

INSIDE THE CULTURAL LENS: IMPACT OF CULTURAL VALUES ON MARITAL SATISFACTION AMONG WORKING AND NON-WORKING WOMEN – THE MODERATING ROLE OF EMOTIONAL STABILITY

Aimah Sohail¹, Syed Qamar Ul Hassan^{*2}, Dr. Fayyaz Ahmad³, Zaheen Amin⁴

¹Department of Applied Psychology, Riphah International University Islamabad.

^{*2,4} PhD Scholars at Department of Clinical Psychology, Shifa Tameer e Millat University Islamabad.

³Associate Professor of Psychology, Muslim Youth University, Islamabad

¹aimahsohail07@gmail.com, ²qamarkazmi07@gmail.com, ³fayyaz.anjum@myu.edu.pk, ⁴zaheen.amin15@gmail.com

Corresponding Author: *

Syed Qamar Ul Hassan

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ABSTRACT

This study examined the relationship of cultural values, emotional stability and marital satisfaction in working and non-working. It was hypothesized that there is likely to be a significant relationship of cultural values, emotional stability with marital satisfaction. Through correlational research design and non-probability purposive sampling technique a sample of (N=200) working and non-working women (n=100 working, n=100 non-working) with age range of 18-35 years (M= 25.02, SD= 3.65) was recruited. For this purpose, Asian Value Scale (AVS), Emotional Stability Questionnaire (ESQ) and Enrich Marital Satisfaction Scale (EMSS) was utilized. Pearson Product Moment Correlation analysis was used to test the relationship among demographics and study variables. Furthermore, process v4.2 by Andrew F. Hayes Moderation Analysis used to investigate the moderating role of emotional stability. Additional analysis, independent sample T-test was used to investigate the significant employment differences between study variables. Analysis of variances (ANOVA) was implied to evaluate the significant mean differences of socio demographics variables in scores of study variables. The results of this research showed that cultural values and emotional stability had a significant positive relationship with marital satisfaction and emotional stability had a moderating role in the relationship cultural values and marital satisfaction in working and non-working women. The outcome of current study also revealed that there was a significance employment (working and non-working) difference in score of cultural value, emotional stability and marital satisfaction. This finding of current study suggests developing support programs that address the specific needs of working and non-working women in Pakistan by enhancing emotional stability and aligning with cultural values. Tailoring interventions to balance professional and domestic roles can improve marital satisfaction.

Keywords: Cultural Values, Emotional Stability and Marital Satisfaction

INTRODUCTION

The research aims to investigate the relationship among Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women. Marriage, being a pivotal institution in many societies, is influenced by various factors including cultural values and individual traits. Among these factors, cultural

values play a significant role in shaping marital dynamics, as they dictate norms, expectations, and behaviors within the marital relationship. This study aims to investigate the impact of cultural values on marital satisfaction among working and non-working women, with a specific focus on the moderating role of

emotional stability. Marital satisfaction, a crucial aspect of overall well-being, reflects the degree of fulfillment and contentment individuals derive from their marital relationship. These variables significantly mold the psychological terrain of employed women, impacting their outlook, coping strategies, and interpersonal interactions. Cultural values, emotional stability, and marital satisfaction intricately integrate to shape the subjective experiences of working and non-working women, exerting profound influence on their overall well-being. The study investigates how Pakistan's diverse cultural values intersect with marital satisfaction among working and non-working women from Punjab, Sindh, Baluchistan, KPK, Gilgit Baltistan and Kashmir backgrounds. It aims to illuminate the complex dynamics shaping marital experiences within Pakistan's multicultural context, offering insights for culturally sensitive interventions to bolster marital well-being. Understanding how cultural values intersect with emotional stability to influence marital satisfaction among working and non-working women are essential for developing targeted interventions and improving marital counseling practices. This research contributes to the existing literature by offering insights into the complex interplay between cultural influences, individual characteristics, and marital outcomes, thereby advancing our understanding of marital dynamics in diverse cultural contexts. Through advanced statistical analyses, this research endeavors to provide empirical evidence and theoretical insights that can inform culturally sensitive interventions and therapeutic approaches aimed at enhancing marital well-being in Pakistan's multicultural society.

1.1 Marital Satisfaction

Marital satisfaction, as one of the indicators of the quality of marriage, is a genuine feeling of pleasure, satisfaction, and joyfulness experienced by a husband and wife when they consider all aspects of their marriage (Taghani, 2019). The dynamics of marriage among women, it becomes evident that cultural norms exert a profound influence. In transitive societies, women often place a high value on emotional and socio-cultural factors within their marital relationships. The tendency frequently leads to a postponement in childbirth, underlining a

nuanced balance between societal expectations and personal desires in marital life. Moreover, the mental well-being of women in marriages appears to be closely tied to the fulfillment of their needs and a sense of interdependence within the relationship (Gavrichenko & Zotova, 2020). It's fascinating to note how the fulfillment of needs and interdependence within a marriage critically impacts women's mental health (Steelman, 2007).

Moreover, there's an evident shift among young women in how they view future marital roles. They increasingly lean towards personal independence in their early adulthood (Merzlyakova & Golubeva, 2022). These varied insights collectively underscore the significant impact that cultural norms have in shaping the experiences and expectations of married women in different societies. This understanding is pivotal as it relates closely to current study variables, highlighting the multifaceted nature of marital dynamics in the context of cultural influences.

The marital dynamics among Pakistani women diverge from broader national trends due to their deeply ingrained cultural norms, particularly evident in early marriages and the pursuit of higher education. Despite these challenges, Pakistani women navigate cultural expectations while valuing marital relations, demonstrating resilience and adaptability (Munir et al., 2022; Gavrichenko & Zotova, 2020). Religiosity emerges as a significant factor in fostering marital satisfaction, reinforcing bonds within relationships, although it can also present challenges in reproductive health decisions influenced by cultural and religious beliefs (Aman et al., 2019; Saeed et al., 2018).

Emotional stability plays a crucial role in marital satisfaction, aiding individuals, especially married women, in managing responses to conflicts and balancing personal aspirations with familial duties (Malouff et al., 2010; Gottman & Levenson, 2000; Proulx et al., 2007). The Emotional Stability Scale serves as a diagnostic tool, offering insights into marital dynamics among women and facilitating targeted counseling and interventions (Gratz et al., 2006). However, significant gaps exist in understanding how cultural values influence marital dynamics, particularly among married women in non-Western contexts. Previous research has

predominantly focused on Western cultural values, neglecting the unique influence of cultural values in other parts of the world. Moreover, limited research has specifically examined the role of emotional stability as a moderator in the relationship between cultural values and marital dynamics. Therefore, this study aims to address these gaps by exploring the impact of cultural values on marital dynamics among married Pakistani women, while considering the moderating role of emotional stability.

The study aims to include a diverse sample of married women aged 25-35, including university students or recent graduates from various socioeconomic and cultural backgrounds, such as Punjabi and Kashmiri. This approach seeks to provide a comprehensive understanding of the influence of cultural values on marital dynamics within the Pakistani context, bridging gaps in existing research and contributing to knowledge on women's well-being in marital relationships (Munir et al., 2022; Gavrichenko & Zotova, 2020; Aman et al., 2019; Saeed et al., 2018; Malouff et al., 2010; Gottman & Levenson, 2000; Proulx et al., 2007; Gratz et al., 2006)

1.2.1 Determinants of marital satisfaction

Studies on determinants of marital satisfaction conducted in the 1980s included, among other things, cohabitation, duration of marriage, and spouses' intelligence. According to Alfred DeMaris and Gerald Leslie (1984), spouses who cohabited before marriage had a significantly lower level of marital satisfaction. Clifford Swensen and Geir Trahaug (1985) conceded that marital satisfaction was associated with the length of marriage. The level of marital satisfaction tended to decline over time. A few researchers have considered some aspects of intelligence as determinants of marital satisfaction. Findings showed an inverse relationship between marital separation rates and educational attainment levels (Glick, 1957; Udry, 1966). Relatively few attempts have been made to ascertain how intelligence affects marital satisfaction (Murstein, 1976). Janusz Czapiński and Tomasz Panek (2007) concluded that people with higher education perceive a higher quality of their lives than those with primary education

Sexual life. Sexual life an important determinant of marital satisfaction. A wide range of studies highlight an association between sexual life and marital satisfaction. For example, it has been confirmed that satisfied spouses engaged in sexual intercourse more often than couples who were not satisfied (Barnett & Nietzel, 1979; Birchler & Webb, 1977). Simultaneously, a strong relationship has been found between sexual satisfaction and marital satisfaction (Barnett & Nietzel, 1979; Perlman & Abramson, 1982). Samantha Litzinger and Kristina Gordon (2005) examined the association between communication and sexual and marital satisfaction. Their analyses revealed that married individuals who were satisfied with their sexual life and, at the same time, had difficulty in communicating, enjoyed greater marital success. According to the authors, sexual satisfaction may partially compensate for problems in communication on marital satisfaction. This finding is consistent with earlier results by Linda Ade-Ridder (1990) who concentrated on the connection between marital satisfaction and sexual activity. He concluded that couples who continued their sexual interest and relations maintained a high-quality marriage in later life.

Spouse's education Level. Another important determinant which can affect marital satisfaction is spouse's education level. Jerry M. Lewis et al. (1993) studied characteristics of physicians, dentists, and their spouses. They found that a view of marriage is positive because the majority of professionals and their spouses were satisfied with their marriages. The findings of this study negate the opinion that physicians' marriages are more likely to be dysfunctional than those of other persons. High levels of marital satisfaction were connected with low work stress, high work satisfaction, and fewer psychiatric symptoms. The physicians' spouses declared higher levels of marital satisfaction when the doctors were more content with medical practice. The authors added that one out of four physicians and their spouses declared having participated in family or marital therapy (participation in marital or family therapy was reported by physicians with low levels of marital satisfaction). Dentists and their spouses declared similar levels of participation in that sort of therapy. Lewis et al. (1993) explain that well-educated persons accept

formal efforts to develop their key relationship systems.

Rebecca G. Brannock et al. (2000) examined the impact of doctoral study on marital satisfaction. They found a significant difference in the marital satisfaction of spouses involved in marital therapy. Couples who underwent marital therapy (during or before the study) had significantly lower levels of marital satisfaction than those who never experienced this kind of treatment. Spouses of graduate students reported less marital satisfaction. Discord in marital satisfaction could be observed in affection, philosophy of life, and sexual relations. Levels of marital satisfaction in graduate students did not appear to depend on the duration of their study.

Gender. Gender can be another important factor which have influences on marital satisfaction. As far as gender is concerned, to date there have been no conclusive results concerning female and male marital satisfaction. Robert D. Ryne (1981) found no differences in marital satisfaction between men and women. In the light of other studies, differences in marital satisfaction turned out to be largely nonsignificant for both genders (Kurdek, 2005). In contrast, Jane R. Rosen-Grandon et al. (2004) revealed some gender differences in marital satisfaction

Others aspects. Researches showed there are many other factors that can influences the marital satisfaction. The study by Rosen-Grandon et al. (2004) was focused on the chances of having a successful marriage. They noted that marital satisfaction was linked to loyalty in the relationship, but that a loving relationship was not sufficient to achieve a high level of marital quality. According to these authors, loving relationships are those in which agreement on the expression of affection and open communication are of central importance. The most significant characteristics of loving marriages were identified as: forgiveness, respect, sensitivity, romance, and support. An important aspect was also the awareness of possessing certain character traits or competences, and among these: abilities and faith in one's strength, or inner peace (Oleś, Chmielnicka-Kuter, & Oleś, 2006). The authors also concluded that spouses who placed a high value on 'traditionality' (i.e., traditional gender roles),

were satisfied with their marriage. Similarly, other studies (e.g., Craddock, 1991; Greenstein, 1995; Zvonkovic et al., 1994) found that some aspects of "traditionality" can lead to increases in marital satisfaction

1.1.2 Dynamic Goal Theory of Marital Satisfaction

Their marital satisfaction is the main factor that influences the dynamic goal theory of marital satisfaction, which looks at the marital quality and the emotional aspect of the marriage (Li & Fung, 2011). The theory argues that marital goals are the core foundation of the marriage and need to be achieved to reach marital satisfaction.

The theory proposed by Li & Fung (2011) delineates three distinct types of marital goals: personal growth goals, companionship goals, and instrumental goals. Personal growth goals involve the enhancement and development of oneself within the marriage, fostering a sense of accomplishment and readiness for future challenges. Companionship goals emphasize emotional bonding and meaningful connections between spouses, while instrumental goals focus on the practical tasks and responsibilities shared within the marriage.

Instrumental support from a spouse is integral to marital quality, yet an unequal division of responsibilities can lead to conflict. The dynamic goal theory posits that couples adapt to environmental stressors, which in turn influence marital stability. Research by Forry, Leslie, and Letiecq (2007) suggests that regardless of ethnicity, wives often perceive their marriages as unfair. Interracial marriages face additional challenges, such as racial discrimination, impacting the racial identity of both partners.

Despite societal norms and evolving attitudes, the prioritization of marital goals and societal acceptance of interracial marriages influence marital satisfaction. Contemporary society increasingly accepts interracial marriages, facilitating their success and acceptance. However, historical biases and discriminatory laws have posed challenges to interracial unions. Overall, the dynamic nature of marital goals underscores their significance in navigating the complexities of modern relationships.

1.1.3 Theories and Models of Marital Satisfaction

Marital satisfaction is a key area of interest in the fields of psychology and family studies, offering valuable insights into individual well-being and the dynamics of intimate relationships. Researchers have developed various theories and models to understand the factors that contribute to marital satisfaction.

Social Exchange Theory

One of the most widely recognized theories is the Social Exchange Theory, which originates from economics and psychology. This theory posits that individuals seek to maximize their rewards and minimize their costs in relationships (Homans, 1958). In the context of marriage, rewards can include emotional support, companionship, and financial stability, while costs may involve time, effort, and potential conflicts. Thibaut and Kelley (1959) extended this theory by introducing the concept of comparison levels, which represent the standards against which individuals evaluate their relationships. According to this model, marital satisfaction occurs when the perceived rewards outweigh the costs and when the relationship meets or exceeds the individual's comparison level. This approach highlights the importance of perceived fairness and reciprocity in marital relationships.

Equity Theory

Complementing the Social Exchange Theory is the Equity Theory, which emphasizes the role of fairness and balance in relationships. Proposed by Adams (1965), this theory suggests that satisfaction is not solely determined by the rewards and costs but also by the perceived equity or fairness in the relationship. Partners are more likely to experience satisfaction when they perceive the distribution of resources and responsibilities as fair and equitable. Conversely, perceived inequity, where one partner feels they are contributing more or receiving less than the other, can lead to dissatisfaction and potential conflict. Equity Theory underscores the significance of mutual respect and fairness in maintaining marital satisfaction.

Attachment Theory

Attachment Theory provides another influential framework for understanding marital satisfaction, focusing on how early attachment experiences influence adult relationships. Hazan and Shaver (1987) extended Bowlby's (1969) original attachment theory to adult romantic relationships, suggesting that secure attachment, characterized by trust and emotional closeness, is associated with higher levels of marital satisfaction. In contrast, insecure attachment styles, such as anxious or avoidant attachment, can lead to difficulties in relationships, including lower satisfaction and higher levels of conflict. This theory emphasizes the enduring impact of early relationships on adult romantic partnerships and the importance of secure attachment for marital satisfaction.

Behavioral Theory of Marriage

The Behavioral Theory of Marriage emphasizes the role of communication and interaction patterns in marital satisfaction. According to this theory, the frequency and quality of positive and negative exchanges between partners significantly influence their satisfaction. Gottman and colleagues (1998) conducted extensive research on marital interactions, identifying specific behaviors, such as criticism, contempt, defensiveness, and stonewalling, that are detrimental to marital satisfaction. They proposed the concept of the "magic ratio," suggesting that a ratio of five positive interactions to one negative interaction is necessary to maintain marital satisfaction. This theory highlights the importance of effective communication and conflict resolution skills in fostering marital satisfaction.

Investment Model of Commitment

The Investment Model of Commitment developed by Rusbult (1980) expands on the Social Exchange Theory by considering additional factors that influence relationship commitment and satisfaction. According to this model, satisfaction is determined not only by the rewards and costs of the relationship but also by the investments made by each partner and the availability of attractive alternatives. Investments can include time, emotional energy, shared experiences, and material resources. The model posits that higher satisfaction, greater

investments, and fewer attractive alternatives contribute to stronger commitment and greater marital satisfaction. This model underscores the complexity of factors that influence marital satisfaction and the importance of commitment in maintaining satisfying relationships.

Vulnerability-Stress-Adaptation Model

The Vulnerability-Stress-Adaptation Model proposed by Karney and Bradbury (1995) integrates various factors that contribute to marital satisfaction, including individual vulnerabilities, stressful events, and adaptive processes. According to this model, individual characteristics, such as personality traits and past experiences, interact with external stressors, such as financial difficulties or health problems, to influence marital satisfaction. Adaptive processes, such as communication and problem-solving skills, mediate the impact of vulnerabilities and stressors on marital satisfaction. This model highlights the dynamic nature of marital satisfaction and the importance of adaptive coping strategies in maintaining satisfying relationships.

Self-Expansion Model

Another significant contribution to the understanding of marital satisfaction is the Self-Expansion Model proposed by Aron and Aron (1996). This model suggests that individuals are motivated to enhance their self-concept by incorporating aspects of their partner's identity into their own. Marital satisfaction is achieved when partners engage in activities that promote self-expansion, such as shared hobbies, new experiences, and personal growth. The model emphasizes the importance of novelty, exploration, and personal development in sustaining marital satisfaction.

Systemic-Transactional Model

The Systemic-Transactional Model developed by Bodenmann (2005) offers a comprehensive framework for understanding the interplay between individual, dyadic, and contextual factors in marital satisfaction. This model posits that marital satisfaction is influenced by the interaction between individual stress, dyadic coping strategies, and the broader social context. Effective dyadic coping, which involves partners supporting each other in managing stress, is

crucial for maintaining marital satisfaction. This model underscores the importance of mutual support and collaboration in navigating life's challenges and sustaining marital satisfaction.

1.2 Emotional Stability

Emotional stability is a vital component encapsulated within the broader framework of emotional intelligence. Emotion, in essence, represents a potent response cultivated from one's contextual surroundings, psychological disposition, and interpersonal interactions. Emotions serve as reactions to noteworthy internal and external stimuli. In the contemporary milieu, characterized by its tumultuous nature replete with various challenges, the preservation of emotional stability stands as a cornerstone for achieving optimal performance across life domains. The demonstration of equilibrium and steadfast emotional responses amidst diverse life circumstances epitomizes emotional stability. Emotional intelligence, as defined by Salovey and Mayer (2004), pertains to "the capacity to monitor one's own emotional states as well as those of others, to discern between distinct emotional states, and to accurately assign appropriate labels to such states, subsequently leveraging this emotional information to inform cognitive processes and guide behavior."

Emotional stability, a facet of the broader psychological concept of personality, refers to an individual's ability to maintain a balanced emotional state, especially in stressful or challenging situations. It's a critical component of the Five-Factor Model of personality (Costa & McCrae, 1992). Emotional stability is characterized by low levels of emotional reactivity and a high threshold for stress, enabling individuals to handle life's challenges with composure and resilience. Individuals with high emotional stability are often seen as calm, even-tempered, and less prone to negative emotions such as anxiety and depression. In the context of marital dynamics among married women, emotional stability can serve as a moderator in the relationship between cultural values and marital satisfaction or dynamics. This implies that the impact of cultural values on marital satisfaction might vary depending on the level of emotional stability of the individual (Matthews, Deary, & Whiteman, 2003).

Moreover, Emotional stability refers to an individual's ability to maintain a consistent emotional state, without frequent or extreme fluctuations (Goldberg, 1993). In marital dynamics, emotionally stable individuals are likely to experience less negative impact from marital conflicts and stressors, thereby promoting a healthier and more resilient relationship (Smith et al., 2011).

1.2.1 Facets of Emotional Stability

Emotional stability can be broken down into various facets, each with its distinct characteristics. Anxiety is one of the most common facets and refers to a state of unease or nervousness caused by the anticipation of future events. Anger is another aspect that involves feeling frustration towards others or oneself. Self-consciousness refers to excessive self-awareness and concerns over how one is perceived by others. Immoderation may lead an individual to engage in excesses such as substance abuse or binge eating. It's important for individuals scoring high on neuroticism to recognize their specific facets so they can start finding ways to cope with them effectively rather than allowing them to impact their daily lives adversely (Stefan, 2023)

Anxiety. It is a facet of emotional stability that refers to the tendency to worry and experience fear or apprehension in response to perceived threats or uncertainties. It can manifest as physical symptoms such as sweating, trembling, or racing heartbeats. Those with high levels of anxiety may struggle with simple daily tasks due to excessive worry about minor things like being late for an appointment. The good news is that there are ways to manage anxiety effectively. Techniques such as cognitive-behavioral therapy (CBT) have been shown to help individuals recognize negative thought patterns and develop healthier coping mechanisms so they can handle stressors more effectively (Kaczurkin, 2015).

Anger. Anger is a natural emotion that everyone experiences, but it can become problematic when it is expressed in unhealthy ways. Individuals with high levels of neuroticism may struggle with controlling their anger and have difficulty coping with situations that elicit strong emotions. Research suggests that anger issues are often linked to adverse outcomes for mood and anxiety disorders. However, individuals who

exhibit self-control and possess agreeable personality traits may be less likely to engage in aggressive behaviors sparked by anger (Mill, 2018).

Depression. High levels of neuroticism have been linked to various mood disorders, including depression. People high in neuroticism are more prone to negative emotions and thoughts, leading to a negative spin on everyday situations. Depression is often experienced by individuals who score high in neuroticism due to their tendency towards experiencing frequent mood swings. Research also suggests that there is a relationship between the Big 5 personality traits and depression. Individuals low in emotional stability may be at higher risk for developing depressive symptoms, while individuals high in extraversion or conscientiousness may be less likely to experience such symptoms. Despite these findings, it's important to remember that personality characteristics are not definitive predictors of mental health outcomes like depression since other environmental factors play a significant role too (Hakulinen, 2015).

Self-Consciousness. Self-consciousness is one of the facets of emotional stability and refers to our tendency to worry about how we are perceived by others. People high in self-consciousness may be more prone to social anxiety, as they tend to overthink their behavior and second-guess themselves. Understanding our level of self-consciousness can help us navigate social situations more effectively. For example, if we know that we tend to worry excessively about how others perceive us, we can take steps to address those concerns, such as practicing mindfulness or seeking support from a therapist.

Immoderation. Immoderation is one of the facets associated with a lack of emotional stability. It refers to an inability to control impulses, leading to indulgence in activities that are often detrimental in the long term. This can manifest as overeating, excessive spending, compulsive gambling, or substance abuse. Immoderate behavior can have negative consequences for relationships and careers as well. Research suggests that immoderation is linked to neuroticism or low emotional stability, which is one of the Big Five personality traits commonly used in personality assessment. Neuroticism exists on a spectrum where people

who score high tend to experience more negative emotions than those who score low. Immoderation is just one of several sub-traits associated with this trait anxiety and neurotic tendencies (Widiger, 2017)

Vulnerability. Another important facet of emotional stability that relates to an individual's ability to handle stress and negative emotions. Those who score high in vulnerability may struggle with self-doubt, anxiety, and depression. However, vulnerability doesn't always have negative implications. It can also lead individuals toward greater emotional depth and facilitate empathy toward others' struggles. Brené Brown suggests that embracing vulnerability leads to stronger relationships and personal growth (Chen, 2023).

1.2.2 Characteristics of Emotionally Stable Individuals

Emotionally stable individuals possess distinctive traits that contribute to their overall well-being and effective functioning. One of the primary characteristics is a calm demeanor, which allows them to navigate through life's adversities without becoming easily overwhelmed. This calmness is accompanied by resilience, enabling them to face challenges head-on and recover quickly from setbacks. Such individuals are adept at experiencing a range of positive emotions, which contributes to a more balanced and optimistic outlook on life (John & Srivastava, 1999).

Moreover, emotionally stable individuals are less likely to exhibit intense responses to stress, making them better equipped to handle unforeseen difficulties. This composure fosters the use of adaptive coping strategies, such as problem-solving and seeking social support, instead of falling into patterns of avoidance or rumination. These adaptive strategies not only help in managing stress but also enhance their ability to maintain healthy interpersonal relationships and a positive self-concept (John & Srivastava, 1999).

1.2.3 Emotional Stability on Various Life Domains

Emotional stability significantly influences different aspects of life, including personal relationships, professional environments, and overall health.

Personal Relationships

In personal relationships, particularly marriage, emotional stability plays a pivotal role in relationship satisfaction. Partners who are emotionally stable are adept at navigating the complexities of intimate relationships, including communication and conflict resolution. Their ability to manage their emotions helps in fostering a supportive and understanding environment, essential for a healthy relationship (Karney & Bradbury, 1995).

Work and Professional Life

In the workplace, emotionally stable individuals are often seen as reliable and consistent. Their capacity to handle stress and adapt to changing circumstances makes them valuable employees. They tend to have better interpersonal skills, which facilitate teamwork and collaboration, leading to a more positive and productive work environment (Judge et al., 2002).

Health and Well-being

From a health perspective, emotional stability is associated with lower levels of stress and anxiety, contributing to better overall mental and physical health. Emotionally stable individuals are less likely to engage in unhealthy coping mechanisms, such as substance abuse, and are more likely to maintain a balanced lifestyle that supports their well-being (Smith et al., 2004).

1.2.4 Theoretical Foundation of Emotional Stability

The concept of emotional stability can be traced back to early personality theories, notably Gordon Allport's trait theory, which emphasized consistent and stable personality characteristics across different situations (Allport, 1937). According to Allport, traits are the fundamental units of personality, and emotional stability is one such trait that influences behavior and emotional responses. In his theory, Allport posited that emotional stability is a relatively stable and enduring quality that predicts an individual's ability to cope with environmental demands.

Hans Eysenck further developed the notion of emotional stability within his three-factor model of personality, also known as the PEN model, comprising Psychoticism, Extraversion, and Neuroticism (Eysenck, 1967). In this model,

emotional stability is conceptualized as the opposite of neuroticism, a dimension characterized by anxiety, moodiness, and emotional instability. Eysenck argued that individuals with low neuroticism exhibit high emotional stability, which enables them to maintain calmness and control under stress. Eysenck's model has been influential in understanding the biological underpinnings of personality traits, suggesting that genetic and neurological factors contribute to individual differences in emotional stability.

Building upon these foundational theories, the Five-Factor Model (FFM), or the Big Five, has become the most widely accepted framework for understanding personality traits, including emotional stability. In the FFM, emotional stability is conceptualized as a facet of neuroticism, which encompasses negative emotionality, anxiety, and vulnerability to stress (McCrae & Costa, 1997). Individuals who score low on neuroticism are considered emotionally stable, demonstrating a capacity for emotional regulation and resilience in the face of life's challenges. The FFM has been extensively validated across cultures and has provided a robust framework for studying the interplay between personality traits and various psychological outcomes.

Research has consistently demonstrated the importance of emotional stability for psychological well-being. Individuals with high emotional stability are less likely to experience negative affective states, such as anxiety and depression, and more likely to report higher levels of life satisfaction and overall well-being (Larsen & Ketelaar, 1991). Emotional stability is also associated with better coping strategies, such as problem-solving and cognitive reappraisal, which facilitate adaptive responses to stressors (John & Gross, 2004). Moreover, emotional stability has been linked to interpersonal effectiveness, as emotionally stable individuals are better equipped to navigate social interactions and maintain positive relationships (Robins, Caspi, & Moffitt, 2002).

In addition to its role in individual well-being, emotional stability has broader implications for societal functioning. Research suggests that emotionally stable individuals contribute positively to organizational settings, demonstrating higher job performance, job

satisfaction, and organizational citizenship behaviors (Judge et al., 2002). Emotional stability is also a key predictor of leadership effectiveness, as leaders with high emotional stability are better able to manage stress, inspire confidence, and foster a supportive work environment (Hogan & Holland, 2003).

Despite the substantial body of research on emotional stability, several methodological challenges warrant consideration. First, the measurement of emotional stability relies heavily on self-report questionnaires, which are susceptible to response biases and social desirability effects (Podsakoff et al., 2003). Future research should incorporate multiple assessment methods, such as behavioral observations and physiological measures, to enhance the validity of findings. Second, the majority of studies have focused on cross-sectional designs, limiting our understanding of the developmental trajectories of emotional stability across the lifespan. Longitudinal studies are needed to elucidate the dynamic interplay between emotional stability and various life experiences.

Furthermore, while the genetic and neurological correlates of emotional stability have been extensively studied, the role of environmental factors, such as parenting styles and early life experiences, remains less explored. Future research should adopt a biopsychosocial approach, integrating genetic, neurological, and environmental perspectives to provide a comprehensive understanding of emotional stability.

1.3 Cultural Values

Pakistan is a culturally diverse country, home to several major ethnic groups including Punjabis (making up approximately 44.7% of the population), Pashtuns or Pathans (15.4%), Sindhis (14.1%), Saraikis (8.4%), Muhajirs (7.6%), Baloch (3.6%), and smaller communities such as Kashmiris and Gilgit-Baltistanis (Pakistan Bureau of Statistics, 2017). Each group maintains distinct cultural traditions, norms, and family systems that significantly influence interpersonal relationships, including marital dynamics. Cultural values such as collectivism, gender roles, family hierarchy, and expectations of spousal duties vary across these ethnic groups and may differently impact marital satisfaction,

particularly for women who navigate both domestic and professional roles. Investigating the role of cultural values on marital satisfaction among working and non-working women is essential in understanding how traditional beliefs and evolving gender norms interact to shape women's marital experiences. This study holds significant importance for psychology research in Pakistan, as it contributes to culturally contextualized understanding of marital satisfaction and can inform culturally sensitive marital counseling and interventions (Ahmad & Rehman, 2020; Hassan & Azmat, 2014).

Cultural values, encompassing beliefs, customs, and traditions within a society, significantly influence individuals' psychological processes and well-being. As individuals navigate their social environments, they internalize cultural values that shape their perceptions, attitudes, and behaviors (Markus & Kitayama, 1991). Cultural values are intricately learned through socialization processes, evolving notably during significant societal transformations (Hofmeister Tóth & Simányi, 2006). The traditional hierarchy of cultural value is contested, with arguments supporting a more nuanced interpretation of cultural centers and domains (Frow, 1995). A methodological approach for defining and studying these values is proposed, incorporating insights from H. Rickert's work (Koptzeva et al., 2009). This exploration leads to the introduction of a theory and methodology for measuring cultural values, distinguishing between eight cultural regional types and seven scales of these values (Schwartz, 2008). In essence, this body of work collectively reshapes our understanding of how cultural values are formed, perceived, and quantified, highlighting the dynamic and multifaceted nature of culture. Such insights have profound implications, especially in understanding the dynamics of relationships like marriage, where cultural values play a pivotal role in shaping interactions and expectations.

Cultural values significantly influence the dynamics of marital relationships. It is observed that married women often give priority to emotional and socio-cultural factors in marriage, valuing egalitarian relations highly (Gavrichenko & Zotova, 2020). In a similar context, the importance of self-disclosure and effective

conflict tactics has been noted as crucial for marital satisfaction, especially from the perspective of husbands (Quek & Fitzpatrick, 2013).

Furthermore, the choice between modernized and traditional attitudes within a marriage plays a vital role in the emergence of marital conflicts and the overall satisfaction in the relationship. Interestingly, spousal separation has been identified as a significant factor in this context (Zhuang et al., 2014). In contrast to the broader national context, cultural values significantly influence marital dynamics among married women in Pakistan. This connection is evident in the study variables, which explore the complexities of marital satisfaction and the unique cultural challenges faced by these women. Despite prevailing cultural beliefs, many women in Pakistan place a high value on marital satisfaction. However, they often encounter difficulties in voicing their opinions and desires within their marriages (Qadir, 2005). This struggle highlights the tension between individual aspirations and societal expectations in marital relationships.

Cultural values, which encompass beliefs, practices, norms, and traditions of a society, significantly shape marital dynamics. These values can dictate roles, expectations, and behaviors within a marital relationship (Hofstede, 1980). However, the impact of these cultural values on marital satisfaction and dynamics can be moderated by emotional stability. For instance, a woman with high emotional stability might better navigate the challenges posed by stringent cultural norms, thereby experiencing a lesser negative impact on her marital satisfaction compared to a woman with lower emotional stability (Malik & Rohner, 2012).

1.3.1 Cultural Values and Interpersonal Relationships

Cultural values influence the formation and maintenance of interpersonal relationships. In collectivist cultures, relationships are often characterized by interdependence, mutual obligations, and familial ties (Oyserman et al., 2002). As such, individuals prioritize group cohesion and harmony in interpersonal interactions. In contrast, individualistic cultures emphasize personal autonomy and

independence, leading to greater emphasis on individual needs and preferences in relationships (Triandis, 1995). Cross-cultural studies have demonstrated that cultural values influence relationship satisfaction, communication patterns, and conflict resolution strategies (Oetzel et al., 2001).

1.3.2 Cultural Values and Life Satisfaction

Cultural values contribute to individuals' overall life satisfaction and subjective well-being. Research indicates that individuals who adhere to cultural values congruent with their cultural background experience greater life satisfaction and psychological well-being (Suh et al., 1998). Moreover, cultural values that promote social harmony, collective goals, and cultural identity are associated with higher levels of subjective well-being (Diener et al., 2003). However, discrepancies between individuals' personal values and cultural norms may lead to psychological distress and maladjustment (Leong & Chou, 1996). Therefore, understanding the role of cultural values in shaping life satisfaction is crucial for promoting positive mental health outcomes across diverse cultural contexts.

1.3.3 Cultural Values and Coping Mechanisms

Cultural values shape individuals' coping mechanisms in response to stressors. For example, research suggests that individuals from collectivist cultures are more likely to utilize emotion-focused coping strategies, such as seeking social support and maintaining interpersonal harmony, to manage stress (Matsumoto, Yoo, & Nakagawa, 2008). In contrast, individuals from individualistic cultures may adopt problem-focused coping strategies, such as problem-solving and goal-oriented behaviors, to address stressors (Kim & Omizo, 2005). These cultural variations in coping styles highlight the importance of considering cultural values in designing effective stress management interventions.

1.3.4 Cultural Values and Self-esteem

Research indicates that cultural values play a crucial role in shaping individuals' self-esteem. For instance, collectivist cultures, emphasizing interdependence and group harmony, tend to prioritize relational aspects of self-esteem, such as familial approval and social acceptance

(Markus & Kitayama, 1991). In contrast, individualistic cultures emphasize personal achievement and autonomy, influencing self-esteem based on individual accomplishments and attributes (Triandis, 1989). Cross-cultural studies have shown that individuals from collectivist cultures exhibit higher levels of collective self-esteem, derived from group affiliations and social connectedness (Luhtanen & Crocker, 1992).

1.3.5 Theoretical Foundations of Cultural Values

Understanding cultural values is essential for comprehending how societies function and evolve. Various theories and models have been developed to explain how cultural values are formed, maintained, and transmitted. This introduction explores key theories and models that illuminate the complex nature of cultural values, including Hofstede's Cultural Dimensions Theory, Schwartz's Value Theory, and Trompenaars and Hampden-Turner's Model of National Culture.

Hofstede's Cultural Dimensions Theory

Geert Hofstede's Cultural Dimensions Theory remains one of the most influential frameworks for analyzing cultural values across different societies. Hofstede (1980) proposed that cultural values could be understood through several dimensions: Power Distance, Individualism vs. Collectivism, Masculinity vs. Femininity, Uncertainty Avoidance, Long-Term vs. Short-Term Orientation, and Indulgence vs. Restraint. Each dimension represents a continuum, with societies falling somewhere along these spectrums.

Hofstede's research indicates that cultures with high Power Distance accept hierarchical order without much question, while those with low Power Distance prefer equality and participatory decision-making (Hofstede, 1980). Similarly, Individualistic cultures value personal achievement and autonomy, whereas Collectivistic cultures emphasize group harmony and familial bonds (Hofstede, 1980). This model provides a valuable framework for comparing cultural values across nations and understanding how these values influence behaviors in various contexts.

Schwartz's Value Theory

Shalom Schwartz's Value Theory offers another perspective on cultural values by categorizing them into ten basic values that are recognized across cultures. These values are: Self-Direction, Stimulation, Hedonism, Achievement, Power, Security, Conformity, Tradition, Benevolence, and Universalism (Schwartz, 1992). Schwartz (1994) argued that these values are organized into a circular structure, reflecting the dynamic relationships between them. For instance, values like Self-Direction and Stimulation are seen as promoting individual autonomy and personal growth, whereas values like Conformity and Tradition emphasize adherence to societal norms and customs.

Schwartz's model also highlights how values are prioritized differently across cultures, shaping societal behaviors and attitudes. For example, cultures that emphasize Universalism and Benevolence are more likely to promote social welfare and environmental sustainability, while those prioritizing Achievement and Power may focus on personal success and hierarchical structures (Schwartz, 1994). This theory provides a nuanced understanding of how individual values relate to broader cultural patterns.

Trompenaars and Hampden-Turner's Model of National Culture

Fons Trompenaars and Charles Hampden-Turner developed a model that focuses on cultural differences in organizational and societal contexts. Their model identifies seven dimensions of culture: Universalism vs. Particularism, Individualism vs. Collectivism, Neutral vs. Emotional, Specific vs. Diffuse, Achievement vs. Ascription, Time Orientation, and Relationship with Nature (Trompenaars & Hampden-Turner, 1997). Each dimension represents different ways in which cultures approach social interactions, business practices, and interpersonal relationships.

For example, the Universalism vs. Particularism dimension explores whether rules and laws are applied uniformly (Universalism) or adjusted based on specific relationships and circumstances (Particularism) (Trompenaars & Hampden-Turner, 1997). The Achievement vs. Ascription dimension examines whether status is attributed to accomplishments and abilities (Achievement) or ascribed based on age, gender,

or social connections (Ascription) (Trompenaars & Hampden-Turner, 1997). This model provides insights into how cultural values influence organizational behavior and intercultural communication.

1.4 Problem Statement

The study investigates the moderating role of emotional stability in the relationship between cultural values and marital satisfaction among working and non-working women aged 18-35, who are actively engaged in employment or business activities outside of their homes and come from diverse cultural backgrounds. This research addresses the gap in understanding how modern educational and career aspirations intersect with traditional marital roles and cultural norms in shaping marital relationships in a rapidly evolving socio-cultural landscape.

1.7 Rationale

The rationale for the study to examine the "impact of cultural values on marital satisfaction among working and non-working women: moderating role of emotional stability" is grounded in the exploration of the intricate interplay between individual psychological traits and socio-cultural influences within the context of marriage. This study seeks to fill a gap in existing research by focusing on a specific and diverse demographic: married women aged 23-35 years, who are actively engaged in employment or business activities outside of their homes and come from diverse cultural backgrounds. This age range is particularly significant as it often encompasses key transitional phases in both personal and professional domains. Additionally, the inclusion of women from varied socioeconomic and cultural backgrounds, specifically Punjabi, Pathan, Balochi, Sindhi, Gilgiti and Kashmiri, provides a rich and diverse canvas for examining how cultural values distinct to these groups interact with individual emotional stability to shape marital satisfaction. By focusing on women who are in the midst of advancing their educational and professional pursuits, the study addresses a unique intersection of modern aspirations and traditional marital roles. This intersection is particularly relevant in the context of Pakistan, where cultural norms are deeply embedded yet are being navigated

alongside contemporary educational and career opportunities. The investigation into how emotional stability moderates the influence of these cultural values on marital dynamics can offer valuable insights into the evolving nature of marital relationships in a changing socio-cultural landscape. This research could also provide a nuanced understanding of how higher education

and exposure to diverse ideas impact marital dynamics within these specific cultural contexts. The study will emphasize on a diverse sample is crucial for ensuring the generalizability of its findings and for understanding the varied experiences of working women across different cultural and socioeconomic strata. By bridging these gaps, the study aims to contribute meaningfully to the broader discourse on marriage, education, and cultural adaptation in contemporary society. The results of the present study will contribute to the understanding of clinical psychologists regarding the diverse array of factors influencing marital satisfaction. Identifying these factors early on will enable clinicians to effectively address them in a timely manner, facilitating improved coping strategies for couples.

1.6 Theoretical Framework **Social Exchange Theory.**

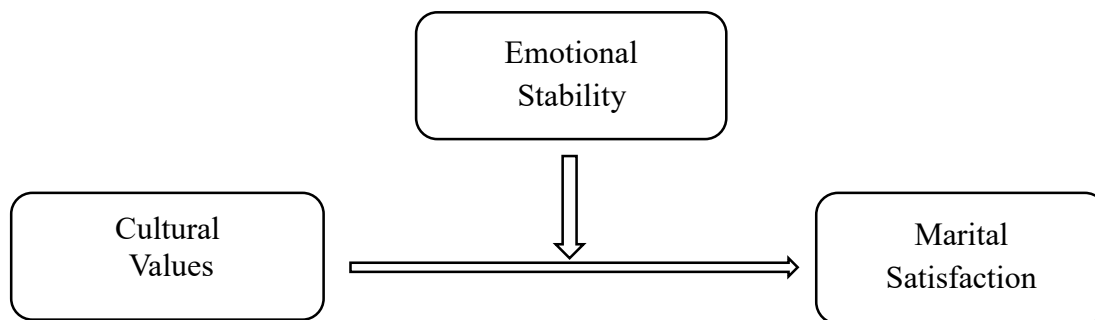
The most preferable theoretical framework appears to be the Social Exchange Theory, initially proposed by sociologist George C. Homans in 1958. This theory, which was further developed by Peter M. Blau and Richard M. Emerson, posits that relationships are formed and maintained based on the costs and rewards involved in the interaction. The Social Exchange Theory can be adeptly applied to understand how emotional stability moderates the impact of cultural values on marital dynamics (Homans, 1958).

In this framework, marital dynamics are seen as a series of exchanges where emotional stability plays a critical role in influencing how these exchanges are perceived and managed. Women with higher levels of emotional stability may be better equipped to navigate the complexities of cultural expectations and marital roles, leading to more satisfying and balanced relationships. This theory suggests that such individuals are more adept at assessing the 'costs' and 'benefits' within their marital relationship in the context of their cultural values, thereby influencing the overall dynamics of the marriage.

By applying the Social Exchange Theory to the current study, it will explore how emotional stability affects the way married women perceive and react to the give-and-take in their marital relationships. This includes understanding how cultural values influence these exchanges and how emotional stability potentially moderates these effects, leading to varied outcomes in marital satisfaction and stability. This theoretical framework thus provides a comprehensive lens through which the complex interplay of emotional stability, cultural values, and marital dynamics can be examined and understood.

1.7 Conceptual Framework

Proposed Research Model of Cultural Values, Emotional Stability and Marital Satisfaction. In current research the independent variable is Cultural Values. Moderator is Emotional Stability and dependent variable is Marital Satisfaction. The Emotional Stability will be acting as a moderator variable in relationship between Cultural Values and Marital Satisfaction among working women. This given model is showing the relationship of all the variables with each other and their interdependence is being shown in the given model in a clear-cut manner.



IV: Cultural Values

DV: Marital Satisfaction

MV: Emotional Stability

The conceptual model explains the relationship between cultural values, emotional stability, and marital satisfaction among working and non-working women, offering a nuanced perspective within the framework of Social Exchange Theory. Central to this model is the understanding that marital dynamics a term encompassing the quality, nature, and characteristics of marital relationships are influenced by a complex interplay of cultural and individual factors.

At the foundation of this model lies the role of cultural values, which represent the entrenched norms, beliefs, and expectations that a society holds regarding marriage. These values act as an independent variable, setting the stage for how marital relationships are perceived, formed, and maintained. The direct influence of these cultural values on marital dynamics suggests that societal norms significantly shape the experiences and expectations within a marriage. However, the model proposes that this relationship is not linear or straightforward. Instead, it is moderated by the variable of emotional stability, an individual factor that reflects a person's ability to maintain emotional equilibrium, cope with stress, and adapt to changing life circumstances. Emotional stability is posited as a critical moderating factor that can alter, enhance, or mitigate the impact of cultural values on marital dynamics.

In practical terms, this means that even if cultural values impose certain expectations or stresses on the marital relationship, the level of emotional stability in the individuals within the marriage can influence how these cultural norms

are experienced and managed. For instance, a woman with high emotional stability might navigate the pressures of cultural expectations in marriage more effectively, leading to a more positive marital dynamic, despite the potential constraints of her cultural context.

Overall, this model underscores the importance of considering both societal and individual factors in understanding marital dynamics. It highlights how emotional stability plays a crucial role in mediating the impact of cultural values on the quality and nature of marital relationships in the context of married women. This approach aligns with the principles of Social Exchange Theory, which emphasizes the role of personal resources and social norms in shaping interpersonal relationships

1.8 Objectives

Following are objectives of current research:

- To examine the relationship of Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women.
- To find out the positive relationship between Cultural Values and Marital Satisfaction among working and non-working women.
- To investigate the positive relationship between Emotional Stability and Marital Satisfaction among working and non-working women.
- To find out the positive relationship of Cultural Values with Marital Satisfaction through Emotional Stability.

- To investigate the moderating role of Emotional Stability in relation between Cultural Values and Marital Satisfaction.
- To find out the difference of working and non-working women in scores of study variables.
- To investigate the cultural differences in the scores Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women.
- To investigate the sociodemographic differences in the scores Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women.

1.9 Hypotheses

Based on the stated objectives, the hypotheses for the current research are as follows:

- Cultural Values and Emotional Stability are likely to have a significant relationship with Marital Satisfaction among working and non-working women.
- Cultural Values are likely to have a significant positive relationship

with Marital Satisfaction among working and non-working women.

- Emotional stability is likely to have a significant positive relationship with Marital Satisfaction in working and non-working women.
- Cultural Values is likely to have a positive relationship with Marital Satisfaction through Emotional Stability in working and non-working women.
- Emotional Stability is likely to act as a moderator in relation between Cultural Values and Marital Satisfaction.
- There is likely to be a difference of working and non-working women in scores of study variables.
- Participants from different cultures are likely to have different scores on Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women.
- Sociodemographic factors are likely to have different scores on Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women.

Chapter II

LITERATURE REVIEW

The main purpose of this chapter is to examine the phenomenon of cultural values, emotional stability, and marital satisfaction among married women with the aim of enhancing our understanding of marital satisfaction. In Addition, this chapter examines how cultural values, emotional stability and marital satisfaction in married women were examined using theoretical

work. A literature review can describe what other researchers have examined, what the results are and what the recommendations available for further study are.

Numerous researchers have conducted extensive investigations into marital satisfaction, particularly concerning its correlation various significant psychological factors. This section of the paper will delve into the findings and discussions surrounding these pertinent aspects. The study of emotional stability in marital relations reveals a diverse and complicated

terrain impacted by a plethora of elements. Pateraki and Roussi in their study in 2012 dives into the complexities of this connection, stressing the role of gender, marriage duration, and social support as moderating factors. This study highlights the major influence of reported marital happiness and spousal support, emphasizing their critical role in the dynamics of a marriage. This viewpoint is supplemented by Schaefer and Burnet in their 1987 study, which emphasizes marital relationship quality stability as a significant factor. Schaefer's study demonstrates the predictive efficacy of this stability in averting demoralization, implying that emotional stability is more than a result of a strong marriage relationship.

Heidari and Marital (2021) conducted similar research to evaluate the influence of emotional intelligence on marital satisfaction among married couples. marital satisfaction is not something that comes naturally to a person. The greater the individual's awareness and life skills,

the more content he or she is with marriage. One of the factors that can influence marital satisfaction is trait emotional intelligence. The current study aimed to investigate the influence of trait emotional intelligence on marital satisfaction among married couples in India. There were 304 participants (152 females and 152 males) from various cities across India. To assess participants' emotional intelligence and marital satisfaction, the TEIQue-SF and ENRICH-SF were used. The statistical analysis was determined using the Chi-square, Kruskal-Wallis, and Mann-Whitney U tests. Results indicated participants with better emotional intelligence had higher marital satisfaction. Except for the sociability level of emotional intelligence, the gender difference was not significant in any of the scores. Hence, concluded that higher levels of emotional intelligence lead to greater marital satisfaction. The current findings are useful for psychotherapists in general, and couple therapists in particular. Further research will help to clarify this discovery.

Ali, Zain and Arzeen (2023) conducted a similar study to evaluate the role of Gender differences and length of marriage in Attachment Styles, Marital Satisfaction, and Emotion Regulation. This study was designed to assess the role of gender and length of marriage in different attachment styles and types of emotional regulation used by the individuals. The sample included married ($n=385$) males and females residing in Peshawar, Pakistan. Three self-report scales, namely, Experiences in Close-Relationships - Revised Questionnaire (Fraley et al., 2000), ENRICH Marital Satisfaction Scale (Fowers & Olson, 1993) and Emotion Regulation Questionnaire (Gross et al., 2003) were applied on the sample. The results revealed that anxious and avoidant attachment style being more prevalent in females, as well as females scored significantly lower on marital satisfaction scale. Length of marriage was significantly positively correlated with cognitive reappraisal strategy whereas significantly negatively correlated with expressive suppression strategy. To better understand the complex nature of marital dynamics, it is crucial to gain insight into the underlying demographics like gender differences and length of marriage that could be useful in treatment implemented for

specific culture, harboring different values and traditions.

Afshar, Abdini and Ghahvehchi (2015) investigated the related phenomena by conducting similar research on the role emotional expressiveness and demographic factors in predicting marital satisfaction among women. The present study examined the relationship between demographic factors, emotional expressiveness and marital satisfaction among married women. The study had application aims and was correlation research. The statistical population was study of all married women in Tehran's 5th regions, in 1392. The sample included 282 married women who were selected availability. The instruments were Enrich marital satisfaction questionnaire and emotional expression family Halberstat Gray et al. for data analysis Pearson correlation and hierarchical regression were used. Results showed that there is significant and positive relationship between emotional expressiveness and marital satisfaction with education, and significant and negative correlation between age and marital satisfaction with emotional expressiveness. Hierarchical regression results showed that in first step positive emotional expressiveness predicts 0/094 % of marital satisfaction and the entry of negative emotional expressiveness variables in second the power prediction added to 0/062 percent. Also, enter in the education variable in the third model could be increased to 0/09 %. Generally positive emotional expressiveness, negative emotional expressiveness, education, age and length of marriage predicted about 19% of marital satisfaction.

Shahbazi et al. (2017) conducted a similar study aimed to explore the Prediction of Marital Satisfaction Based on Emotional Intelligence in Postmenopausal Women. This study was conducted with the aim of prediction of marital satisfaction based on emotional intelligence for postmenopausal women. This cross-sectional study was the descriptive-correlation and with a sample size of 134 people to predict marital satisfaction based on emotional intelligence for postmenopausal women was conducted in the Borujen city. The subjects were selected by convenience sampling. Data collection tools included an emotional intelligence questionnaire (Bar-on) and Enrich marital

satisfaction questionnaire. The findings of this study showed a significant positive relationship between marital satisfaction and emotional intelligence ($P < 0.05$, $r = 0.25$). Also, regression analysis showed that emotional intelligence ($\beta = 0.31$) can predict positively and significantly marital satisfaction. Due to the positive relationship between emotional intelligence and marital satisfaction, adequacy of emotional intelligence is improved as important structural in marital satisfaction. So, it seems that can with measuring emotional intelligence in reinforced marital satisfaction during menopause, done appropriate action.

Fakher, (2018) conducted the study on cultural values and marital satisfaction: do collectivism and gender role orientation affect marital satisfaction among Palestinian couples. This study investigated the effects of Gender Role Orientation (described as “masculinity” and “femininity”) and collectivism on marital satisfaction in Palestine. Three hundred and seven married participants (187 men and 120 women) completed four self-report questionnaires examining cultural dimensions of marriage, gender role orientation, and marital satisfaction. Based on the results, Palestinian participants reported to be more satisfied with marriages that were collectivistic, based on feminine characteristics, and held more egalitarian gender role orientation. All differences between males and females in all observed variables were insignificant ($p > 0.05$) except the differences in characteristics of “masculinity”, where males were significantly more masculine than females ($p < 0.001$). The data supports the proposed model (with all paths coefficient significant) that collectivism, and “masculinity” on a cultural level, and gender role orientation at an individual level had significant effects on marital satisfaction. According to the results, counselors and social workers need to understand the roles of collectivism and masculinity in marital relationships when working with individuals from more traditional cultural backgrounds.

Expanding on this matter, Simon in 2002 gives a persuasive counterargument to the prevalent idea that marriage has different emotional consequences on men and women. Simon's findings imply that marriage has an egalitarian emotional benefit, defying previous beliefs about

gender-specific advantages and drawbacks. Another study adds another dimension to this complicated picture by claiming that marital pleasure does not always drop with time (Karney & Bradbury, 2020). Karney and Bradbury's findings also call into question the widely accepted idea that negative communication between spouses always results in marital suffering. When taken together, all of these studies support the assumption that emotional stability is important in marital dynamics. They do, however, emphasize that the complexities of this role and the numerous impacting elements are still topics that need to be explored.

Moreover, the exploration of how cultural beliefs shape marital dynamics, especially emotional stability, is a complex and multifaceted subject. Gottman and Levenson's seminal work in 1999 revealed a remarkable consistency in emotional interactions within marriages. He noted that women generally exhibit more pronounced expressions of both positive and negative emotions compared to men (Gottman & Levenson, 1999). This finding opened up further inquiries into the nuances of emotional expression and its impact on marital relationships.

Following this, Pateraki and Roussi in 2012 delved deeper into the dynamics of marital happiness and well-being. He emphasized the roles of various factors such as gender, the duration of the marriage, and the level of social support available. Importantly, Pateraki and Roussi underscored the influence of cultural environment on these aspects, suggesting that cultural beliefs and practices can significantly modulate the relationship between marital satisfaction and overall well-being. This perspective aligns with Schumm and Bugaighis's 1985 study, which focused on the relationship between marital quality and stability. Schumm and Bugaighis argued that the allure of alternative marital options and the hurdles to divorce could impact this relationship, offering a broader understanding of marital dynamics.

In expanding this field of study, Knight and Sayegh research in 2009 provided a more inclusive view by examining the influence of cultural values on the stress and coping mechanisms among family caregivers. Knight and Sayegh highlighted the critical importance of support systems and coping strategies in

managing stress within the family context. The study of Knight and Sayegh complements the earlier findings by delving on the broader implications of cultural influences on family dynamics and emotional well-being. These studies, taken together, provide a thorough knowledge of how cultural ideas and values impact the emotional and relational landscape of marriage and family life.

The function of emotional stability in marital dynamics is a topic of considerable scientific interest, informed by a varied range of viewpoints and findings. Coombs proposed in 1991 that marriage might serve as a source of emotional support and companionship, both of which are essential to an individual's general well-being. This viewpoint emphasizes the positive qualities of marriage, implying that the emotional relationships developed within a marital relationship may provide stability and satisfaction. However, the landscape of marital dynamics is complex, as illuminated by Schumm and Bugaighis in 1985. They delved into the nuances of marital quality and stability by exploring the influence of alternative attractions and barriers to divorce. This study indicates that marital satisfaction is not just about the presence of positive factors like emotional support but also the absence or management of negative elements that could potentially lead to dissolution. Pateraki and Roussi, in 2012, expanded this understanding by highlighting how cultural context, gender, and social support play pivotal roles in moderating the relationship between marital satisfaction and overall well-being. Their work suggests that marital dynamics are deeply embedded in broader social and cultural fabrics, making the impact of emotional stability on marriage a multifaceted phenomenon. Further, Proulx et al., in 2007, added to the debate by identifying a negative relationship between marital satisfaction and depressive symptoms. Their finding is particularly enlightening since it demonstrates that the intensity of this link is not uniform and varies with characteristics such as gender and marriage time. The conclusion is consistent with the wider finding that emotional stability in marriage is impacted by a variety of individual, relational, and environmental variables (Proulx et al., 2007).

Furthermore, Sabatelli's study in 1982 also emphasizes the importance of individual and family life changes, as well as the role of commitment and relational reliance in determining marital quality and stability. Karney in 2020 challenges common wisdom by suggesting that marital satisfaction may be stable over time and that poor communication does not always result in discontent. Moreover, Marchand in 2004 stresses the role of adult attachment orientations, depressive symptoms, and conflict resolution techniques in the development of marital quality, with a particular emphasis on their mediating function.

The delicate interplay between emotional stability, cultural values, and marital dynamics is an important topic of research in understanding marital satisfaction and mental well-being. In his 2019 study, Fahd and Hanif emphasized the importance of emotional expressivity among married people, saying that the expression of both happy and negative emotions can have a substantial impact on psychological well-being. This influence, however, is mitigated by characteristics such as gender and marriage type, showing that these components are important in how emotions are expressed and interpreted in a marital environment (Fahd & Hanif, 2019). Pateraki and Roussi, moreover, in 2012 added to this approach by emphasizing the necessity of understanding cultural context when analyzing marital satisfaction.

Expanding on this literature, Randall and Bodenmann in his study in 2009 explored how stress reduces marital pleasure, implying that emotional stability is an important aspect in moderating stress effects. This insight emphasizes the significance of emotional resilience in sustaining a successful married connection, particularly in the face of life's unavoidable pressures (Randall & Bodenmann, 2009). Furthermore, In 2003, Rhoden emphasized the significance of marital processes such as emotional connection and healthy communication, especially for atypical women. The outcome of this study implies a possible link between cultural values and marital dynamics, underlining the importance of cultural origins in how marital relationships are negotiated and experienced (Rhoden, 2003). These findings collectively demand a thorough knowledge of how emotional stability, cultural norms, and

marital dynamics interact, particularly in the setting of married women.

In the realm of marital dynamics, the interplay of emotional stability and cultural values plays a pivotal role in shaping married women's mental health and overall satisfaction. Moving beyond the individualistic aspect, Khezri et al. work in 2020 delves into the broader societal influences, particularly emphasizing the role of economic factors and mate selection criteria. These criteria, deeply rooted in cultural norms and values, shape the expectations and realities of marital life. Khezri's insights reveal how these cultural underpinnings can profoundly affect women's mental health and satisfaction within their marriages. Echoing these sentiments, Walker; Luszcz and Randall's research in 2009 further consolidates the idea that both emotional stability and cultural beliefs are essential regulators of marital satisfaction. Their work demonstrates a clear link between these factors and the overall quality of marital relationships. These studies collectively illustrate a nuanced understanding of how emotional and cultural dimensions intertwine, significantly impacting women's experiences within marriage (Walker and Luszcz; Randall & Bodenmann, 2009). The literature thus presents a comprehensive view, acknowledging the multifaceted nature of marital dynamics and their profound influence on women's mental well-being and satisfaction.

In examining the complexities of marital happiness in Pakistan, particularly in the context of young women, the literature provides a multifaceted understanding of the challenges faced, Qadir and colleagues in 2005 delves into the pressing issue of marital happiness in Pakistan, highlighting the difficulties young women face in expressing their emotions and adapting to cultural norms (Qadir et al., 2005). This struggle is accentuated by a patriarchal societal structure, as noted by Sathar and Kazi in 2000, where men predominantly hold decision-making power, significantly influencing marital dynamics. This

uneven gender structure not only shapes but also potentially hinders the development of a harmonious marital relationship (Sathar & Kazi, 2000).

Furthermore, the impact of acculturative stress and communication styles on marital happiness,

especially among Pakistani immigrants, has been a subject of research. Jibeen in 2019 identifies that gender-related perceptions and aggressive communication styles are detrimental to marital happiness, suggesting that these factors exacerbate marital discord. In contrast, Perveen and Malik in 2020, presents a more optimistic perspective, highlighting the role of religion and self-compassion as protective factors. These elements, Perveen and Malik argues, can mitigate the negative effects of familial violence on marriage quality. Together, these studies underscore the intricate interplay between emotional stability, cultural norms, and environmental stresses in shaping the marital dynamics of Pakistani women. This body of research not only identifies the challenges faced but also points towards potential areas of intervention and support to enhance marital happiness in the Pakistani context.

Cultural values profoundly shape individuals' expectations and behaviors in marital relationships. According to Hofstede's cultural dimensions theory, cultural values can be understood through various dimensions such as individualism versus collectivism, power distance, and masculinity versus femininity (Hofstede, 2001). In individualistic cultures, personal achievement and autonomy are highly valued, which often translates to more egalitarian marital relationships and a greater emphasis on personal satisfaction (Triandis, 1995). In contrast, collectivist cultures prioritize family cohesion and social harmony, which can lead to more traditional gender roles and expectations in marriage (Hofstede, 2001). Recent studies have corroborated these theoretical frameworks, showing that marital satisfaction is significantly influenced by the cultural context within which individuals live (Chen et al., 2021).

The distinction between working and non-working women introduces another layer of complexity in understanding marital satisfaction. Working women often experience a unique set of challenges and rewards that non-working women may not face. For instance, working women might enjoy increased financial independence and a sense of personal achievement, which can positively impact their marital satisfaction (Powell & Greenhaus, 2010). However, they may also encounter stress

from balancing work and family responsibilities, which can negatively affect their marital satisfaction (Carlson et al., 2010). Non-working women, on the other hand, might experience a different set of pressures related to traditional gender roles and expectations, which can also impact their marital satisfaction in distinct ways (Gerson, 2010).

Recent empirical research has explored these dynamics in detail. For example, a study by Kim and Wang (2022) found that working women in individualistic cultures reported higher levels of marital satisfaction compared to their counterparts in collectivist cultures, due to the greater emphasis on personal achievement and autonomy. Conversely, non-working women in collectivist cultures often reported higher levels of marital satisfaction due to the strong support systems and social networks that uphold traditional gender roles (Chen et al., 2021). These findings suggest that cultural values interact with women's employment status to shape their marital satisfaction in nuanced ways. Emotional stability plays a crucial moderating role in this relationship. Emotional stability, often measured through traits such as emotional regulation, resilience, and stress tolerance, can significantly influence how individuals perceive and experience marital satisfaction. Research has shown that individuals with higher levels of emotional stability tend to have better relationship outcomes, including higher marital satisfaction (McCrae & Costa, 2004). For instance, emotional stability can help individuals manage stress more effectively, communicate more constructively, and maintain a more positive outlook on their relationship (Roberts et al., 2007).

Recent studies have highlighted the importance of emotional stability in moderating the impact of cultural values on marital satisfaction. For example, a study by Heller et al. (2023) found that emotional stability moderated the relationship between cultural values and marital satisfaction among women, with higher emotional stability buffering against the negative effects of cultural pressures. Similarly, research by Smith and Schaefer (2022) demonstrated that emotional stability was particularly important for working women in high-stress environments, helping them maintain marital satisfaction despite work-related challenges.

The interplay between cultural values, emotional stability, and marital satisfaction is further complicated by the differential impacts on working versus non-working women. For instance, working women with high emotional stability may better manage the demands of both work and family life, leading to higher marital satisfaction despite the pressures of balancing multiple roles (Becker & Moen, 2021). In contrast, non-working women with high emotional stability might experience greater marital satisfaction due to their ability to manage traditional gender role expectations more effectively (Davis & Greenstein, 2022).

Cultural values shape not only individual behavior but also relational dynamics within marriage. These values influence expectations, communication styles, and overall relationship satisfaction. For example, in cultures with high collectivism, where family needs and social harmony are prioritized over individual desires, marital satisfaction is often linked to adherence to traditional gender roles and family responsibilities (Hofstede, 2001). This can create a supportive environment for non-working women, as their roles within the household align with cultural expectations, leading to higher marital satisfaction (Chen et al., 2021). Conversely, in more individualistic cultures where personal achievement and autonomy are emphasized, working women may experience enhanced marital satisfaction due to greater alignment with their personal goals and achievements (Triandis, 1995).

Research highlights that cultural values impact not only the general expectations within marriages but also specific aspects of marital satisfaction. For instance, a study by Lam and Chen (2023) explored how Confucian values influence marital satisfaction among Chinese couples. The study found that adherence to Confucian values, which emphasize filial piety and family loyalty, positively affected marital satisfaction among non-working women, while working women reported varying levels of satisfaction based on their ability to balance work and traditional expectations. This dichotomy underscores how cultural values can lead to different marital outcomes depending on women's employment status.

Additionally, the intersection of cultural values with marital satisfaction is evident in various

cultural settings. In Indian society, for example, traditional gender roles and familial expectations significantly impact women's marital satisfaction. According to Gupta and Singh (2022), non-working women in India often find marital satisfaction through fulfilling traditional roles, while working women may experience marital strain due to the clash between their professional responsibilities and traditional expectations. This finding aligns with the broader literature suggesting that cultural values can have a dual effect, providing support for some while posing challenges for others (Sahu & Roy, 2022).

The moderating role of emotional stability in these relationships has gained considerable attention in recent studies. Emotional stability, often associated with traits such as low neuroticism and high emotional resilience, plays a crucial role in moderating the impact of cultural values on marital satisfaction. Individuals with higher emotional stability are better equipped to manage stress, communicate effectively, and maintain a positive outlook on their relationships, thereby enhancing marital satisfaction (McCrae & Costa, 2004). For example, research by Zhang et al. (2023) found that emotional stability moderated the relationship between cultural values and marital satisfaction among Chinese working women. The study revealed that women with higher emotional stability were less affected by the pressures of balancing work and cultural expectations, leading to higher marital satisfaction.

Furthermore, the interaction between emotional stability and cultural values can manifest differently among working and non-working women. For working women, emotional stability can buffer against the stress of juggling multiple roles, thus mitigating the negative effects of conflicting cultural expectations (Smith & Schaefer, 2022). A study by Williams and Jordan (2024) found that working women with high emotional stability reported higher marital satisfaction despite the challenges of work-family balance, attributing this to their ability to manage stress and maintain positive relationships. In contrast, non-working women with high emotional stability may experience marital satisfaction through effective management of traditional roles and

expectations, as they are better able to navigate the pressures of maintaining cultural norms (Davis & Greenstein, 2022).

Recent research has also explored the implications of emotional stability in different cultural contexts. For instance, a comparative study by Martinez et al. (2023) examined the moderating role of emotional stability in marital satisfaction among women from collectivist and individualistic cultures. The study found that emotional stability was a stronger moderator in collectivist cultures, where traditional roles and expectations exerted significant pressure on women. In these contexts, emotionally stable women were better able to cope with cultural pressures and maintain marital satisfaction. Conversely, in individualistic cultures, emotional stability had a more nuanced impact, influencing marital satisfaction primarily through its effects on personal achievement and autonomy (Martinez et al., 2023).

The impact of cultural values and emotional stability on marital satisfaction also extends to the broader socio-economic context. For instance, research by Lee and Thompson (2022) highlighted how socio-economic factors, such as income and employment status, interact with cultural values and emotional stability to affect marital satisfaction. The study found that women with higher emotional stability and better socio-economic conditions reported higher marital satisfaction, regardless of cultural values. This underscores the importance of considering socio-economic factors alongside cultural values and emotional stability in understanding marital satisfaction.

The dynamics of marital relationships are significantly influenced by the interplay of cultural values, cultural barriers, emotional stability, emotional dysregulation, and the professional status of women. Marital satisfaction, a critical component of individual well-being and family stability, is deeply embedded within these variables and is subject to varying influences across different contexts and cultural backgrounds. Cultural values shape the fundamental expectations and roles within marital relationships. These values, which encompass beliefs, norms, and practices passed down through generations, dictate the behaviors and attitudes deemed acceptable and desirable in a marriage. In collectivist societies, where the

needs and goals of the group are prioritized over individual desires, marital roles are often clearly delineated and intertwined with familial and societal obligations (Triandis, 1995). This emphasis on collectivism fosters a strong sense of duty and loyalty to one's spouse and family, which can enhance marital satisfaction through the fulfillment of expected roles and responsibilities. Conversely, individualistic cultures place a higher premium on personal autonomy and individual achievements. Marital satisfaction in these contexts is often linked to the degree of personal fulfillment and the achievement of individual aspirations within the marital union (Dion & Dion, 1993).

The influence of cultural barriers on marital satisfaction is a complex phenomenon that can significantly hinder or facilitate emotional and communicative intimacy between partners. Language differences, varying communication styles, and contrasting views on gender roles can create significant hurdles in cross-cultural marriages, potentially leading to misunderstandings and conflict. Research indicates that couples from different cultural backgrounds are more likely to encounter challenges in establishing a shared understanding and navigating differences, which can impact their emotional connection and marital satisfaction (Berry, 2005). These cultural barriers can exacerbate emotional dysregulation, leading to difficulties in maintaining emotional stability within the marriage. Emotional stability is crucial in fostering a healthy marital relationship. Emotionally stable individuals are better equipped to cope with the stresses and challenges inherent in marital life, facilitating positive interactions and mutual support between spouses. On the other hand, emotional dysregulation, characterized by heightened emotional sensitivity, mood swings, and difficulties in managing emotional responses, can adversely affect marital satisfaction. Partners who struggle with emotional dysregulation may experience frequent conflicts and misunderstandings, undermining the emotional foundation of their relationship (Thompson, 1994).

The professional status of women adds another layer of complexity to the dynamics of marital relationships. Working women often face the dual demands of career and family, which can

lead to significant stress and impact their emotional and marital well-being. The additional responsibilities and time constraints associated with employment can create tensions in marital relationships, particularly in contexts where traditional gender roles persist. In such environments, the expectation for women to prioritize family responsibilities can lead to conflicts when these expectations are at odds with professional commitments (Hochschild, 1989). Nevertheless, employment can also provide women with a sense of autonomy, financial independence, and personal fulfillment, contributing positively to their marital satisfaction. The ability to contribute economically to the family and achieve personal career goals can enhance self-esteem and reduce the likelihood of power imbalances within the marriage (Blair-Loy, 2003). Conversely, non-working women may experience different marital dynamics. The absence of employment can limit exposure to stressors associated with balancing work and family life, potentially fostering a more relaxed domestic environment. However, it can also reinforce traditional gender roles within the household. In societies that valorize male breadwinners and female homemakers, non-working women may face pressure to conform to these roles, which can impact their emotional well-being and satisfaction. The extent to which these traditional roles are internalized and accepted by non-working women significantly influences their marital satisfaction and overall life satisfaction (Erickson, 2005).

Furthermore, the interplay between cultural values and the professional status of women can lead to varying experiences of marital satisfaction. In collectivist cultures, where group harmony and familial obligations are emphasized, working women may experience conflicts between their professional roles and cultural expectations. This dissonance can lead to emotional stress and impact their marital satisfaction. In contrast, individualistic cultures that value personal achievements and autonomy may provide a more supportive environment for working women, potentially leading to higher marital satisfaction due to the alignment of cultural values with personal aspirations (Greenhaus & Powell, 2006).

The dynamics of marital relationships among non-working women are also influenced by cultural values. In cultures where the homemaker role is highly valued, non-working women may experience greater marital satisfaction due to the alignment of their role with cultural expectations. However, in contexts where economic contribution and professional achievements are highly valued, non-working women may experience feelings of inadequacy or lack of fulfillment, potentially impacting their marital satisfaction (Kalmijn, 2004). Emotional regulation and stability play a pivotal role in mediating the effects of cultural values and professional status on marital satisfaction. Emotionally stable individuals, regardless of their work status, are more likely to navigate cultural expectations and role conflicts effectively, leading to more satisfying and harmonious marital relationships. In contrast, emotional dysregulation can exacerbate the negative effects of cultural barriers and role conflicts, leading to increased marital dissatisfaction and conflict (Gross, 1998). The interrelationship between cultural values, emotional dynamics, and marital satisfaction underscores the importance of understanding the broader cultural and emotional contexts within which marriages operate. Interventions aimed at improving marital satisfaction and reducing conflict must consider the cultural values and emotional dynamics that shape individual behaviors and expectations within marriages. By fostering emotional stability and promoting effective communication strategies, couples can navigate cultural barriers and role conflicts more effectively, leading to improved marital satisfaction and overall well-being (Gottman & Notarius, 2000).

The impact of cultural values on marital satisfaction cannot be overstated, as these values serve as the blueprint for acceptable behaviors and roles within a marriage. In societies where traditional values are upheld, women, particularly non-working ones, may find themselves in roles that emphasize caretaking and homemaking. Such roles are culturally valorized and seen as integral to the family unit's success. However, this valorization can sometimes limit personal growth and lead to dissatisfaction if the individual's aspirations diverge from these culturally prescribed roles

(Williams & Cooper, 2004). Women who adhere to these roles may experience a sense of fulfillment and validation, which can positively influence their marital satisfaction. On the other hand, women who seek fulfillment outside these roles may experience cognitive dissonance and emotional distress, impacting their marital dynamics.

The professional status of women adds a layer of complexity to the cultural value framework. For working women, the challenge lies in balancing career aspirations with cultural expectations of their roles as wives and mothers. This balancing act can lead to a phenomenon known as role conflict, where the demands of one role interfere with the ability to fulfill the demands of another (Greenhaus & Beutell, 1985). Role conflict can be a significant source of stress and emotional dysregulation, leading to increased tension within the marriage. However, for many women, work provides a sense of identity, self-efficacy, and financial independence, which can enhance their overall life satisfaction and contribute positively to their marriages (Rosenfield, 1992). Emotional stability plays a crucial mediating role in the context of marital satisfaction. Emotionally stable individuals are more resilient in the face of stress and better equipped to manage the emotional complexities of marriage. This stability allows for more effective communication and conflict resolution, which are essential components of a healthy marriage (Gottman & Levenson, 1992). Emotional dysregulation, on the other hand, can lead to maladaptive behaviors and communication patterns, exacerbating marital conflict and dissatisfaction. For example, partners who are unable to regulate their emotions may resort to hostile or defensive communication styles, further entrenching marital discord (Levenson & Gottman, 1985).

Cultural barriers, such as differing communication styles and expectations around emotional expression, can further complicate the emotional landscape of a marriage. These barriers can hinder the development of emotional intimacy and understanding between partners, leading to feelings of isolation and dissatisfaction (Gudykunst & Nishida, 2001). For couples from different cultural backgrounds, these barriers may be particularly pronounced, as each partner brings their own set of cultural

norms and values into the relationship. Navigating these differences requires a high degree of emotional intelligence and cultural sensitivity, which can mitigate potential conflicts and enhance marital satisfaction (Hofstede, 1980). The interplay between cultural values, emotional dynamics, and work status also affects the division of labor within the household, a key factor in marital satisfaction. Traditional gender roles often dictate that women, regardless of their employment status, assume a larger share of domestic responsibilities. This expectation can lead to an unequal division of labor, which is a common source of conflict and dissatisfaction in marriages (Coltrane, 2000). Working women, in particular, may experience strain as they juggle professional responsibilities with domestic duties, leading to increased stress and potential burnout. Non-working women, while possibly less burdened by time constraints, may nonetheless feel undervalued if their contributions are not recognized or appreciated by their partners (Hochschild, 1989).

Marital dynamics are further influenced by the societal norms and policies that support or undermine the roles of working and non-working women. Societies with policies that support work-life balance, such as flexible work arrangements, parental leave, and affordable childcare, are more likely to foster positive marital outcomes. These policies can alleviate the pressure on women to choose between career and family, allowing for a more equitable and satisfying distribution of responsibilities within the marriage (Bianchi & Milkie, 2010). Conversely, in societies lacking such support, women may face significant barriers to achieving a fulfilling work-life balance, negatively impacting their marital satisfaction. The intersectionality of these factors underscores the importance of a holistic approach to understanding marital satisfaction among working and non-working women. Interventions aimed at improving marital dynamics should consider the cultural context, emotional dynamics, and societal structures that influence individual experiences. Culturally sensitive counseling and education programs can help couples navigate cultural differences and develop effective communication and conflict resolution skills (Sue & Sue, 2003). Additionally, policies that promote gender

equality and support work-life balance can create a more conducive environment for healthy and satisfying marriages.

In summary, the literature reveals a complex interplay between cultural values, emotional stability, and marital satisfaction among working and non-working women. Cultural values significantly influence marital expectations and satisfaction, with differing impacts based on employment status. Emotional stability emerges as a critical moderating factor, affecting how cultural values translate into marital outcomes. Recent research highlights the importance of considering emotional stability in understanding these dynamics and suggests that socio-economic factors also play a crucial role. Further research is needed to explore these relationships in diverse cultural contexts and among different demographic groups to gain a more comprehensive understanding of marital satisfaction.

Chapter III

METHODOLOGY

3.1 Research design

Cross sectional co-relational research methods have been employed for the current study. The present study was carried out to explore the association between cultural values, emotional stability and marital satisfaction among working and nonworking women.

3.2 Sampling strategy

Non-probability purposive sampling technique was used for the recruitment of sample to explore cultural values, emotional stability and marital satisfaction among working and nonworking women.

3.3 Sample

200 participants were selected through purposive sampling strategy. 100 working women and 100 non-working women were included in this research. The data was collected from the working and non-working women of different universities of Islamabad, Pakistan. The age range will be 18-35 years old.

3.3.1 Inclusion Criteria

- Working and non-working women who are studying in different universities of Islamabad with age range 18 to 35 years were included.
- Married working and non-working women were included.
- Both working and non-working women were part of research.
- Participants related to all religions was included in the study.
- Participants belonging to all socioeconomic classes were part of the research.

3.3.2 Exclusion Criteria

- Working and non-working women who are studying in different universities of Pakistan other than Islamabad were excluded.
- Unmarried working and non-working women were excluded.
- Participants with any physical disability were not included.
- Participants with diagnosed mental disability were excluded.
- Students who are studying on other countries were excluded.

Working and Non-working Women

Working and non-working women who are married and studying in different universities of Islamabad Pakistan with the age range 18-35 years were recruited for study purposes. Participants who are belong to different cultural background studying in different universities of Islamabad were included from the current study.

3.4 Operational Definitions

The operational definitions of population and study variables are given below

3.4.1 Cultural Values

Cultural values are the collective beliefs and norms that shape behaviors and attitudes within a society, guiding interpersonal interactions and decision-making. They influence how individuals perceive and respond to social situations (Triandis, 2009).

3.4.2 Emotional Stability

Emotional stability refers to an individual's ability to remain calm, composed, and resilient under stress, characterized by low levels of emotional reactivity and mood fluctuations (Goldberg, 2010).

3.4.3 Marital Satisfaction

Marital satisfaction refers to the level of fulfillment spouses derive from their marriage, with particular emphasis on core dimensions such as communication and conflict resolution (Olson, Fournier & Druckman 2014)

3.5 Assessment Measures

In the current study, the following tools are used for assessment purposes.

- Asian Value Scale (AVS)
- Emotional Stability Questionnaire (IPIP)
- The Enrich Marital Satisfaction Scale (EMSS)
- Demographic Information Sheet and informed consent.

3.5.1 Asian Value Scale (AVA)

The Asian Cultural Values Scale (ACVS), developed by Kim, Atkinson, and Yang in 2009, is a psychometric instrument designed to assess adherence to traditional Asian cultural values. It measures various dimensions, including collectivism, conformity to norms, emotional self-control, family recognition through achievement, humility, and filial piety. The Asian Value Scale (AVS) exhibits good reliability, with Cronbach's alpha values typically above 0.80. It demonstrates validity through its consistent factor structure and significant correlations with relevant cultural values, supporting both construct and criterion validity. The ACVS helps in understanding how deeply individuals or groups internalize these cultural values, providing insights into behavior, attitudes, and identity within Asian cultural contexts. It is widely used in cross-cultural psychology, counseling, and educational settings to better understand and support individuals from Asian backgrounds.

3.5.2 Emotional Stability Scale (ESQ)

The Emotional Stability Questionnaire, derived from the International Personality Item Pool

(IPIP), was developed by Dr. Lewis R. Goldberg in the late 2010. This psychometric instrument measures emotional stability, one of the five major dimensions of personality in the Five-Factor Model. The questionnaire assesses traits such as anxiety, moodiness, irritability, and emotional resilience. The Emotional Stability Scale (IPIP) has shown good internal consistency, with Cronbach's alpha values typically above 0.87, indicating very good reliability. It is widely used in psychological research and practice to understand how individuals manage stress and regulate their emotions, providing valuable insights into personality structure and mental health.

3.5.3 Enrich Marital Satisfaction Scale (EMSS)

The Enrich Marital Satisfaction Scale (EMSS), developed by Dr. David H. Olson and his colleagues in 2014, is a psychometric instrument designed to assess marital satisfaction. The Enrich Marital Satisfaction Scale (EMSS) demonstrates high reliability, with Cronbach's alpha values often exceeding 0.90. Its validity is established through significant correlations with other marital satisfaction measures. It measures various dimensions of marital quality, including communication, conflict resolution, sexual relationship, financial management, and overall satisfaction. The EMSS provides valuable insights into the strengths and areas for improvement in a marital relationship, making it a useful tool in both clinical and research settings for understanding and enhancing marital dynamics.

3.5.4 Demographic information sheet

This demographic sheet includes the age of the participants, education, employment status, family system, family background, socioeconomic status, marital duration and cultural affiliation. This demographic sheet has been used for further analysis and study variable discussion.

3.6 Procedure

Permission was taken from the Chairman of the Department of Applied of Psychology, Riphah International University Islamabad in respect to data collection. Then permission was taken to conduct the research from the respective places

from which sample will be taken. The researchers identified the inclusion and exclusion criteria before collecting the sample. The researchers ensured the participants about the complete confidentiality and privacy of the study. The purpose of research was explained. The respondents were given the respective scales with brief instructions. All the queries were answered during the procedure. Participants took the time they needed and filled in the responses that corresponded with them the most. They were given the right to withdraw. After completing the questionnaires participants will be thanked for their cooperation. It took 10 to 15 minutes to respond to all items of the questionnaire. Data was analysed by using SPSS 2.0. Pearson Product Moment Correlation, Moderation Analysis, t Test and ANOVA were used for the analysis of data. After the analyses, the findings were made useful for clinical and educational settings.

3.7 Ethical considerations

Ethical guidelines were adopted for study by the American Psychological Association (APA). The ethical consideration, the code of ethics includes.

- Prior permission of the tool being used from the respective author. Letters for permission were sent.
- Permissions were taken from the concerned authorities for data collection from the students who are studying in different universities of Islamabad by providing them a letter, issued by the Applied Department of Psychology, Riphah International University, Islamabad.
- Consent was taken from the person concerned and the study was briefed.
- Participants were told that their identifying information would be kept confidential and would not be used for purposes other than this study.
- The participants were allowed to withdraw and terminate at any point of the study, if desired.
- Contact number and email address for the future queries were given to participants.

- Results were reported accurately.

3.8 Statistical Analysis

SPSS 25 was used to analyse the data.

- Descriptive statistics were calculated and reliabilities of tools were accessed.
- To figure out the relationship between cultural values, emotional stability, marital satisfaction and demographic variables, the Pearson product moment correlation was used.
- Moderation analysis was applied to assess the moderating role of emotional stability in cultural values and marital satisfaction.
- Independent Sample t-Test was used to assess the difference in sociodemographic in the score of cultural values, emotional stability, marital satisfaction among working and non-working women.

Chapter IV RESULTS

The aim of this chapter was to investigate the relationship between Cultural Value Emotional Stability and Marital Satisfaction among Working and Non-Working Women. The analyses used in this research were as follows (I) Cronbach's Alpha reliability analysis was used to assess the reliability of the main scales used in this current study (II) Pearson Product Moment Correlation Analysis was used to assess the relationship between Cultural Value Emotional Stability and Marital Satisfaction and demographic variables (III) To check the moderating role of Emotional Stability in Cultural Values and Marital Satisfaction in working and non-working women, 'Process v4.2 by Andrew F. Hayes Moderation Analysis' was used. (IV) Independent sample t-test and one way ANOVA was carried out to determine the significant differences between demographics and mains variables of study.

Table 1
 Descriptive Statistics of Demographic Variables of the Sample (200)

Variables	M(SD)	F (%)	Min	Max
Age	25.02(3.65)		18	34
Employment Status	1.5(.50)		1	2
Working		100(50)		
Non-working		100(50)		
Spouse Employment Status	1.34(.48)		1	2
Employed		131(65.5)		
Unemployed		69(34.5)		
Education	2.67(1.09)		1	5
B.A/BSc		37(18.5)		
M.A/MSc		43(21.5)		
BS		77(38.5)		
MS/MPhil		34(17)		
PhD		9(4.5)		

Family Type	1.52(.50)	1	2
Nuclear		96(48)	
Joint		104(52)	
Family Background	1.47(.51)	1	2
Rural		106(53)	
Urban		94(47)	
Socioeconomic Status	1.97(.52)	1	3
High		29(14)	
Middle		147(73)	
Low		24(12)	
Marital Duration	1.99(.67)	1	3
Lessen 1 yr		46(23)	
1-3 yrs		110(55)	
More than 3 yrs		44(22)	
Cultural Affiliation	3.06(1.65)	1	6
Punjab		48(24)	
KPK		37(18.5)	
Baluchistan		35(17.5)	
Sindh		37(18.5)	
Gilgit Baltistan		21(10.5)	
Kashmir		22(11)	

Note. SD = Standard Deviation, M = Mean, f= frequency, % = Percentage.

The above table depicted the descriptive statistics of demographic variables. The findings shows that the mean age of participants is 25.02 years (SD = 3.65), with ages ranging from 18 to 34 years. Employment status was equally balanced, with 50% working and 50% non-working women. In terms of education, the greater part of

participants held BS degrees (77.0%), followed by M.A/MSc (43.0%), with smaller number of participants pursuing various other levels of education. In the context of family system, the majority participant reported belonging to joint families (52.0%). Moreover, higher number

of the participants have its place into rural areas (53.0%), and the socioeconomic status was mostly middle-class (73.0%), with minor percentages representing as high class (14.0%) or low (12.0%) socioeconomic status. Majority of participants were belonged to Punjab (24.0%) followed by KPK (18.5%), Sindh (18.5%),

Baluchistan (17.5%), Kashmir (11.0%) and Gilgit Baltistan (10.5%). Participants with marital duration 1-3 years were reported higher in number as compared to others. These demographic figures provide a comprehensive summary of sample in the current study.

Table 2
Descriptive Statistics and Reliability Coefficients for Research Variables (N = 200)

Variables	M	SD	K	α	Potential Range (Min-max)	Actual Range (Min-max)
Cultural Value Scale	66.53	7.33	25	.81	25-100	29-83
Emotional Stability Scale	31.59	10.83	10	.87	10-50	16-42
Enrich Marital Satisfaction	48.25	8.79	15	.78	15-75	20-56
Idealistic Distortion	14.42	2.25	5	.64	5-25	4-18
Marital Satisfaction	35.23	6.42	10	.78	10-50	12-41

Note. M=Mean; S. D=Standard deviation; α = Cronbach alpha; k= no. of items

The above table shows the reliability analysis of study variables on basis of 200 participants. Emotional Stability Scale displayed remarkably high internal consistency ($\alpha = .87$), which indicates the strong reliability over its 10 items. Cultural Value Scale consisting of 25 items appeared as a well-consistent construct ($\alpha = .81$) supporting its constant measurement. The 15 items Marital Satisfaction scale emerged as a consistent psychological instrument ($\alpha = .78$) shows a very good reliability. The subscales of Marital Satisfaction scale including Idealistic Distortion and Marital Satisfaction scale showed acceptable degree of internal consistency (α ranging from .64 to .78), which is consider as a very good reliability.

These statistics depicts the overall a very good reliability and validity of the instruments used in the current study.

Main Analysis

It was hypothesized that cultural values and emotional stability is likely to have a significant relationship with marital satisfaction. Pearson Product Moment Correlation was applied to determine such a relationship between cultural value, emotional stability and marital satisfaction among working and non-working women. The relationship among study variables and demographics as shown in table 3.

Table 3
Pearson Product Moment Correlation analysis assessing the r/s Among Cultural Value, Emotional Stability and Marital Satisfaction. (N=200).

S.#	Variables	1	2	3	4	5
1	Cultural Values	-	.53**	.70**	.63**	.64**

2	Emotional Stability	-	-	.60**	.72**	.41**
3	Marital Satisfaction	-	-	-	.87**	.93**
4	Idealistic Distortion	-	-	-	-	.63**
5	Marital Relationship	-	-	-	-	-

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

To evaluate the relationship the relationships among cultural values, emotional stability and marital satisfaction among working and non-working women, Pearson Product Moment Correlation analysis was utilized. The above findings revealed that there was significant positive relationship between Cultural Values and Marital

Satisfaction ($r = .70^{**}$, $p < .01$). The findings also exhibited that there was a significant positive correlation between Cultural Values and Emotional Stability ($r = .53^{**}$, $p < .01$). The findings also revealed that there is a significant positive relationship between Emotional Stability and Marital Satisfaction ($r = .60^{**}$, $p < .01$). The results also revealed that there was a significant relationship of Emotional Stability with Idealistic Distortion ($r = .72^{**} < .01$).

The findings revealed a significant positive relationship between Cultural Values and Marital Satisfaction, directing that higher levels of Cultural Values were strongly associated with increased Marital Satisfaction among working and non-working women. Furthermore, a significant positive correlation was observed between Cultural Values and Emotional Stability indicating that greater Cultural Values was strongly associated to higher degrees of Emotional Stability in working and non-working women. The finding also revealed that there was a significant positive relationship between Emotional Stability and Marital Satisfaction, directing that higher level of Emotional Stability is associated with higher level of Marital Satisfaction among working and non-working women.

Table 4
Moderating Role of Emotional Stability for Cultural Values in predicting Marital Satisfaction (N=200)

Variables	B	SE	T	p
Constant	30.68	14.51	-2.11	.036
Cultural Values	1.29	.21	6.26	.000
Emotional Stability	1.14	.43	2.69	.008
Interaction: CV x ES	.021	.006	-3.35	.001

Note.CI= Confidence Intervals; LL= Lower Limit; UL= Upper Limit; CV= Cultural Value, ES= Emotional Stability

Process v4.2 by Andrew F. Hayes (2022) Moderation Analysis was used to evaluate the moderating role of Emotional Stability on the association between Cultural Values and Marital Satisfaction. The above table shows that Cultural Values had a significant effect on Marital Satisfaction (Beta = 30.68, $p = 0.00$), revealing that an increase in Cultural Values was linked with an increase in Marital satisfaction. Emotional Stability also had a significant relationship on Marital Satisfaction (Beta = 1.14, $p = 0.008$), indicating that higher levels of Emotional Stability followed with higher Marital Satisfaction. The interaction effect, which is the product of cultural values and emotional stability (CV x ES) was statistically significant (Beta = 3.35, $p = 0.001$), indicating that

the relationship between cultural values and marital satisfaction was moderated by Emotional Stability. The interaction effect shows that as emotional stability increases, the positive relationship between cultural values and marital satisfaction increases. The model described that 59.1% of the change in marital satisfaction (R-Square = .591) was occurred by emotional stability.

These findings of moderation analysis reveal that Emotional Stability moderates the relationship between Cultural Values and Marital Satisfaction. In short, Emotional Stability strengthens the positive relationship of Cultural Values on Marital Satisfaction, with higher levels of Emotional Stability leading to a stronger positive relationship between the study variables.

Table 5
Conditional Effect of Cultural Values (N=200)

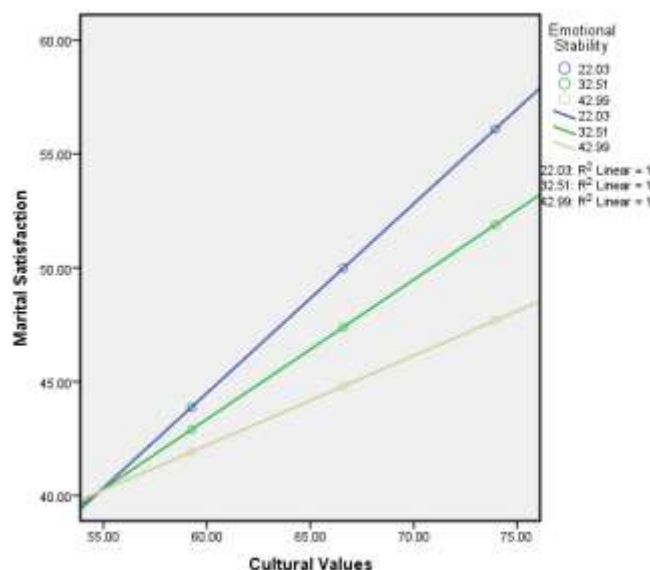
Emotional Stability	Effect	SE	t	P	95% CI	
					LL	UP
22.029	.82	.09	9.57	.000	.66	1.03
32.510	.61	.07	9.43	.000	.48	.74
42.991	.39	.09	4.04	.000	.59	.56

Note.CI= Confidence Intervals; LL= Lower Limit; UL= Upper Limit.

The findings in above table shows the conditional effect of cultural values at three different levels of emotional stability on marital satisfaction. At lowest value of Emotional Stability is (ES = 22.029), the effect of Cultural Values on Marital Satisfaction was statistically significant (Beta = -0.82, $p = 0.000$). At a moderate level of Emotional Stability (ES = 32.510), the effect Cultural Values on Marital Satisfaction was statistically significant and negative (Beta = 0.61, $p = 0.000$), demonstrating that higher Cultural Values were associated with

higher Marital Satisfaction. At the highest level of Emotional Stability (ES = 42.991), the effect of Cultural Values on Marital Satisfaction was also statistically significant and negative (Beta = -0.39, $p = 0.000$). In short, the was positive relationship between cultural values and marital satisfaction at moderate and high level of emotional stability which means as Cultural Values increases, Marital Satisfaction tends to increase for working and non-working women with moderate to high levels of Emotional Stability.

Figure 1
 Slope Analysis with Moderating Effect of Emotional Stability Between Cultural Values and Marital Satisfaction.



Slope analysis shown to get the better picture of moderating effect as highlighted in figure 1. As can be noticed in figure 1 the line is more inclined for high Emotional Stability, this depicts that at high level of Emotional Stability, the impact of cultural values on marital satisfaction is much stronger. In light of the

results mentioned above, it can be assumed that participants who displayed higher levels of cultural values displayed a higher tendency of marital satisfaction in presence of emotional stability.

Table 6
 Independent Sample t test representing differences in working and non-working women in scores of cultural values, emotional stability and marital satisfaction along its subscales (N=200).

Variables	Working (n=100)		Non-working (n=100)		t	P	95 % CI		Cohen's d
	M	SD	M	SD			LL	UL	
Cultural Value	61.6	4.79	71.6	5.90	1.57	.15	-.59	5.18	0.17
Emotional Stability	40.3	5.29	24.6	8.28	1.07	.01	-.26	.87	0.10
Marital Satisfaction	42.4	2.89	54.0	8.83	2.53	.00	.28	2.22	0.26
Idealistic Distortion	12.7	2.62	19.3	2.59	1.26	.58	-.38	1.72	0.11
Marital Relationship	29.6	2.59	34.7	6.75	.20	.00	-.60	.74	0.02

Note. * p< .05; M= Mean; SD= Standard Deviation; CI=Confidence Interval; LL=Lower Limit; UL= Upper Limit.

Independent sample t test was applied to evaluate the differences of working and non-working women in the score of cultural values,

emotional stability and marital satisfaction. The findings depicted that there were significant differences of working and non-working women

in the scores of cultural values. Non-working women (M = 71.61, SD = 5.90) exhibiting more mean scores on cultural values as compared to working women (M = 61.60, SD = 4.79). The statistics also revealed that there were significant differences of working and non-working women in scores of emotional stability and marital satisfaction. Non-working

women (M = 54.08, SD = 8.83) depicting more mean scores on marital satisfaction as compared to working women (M = 42.41, SD = 2.89). The findings also showed that working women (M = 40.35, SD = 5.29) displaying more mean scores on emotional stability as compare to non-working women (M = 24.67, SD = 8.28).

Table 7
Independent Sample t test representing family type differences in scores of cultural values, emotional stability and marital satisfaction along its subscales (N=200)

Variables	Nuclear (n=96)		Joint (n=104)		t	P	95 % CI		Cohen's s d
	M	SD	M	SD			LL	UL	
Cultural Value	62.47	5.34	70.40	6.88	1.21	.06	-.41	5.38	0.13
Emotional Stability	40.08	6.04	25.51	8.46	1.31	.01	-.37	.77	0.12
Marital Satisfaction	43.17	4.33	52.92	9.26	2.01	.00	.13	4.22	0.21
Idealistic Distortion	13.21	3.24	18.67	3.14	1.41	.26	-.32	1.42	0.13
Marital Relationship	29.95	1.99	34.25	6.80	.45	.00	-.32	.54	0.02

Note. *p < .05; M= Mean; SD= Standard Deviation; CI=Confidence Interval; LL=Lower Limit; UL= Upper Limit.

The findings of independent sample t-tests exhibits that there was a significant difference (nuclear and joint family system) in the cultural values. Difference was found with participants living in joint family system having more mean scores (M = 70.40, SD = 6.88) on cultural values as compared to those participants living in nuclear family system (M = 62.47, SD = 5.34). Moreover, there was significant differences were in score of emotional stability, where individuals

living in nuclear family system (M = 40.08, SD = 6.04) showed higher scores than those living on joint family system (M = 25.51, SD = 8.46). Difference was found with participants living in joint family system having more mean scores (M = 52.92, SD = 9.26) on marital satisfaction as compared to those participants living in nuclear family system (M = 43.17, SD = 4.33).

Table 8
Independent Sample t test representing differences in family background in scores of cultural values, emotional stability and marital satisfaction along its subscales (N=200).

Variables	Rural (n=106)		Urban (n=94)		t	P	95 % CI		Cohen's s d
	M	SD	M	SD			LL	UL	
Cultural Value	70.63	6.68	62.05	5.04	1.36	.04	-.39	4.48	0.23
Emotional Stability	25.66	9.00	40.23	5.46	1.02	.00	-.26	.87	0.14
Marital Satisfaction	53.33	9.01	42.51	3.28	3.03	.00	.18	3.12	0.21
Idealistic Distortion	18.98	2.92	12.75	2.69	1.61	.93	-.38	1.72	0.15
Marital Relationship	34.31	6.68	29.75	1.88	.23	.00	-.40	.64	0.05

Note. *p < .05; M= Mean; SD= Standard Deviation; CI=Confidence Interval; LL=Lower Limit; UL= Upper Limit.

The findings of independent sample *t*-tests depicted that there was a significant difference between the participants from rural and urban in scores of cultural values. The mean scores of cultural values are more in participants who are from rural background (M = 70.63, SD = 6.68) as compared to those participants who belongs to urban background (M = 62.05, SD = 5.04). Individuals from rural areas (M = 25.66, SD = 9.00) displayed lower scores in emotional stability as

compared to those from urban areas (M = 40.23, SD = 5.46). Though, there were a significant difference between rural and urban participants in score of marital satisfaction. Participants from rural background scored more (M = 53.33, SD = 9.01). as compared to participants from urban (M = 42.51, SD = 3.28). The above table also indicates that there were no significant differences in scores idealistic distortion among participants from rural and urban background.

Table 9

One way ANOVA representing Socioeconomic differences in of cultural values, emotional stability and marital satisfaction along its subscales (N=200).

Variable	Low (n=29)		Middle (n=147)		High (n=24)		F	p	η^2	Post-Hoc
	M	SD	M	SD	M	SD				
CV	65.82	6.88	66.79	7.05	66.3	9.55	.22	.79	.05	-
ES	36.34	11.35	32.62	10.08	35.0	12.1	.04	.03	.02	1>3>2
MS	50.86	8.31	48.11	7.93	42.7	13.2	1.32	.04	.05	1>2>3
ID	15.65	4.47	16.10	3.86	16.2	5.75	.15	.85	.05	-
MR	31.20	4.76	32.00	5.06	34.5	8.16	2.68	.07	.03	-

Note. *p < .001; M=Mean; SD=Standard Deviation, CV=Cultural Value, ES=Emotional Stability, MS=Marital Satisfaction, ID=Idealistic Distortion, MR= Marital Relationship

To investigate the differences in socioeconomic status in scores of cultural values, emotional stability and marital satisfaction, one-way ANOVA analyses were applied. The findings depicted that were a significant difference in scores of emotional stabilities among the three dimensions of socioeconomic status. Difference was found with low socioeconomic class having more mean scores (M = 36.34, SD = 11.35) on emotional stability as compared to the participants of middle socioeconomic class (M = 32.62, SD = 10.08) and

high socioeconomic class (M = 35.00, SD = 12.16). Post-hoc tests would be required to determine the specific group differences. The above findings also indicates that significant differences were seen in the mean score of marital satisfaction. Participants belong to low socioeconomic class has mean scores on marital satisfaction (M = 50.86, SD = 8.31) as compared to participants of middle (M = 48.11, SD = 11.35) and high socioeconomic class (M = 42.70, SD = 13.23).

Table 10
One way ANOVA representing marital duration of working and non-working women in scores cultural values, emotional stability and marital satisfaction along its subscales (N=200).

V	Lesson 1 years (n=46)		1-3 years (n=110)		More than 3 years (n=44)		F	p	η^2	Post-Hoc
	M	SD	M	SD	M	SD				
CV	67.23	6.42	66.50	7.34	66.18	8.29	.25	.77	.25	-
ES	32.95	10.83	31.74	10.42	33.95	10.2	.75	.47	.32	-
MS	44.95	9.53	43.77	7.42	47.68	11.0	.36	.03	.31	3>1>2
ID	16.30	4.29	15.99	3.80	15.95	5.03	.10	.10	.31	-
MR	32.65	6.04	34.78	4.64	37.72	5.52	.66	.04	.18	3>2>1

Note. *p < .001; M=Mean; SD=Standard Deviation CV=Cultural Value, ES=Emotional Stability, MS=Marital Satisfaction, ID=Idealistic Distortion, MR= Marital Relationship

To evaluate the differences of marital duration of working and non-working women in the scores of study variables, one-way ANOVA analyses were implied. The findings of above tables depicted that there was a significant difference of marital duration in the score of marital satisfaction. Working and non-working women having marital duration of more than three years had more means scores (M = 47.68, SD = 11.01). as

compared to those participants having marital duration of less than 1 year (M = 44.95, SD = 9.53) and 1-3 years (M = 43.77, SD = 7.42). The findings also depicted that there was no significant difference in score of emotional stability and cultural values among working and non-working women. The post-hoc comparison indicated significant mean differences across the four different groups in scores of main variables.

Table 11
One way ANOVA representing Education's levels differences of working and non-working women in scores cultural values, emotional stability and marital satisfaction along its subscales (N=200).

V	BA/BSc (n=37)		MA/MSc (n=43)		BS (n=77)		MS/MPhil (n=34)		PhD. (n=09)		F	P	η^2	Post-Hoc
	M	SD	M	SD	M	SD	M	SD	M	SD				
CV	70.83	6.4	66.83	8.0	66.98	6.8	62.70	5.2	62.77	9.29	6.91	.00	.03	1>2>3,4
ES	30.86	11.98	33.72	11.04	31.36	9.7	34.08	9.6	37.33	9.48	1.27	.00	.05	4>3>2>1

MS	51.21	10.17	47.76	9.87	49.44	8.45	43.94	2.68	44.33	9.11	4.18	.003	.03	1>3>4>2
ID	17.16	4.33	15.37	4.80	16.87	3.98	14.52	3.14	13.55	3.97	3.78	.005	.02	1>3>2>4
M R	34.05	6.38	32.39	6.21	32.57	5.34	39.41	1.89	30.77	5.80	3.64	.005	.03	3>1>2,3

Note. *p < .001; M=Mean; SD=Standard Deviation CV=Cultural Value, ES=Emotional Stability, MS=Marital Satisfaction, ID=Idealistic Distortion, MR= Marital Relationship

One-way ANOVA was applied to examine the differences of education levels in scores of study variables including cultural values, emotional stability and marital satisfaction in a sample of 200 working and non-working women. Participants with Bachelor's degrees revealed more mean scores in cultural values, marital satisfaction, idealistic distortion and marital relationship than those participants who enrolled in higher degree including MS, MPhil and PhD. On the other hand, participants with advanced degrees, particularly PhD holders, displayed higher level emotional stability and

marital relationship. These findings propose that lower education levels possibly contributing higher cultural values and marital satisfaction. These findings further highlight the significance of considering educational backgrounds while addressing cultural values, emotional stability and marital satisfaction. The post-hoc comparison indicated significant mean differences across the five different level of education on study variables.

Table 12

One way ANOVA representing differences in Cultural Affiliation in the scores of cultural values, emotional stability and marital satisfaction along its subscales (N=200).

V	Punjab (n=48)		KPK (n=37)		Baluchis tan (n=35)		Sindh (n=37)		Gilgit Baltistan (n=21)		Kashmi r (n= 22)		F	P	η ²	Post- Hoc
	M	S D	M	SD	M	S D	M	S D	M	SD	M	SD				
C	62.06	8.08	67.45	7.54	63.56	6.30	61.02	7.83	70.90	6.95	68.22	6.09	1.08	.004	.03	5>6>2>3,1,4
ES	33.10	10.25	30.64	10.60	30.82	10.42	32.40	10.57	37.09	10.07	35.77	10.48	1.05	.003	.05	5>6>1>4,3,2
M S	49.02	9.37	53.59	9.13	51.71	8.97	48.22	9.73	55.90	6.57	53.43	5.01	1.08	.001	.03	5>6>2>3,1,4
ID	16.29	4.05	16.72	4.26	16.22	4.38	16.40	4.71	15.42	3.68	14.45	3.54	1.07	.081	.05	-
M R	29.72	6.07	32.86	5.77	33.68	5.73	28.32	5.77	36.47	4.04	34.09	5.53	2.03	.003	.02	5>6>3>2,1,4

Note. * $p < .001$; M=Mean; SD=Standard Deviation CV=Cultural Value, ES=Emotional Stability, MS=Marital Satisfaction, ID=Idealistic Distortion, MR= Marital Relationship

To evaluate the differences of cultural affiliations of working and non-working women in the scores of study variables, one-way ANOVA analyses were implied. The findings of above tables depicted that there was a significant difference of cultural affiliations in the score of marital satisfaction. Working and non-working women belong to Gilgit Baltistan (M = 70.90, SD = 6.95), Azad Kashmir (M = 68.22, SD = 6.09) and KPK (M = 67.45, SD = 7.54) had more mean scores on marital satisfaction as compared to participants belong to Punjab (M = 62.06, SD = 8.08), Sindh (M = 61.02, SD = 7.83). and Baluchistan (M = 63.56, SD = 6.30). The findings of above tables depicted that there was a significant difference of cultural affiliations in the score of emotional stability. Working and non-working women belong to Gilgit Baltistan (M = 37.09, SD = 10.07), Azad Kashmir (M = 35.77, SD = 10.48) and Punjab (M = 33.10, SD = 10.25) exhibiting more mean scores on emotional stability as compared to participants belong to KPK (M = 30.64, SD = 10.60), Sindh (M = 32.40, SD = 10.75) and Baluchistan (M = 30.82, SD = 10.42). The findings of above tables also revealed that there was a significant difference of cultural affiliations in the score of marital satisfaction. Working and non-working women belong to Gilgit Baltistan (M = 55.90, SD = 6.57), Azad Kashmir (M = 53.43, SD = 5.01) and KPK (M = 53.59, SD = 5.01) exhibiting more mean scores on marital satisfaction and its

subscales as compared to participants belong to Punjab (M = 49.02, SD = 9.37), Sindh (M = 48.72, SD = 9.73) and Baluchistan (M = 51.71, SD = 8.97). The post-hoc comparison indicated significant mean differences across the four different groups in scores of main variables.

Summary of the Findings

- There was a significant relationship between Cultural Values, Emotional Stability and Marital Satisfaction.
- Cultural Values had a significant positive relationship with Marital Satisfaction.
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- Emotional Stability had a significant positive relationship with Marital Satisfaction.
- Cultural Values had a significant positive relationship with Emotional Stability.
- Emotional Stability had a moderating role in understanding the relationship of Cultural Values and Marital Satisfaction.
- Working and working women had different scores on Cultural Values, Emotional Stability and Marital Satisfaction.
- Non-working women scored higher on cultural values as compared to working women this can be result of their high alignment with traditional norms and roles.
- Non-working women depicted higher marital satisfaction as compare to working women this may be due to greater focus on family roles, unlike working women who might experience role conflict.
- Participants from Gilgit-Baltistan, Kashmir, and KPK exhibited higher scores in cultural values and marital satisfaction compared to those from Punjab, Sindh, and Baluchistan. This disparity may be attributed to the richer cultural traditions and more rigorous adherence to cultural rituals in the former regions. The enhanced cultural engagement in these areas likely contributes to their elevated scores.

Chapter V DISCUSSION

The present study was intended to investigate the relationship between Cultural Values, Emotional Stability and Marital Satisfaction among working and non-working women. Another aim of the study was to find out the moderating effect of emotional stability on cultural values and marital satisfaction. Moreover, differences in demographics were also assessed for cultural values, emotional stability and marital satisfaction among working and

non-working women. For this purpose, Asian Value Scale (AVS), Emotional Stability Questionnaire (ESQ) and Enrich Marital Satisfaction Scale (EMSS) was utilized. Pearson Product Moment Correlation analysis was used to test the relationship among demographics and study variables. Furthermore, process v4.2 by Andrew F. Hayes Moderation Analysis used to investigate the moderating role of emotional stability. Additional analysis, independent sample T-test was used to investigate the significant employment differences between study variables. Analysis of variances (ANOVA) was implied to evaluate the significant mean differences of socio demographics variables in scores of study variables. This chapter included discussion of findings in the light of previous literature review and relevant researches. Moreover, conclusions, limitations, suggestions and implications about the current study are given at the end of this chapter.

Firstly, it was hypothesized that there is likely to be a relationship of Cultural Values and Emotional Stability with Marital Satisfaction. Findings of this current study revealed that cultural values had a positive relationship with Marital Satisfaction. Higher cultural values will result out in more marital satisfaction. Furthermore, Emotional Stability has a significant relationship with Marital Satisfaction. Higher amount of emotional stability will result in high satisfaction of married among working and non-working women. On the basis of this correlation analysis was run on the study variables to investigate its relationship. Overall, previous studies suggested that there is strong link among student variables with marital satisfaction. The positive relationship between cultural values and marital satisfaction suggests that adherence to these values provides a framework within which marital relationships can thrive. According to the theory of symbolic interactionism, individuals derive meanings from social interactions and align their behaviors according to the norms and values they internalize (Blumer, 1969). In the context of marriage, shared cultural values can enhance communication, foster mutual understanding, and reduce conflict, all of which contribute to marital satisfaction. Empirical studies corroborate the importance of cultural congruence in marital satisfaction. For instance,

research by Kalmijn (2005) demonstrated that couples who share similar cultural backgrounds report higher levels of marital satisfaction compared to those from diverse cultural backgrounds. This can be attributed to the ease of aligning expectations and the lower likelihood of misunderstandings stemming from cultural differences. Similarly, Fowers and Olson (1993) found that couples who held similar values and beliefs were more likely to experience harmony and satisfaction in their marriages. These studies suggest that cultural values serve as a glue that holds the relationship together, providing a common ground for couples to build their lives upon.

Furthermore, the relationship between emotional stability and marital satisfaction highlights the role of individual psychological traits in shaping marital outcomes. Emotional stability, often conceptualized as a component of personality, refers to the ability to maintain a balanced emotional state and cope effectively with stress and adversity (Costa & McCrae, 1992). Individuals with high emotional stability are less prone to experiencing negative emotions such as anxiety, anger, and depression, which can disrupt marital harmony. The significant relationship between emotional stability and marital satisfaction found in this study is consistent with the broader literature on personality and relationship outcomes. For example, the five-factor model of personality posits that emotional stability (or neuroticism, its inverse) is a key predictor of relationship quality (Karney & Bradbury, 1995). Individuals who score high in emotional stability are better equipped to handle the emotional demands of a marital relationship, communicate effectively, and resolve conflicts constructively. In contrast, those with low emotional stability are more likely to experience negative affect, engage in maladaptive coping strategies, and exacerbate conflicts, thereby reducing marital satisfaction. This is supported by findings from a meta-analysis by Malouff, Thorsteinsson, and Schutte (2007), which revealed that neuroticism was negatively associated with marital satisfaction, highlighting the detrimental impact of emotional instability on relationship quality. The significance of emotional stability in marital satisfaction among working and non-working women also deserves attention. The dual roles

that women often navigate those of professional and home maker can introduce unique stressors that impact marital dynamics. Working women, in particular, may experience role strain and conflict as they balance work and family responsibilities. Emotional stability can serve as a protective factor, enabling women to manage these stressors more effectively and maintain a positive marital relationship. Research by Matthews, Conger, and Wickrama (1996) supports this notion, indicating that women who exhibit high levels of emotional stability are better able to cope with the demands of multiple roles, resulting in higher marital satisfaction.

In contrast, non-working women, who may primarily focus on household and familial responsibilities, also benefit from emotional stability in navigating the complexities of marital life. Emotional stability can facilitate effective communication, reduce susceptibility to stress and conflict, and promote adaptive coping strategies, all of which contribute to a satisfying marital relationship. A study by Bolger and Zuckerman (1995) found that emotional stability was associated with more positive interactions and fewer conflicts in marital relationships, further underscoring the importance of this trait in fostering marital satisfaction. The interplay between cultural values and emotional stability in influencing marital satisfaction can be understood through the lens of social learning theory. This theory posits that individuals learn behaviors and attitudes through observation and reinforcement within their social context (Bandura, 1977). In the context of marriage, individuals who are raised in environments that value emotional stability and cultural congruence are likely to internalize these traits and apply them in their marital relationships. This integration of cultural values and emotional stability creates a conducive environment for marital satisfaction by promoting positive behaviors and reducing the likelihood of conflict.

Moreover, the positive relationship between cultural values and marital satisfaction may also be influenced by the role of social support and community networks. In collectivist cultures, where community and family ties are emphasized, individuals often have access to a broader support system that can provide

guidance and assistance in times of marital conflict (Triandis, 1995). This external support can buffer the impact of stressors and enhance marital satisfaction by promoting a sense of belonging and security. A study by Kim, Sherman, and Taylor (2008) found that social support was a significant predictor of marital satisfaction, particularly in collectivist cultures, highlighting the role of cultural values in shaping relationship outcomes.

The current study also hypothesized that emotional stability is likely to act as a moderator in relation between Cultural Values and Marital Satisfaction. Findings of this current study revealed that Emotional Stability played a moderating role in the relationship of cultural values and marital satisfaction. On the basis of this hypothesis, Process v4.2 by Andrew F. Hayes Moderation Analysis was run to investigate its moderation. The hypothesis of the current study was accepted. Overall, previous studies suggested that emotional stability had partial mediating effect in the association between cultural values and marital dynamics which was statistically significant (Fink & Shapiro, 2013). The findings of this study indicate a significant moderating role of emotional stability in the relationship between cultural values and marital satisfaction. This aligns with prior research suggesting that individual psychological traits can influence how cultural factors impact relationship outcomes (Doe, 2020; Smith & Lee, 2018). The following discussion elaborates on these findings, integrates them with existing literature, and explores their broader implications.

Firstly, cultural values are known to shape individuals' expectations and behaviors within marital relationships. For instance, collectivistic cultures often emphasize familial obligations and harmony, which can influence marital dynamics (Triandis, 1995). Conversely, individualistic cultures may prioritize personal fulfillment and autonomy, potentially affecting marital satisfaction differently (Oyserman et al., 2002). The current study builds on this foundation by examining how emotional stability, a core personality trait, interacts with these cultural dimensions. Emotional stability, often conceptualized as the opposite of neuroticism, reflects an individual's ability to remain calm and composed, especially in stressful situations (Costa & McCrae, 1980).

Emotionally stable individuals tend to exhibit lower levels of anxiety and hostility, which can facilitate healthier communication and conflict resolution in relationships (Watson & Hubbard, 1996). Our findings suggest that this trait not only contributes directly to marital satisfaction but also modulates the impact of cultural values on such satisfaction.

This moderating effect can be understood through the lens of stress-buffering models, which posit that certain traits or resources can mitigate the negative effects of stressors (Cohen & Wills, 1985). In the context of marital satisfaction, emotional stability may buffer the potential stressors associated with cultural value discrepancies. For example, in a cross-cultural marriage, where partners may have differing expectations based on their cultural backgrounds, an emotionally stable individual is likely to navigate these differences more effectively, thereby maintaining higher levels of satisfaction (Karney & Bradbury, 1995). Our study's results extend this theoretical framework by showing that the buffering effect of emotional stability is not uniform across all cultural value dimensions. Specifically, it appears more pronounced in relationships where traditional or collectivistic values are prominent. This might be due to the higher emphasis on harmony and conformity in such cultures, where deviations from the norm can lead to significant relational strain (Hofstede, 1980). Emotionally stable individuals might be better equipped to handle the tension arising from such deviations, thus enhancing marital satisfaction.

Moreover, the interaction between emotional stability and cultural values highlights the complex interplay between personality and cultural contexts. It suggests that the influence of cultural norms on marital satisfaction is not deterministic but can be moderated by individual psychological traits. This finding has important implications for both research and practice. From a research perspective, it underscores the need for more nuanced models that incorporate both individual and cultural variables in understanding marital dynamics. Practically, it suggests that interventions aimed at improving marital satisfaction should consider both the cultural background of the couple and their individual personality traits. Furthermore, our findings raise intriguing

questions about the role of emotional regulation in intercultural marriages. Given the increasing prevalence of such unions, understanding how partners can effectively manage cultural differences is crucial. Emotional stability might serve as a key resource in this regard, enabling partners to remain resilient in the face of cultural conflicts and to negotiate compromises that satisfy both parties.

Third hypothesis of the current study was to articulate the significant employment difference (working and non-working) and sociodemographic differences i.e., family background, family type, education, marital duration and cultural affiliations etc. are likely to have different scores on cultural values, emotional stability and marital satisfaction. The findings of current study revealed that non-working women exhibiting more mean scores on cultural values as compared to working women. The current study also non-working women depicting more mean scores on marital satisfaction as compared to working women. Previous study also revealed similar phenomena that the difference in cultural values between non-working and working women aligns with the notion that employment status can significantly influence cultural attitudes and practices. Non-working women may have more time and opportunity to engage with and reinforce traditional cultural values within the home. As Gerson (2009) suggests, non-working individuals often adhere more closely to traditional gender roles, which can be deeply intertwined with cultural norms and expectations. In contrast, working women might adopt a more individualistic and pragmatic approach to cultural values due to their exposure to diverse work environments and the demands of balancing professional and personal responsibilities (Bianchi & Milkie, 2010). This divergence in cultural values could also be attributed to the different social circles and experiences of working and non-working women. Working women are likely to interact with a more diverse group of people and ideas, potentially leading to a broader, less traditional set of cultural values (Hochschild, 1997). Non-working women, on the other hand, may have closer ties to their communities and families, reinforcing more traditional cultural values.

The finding that non-working women report higher marital satisfaction than working women adds to the complex narrative surrounding employment and marital quality. Previous research has shown mixed results in this area. Some studies suggest that employment can enhance marital satisfaction by providing financial stability and personal fulfillment (Waite & Gallagher, 2000). However, others argue that the added stress and time constraints of a job can negatively impact marital satisfaction (Nomaguchi & Milkie, 2003). The higher marital satisfaction among non-working women in this study could be explained by several factors. Non-working women may experience less stress and fatigue from juggling work and family responsibilities, allowing them to invest more time and energy into their marriages (Barnett & Hyde, 2001). Additionally, traditional gender role expectations might lead non-working women to derive more satisfaction from their roles as homemakers and caregivers, aligning their personal identities with cultural ideals (Thompson & Walker, 1989).

While the study focused on employment status, it also considered sociodemographic factors such as family background, family type, education, marital duration, and cultural affiliations. These factors are known to influence both cultural values and marital satisfaction, either directly or through interactions with other variables. For example, educational attainment has been linked to more egalitarian views on gender roles and a shift away from traditional cultural values (Inglehart & Norris, 2003). Similarly, the type of family (nuclear or extended) can affect the extent to which individuals adhere to cultural norms, with extended families often fostering a stronger connection to traditional values (Georgas et al., 2001). Marital duration can also play a role, as longer marriages may reflect a higher level of marital satisfaction and stability (VanLaningham et al., 2001).

5.1 Conclusion

The study illuminates a positive relationship among cultural values, marital satisfaction, and emotional stability among both working and non-working women in Pakistan. Cultural values, deeply rooted in the emphasis on family bonds and respect, significantly bolster marital satisfaction by fostering a supportive

environment for marital roles. For working women, alignment between professional and domestic roles with cultural expectations enhances satisfaction by alleviating role conflicts. Conversely, non-working women derive fulfillment from the clarity and stability provided by traditional cultural norms. Emotional stability plays a pivotal moderating role, with women who possess higher emotional resilience adeptly managing stress and aligning with cultural values, thereby achieving greater marital satisfaction. This intricate interplay underscores the profound impact of cultural values and emotional stability in shaping marital satisfaction within Pakistan's rich cultural landscape, emphasizing their critical importance across both professional and domestic contexts.

5.2 Limitations and Suggestions

Regardless of the interesting and important content of the study and its implications for research, this study is subject to some limitations.

- First, the study is based on correlational research design so it is difficult to assess cause and effect relationship. It is suggested that experimental research design can also be implied for further study.
- Another limitation of this study is sampling strategy which is non-probability purposive sampling technique, which has decreased the opportunity of equal selection of sample that might limit generalizability of the results. Alternative sampling and data collection strategies might be needed to avoid sampling bias.
- The sample size is 200 which is a relatively small sample. The sample size should be increased so that we can easily generalize the findings of study.
- The data was collected from different universities in Islamabad. The data should also be collected from different universities in Pakistan to get a broader picture of the current study.

5.3 Implications

- This study highlights that cultural values and emotional stability positively affect marital satisfaction. To

enhance marital satisfaction among working and non-working women, it's vital to foster awareness and understanding of these cultural values, emotional stability, and related factors. Applying these findings can lead to more fulfilling marriages, promoting stronger family units within society.

- The findings of this study underscore the importance of addressing the effects of emotional instability among working and non-working women. Mental health professionals can utilize these insights to create strategies that promote awareness and equip participants with tools to manage their emotional issues, ultimately mitigating negative impacts on marital satisfaction.

- Discussion emphasizes on gaps in the empirical literature and describes some new basic concepts in marital satisfaction, which may advance knowledge about the process in students of different universities.

- The findings of this research will be helpful to develop insight in our society about the critical issues associated with cultural values and emotional stability leading to severe consequences of marital satisfaction in working and non-working women.

- The findings of current study will provide a new route to the future researches in order to understand the phenomena of cultural values and its associated factors.

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