome is considered by the amount of: 1) troublesome dyadic differences, 2) interpersonal tensions and personal anxiety, 3) dyadic satisfaction, 4) dyadic cohesion and 5) consensus on matters of importance to dyadic functioning (Spanier, 1976). In the present study individuals high score on domain of marital adjustment will show tendency towards more marital adjustment in individuals.

Communication

Communication is a process in which people share information, ideas and feelings, it not only involves spoken and written words but also gestures, styles and mannerism (Hybels & Weaver, 2001). In the present study individual's high score on domains of communication (positive or negative) will show tendency towards that particular dimension of communication

Attachment

Attachment is a deep and enduring emotional bond that connects one person to another across time and space (Ainsworth, 1973; Bowlby, 1969). In the present study individual's high scores on domains of attachment (secure, anxious, avoidant) will show tendency towards particular style of attachment.

Sample

The sample comprised of 200 women including 100 working and 100 non working women. The inclusion criteria for working women were teachers of government and private colleges of Rawalpindi, Islamabad and Wah cantt. Non workingwomen

exclusively housewives were selected from the same cities in a door to door fashion. Their age ranged between 25 to 40 years. Their education level was Masters. Women with at least 3 years of marriage and 5 years of job experience were selected. Sample of the study was selected using convenience sampling technique.

Instruments

1. Demographic sheet

The demographic sheet consisted of the age, profession, duration of marriage, having children or not, family system and monthly income of the sample of study.

2. Revised Dyadic Adjustment Scale

Revised Dyadic Marital adjustment scale was developed by Busby, Christensen, Crane and Larson in 1995. English version of this scale was used. Reliability of the scale is .90 (Busby, Christensen, Crane and Larson, 1995). In this scale marital adjustment is studied in terms of couple relationships within three categories:

- a) Consensus in decision making, values and affection
- b) Satisfaction in the relationship with respect to stability and conflict regulation
- c) Cohesion as seen through activities and discussion.

The RDAS includes 14 items. Items 1,2,3,4,5,6 measures consensus, items 7,8,9,10 measure satisfaction and items 11,12,13,14 measure cohesion. The items measuring consensus are scored from 0 to 5 in which a response category of always agree is assigned a score of 5 and a response category of always disagree is assigned a score of 0. The items measuring satisfaction are scored from 0 to 5 in which a response category of

“all the time” is assigned a score of 0 and never is assigned a score of 5. Satisfaction items are scored from 0 to 5 except item 11 which is scored from 0 to 4 in which a response category of everyday is assigned a score of 4 and never is assigned a score of 0. For items 12 to 14, a response category of never is assigned a score of 0 and more often is assigned a score of 5. Scores on the RDAS range from 0 to 69 with higher scores indicating greater relationship satisfaction and lower scores indicating greater relationship distress.

3. Adult Attachment Scale

The Adult Attachment scale was developed by Collins and Read in 1990. English version of this scale was used. Reliability of the scale ranges from .78 to .87 (Collins & Read, 1990). The scale comprises of 18 items arranged on 5 point likert scale in which a response category “not at all characteristic of me” is assigned a score of 1 and the response category of “very characteristic of me” is assigned a score of 5. The scale measures the three adult attachment styles:

- a) Secure attachment style
- b) Anxious attachment style
- c) Avoidant attachment style

Items 3, 4, 7, 13, 14 and 17 measure secure attachment style. Items 6, 8, 9, 10, 11 and 12 measure anxious attachment style and items 1, 2, 5, 15, 16 and 18 measure avoidant attachment style. High score on each of these styles determines the preferred attachment style.

7/11/12 66

4. Couple Communication Patterns Questionnaire (CCPQ)

Couple communication pattern questionnaire (CCPQ) was developed by Christensen & Sullavey in 1984. English version of this scale was used. This scale consists of 28 items arranged on a 9 point likert scale. Response category of "very likely" is given a score of 9 and "very unlikely" is given a score of 1. Couples' communication pattern has positive and negative communication (Christensen & Sullavey, 1984)

a) Positive communication which is a "Mutual Constructive Communication", in the context of relationship problems, when both partners communicate constructively by suggesting possible solutions, negotiate and compromise instead of blaming, threatening, accusing and criticizing each other.

b) Negative communication which is defined as blaming, accusing, criticizing each other and mutual avoidance and withholding of affection. Moreover it includes demanding/withdrawing from one another during discussion of problem.

Reliability of the scale ranges from .71 to .90 (Sullavey and Christensen, 1984). The scale has items for both positive and negative communication. Items 1, 7, 12, 13, 20, 22, 24, 25, 26, 27, 28 measure positive communication and items 2, 3, 4, 5, 6, 8, 9, 10, 11, 14, 15, 16, 17, 18, 19, 21, 23 measure negative communication.

Procedure

The present study was done to determine impact of attachment styles and communication on marital adjustment of working and non working women. Working women were approached in different educational institutes exclusively government and

private colleges of Rawalpindi, Islamabad and Wahcantt. An informed consent was obtained from the participants.

The data was collected from non working women residing in the same cities in a door to door fashion. An informed consent was obtained from them. They were briefed about the objectives of the study and were assured about their confidentiality. Then they were requested to fill the questionnaires including Revised Dyadic Adjustment Scale, Adult Attachment Scale and Couple Communication Patterns Questionnaire. Their queries were answered at that time and they were encouraged to provide as accurate information as possible. Finally questionnaires were collected and they were thanked for their cooperation.

Results

Table 1

Frequency Distribution of overall sample according to Profession, Family system and Children N=200

Respondent's Characteristics		f(%)
Profession	Working Women	100(50)
	Non Working Women	100(50)
Family system	Joint	113(56.5)
	Nuclear	87(43.5)
Children	Having children	180 (90)
	Not having children	20(10)

Table 1 shows frequency distribution of overall sample according to profession, family system, children and duration of marriage. According to the table, for profession, 50 % are working and 50 % are non-working women. For the category of family system, 56.5% are from joint family system while 43.5 % are from nuclear family system. For the category of children, 90% women have children and 10 % do not have children

Table 2

Cronbach Alpha reliability coefficient of Adult attachment scale (secure, anxious, avoidant), Couple Communication Patterns Questionnaire (positive communication, negative communication) and Revised Dyadic Adjustment scale (consensus, cohesion, satisfaction)

Scales	No. of items	<i>a</i>
Adult attachment scale	18	
Subscales		
Secure	6	.70
Anxious	6	.69
Avoidant	6	.66
Couple communication patterns questionnaire	28	
Subscales		
Positive communication	11	.75
Negative communication	17	.79
Revised dyadic adjustment Scale	14	.81
Consensus	6	.72
Satisfaction	4	.76
Cohesion	4	.73

Note. *a* = Chronbach's alpha

Table 2 shows alpha reliability of Adult attachment styles scale, Couple Communication Patterns Questionnaire and Revised Dyadic Adjustment scale. The reliabilities for secure, anxious, avoidant, positive communication, negative communication, consensus, satisfaction and cohesion are also shown in the table. The satisfactory alpha reliabilities show that Adult attachment styles scale, Couple Communication Patterns Questionnaire

and Revised Dyadic Adjustment scale are reliable measures for assessing attachment styles, communication and marital adjustment of working and non working women.

Table 3

Multiple regression analysis to test impact of Adult attachment styles and Communication on Marital adjustment of Working Women (N=100)

Predictors	B	P	R ²	F(5,94)
Constant	(48.1 ^a)			
Secure	.21	.01	.44	15.2**
Anxious	-.16	.06		
Avoidant	-.26	.00		
Positive Communication	.29	.00		
Negative Communication	-.20	.01		

Note. a = Unstandardized Coefficient B

** $p < .01$, * $p < .05$

Table 3 shows regression analysis to explore the predictive features of Adult attachment styles (secure, anxious, avoidant) and communication (positive and negative) on marital adjustment of working women. As shown in the table, secure attachment style ($\beta = .21$, $p < .05$) and positive communication ($\beta = .29$, $p < .01$) positively predicted marital adjustment whereas avoidant attachment style ($\beta = -.26$, $p < .01$) and negative communication ($\beta = -.20$, $p < .05$) negatively predicted marital adjustment. However anxious attachment style ($\beta = -.16$, $p > .05$) did not contribute significantly to the model. The value of R^2 shows that adult attachment styles and communication explained a total of 44 % variance in marital adjustment. The above stated prediction is significant as F (15.2) and $p < .01$

Table 4

Multiple regression analysis to test impact of Adult attachment styles and Communication on Marital adjustment of Non Working Women (N=100)

Predictors	<i>B</i>	<i>P</i>	<i>R</i> ²	<i>F</i> (5,94)
Constant	(45.2 ^a)			
Secure	.21	.01	.41	13.5**
Anxious	-.21	.01		
Avoidant	-.07	.41		
Positive Communication	.31	.00		
Negative Communication	-.38	.00		

Note. a = Unstandardized Coefficient *B*.

***p*<.01, **p*<.05

Table 4 shows regression analysis to explore the predictive features of Adult attachment styles (secure, anxious, avoidant) and communication (positive and negative) on marital adjustment of non working women. As shown in the table, secure attachment style ($\beta = .21, p < .05$) and positive communication ($\beta = .31, p < .01$) positively predicted marital adjustment whereas anxious attachment style ($\beta = -.21, p < .05$) and negative communication ($\beta = -.38, p < .01$) negatively predicted marital adjustment. However avoidant attachment style ($\beta = -.07, p > .05$) did not contribute significantly to the model. The value of R^2 shows that adult attachment styles and communication explained a total of 41 % variance in marital adjustment. The above stated prediction is significant as *F* (13.5) and *p* < .01

Table 5

Pearson Correlations among Adult attachment styles (Secure, Anxious, Avoidant), Communication (Positive, Negative) and Marital adjustment (Consensus, Satisfaction, Cohesion) of Working Women.

Variables	1	2	3	4	5	6	7	8	9
1. Secure	-	-.07	-.22*	.21*	-.07	.36**	.34**	.29**	.29**
2. Anxious		-	.41**	-.16	.23*	-.38**	-.24*	-.24*	-.24*
3. Avoidant			-	-.10	.21*	-.46**	-.30**	-.17	-.17
4. Positive Communication				-	-.04	.40**	.19	.37**	.37**
5. Negative Communication					-	-.33**	-.24**	-.23*	-.23*
6. Marital Adjustment						-	.70**	.74**	.74**
7. Consensus							-	.35**	.35**
8. Cohesion								-	1.0**
9. Satisfaction									-

* $p < .05$, ** $p < .01$

Table 5 shows Pearson Correlations among Adult attachment styles (Secure, Anxious, Avoidant), Communication (Positive, Negative) and Marital adjustment (Consensus, Satisfaction, Cohesion) of working women. Secure attachment style was positively correlated with Marital Adjustment and its subscales. Anxious attachment style was negatively correlated with Marital Adjustment and its subscales while Avoidant attachment style was negatively correlated with Marital Adjustment and Consensus. Positive communication was positively correlated with Marital Adjustment, Cohesion and satisfaction while Negative communication was negatively correlated with Marital

Adjustment and its subscales. Moreover Secure attachment style was positively correlated with Positive communication while the Anxious and Avoidant attachment styles were positively correlated with Negative communication.

Table 6

Pearson Correlations among Adult attachment styles (Secure, Anxious, Avoidant), Communication (Positive, Negative), and Marital adjustment (Consensus, Satisfaction, Cohesion) of Non- Working Women.

Variables	1	2	3	4	5	6	7	8	9
1. Secure	-	.02	-.15	.20*	-.14	.30**	.34**	.19	.19
2. Anxious		-	.25*	-.12	.24*	-.35**	-.29**	-.28**	-.28**
3. Avoidant			-	.15	.32**	-.23*	-.22*	-.20*	-.20*
4. Positive Communication				-	.13	.29**	.20*	.15	.15
5. Negative Communication					-	-.45**	-.49**	-.36**	-.36**
6. Marital Adjustment						-	.83**	.77**	.77**
7. Consensus							-	.53**	.53**
8. Cohesion								-	1.0**
9. Satisfaction									-

* $p < .05$, ** $p < .01$

Table 6 shows Pearson Correlations among Adult attachment styles (Secure, Anxious Avoidant), Communication (Positive, Negative) and Marital adjustment (Consensus, Satisfaction, Cohesion) of Non -Working women. Secure attachment style was positively correlated with Marital Adjustment and Consensus while Anxious and Avoidant attachment styles were negatively correlated with Marital Adjustment and its subscales. Positive communication was positively correlated with Marital Adjustment and Consensus while Negative communication was negatively correlated with marital adjustment and its subscales. Moreover Secure attachment style was positively correlated

with Positive communication while the Anxious and Avoidant attachment styles were positively correlated with Negative communication.

Table 7

Mean standard deviation and t-value on marital adjustment of women living in joint and nuclear family system

Variable	Nuclear (n=87)		Joint (n=113)		<i>t</i> (198)	<i>P</i>	95% CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
Marital adjustment	54.09	7.54	48.23	9.15	-4.83	.00	-8.25	-3.47	.56

Note. CI = confidence interval; LL = lower limit; UL = upper limit

****p* < .01*

Table 7 shows Mean, standard deviation and t-value on marital adjustment of women living in joint and nuclear family system. Results showed that women living in nuclear family system scored high on marital adjustment $t(198), p < .01$.

Table 8

Mean standard deviation and t-value on marital adjustment of women having children and not having children

Variable	Having children (n=180)		Not having children (n=20)		<i>t</i> (198)	<i>p</i>	95% CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
Marital adjustment	51.3	8.03	46.20	14.44	1.53	.00	-1.75	11.93	.54

Note. *CI* = confidence interval; *LL* = lower limit; *UL* = upper limit

***p* < .01

Table 8 shows Mean, standard deviation and t-value on marital adjustment of women living in joint and nuclear family system. Results showed that women having children scored high on marital adjustment $t(198), p < .01$.

Table 9

Linear regression analysis to test effect of Duration of Marriage on Marital adjustment of Women (N=200)

Predictors	<i>B</i>	<i>P</i>	<i>R</i> ²	<i>F</i> (1,198)
Constant	(48.2 ^a)			
Duration of Marriage	.18	.01	.03	6.74*

Note. a = Unstandardized Coefficient *B*.

**p* < .05

Table 9 shows regression analysis to explore the predictive features of duration of marriage on marital adjustment. As shown in the table, the duration of marriage ($\beta = .181, p < .05$) positively predicted marital adjustment. The value of R^2 shows that duration of marriage explained a total of 3 % variance in marital adjustment. The above stated prediction is significant as $F(6.74)$ and $p < .05$

Discussion

The current research aims to identify the impact of adult attachment styles and communication on marital adjustment of working and non working women and also the relationship among adult attachment styles, communication and marital adjustment of working and non working women. Furthermore the difference in marital adjustment in terms of the demographic variables including family system and children are explored. Also the predicting role of duration of marriage on marital adjustment is explored in the present study.

One of the primary and leading relationships that develop between a man and a woman is marriage. It is an affectionate and lawful affiliation that is quite important in one's adult life (Bernard, 1984). Marital adjustment is basically a condition in which there is a general feeling of satisfaction and happiness in both the husband and wife with their marriage as well as with each other (Thomas, 1977). Marriage has always been perceived as a special bond between a man and women, but in recent years this pattern has been changing. If a woman is working she has to maintain a balance between her family life and career. The attitude towards marriage, family and sexuality as well as the increased rate of divorce has led to many changes in the living style of people today (Coombs, 1991; Aries, 1985).

The two important factors that contribute to marital adjustment are attachment styles and communication. According to Sperling and Berman (1994) adult attachment is a stable inclination of a person to make extensive efforts to look for and retain closeness

with such individuals who offer subjective abilities for mental and bodily fortification and defense. Specifically Simpson (1990) found that for both men and women, secure attachment style is positively correlated with relationship satisfaction while anxious and avoidant attachment styles are negatively correlated. For the past twenty five years researchers have been working on the significant role played by marital communication in spouses' marital adjustment (Fitzpatrick, 1988; Gottman, 1979). Previous studies have also indicated that communication has a positive association with marital adjustment (Kehinde, 1999). So the factors that contribute to marital adjustment are explored on the sample (N=200) including (N=100) working and (N=100) non working women.

Results of the present study revealed that there is an impact of adult attachment styles and communication on marital adjustment of working and non working. These results are shown in table 3. Raeisipoor, Fallahchai and Zarei (2012) studied the phenomenology of factors effecting marital adjustment and concluded that communication and attachment styles were the best predictors of marital adjustment.

Moreover the adult attachment styles that was the focus of the present study exclusively included secure, anxious and avoidant attachment styles. Results revealed that secure attachment style positively predicted marital adjustment in both working and non working women. These findings are also shown in table 3 and 4. Fincham (1995) found that individuals with secure attachment style report high levels of marital adjustment than anxious and avoidant attachment style.

The results also put forward that avoidant attachment style negatively predicted marital adjustment however anxious attachment style did not significantly predict marital adjustment in working women. These results are indicated in table 3.

The results indicated that anxious attachment style negatively predicted marital adjustment but the avoidant attachment style did not significantly predict marital adjustment in non working women. This is indicated in table 4.

The fact that the growth of an attachment bond may take place independent of the level of marital satisfaction and that attachment can also occur even when the relationship is not so satisfactory can be helpful in justifying the above mentioned findings (Hazan, Zayas & Selcuk, 2010). This shows that it is not necessary for all the three types of attachment styles to predict marital adjustment.

The current study also focused on positive and negative dimensions of communication and their impact on marital adjustment. Results revealed that positive communication positively predicted marital adjustment while negative communication negatively predicted marital adjustment in working and non working women. These results are also evident from table 3 and 4. The findings were confirmed by previous research which revealed that those couples who exhibit negative communications are more at risk of stressed marital relationship (Dilillo, 2001; Bradbury, 1999).

The results showed that that there is a relationship among adult attachment styles, communication and marital adjustment of working and non working women. It was further identified that that the three types of adult attachment styles i.e. secure, anxious and avoidant were significantly correlated with marital adjustment. Specifically secure attachment style was positively correlated with marital adjustment while the anxious and

avoidant attachment styles were negatively correlated with marital adjustment in both working and non working women. Table 5 and 6 confirms these results.

Results showed consistency with previous findings by Simpson (1990) that for men and women, secure attachment style was positively correlated with relationship satisfaction while anxious and avoidant attachment styles were negatively correlated. Previous researches have confirmed a significant relationship between adult attachment styles and marital adjustment emphasizing that people with secure attachment style report better marital adjustment (Banse, 2004; Feeny, 1994, 1999) which means that a significant association exists between secure attachment style and marital adjustment. Previous researches have indicated that individuals with anxious and avoidant attachment styles have low marital adjustment (Banse, 2004). Furthermore Nofle and Shaver (2006) found out that avoidant attachment style is negatively correlated with relationship quality.

Results of the current study confirmed that positive communication was positively correlated with marital adjustment while negative communication was negatively correlated with marital adjustment in both working and non working women. This is also evident from table 5 and 6. Results were consistent with previous study in which it was revealed that failure or problems in communication may lead to physical and verbal violence thus causing problems in marital adjustment (Markman & Hahlweg, 1993). According to Kehinde (1999) communication has a positive association with marital adjustment.

The results indicated that secure attachment style was correlated with positive communication while the anxious and avoidant attachment styles were correlated with

completely involve themselves in work because of fear of failure therefore it gets difficult for them to manage both domains (work and intimacy with spouse). Avoidant attached individuals are so much inclined to get themselves devoted to work that they find less time to get intimated with their spouse. Their high level of satisfaction due to dauntless efforts at workplace might be defensive and get a reason for both men and women for not being involved in close relationships. So men and women express similar needs at job and home (Peterson, 2013).

Hazen and Shaver (1987) were of the view that individual differences exist in patterns of attachment. Therefore the style of attachment and its link with marital adjustment might vary from person to person, be it a working woman or a non working women. By reviewing the correlations between positive, negative communication and marital adjustment in working and on working women, it had been observed that the r value for positive communication was slightly greater in working women indicating strong positive correlation between positive communication and marital adjustment while the r value for negative communication was greater in non working women indicating strong negative correlation between negative communication and marital adjustment. The above mentioned findings are evident from table 5 and 6.

These findings could be extended in a new direction indicating that a working women is although involved in both workplace and home but still she attempts to manage spending quality time with her husband, that quality time might be spent with a more productive and positive communication thus contributing well to her marital adjustment. Contrary to this, a non workingwoman stays at home the whole day doing household work and waiting for her husband, there are chances that the people living with her might

make her responsibilities even greater, which might increase the probability of communicating negatively with her husband thus causing disastrous effects on marital adjustment.

Results of the current study confirmed that there is a difference in marital adjustment of women living in joint and nuclear family system. It was further explored that women who live in nuclear family system scored high on marital adjustment than those women living in joint family system. These findings are shown in table 7. Past studies have indicated that women living in joint family system are maladjusted in their married life while those who live in nuclear family are well adjusted in their married life (Tanvani, 1997).

Results revealed that there is a difference in marital adjustment of women having children and not having children which further revealed that the women having children scored high on marital adjustment than those who were not having children. The findings are evident from table 8. Reading (1991) was of the view that when a problem arises in a partner that makes the couple unable to reproduce a child, this leads to negativity in relationship between husband and wife. In such case, fertile parent may blame the other one, ultimately resulting in conflicts between both, this in turn affects their married life of both. Expectations about a child varies between both genders, in most of the cases women have more need for a child than men.

Results of the present study confirmed that the duration of marriage significantly predict marital adjustment of women. This is shown in table 9. Azeez (2013) reported that age and duration of marriage has significant effect on marital adjustment of women

Conclusion

From the above mentioned research it can be concluded that there is an impact of adult attachment styles and communication on marital adjustment of working and non working women. Specifically the secure attachment style and positive communication positively predicted marital adjustment while the negative communication negatively predicted marital adjustment in both working and non working women. However, for working women anxious attachment style and for non working women the avoidant attachment style did not predict marital adjustment. Study confirmed a relationship among the adult attachment styles, communication and marital adjustment of working and non working women. It was found that secure attachment style and positive communication were positively correlated with marital adjustment while anxious, avoidant attachment styles and negative communication were negatively correlated with marital adjustment in both working and non working women.

It was also shown that women who live in nuclear family system and those who have children scored high on marital adjustment. Also the predicting role of duration of marriage on marital adjustment was confirmed in the study. Therefore, a broader perspective of the factors that contribute to marital adjustment including attachment styles and communication were attempted to be explored in this research.

Limitations and Suggestions

Every research has some limitations as none of the research is perfect, there is always room for progress. The current study also has few limitations which do not mean

the study has not met its target, but encourages the researcher to consider these limitations for betterment in further research.

First of all the sample size was not large enough to assess marital adjustment and the contributing factors including adult attachment styles and communication. The sample of the study was restricted to females and only college teachers were taken.

Following suggestions are recommended to enhance this research. Increasing the sample size would help in obtaining more significant results. By taking respondents from different social backgrounds the results could be confirmed further. Selecting the sample of working women from other professions might be helpful in providing a variety of working women that might contribute in getting a broader perspective of the factors being explored in the study. Including couples in the sample might result in gaining the perspective of husband and wife about marital adjustment and the factors contributing to it.

Implications

This research fills the gap in literature and also gives a new direction to the studies on marital adjustment, adult attachment styles, communication and the related demographic variables. This research is of assistance to future researchers who are interested in exploring marital adjustment and the different factors contributing to it. Also it can be a contribution to the society for women who are going to be married or those who are already married and need further guidance to lead a successful married life.

This research is going to be effective for those practitioners who practice in the field of marital adjustment. It is going to be helpful in the field of marital counseling. It

has its implications for working and non working women, their parents as well as the whole society. Besides that it can be of adequate help to those who want to explore the marital lives of working and non working women. The research may contribute towards a more comprehensive understanding of the quality of relationship in Pakistani married women. It may also be of help to those women who are not satisfied with their spousal relationship that may ultimately reduce the worth of relationship.

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Informed consent form

With due respect it is to inform you that I am a student of MS Psychology from International Islamic University, Islamabad. The topic of my thesis project is "Impact of adult attachment styles and communication on marital adjustment of working and non working women". I am working under the supervision of Dr Seema Gul from department of Psychology International Islamic University, Islamabad. You are encouraged to please fill the following questionnaires for my research purpose. I assure you that the information you provide will be kept completely confidential. You are requested to please inform me if at any point of participation you feel a need to withdraw from the task. Your participation in the research will be highly appreciated.

Participant's signature:

Thank you

Shehzadi Sarah

Demographic sheet

I am M.S scholar from International Islamic University, Islamabad. My thesis is on Impact of adult attachment styles and communication on marital adjustment of working and non working women. It is a humble request to please provide accurate information in the space provided below. Thank You.

Age :	
Profession :(Teacher / Housewife)	
Family system:(Joint / Nuclear)	
Duration of marriage:	
Monthly income: (Family income)	
Children (Yes/ No):	
Years of job(teaching):	

Adult Attachment Scale

Please read each of the following statements and rate the extent to which it describes your feelings about romantic relationships. Please also think about all your relationships and respond in terms of how you generally feel in these relationships. Please use the scale below by placing a number between 1 and 5 in the space provided to the right of each statement.

1	2	3	4	5
Not at all Characteristic of me				Very Characteristic of me
1. I find it difficult to allow myself to depend on others.				
2. People are never there when you need them.				
3. I am comfortable depending on others.				
4. I know that others will be there when I need them.				
5. I find it difficult to trust others completely.				
6. I am not sure that I can always depend on others to be there when I need them.				
7. I do not often worry about being abandoned.				
8. I often worry that my partner does not really love me.				
9. I find others are reluctant to get as close as I would like.				
10. I often worry my partner will not want to stay with me.				
11. I want to merge completely with another person.				
12. My desire to merge sometimes scares people away.				
13. I find it relatively easy to get close to others.				
14. I do not often worry about someone getting too close to me.				
15. I am somewhat uncomfortable being close to others.				
16. I am nervous when anyone gets too close.				
17. I am comfortable having others depend on me.				
18. Often, love partners want me to be more intimate than I feel comfortable being.				

Couple Communication Patterns Questionnaire

This questionnaire asks you to describe how you and your partner work out problems and disagreements that arise between the two of you. Please indicate how likely you are to use each of these strategies ranging from Very Unlikely (1) to Very Likely (9).

1	2	3	4	5	6	7	8	9
Very unlikely								Very Likely

How do the two of you handle problems when they first come up?	
1. We discuss the problem together.	
2. We both avoid talking about the problem.	
3. I try to start a discussion, but my partner tries to avoid discussion.	
4. My partner tries to start a discussion, but I try to avoid discussion.	
During the discussion of a relationship problem, how likely are the two of you to ...	
5. Blame each other for the problem.	
6. Verbally threaten each other.	
7. Negotiate a solution together (suggest possible solutions and compromise together)	
8. Your partner nags (irritate) and makes a demand, and you withdraw become silent and refuse to discuss the matter further.	
9. You nag(irritate) and make a demand, while your partner withdraws, becomes silent or refuses to discuss the matter any further	
10. Your partner criticizes you, and you defend yourself.	
11. You criticize your partner, and he/she defends himself/herself.	
12. You get emotional(express feeling), and your partner gets logical(offers reasons and solutions)	
13. Your partner gets emotional(express feelings), and you get logical(offers reasons and solutions)	
14. Your partner threaten negative consequences while you give in or you back down	
15. You threaten negative consequences while your partner give in or back down.	
16. You get verbally aggressive(calls his names, swear at him or attack his character)	
17. Your partner gets verbally aggressive (calls your name, swears at you or attacks his character)	
18. You get physically aggressive. (push, shove, slap,hit or kick your partner)	

19. Your partner gets physically aggressive. (pushes, shove, slap, hit, or kick you)	
How likely is the discussion of a problem to end with	
20. Mutual understanding. (Both feel each other has understood his position)	
21. Mutual withdrawal. (Both withdraw from each other after the discussion)	
22. Mutual resolution. (Both feel that the problem has been solved)	
23. Mutual withholding of affection. (neither partner is giving to the other after discussion)	
24. Mutual reconciliation. (after the discussion, both try to be especially nice to each other)	
25. You feeling guilty for what you said or did while your partner feels hurt	
26. Your partner feeling guilty, you feeling hurt for what he said or did while you feel hurt.	
27. Your partner trying to reconcile (make up), while you withdraw (your partner tries to be especially nice, acts as if things are back to normal while you act distant.	
28. You try to reconcile (make up), while your partner withdraw(you try to be especially nice, acts as if things are back to normal while your partner acts distant)	

Revised Dyadic Adjustment Scale

Most persons have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your partner for each item on the following list.

	Always agree	Almost always Agree	Occasionally Agree	Frequently disagree	Almost always disagree	Always disagree
	5	4	3	2	1	0
1. Religious matters						
2. Demonstrations of affection						
3. Making major decisions						
4. Sex relations						
5. Conventionality (correct or proper behavior)						
6. Career decisions						
	All the time	Most of the time	More often than not	Occasionally	Rarely	Never
	0	1	2	3	4	5
7. How often do you discuss or have you considered divorce, separation, or terminating your relationship?						
8. How often do you and your partner quarrel?						
9. Do you ever regret that you married (or lived together)?						
10. How often do you and your mate "get on each other's nerves"?						

	Every Day	Almost Every Day	Occasionally	Rarely	Never	
	4	3	2	1	0	
11. Do you and your mate engage in outside interests together?						

How often would you say the following events occur between you and your mate?

	Never	Less than once a month	Once or twice a month	Once or twice a week	Once a day	More Often
	0	1	2	3	4	5
12. Have a stimulating exchange of ideas						
13. Work together on a project						
14. Calmly discuss something						