

Identifying the Factors of Satisfaction/Dissatisfaction Caused by the Beginning of Women's Employment After Marriage (From the Perspective of Spouses)

DOI: 10.22098/JPC.2023.12464.1159

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Abstract

Aim: Today, many reasons, such as education, interest in social presence, desire to achieve economic welfare, and confronting inflation, have led to the widespread acceptance of married women towards employment. The present research was conducted in 2022 on a community of families living in Tehran, where women started working after marriage. **Method:** The research method was qualitative and grounded theory, and the research tool was a semi-structured and in-depth interview. **Findings:** The data reached saturation with the participation of 19 couples. From the analysis of the conducted interviews, the factors of creating satisfaction/dissatisfaction along with the contexts, facilitators, and interveners and their consequences, as well as the strategies that spouses use to achieve satisfaction from the phenomenon of employment after marriage, were obtained. The main category concluded that spouses' satisfaction/dissatisfaction with women's employment after marriage is based on the quality of the marital relationship and the existence of support resources from a family of origin. **Conclusion:** Casual results conducted from the current research include: Spouse's support/disapproval, a family of origin's support, children's support, man's satisfaction with wife's professional status and type of job, financial prosperity, pressure and density role that has a determinative role in the spouses' sense of satisfaction through their relationship after women's employment. The results of current research and the obtained model can be used to adaptively confront the changes resulting from employment after marriage, enrich the relationships of spouses as much as possible, and stabilize families.

Keywords: employment, women, satisfaction, qualitative research.

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Introduction

Since the beginning of history and the formation of a family, women have played a vital role in managing domestic affairs. This role included caring for household chores and children, cooking, and comforting family members. In addition, in some rural and nomadic communities, women have actively participated in doing things outside the house, as in some situations, women have been the key workers on farms or keeping livestock. According to the estimation of some researchers, the participation of women in matters related to the maintenance and exploitation of livestock and poultry and participation in agriculture is very impressive and undeniable and cannot be disregarded (Mohseni Tabrizi, Ghafari, Nayebi, & Efati 2020). Meanwhile, from the perspective of researchers such as Rezaiean Gharagozlou, & Rostamalizadeh (2019), women's activity is not considered an apparent economic participation, as women earn hidden income through household activities and even working in fields or home production while waiving an income. In some cases, women implicitly earned income with home productions such as handicrafts, carpet weaving, and other types of home products, but in the context of today's employed women, this income did not belong to them, or they could not make decisions about it.

Though women's activities in the household were not exchanged with cash and valued much, based on historical evidence, women had a higher economic impact than men. In some societies, such as Achaemenian, women participated in economic activities as well as men and received salaries. Sometimes, this activity plays a massive role, such as managing someone as an employer. (Kavyani pooya, 2021).

Before the feminist movement, the perception of women was as half of the framework of human society, second-class gender, and second-class citizen. On the other hand, the elimination of women's services causes severe problems for the family, and this is more noticeable in rural communities. With time passage, the progress of science and the entry of women into field of knowledge and literacy, and even the acquisition of high academic degrees and the emergence of movements such as feminism, which have sought to assert women's rights, and despite the necessity of earning money for a living, due to the loss of the breadwinner, women make an entrance in the field of social activity and work outside the home, in exchange for receiving wages and salaries (Rasoulipour & Mahdavi, 2013). The active presence of women in society and workplaces has positive and negative consequences and has always been the source of disputes regarding the recognition of this right for women or its rejection, and the issue of women's employment has always had opponents and supporters (Khadivi et al., 2022)

However, some couples form a single-careered family (working men) initially, but the woman starts a job after some time due to some necessities. This shift from a single-career couple to a dual-career couple has been explained in theoretical approaches. Rosconi and Solga, in 2008, quoting Abele and Volmer (2011), found the census for dual-career couples to be 30%. However, they believed that the exact estimate of these Statistics is impossible due to different definitions of a dual-career couple. These researchers put forward three points of view in explaining the theory related to the emergence of dual-career spouses. The first point of view was mentioned by Becker (1981) and Blossfeld and Drobnik (2001), quoting Abele and Volmer (2011) under the title of achieving the

maximum everyday economic utility. According to this view, when spouses participate in paid work and housework and they have higher education, the highest joint economic benefit will be achieved when both work full-time in their professional occupations.

The second approach is the social exchange perspective (Emerson, 1976, cited in Abele and Volmer, 2011); according to this theory, spouses have more power in the relationship when they invest more. In spouses' higher education, similar investments are expected, and as a result, a similar power is achieved.

The third approach refers to gender equality and believes that men and women should be free to choose the roles they want to perform house (Abele, 2000, cited in Abele & Volmer, 2011).

In addition to the approaches mentioned above to dual-working couples, the effect of women's employment after marriage can also be studied from the perspective of the theoretical approaches of systemic family therapy. Since systems depend on their components, this interdependence affects other components when one of the system components changes. Therefore, according to Capozzi and Gross (1999), the change in the coupled sub-system can be mentioned with the metaphor of a wave effect after accepting the role of employment by the housewife. (Capozzi and Gross, 1999, cited in Wetchler & Hecker, 2015; translated by Khodadadi-Sangdeh et al., 2021: 83). On the other hand, the desire for stability and consistency in systems causes the change to be confronted with tension and stress. This tendency is called Morphostasis. In such a case, the availability of the Morphogenesis mechanism, in which the creativity used includes the possibility of growth, prevents the creation of problems and, in other words, turns the threat into an opportunity (Bekvar and Bekvar, 1996, cited by Wetchler & Hecker, 2015, translated by Khodadadi et al., 2021: 86).

In positive approaches to women's employment, such as the Role Enhancement hypothesis, Role Expansion theory, and Role Accumulation hypothesis, we can consider women's employment favorable and evaluate it with significant consequences. These approaches indicate that employment can be considered a new role for women. Employment brings higher self-esteem, income, and social support for women, which is in the direction of social health. Higher income is correlated with obtaining more social support.

Another group of approaches looks at the negative view of this matter. These approaches mean that tasks such as caring for and raising children are still feminine and can only be handled by women. According to these approaches, the man is the head of the house and the breadwinner of the family. Therefore, women's earnings cause a power struggle, and the family's foundation is shaken. In these approaches, women's employment will involve more psychological and physical stress and, as a result, excessive fatigue. The theories included in this framework are scarcity, role multiplicity, convergence, role conflict, and role pressure (Rafatjah & Rabiei, 2015).

Regarding the functional separation of women's roles, Parsons believes housewives should not work. Also, the hypothesis of roles multiplicity, role conflict, role overload, scarcity hypothesis, and role strain hypothesis suggests that the employment of married women for reasons such as individuals' increased responsibility, additional workload, and

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expectations will expose them to stress caused by the multiple responsibilities of motherhood, marriage, and job (Arber, 1991).

Feminism believes that women also have the right to benefit from their desired employment and income, and they should not be given second-rate jobs such as secretaries, nurses, tailors, cashiers, etc., which seems to have no growth and progress for them. In this point of view, housekeeping is a real job and is not exclusive to women (Quill, 1984, cited by Masti & Fakhrayi, 2013).

The category of life satisfaction refers to the feeling that a person has towards their whole life and their evaluation of its quality (Diener & Diener, 1996). This matter changes in couples who switch from single-career to dual-career after marriage. The existing theories about satisfaction refer to influential components such as living environment, health, income, housing, marriage, job, education, etc. (Heidermeyer & Goritz, 2016, cited by Mikaeili Manee, Shirzadeh, & Ab Khiz, 2021). Also, examining studies conducted regarding women's employment showed explainable differences in the obtained results, some of which will be mentioned below.

Researchers believe that the simultaneous employment of spouses affects their interactions, and married life is affected by this in various dimensions (Xie, Shi, & Ma, 2017). Research confirms that family roles and people's jobs can sometimes cause conflicts (Săucan, Marhan, & Micle, 2015). Playing the role of wife and mother and performing job duties simultaneously has positive consequences while including negative consequences such as feeling guilty (Dehghanzadeh, Fallah & Vaziri, 2019). Because being in the workplace or doing something other than taking care of the child requires reducing the time to take care of the child's affairs and is considered a form of child neglect. (Martin, Lippert, Chandler, & Lemmon, 2018). Women experience a tremendous transformation because of being able to access economic resources and enter society, and as a result, the home and family are exposed to mutation. This evolution and transformation requires seeking balance in the relationship of spouses and marital duties, which is necessary in addition to accepting the benefits and gifts of this employment (Suroukhani, 2009: 188).

However, working women's achievements, from their point of view, are fulfilling needs, getting rid of the monotony of housework and the boredom caused by it, and gaining power. (Carlson, Sperry, & Lewis, 1997: 43). Financial independence gives peace of mind to women, and it has a positive effect on working women's relationships with their husbands and children, and as a result, life satisfaction increases (Ghaemi, 2013: 83). Women that have a good job status probably experience more happiness, self-esteem and a better mental state comparing to housewives (Mendonca, Shrivastava, & Pietschnig 2020). Self-esteem is an indicator of mental health and a predictor of people's quality of life. As a central element, it protects a person's psychological structures like a protective shield against anxiety and provides peace of mind. On the other hand, low self-esteem appears as a factor in the development of psychological and physical disorders in people (Eklund, Bäckström, & Hansson, 2018; Smink et al., 2018). Therefore, the positive effects of women's employment cannot be ignored.

Another positive effect of women's employment is that it can increase social awareness among women (Hayati & Sharifi, 2015). The researchers found that employed married

women experience higher anxiety and lower quality of life due to the conflicts that occur between the job requirements and the responsibilities of married life (Akhouri, Madiha, & Ansari, 2019). Also, during the spread peak of COVID-19, married and working women who were responsible for multiple responsibilities at home and work experienced more severe psychological stress and depression (Beri, 2021).

Rahimi et al. (2021) investigated marital conflicts in dual-career couples and found that if there is unfairness in these families, there is a high risk for conflicts to occur. On the other hand, the existence of cognitive vulnerability, financial struggle, and lack of participation in home-related affairs can aggravate these conditions.

Several studies in qualitative and quantitative methods have investigated the category of spouses' satisfaction in dual-career couples (Agah, Tajikesmaeli, Kasaei Isfahani, & Askarian, 2021; Rahimi, Salimi Bajestani, Asgari, 2021; Jamali, Kalantar Kousheh, Shafiabadi, & Salmabadi, 2017). However, the study of satisfaction in couples who faced a shift due to their spouse's employment after marriage was not found in the search background, and since satisfaction is a cognitive and judgmental component, people's perception of satisfaction while facing the phenomena must be considered. (Camp, 1995:69, cited by Dastghaib & Moradi, 2019). Therefore, the present study aims to study the employment and income of housewives after marriage in order to draw the pattern of couples' satisfaction/dissatisfaction with life. These days, due to the change in families' economic situation and the need to earn more income and as women's interest in social presence, the necessity of conducting this research can be felt clearly because the spouses' sense of satisfaction directly affects the quality of their individual and social life. In other words, the current study seeks to answer this question: What changes does women's employment make in spouses' satisfaction/dissatisfaction with life?

Methods

In the current research, conducted in 2022, the target population included couples living in Tehran, where the wife had not been employed at the time of their marriage and decided to get employed after a while. The call for participation in the research was published on social media (WhatsApp, Instagram, and Telegram.) and networks, and the desired criteria were included in the poster. The criteria considered by the researchers for the inclusion of people in the research were: 1. Women's unemployment at the time of marriage 2. The decision and action of employment after marriage. In this way, the couples who had the desired condition voluntarily declared their readiness to participate in the research. Sampling and conducting interviews continued until theoretical saturation was reached with 19 couples (38 husbands and wives). Purposeful and theoretical sampling methods have been used. Sampling has continued until the saturation point (until discovering new data).

In this study, the research tool was an in-depth and semi-structured interview. The criterion for exiting the research was the declaration of unwillingness to continue the process in any part of the work and people participating. During the interview, the interviewers qualitatively questioned the spouses' satisfaction level. The criterion of spouses' satisfaction with the research phenomenon, i.e., women's employment after marriage, was scored from 1 to 10 according to the individuals.

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The data collection method in this research was an open in-depth and semi-structured interview. At first, after receiving demographic information from the participants and providing explanations about the ethical principles of the research about its content being confidential from everyone except the researchers (for analysis), the interview started with asking specific questions about "how long the woman has been a housewife after marriage?" and "what made her decide to work?" Then, the interview process was continued with couples by asking new and persistent questions created in the researcher's mind due to the participant's answers. The researcher then analyzed each interview immediately after conducting them. Data analysis was done by coding in three levels: open, central, and selective. First, in the open coding stage, the data was identified, classified, named, and described; then, in the central stage, these classes and open codes were assigned to more general axes during continuous analysis and combination. In the open coding, the researchers carefully analyzed the results of their in-depth interviews. While recognizing the codes obtained by breaking down the structure of the sentences, they reached many codes, which, after modification, analysis, and combination, finally resulted in 252 initial codes about the couples' satisfaction/dissatisfaction pattern. After further review, the initial codes reached 41 open codes.

After much analysis and combination, open codes in the classification related to core codes finally reached five core codes, including influential factors, grounding factors, intervening/facilitating factors, strategies, and consequences. Finally, from the network connection of the central categories, the researchers reached the category and the selective category of satisfaction/dissatisfaction with women's employment after marriage.

Interviews in this research were conducted with the husband and wife in each couple because the researchers sought to study the level of satisfaction of both parties after the woman's employment. Some of the questions raised for the husband and wife mentioned the following matters: Questions from the wife: How long did you work after marriage? What factors made you decide to work? What was your husband's reaction in expressing this decision? Did you have children at that time? What changes did employment make in your duties in the family? What changes did employment bring about in your relationship with your spouse? What changed in you after your employment? Did new issues arise in your life after employment? What are the advantages of your employment? What are the disadvantages of your employment? What did you do to manage the situation after employment?

Moreover, the husband asked some of the questions: What made your wife decide to work? What was your opinion about this decision? What role did you play in choosing your spouse's job? What changed in your wife after employment? What do you think of these changes? After employment, what changes did you have in your relationship with your wife? What are the positive consequences of your spouse's employment? What are the negative consequences of your spouse's employment? What problems arose after your spouse's employment? What did you do to solve the problems?

Results

In the following, the spouses' demographic information and the categories extracted from the interviews are presented in Tables 1 and 2, respectively.

Table 1. Demographic characteristics of research participants

| Code | Job | | Education at the time of employment decision | | Satisfaction level from 1 to 10 | | man's age | Woman's age |
|------|---------------|---------------|--|---------|---------------------------------|-------|-----------|-------------|
| | Man | Woman | Man | Woman | Man | woman | | |
| 1 | Freelance job | Counselor | MA | MA | 8 | 9 | 35 | 34 |
| 2 | Employee | Employee | BA | MA | 7 | 7 | 31 | 27 |
| 3 | Military | Counselor | MA | MA | 8 | 8 | 32 | 27 |
| 4 | Freelance job | Psychologist | Diploma | PhD | 8 | 5 | 47 | 41 |
| 5 | Freelance job | Counselor | MA | MA | 5 | 5 | 29 | 29 |
| 6 | Freelance job | Confectionery | Diploma | MA | 8 | 8 | 40 | 35 |
| 7 | Freelance job | Tailor | Diploma | Diploma | 8 | 7 | 63 | 56 |
| 8 | Freelance job | Hair stylist | Diploma | Diploma | 8 | 8 | 50 | 45 |
| 9 | Freelance job | Employee | Diploma | BA | 4 | 8 | 45 | 40 |
| 10 | the manager | Employee | BA | BA | 8 | 8 | 37 | 25 |
| 11 | Freelance job | Freelance job | BA | BA | 4 | 8 | | 28 |
| 12 | Employee | The manager | BA | MA | 10 | 10 | 42 | 36 |
| 13 | Accountants | Blogger | Diploma | Diploma | 8 | 9 | 38 | 29 |
| 14 | Engineer | Teacher | BA | BA | 8 | 8 | 38 | 36 |

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| | | | | | | | | |
|----|---------------|-------------|-------------|---------|----|----|----|----|
| 15 | Engineer | Counselor | BA | MA | 10 | 10 | 48 | 43 |
| 16 | Unemployed | The manager | Diplom a | Diploma | 8 | 8 | 64 | 57 |
| 17 | Freelance job | Professor | BA | PhD | 6 | 8 | 54 | 43 |
| 18 | Accountants | Employee | Diplom a | MA | 7 | 9 | 52 | 45 |
| 19 | Freelance job | Employee | Diplom a | Diploma | 4 | 10 | 47 | 40 |

Table 2. Selected and central categories extracted from interviews with the spouses

| selected code | central codes |
|--|--|
| Satisfaction/dissatisfaction with women's employment after marriage is a function of the quality of the marital relationship and the existence of support resources inside and outside the marital unit. | Factors affecting the satisfaction/dissatisfaction of women's employment after marriage |
| | The underlying factors of satisfaction/dissatisfaction with life |
| | Facilitating/intervening conditions and behaviors in creating satisfaction/dissatisfaction |
| | Strategies for creating satisfaction from women's employment |
| | Outcomes of women's employment after marriage |

Examples extracted from spouses' interviews related to categories of open codes

Central code: Factors affecting satisfaction/dissatisfaction with women's employment after marriage

1. Spouse's support/disapproval

My husband helps me a lot and supports me. He did not want to grumble and complain about life (Ms. 1).

My husband never supported me and only expected that the situation would not change and that the services I had at home would not decrease (Ms. 7).

2. Family of origin support

My mother's house is exactly on the top floor of our house; she also works with us and sometimes cooks and sends food (Mr. 2)

3. Children's support

My children were pleased about our economic progress, and they supported me. My eldest daughter, who was 15 years old at the time, helped me with house chores. She even learned to sew and repair clothes at home, such as changing zippers. I used to give her the income for what she had done (Ms. 7)

4. Man's satisfaction with his wife's professional status and type of job

... My husband is also delighted with my life and course (Ms. 15)

I also like my wife's job because it has a good environment where she is in contact with other women, and there is a good income (Mr. 7)

5. Achieving financial prosperity

Our better financial conditions have definitely made us feel better. I have better freedom of action in a series of purchases; for example, back in time, when I wanted something, I had to think about whether my husband had a suitable financial condition for it or not so that I could ask him. However, now, for example, I do not necessarily need a dress, but if I like it, I buy it for myself, and later, he will either give me the money or I will not take it from him. (Ms. 3)

6. Pressure and density role

I always wake up early in the morning, eat breakfast with my husband so that he will not be dissatisfied and the house and child's chores will not be left undone, and after tidying the house and making lunch, I come to the hair salon. You may not believe it, but I always cook two meals. So that it will not be difficult for the family (Ms. 8)

Central code: The underlying factors of satisfaction/dissatisfaction with life

1. Matrimonial life mindset

I believe that half of this joint life belongs to me, and the other half belongs to my wife, and I can comment on half of it (Mr. 1).

I learned from my parents that my money and my husband's money are the same. Of course, my behavior was effective because I did not say hey, it's my money. (Ms. 1)

2. Knowledge of spouses from each other

Whenever I want to take money, I ask for permission from my husband, and I don't say that this money is mine. I want him to know that he is my support and that his existence is vital in my life. Because I understood this, every man wants his existence to be vital in

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a woman's life. One of the matters they want to be mandatory is financial matters. (Ms. 2).

My husband understands that I need to work and that my mood is better. Moreover, if I was satisfied, he never told me not to go. (Ms. 4)

3. Job social base

The social aspect of the job and my interest were vital for me and my husband. (Ms. 3).

4. The intrinsic value of the job

Despite the problems and having children, I still like to work and be helpful to people. Teaching is a human-building work that has much value for me (Ms. 14).

5. A sense of adequacy

More important than financial independence was the feeling of being helpful, which became the primary motivation for my work and made me propose this matter to my husband immediately after completing my bachelor's degree and asking him to find me a job. When my husband saw my passion, he found me a suitable job (Ms. 10).

6. Useful pastime

If I were at home and didn't go to work, maybe I would have a series of useless routines (Ms./5)

7. To be bold

A working woman becomes independent due to having financial income, which gives her the courage to express her opinion in society, which is valuable. A mother with independence and the ability to change for the better raises a more independent child (Mr. 2).

8. Appreciation

I thought that by finding a good job, I could show my gratitude to my parents and show them that the expenses for my education were not useless (Ms. 2).

9. Effects of parents' communication pattern

An important reason was my father. My father was very traditional, firmly against work and even education. My mother was a housewife, and I could see that she was bothered; I did not see this satisfaction in their relationship, making me follow what was right and what was not right. I consulted and took the right course in my life (Mr. 1)

10. Demographic changes in the family

I am apprehensive about the future. Because when the child comes, the situation will be different. Sometimes, this issue makes me wonder whether a small child can stay without their mother until 4 in the evening. Because the working hours are until 3:30. By the time I get home, it will be 4. (Ms. 2)

11. Ineffective parenting beliefs

My husband believes that only the mother should care for the children. Even talking to our son is difficult for him, and I want this relationship to be good. (Ms. 4)

12. Motivation/expectation of economic support

In times of financial problems, a working woman can help her husband. Unfortunately, a housewife can't do anything other than pity and sympathize. That's why I put aside the opposition (Mr./2).

I wanted to help my husband in difficult financial situations; I didn't want only to use the money he earned (Ms./2)

13. Feeling guilty about not being a good and good enough mother

I have always felt guilty about not caring for my children or home (Ms. 4).

Central Code: Facilitating/intervening conditions and behaviors in creating satisfaction/dissatisfaction

1. Attention and care of spouses

My type of job (consulting) made my married life grow a lot with the things I learned by studying and applying it to my own life, the conditions have improved (Ms. 15).

Participating in some household expenses and even lending me money also increased empathy (Mr./3)

2. Obstructing by the spouse

not only he doesn't support me and doesn't give me any money, but also he says that you have the money yourself, so spend it, or he says don't go to work so that I can pay for you (Ms. 9).

3. The irresponsibility of the wife

I tried to plan and invite my children's friends or take them out together, but my husband was upset with me and did not want to cooperate. It seems that just paying the children's expenses and taking them to classes is enough as if he has completed his duty (Ms./4)

4. Presence/absence of spouses' cooperation

A woman who goes to work definitely cannot do the housework like a woman who stays at home all the time. It is not fair that she has to work both at home and outside, and the man only works outside (Mr. 2)

My husband says that if you go to work, you should spare no effort to take care of the house, life, and children (Ms. 4)

Central Code: Strategies for creating satisfaction from women's employment

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1. Prioritizing family before work

My family is always my priority, and then I go to work, and I don't let my job become a burden for the family (Ms. 15)

2. Regular planning

I always manage the work at home and outside the house in an orderly and scheduled manner, although sometimes it has caused me to bear a lot of pressure. In general, I have been able to balance the conditions of the home and the work environment (Ms. 15)

3. Division of chores

The housework is divided between my husband and me, and, for example, sometimes, when I don't get to cook, he cooks by himself if he finds that there is dirty laundry; he runs the washing machine, it is not that he says no, I won't do anything, so I finish stuff as much as I can myself. He would help as much as he could.

4. Talk to solve the problem.

We used to solve these issues together by speaking. I told him my expectations (Ms./1)

From the beginning of our marriage, my method has been to proceed with understanding, dialogue, and logic, and if I had any right to myself, I would have tried to move it forward through conversation. (Mr. 1).

5. High tolerance against problems

In general, my husband is not a supportive person. At first, he didn't believe that I could have an income, and he was against my employment, but this time, I didn't give up and didn't follow his words. No matter how much he grumbled about stuff like why your customers come inside the house, I wouldn't pay attention and continued my work (Ms. 7).

6. Acceptance of unchangeable conditions

I accepted that I don't have a supportive husband and I stopped asking him for help. I tried to do my house chores and responsibilities with scheduling.

7. Foresight

Before we married, we talked about my wife's work and my work, and I expected Behnaz to go to work; I discussed with myself what should be happening in this situation. (Mr. 2).

8. Distinguishing between home and workspace

The biggest thing I've done that I think has been beneficial to my life is not to bring work issues home, and when I get home, I'm just a housewife. First, I try to rest for an hour, and then I get to the housework and prepare food; doing the housework relaxes me and makes me forget about the issues at work (Ms. 10)

9. Consultation with an expert

I used counseling, and many issues were resolved. What my husband has done to support me is schedule his working hours so that he is at home by afternoon to help me take care of the children and housework. (Ms. 14)

Central Code: Outcomes of women's employment after marriage

1. Positive changes in family interactions

My husband's preoccupation has increased about me. For example, how do I go to work or how do I return? Are my colleagues good or not? When I go to an office, will my work be done or not? Are my students good or not? He asks all these things, and if there is a problem, he will help me. It wasn't like this before my employment. (Ms. 3)

My husband stopped objecting and started supporting me when he saw that my mood improved a lot by working. My husband helped me a lot, and I might say that the most critical factor in my success was that he ultimately agreed with my employment and supported me, making me choose the right path and succeed. (Ms. 12)

2. A sense of satisfaction and happiness

I am very well now. I am satisfied with my work, I am satisfied with my life, and my husband always says don't work for earning money, work for being helpful and feeling good (Ms. 1)

3. The growth of the communication field of couples

Now we have some topics to talk about; before, my husband only used to talk about the stuff at work, but when I started going to work, many topics were added to talk about (Ms. 3).

4. Increasing/decreasing the quality of the marital relationship

I believe that a working woman can help her husband better with life and work issues and understand things better. I am satisfied with the conditions of my life and my wife's job, and I think the path we took was the right one (Mr. 10)

There is no need for women to work, and I believe that a housewife is more compatible and listens to her husband more (Mr. 11)

5. Personal growth and development due to job type

I chose to counsel because I could help myself first. The type of my major made my married life grow a lot (Ms. 15)

6. Strengthen self-confidence

My self-confidence and my position in the family have increased a lot. I have the feeling of being approved and taken into account by my family and the people around me. The

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independence I have now is essential and valuable to me. Before, my words and opinions were not heard or taken seriously. (Ms .6)

7. Feeling successful

After getting a job, it was as if I had gained extra energy. After many years, I achieved my long-held dream. It was delightful and made me happy, and my happiness was noticed by those who dealt with me. My responsibilities had indeed increased, and I had to work more, but I was happy and felt alive (Ms. 8).

Little by little, I improved in my work, and eventually, I earned a partnership with a manufacturer, and now I am a clothing manufacturer; although I went through terrible years, by putting in the effort, I was able to support myself and my children (Ms. 16).

8. Feeling mature

I feel like I look more mature since I started working (Ms. 3)

Her behavior has become more mature, and her expectations and demands have become more reasonable, although sometimes she gets angry quickly, while she used to be calmer. However, in general, I am satisfied with my living conditions. (Mr. 10)

9. Sense of self-esteem

The best thing I did was get a job and become independent. It gives me a good feeling that I no longer have to go under pressure and beg for money (Ms. 7)

Each participant in the current research, decided to start their employment after marriage for some reasons. These reasons are a set of economic factors (such as financial need, desire for more economic growth, etc.) to psychological factors such as feeling the need to make efforts in the community, social growth, the motivation for progress, and so on. Finally, after analyzing the conducted interviews, a set of factors affecting the satisfaction of spouses was obtained, which is as follows:

Research question: What are couples' satisfaction/dissatisfaction factors after women's employment?

The results of the analysis of the interviews conducted regarding the factors of spouses' satisfaction/dissatisfaction after women's employment showed categories such as the presence of support in the marital relationship and the family of origin, the type of woman's job, and the man's satisfaction with the type of wife's job in terms of social status, financial ability from women's employment, along with the role pressure caused by the multiple responsibilities of women at home and work, are among the factors that influence the satisfaction/dissatisfaction of spouses. Also, in the category related to the factors that are the basis of this satisfaction/dissatisfaction, the identified items were: Matrimonial life mindset, knowledge of spouses from each other, the social base of the job, the intrinsic value of the job, the feeling of social adequacy, the effects of the parents'

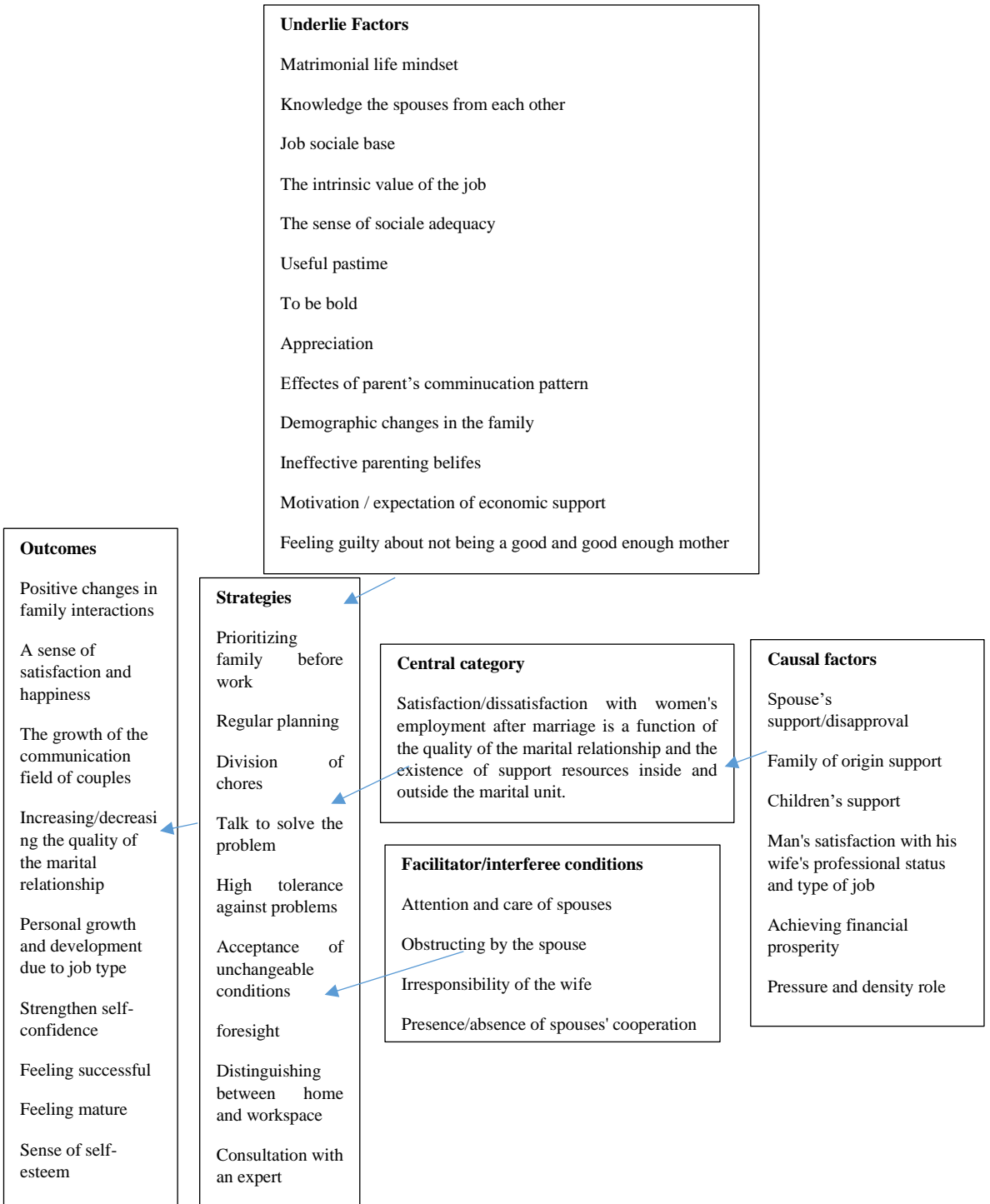
communication pattern, family demographic changes, dysfunctional parenting beliefs, having motivation/expectation about economic support, spending valuable time, becoming bold, gratitude, guilt about being a good or not good enough mother.

Also, the analysis of the conducted interviews showed that there are factors in the relationship of spouses that facilitate the satisfaction of women's employment, and also, some factors are influential in creating dissatisfaction in an interventional way. This group of factors includes the attention and being looked after by spouses, the presence or absence of spouses' cooperation, the spouse's obstruction, and the spouse's lack of responsibility. The participants in the present study used strategies to manage the relationship following the changes made after women's employment so that, as a result, the perceived satisfaction increases and dissatisfaction decreases. These strategies were Prioritizing family before work, regular planning, division of chores, talking to solve problems, high tolerance to problems, acceptance of unchangeable conditions, foresight, distinguishing between home and workspace, and consultation with an expert.

The findings of the research also showed that women's employment after marriage had consequences that were effective in increasing/decreasing marital satisfaction. These consequences were: positive changes in family interactions, the feeling of satisfaction and dissatisfaction, growth of the couple's communication field, increase/decrease in the quality of the marital relationship, growth of the job, strengthening one's self-confidence, the feeling of success, the feeling of maturity, a sense of self-esteem. In the next stage, the researchers sought to find a regular and comprehensive model of the classes and axes to achieve a conceptual model of the satisfaction or dissatisfaction of couples regarding the phenomenon of women's employment after marriage. The said model was drawn as presented in model number 1.

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Conceptual Model 1:



Discussion

In the current study, the satisfaction/dissatisfaction of spouses who had the experience of women's employment after marriage was studied qualitatively of the Foundation's data type, and the analysis of interviews conducted by the researchers was presented in a model to identify the factors of satisfaction/ Dissatisfaction. The central and core obtained category refers to the obscenity of spouses' satisfaction/dissatisfaction with the quality of marriage and the existence of supportive resources inside and outside the couple.

Women's employment after marriage will cause changes in the family system. These changes, which conflict with the vital balance of the family system, require adaptability to reach the balance that has been endangered by change (Capuzzi & Gross, 1999, cited by Wetchler and Hecker, 2015; Khodadadi et al., 2021: 83 and 91). Today, for several reasons, such as having higher levels of education in women, the sense of psychological need to be present in society and play a social role, the tendency to have financial independence, the presence of economic inflation, and the need for families to have more financial resources, taking action to reach a job beyond housekeeping is pretty common. Changes caused by this action can satisfy or dissatisfy the parties.

The causal factors identified through the interview with spouses who participated in the research were Support in the relationship between couples and the family of origin, the type of woman's job, and the man's satisfaction with it, in terms of the social aspect and its characteristics, financial ability caused by woman's employment, along with the pressure of the role, are the factors mentioned by the participants as the influential axioms in the spouses' satisfaction of the changes made. Employed women who work after marriage and after experiencing a housekeeping period (with any time limit.) experience the pressure commonly experienced by married Iranian women (in terms of obligation to customary roles of housekeeping and parenting), with significant effects on employment and changing life routines. Married women face common expectations for managing house chores, job responsibilities, and an acceptable consideration of home and spouse affairs. These expectations are a form of stress for women employed to improve their family's economic conditions. Another form for those women who have been employed to earn academic validation and have an interest in personal growth, and naturally and in addition to the need for adaptability to the conditions, as well as other employed women, they feel more in need of special support from spouses and families of origin. Thus, this support will effectively create a sense of satisfaction in spouses. The Uğurlu et al. (2018) study results also parallel this discovery.

The support of families of origin for employed women is one of the factors that can be effective in creating and enhancing spouses' satisfaction with women's employment when children are younger or a new child is born. The new conditions caused by the changes above require time for couples to adapt, and the support from families of origin is a symbol of love and care outside the couple's relationship and can help the process of adaption and reduce the adverse effects caused by role pressure. The current discovery parallels with accomplished research. (Ioannou et al., 2019).

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Financial resources earned from income and employment give women a sense of strength and satisfaction alongside increasing the family's financial ability and gives a sense of freedom and satisfaction to those women who have been under pressure from the financial restrictions imposed by their spouses. Also, women who made more profits for their families by making money from their jobs and bringing more appropriate scheduling and prosperity to their families have higher satisfaction levels. The satisfaction created by financial independence in women parallels the results of Moradi and Dastghaib's research (2020).

When men and women decide to start employment after marriage, they are naturally expected to agree on the type of job the woman will have. This is also expected in the marriage law and among the terms listed in the marriage document: If the woman's job is inappropriate for the family or the man's or woman's interests, a man can prevent his spouse's employment (Hedayatniaganji, 2006). Law is the final step in resolving the problems that legislators have considered to prevent issues. Regarding spouses, experts strongly recommend solving their problems through friendship, affection, and conversation. However, the final step is the determinative law, which is intended to preserve the family's foundation from the conflicts that create a sense of insecurity for spouses about each other's type of job. There are rights dedicated to each party, and since the present study is about married women's employment, the relevant law was mentioned. The spouse's job must be accepted by one another regarding the family's status and the specific circumstances of each job. While creating a sense of satisfaction, this matter enables cooperation between the other party to improve progress.

Contextual factors include a set of factors such as matrimonial life mindset, knowledge of spouses from each other, the social base of the job, the intrinsic value of the job, the feeling of social adequacy, effects of parents' communication pattern, family demographic changes, ineffective parenting beliefs, motivation/expectation about support economy, spending productive time, becoming bold, gratitude, feeling guilty for not being a good or not good enough mother.

The matrimonial life mindset refers to the belief that various aspects of the couple's life are shared after marriage, in which spouses do not make decisions about various matters without deciding together. In this mindset, a man does not consider himself to be the owner of his wife and life, and he believes that to make a decision, the husband and wife must express their personal opinion and interact and talk. The power structure in this type of family changes, and the husband and wife are placed together at the top of the pyramid (Farajipak, khojastehmehr, & Omidian, 2019).

The type of job can affect their satisfaction according to their position in society in terms of value. Jobs that include some kind of education or cultural services or assisting jobs such as counseling, nursing, etc., provide inner satisfaction for people due to their sociability and high status. On the other hand, another practical component mentioned by the participants was the success in achieving the results of their efforts in the field of earning income and providing adequate financial support for the family, which causes a sense of self-esteem and self-worth and, as a result of which, a feeling of job satisfaction. In other words, the type of job and its results and psychological consequences, such as a sense of self-esteem, the feeling of being beneficial for society, and reaching the meaning

of life, play a role in people's satisfaction. Jamali et al. (2016) also pointed to the influence of factors beyond income, including receiving meaning from employment, creating a spirit of hope to solve problems, and being valuable in society. They considered them effective in women's satisfaction. Mendonca et al. (2019) also consider the type of women's job to be effective in their happiness and satisfaction. Also, in the theoretical explanation of this finding, we can refer to the theory of dignity's value, according to which people feel overall satisfaction based on the social position of their job and the position they achieve in the family because of it (Cook et al., 1995, cited by Dastghaib & Moradi, 2019).

In the current research, one of the worrying issues for some men was women's employment and earnings. In this point of view, which is the source of some men's dissatisfaction with their spouse's employment, financial independence is a way to dissolve the family and create distance between spouses, ending in divorce. According to some studies, this point of view is more common in countries with less prosperity (Cook et al., 2013, quoted by Mila Elmi & Mohammadi, 2018). The opposite point of view to this opinion refers to spouses getting closer to each other if there is an economic partnership in life management. This point of view is more visible in developed countries, where women's earnings can play a decisive role in marital satisfaction and greater empathy of spouses, as well as in the continuation of marriage due to their contribution to the family's welfare (Stevenson & Wolfers, 2007, cited by Mila Elmi & Mohammadi, 2018).

Along with the positive effects of women's employment in couples, some other factors also caused their dissatisfaction due to women's employment. The anxiety caused by the thought of failing to take care of children in working women due to their roles as wives and mothers, who are facing the gender stereotype of taking care of children, which is the ineffective parenting belief, in addition to their job-related responsibilities, will result in guilt of not being a good or good enough mother. This finding parallels the results of Bagheri Sheykhgafshe et al.'s research (2022), which stated that when working women do not receive the necessary support in raising children and confront discrimination and job stress, they will face problems in parenting and motherhood associated with failure for them.

After marriage, women mainly turn to employment with the motive and purpose of injecting the income from work into the family and ultimately bringing more prosperity to the family and their husbands. When this motivation, along with the empathy of the spouses and a matrimonial life mindset, reaches the goal, the contextual factor of creating satisfaction for both parties through employment has been reached. However, when women perceive that their husbands expect to spend their income and the expectation of dedicating that income to a part of the expenses is expressed by the man to the woman, not much satisfaction is received by the function that has the same result as the previous condition. In other words, women consider their employment a blessing for the family and spontaneously cooperate with their husbands in handling the expenses. This case is perhaps more observed in women who start working after marriage because the income and expenditure of women who were employed before marriage is an issue that is usually discussed and agreed upon at the time of choosing a spouse. Dehghanzadeh, Fallah, &

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Vaziri (2021) also, as a result of their research discoveries, put forward the expectation of husbands and their lack of empathy with working women, along with the pressure that is placed on them, as the cause of heartbreak and dissatisfaction.

Facilitating/intervening factors identified in the research, which include the attention and caring of spouses, obstruction of a spouse, lack of responsibility of spouse, and presence/absence of cooperation, refers to factors that have a facilitating role for causal factors in the direction of creating and strengthening the spouses' satisfaction with the woman's employment after marriage, or in an interventional way, they cause the parties' satisfaction to decrease. Women who saw the support, attention, and care of their husbands from the beginning of their employment and were provided an atmosphere of cooperation at home found it easier to cope with the difficulty of work and made adapting to new conditions smoother for themselves. On the other hand, those women who observed their husbands' obstruction to continue their employment while resisting keeping their jobs perceived this type of husband's performance as a non-obvious confrontation. In addition to it being an unpleasant matter for women, this causes them to feel unsatisfied. The men who took up obstruction as a way to express their dissatisfaction with their wives' employment believed in an underlying belief that working women are prone to disobedience due to their financial independence and lack of dependence on their husbands. Although this belief has no scientific basis and cannot be explained, it has evidence for those who believe in it.

In explaining this point of view towards women's employment, we can refer to changing the power structure in the family. When a man is the sole breadwinner, the power structure is in the form of a pyramid with the man at the top, and violating it in any possible way can cause dissatisfaction. The sub-system of husband and wife in dual-career families is that the married unit holds the power in the family system and makes joint decisions. Undoubtedly, people perform their daily tasks more effectively with encouragement and support, so it looks pretty natural that despite the various responsibilities of working married women in Iran, due to the defined roles in Iranian custom and culture, the lack of support and cooperation and the presence of hindrance from the spouse is considered a disturbing factor in the perception of job satisfaction and even in the marital relationship. Also, contrary to the belief mentioned about women's employment being the reason for disobedience and increasing the desire for divorce, the research of Feizpour and Shakeri Hossein Abad (2019) points to the discovery that women's employment is aimed at reducing the divorce rate. This means that employment itself is considered a positive factor in married life due to its positive consequences, and what increases the riskiness of marriage are other disturbing variables such as lack of cooperation and lack of communication skills.

Another factor identified in this category is men's lack of responsibility in raising children and the existence of a gender stereotype about taking care of children, which increases the burden of responsibility on working and married women. This factor itself is considered an essential intervention in the feeling of satisfaction. The result of Rezaiean and Rostamalizadeh's research (2019) also confirmed the findings above.

Although the aforementioned achievements are effective in increasing the satisfaction and happiness of employed women, some previous research confirms that there is not much

of a difference in the perception of satisfaction between employed women and housewives because other factors also influence the category of happiness and satisfaction of housewives or working women. For example, in countries with gender equality, there is no need to make more effort and create pressure and a density of roles to show capabilities (Beja, 2014). Also, there is a high level of satisfaction in married women who have part-time jobs because, in addition to social incentives, they also have the advantage of being housewives and not experiencing role pressure. As mentioned in the core category, the satisfaction of spouses after marriage is based on the quality of their relationship and not on variables such as employment or non-employment of women! Suppose spouses use a matrimonial life mindset, agreement, and discussion to solve their problems. In that case, they manage them when unwanted changes occur. This joint management goes towards enriching the marital relationship. As some of the participants in the present research also pointed out, women's employment after marriage assisted with the sympathy and cooperation of their spouses, which has brought them emotional closeness and deepened their relationships. When spouses find more mutual areas to communicate, they feel closer, and this is not usually discovered with housewives due to the complete difference between the home environment and its related issues and the work environment. However, this matter itself is not a determinant of people's satisfaction, and in both groups, developing communication skills and empathy can play a more vital role. Moreover, the lack of communication and skills in some participants and their confession to it has caused a decrease in the quality of communication and resulted in dissatisfaction (Ahmadi & Cavendi, 2019; Divandari & Pourabdollah, 2016).

Women's employment is an undeniable achievement for them, and it is nothing but reaching a social base according to their professional efforts, which is equal to increasing self-confidence and social growth. The increase in social interactions due to employment and the growth of social status is an achievement that surprisingly creates satisfaction and happiness in women and also results in satisfaction in their husbands. The current discovery parallels the research of Mohammadi, Manochehri, and Ahmadi (2019). Mirjalili et al.'s research (2018) reached results that parallel the findings in the current research. They acknowledged that income is not the only factor that makes women feel satisfied with employment and their overall satisfaction with life as a result of their research. Instead, the more fundamental factor is related to social relations, growth from work, a feeling of success, and increasing self-confidence.

Spouses' strategies in this research included Prioritizing family over work, regular planning, division of chores, conversation to solve problems, high tolerance to problems, acceptance of unchangeable conditions, foresight, distinguishing between home and workspace, and consultation with an expert. When women start working after marriage, they choose to take care of the demands of their husbands and families as an appropriate strategy due to their interest in keeping their jobs. Usually, this strategy has to be answered with the husband's mutual support. In this way, a constructive strategy bonds the spouses and strengthens their satisfaction, in which the requests of the spouse and family are prioritized. Halbesleben, Wheeler & Rossi (2012) research and Yildirim & Ayşegül (2018) also confirm this discovery. On the other hand, all jobs naturally require a committed and capable workforce. Therefore, it seems that in addition to the very high

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desire of women to maintain their employment, a more suitable interpretation that covers the priority of the family and, at the same time, planning refers to the concept of work-family balance, during which women with proper planning establish a proper balance in order to spend time for work and family. At the same time, spouses help in establishing this balance by planning and supporting their spouses. Abbasi, Yarigholi, and Yarmohammadzadeh (2021) research also confirmed the same discovery.

Conclusion

Couples who use healthy strategies to manage conflicts and have communication and problem-solving skills use these strategies and skills in all life challenges. In dual-career families, where the woman works after marriage, there will naturally be changes in all dimensions of life, which include a wide range of interactions within the couple, household affairs and children-related issues, personal and mental changes in women, and family communications with others. Of course, being equipped with healthy strategies for managing relationships and family will be the only way to overcome the challenge in a healthy and growing way (Ahmadi and Akhavi, 2022). Aghah et al.'s research (2021) also showed that dual-career couples with high satisfaction are far more successful in solution-oriented coping mechanisms, avoid emotion-oriented ones favoring differentiation, and have a high sense of responsibility.

High tolerance as an effective and suitable strategy in dealing with stress can help in more adaptability. Spouses used this strategy to adapt to the employment conditions after marriage and the resulting changes and introduced it to achieve satisfaction. Mendonca et al.'s research also studied the strategies used by employed women in Dubai, and the discoveries of both studies parallel in this field (Mendonca et al., 2020).

Differentiating between the work environment and home is a skill in which people maintain their independence and consciously manage issues related to the work environment. They do not transfer those issues to the home by keeping boundaries. In this way, the issues pro, emblems, and mental pressures related to the job do not spread to the home and do not deplete the mental energy of individuals. In this way, this skill, confirmed in the research of Abele and Volmer (2011), helps spouses as a strategy to create satisfaction.

From the limitations of the current study, it can be mentioned that since this research was conducted in Tehran and the method of conducting it was qualitative, and since bias is unavoidable in qualitative research, it seems necessary to be cautious in generalizing the results. Also, during the research, one of the limits was setting an interview appointment for men suffering from hardship due to more occupation. This research attempted to identify the factors of satisfaction/dissatisfaction of spouses, considering that women's desire to work after marriage is growing. It is necessary to examine other dimensions of this type of change in families and find behavioral patterns for families facing such phenomena. Therefore, as a research proposal, it is possible to study the design of parenting patterns in families facing changes during the employment of parents, as well as the design of patterns for enriching the marital relationship in spouses who are facing the phenomenon of the spouse's employment after marriage to help to maintain the stability of the family. Be helpful. Maintaining and improving spouses' satisfaction with

life following the changes helps maintain and sustain families. Family therapists can use the pattern from the present research in families with experiences similar to the participants' to enrich the spouses' relationship and use the strategies obtained to increase the parties' satisfaction with their clients.

Disclosure Statements

The authors thank and appreciate all the women who participated in the present study. Moreover, it should be noted that conducting the study with their frank cooperation was possible. The authors of this study declare that some organizations have not supported them. Moreover, there is no conflict of interest in this study.

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