

**THE MODERATING ROLE OF EMOTION
REGULATION ON THE RELATIONSHIP
BETWEEN MARITAL SATISFACTION AND
WORK-RELATED FACTORS**

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İSTANBUL, 2019

THE MODERATING ROLE OF EMOTION REGULATION ON THE
RELATIONSHIP BETWEEN MARITAL SATISFACTION AND WORK-
RELATED FACTORS

A THESIS SUBMITTED TO
THE GRADUATE SCHOOL OF SOCIAL SCIENCES
OF
BAHÇEŞEHİR UNIVERSITY

BY

ASLIHAN SEZGİN

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR
THE DEGREE OF MASTER OF ARTS
IN
THE DEPARTMENT OF CLINICAL PSYCHOLOGY

MAY 2019

**THE REPUBLIC OF TURKEY
BAHCESEHIR UNIVERSITY**

**GRADUATE SCHOOL OF SOCIAL SCIENCES
CLINICAL PSYCHOLOGY**

Name of the thesis: The Moderating Role of Emotion Regulation on
Relationship between Marital Satisfaction and Work Related Factors
Name/Last Name of the Student: Aslihan Sezgin
Date of the Defense of Thesis: 22.05.2019

The thesis has been approved by the Graduate School of Social Sciences.

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ABSTRACT

THE MODERATING ROLE OF EMOTION REGULATION ON THE RELATIONSHIP BETWEEN MARITAL SATISFACTION AND WORK-RELATED FACTORS

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May 2019, 63 pages

The aim of this study was to assess the moderator role of emotion regulation on the relationship between work-related factors and marital satisfaction. It was hypothesized that job satisfaction was positively correlated with marital satisfaction, and that role stressors were negatively related to marital satisfaction. It was also predicted that emotion regulation had a moderating role on the relationship between work related factors and marital satisfaction. The sample consisted of 184 women and 131 men, aged between 21 and 64. Marriage duration of the participants varied between 1 and 34 years. Participants were asked to answer some demographic questions and assess their marital satisfaction, job satisfaction, role stressors and emotion regulation abilities on Marital Life Scale, Minnesota Job Satisfaction Questionnaire, Role Overload Scale, Role Conflict and Role Ambiguity Scale and

Difficulties in Emotion Regulation Scale respectively. The results indicated that there was a significant relationship between job satisfaction and marital satisfaction. However, emotion regulation was not found to be moderating the relationship between job satisfaction and marital satisfaction. Rather, it was one of the predictors of marital satisfaction. Role Stressors were not significantly associated with marital satisfaction or with emotion regulation. Findings were discussed and limitations of the study as well as its implications for future research were presented.

Keywords: Marital satisfaction, job satisfaction, role stressors, emotion regulation

ÖZ

İŞLE İLGİLİ FAKTÖRLER VE EVLİLİK DOYUMU İLİŞKİSİNDE DUYGU DÜZENLEMENİN BİÇİMLEYİCİ ROLÜ

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Yüksek Lisans, Klinik Psikoloji

Tez Danışmanı: Dr. Öğr. Üyesi Bahar Tanyaş

Mayıs 2019, 63 sayfa

Bu çalışmada, işle ilişkili faktörler ile evlilik doyumu arasındaki ilişki incelenmiş, ayrıca duygu düzenlemenin bu ilişkiler kapsamındaki biçimleyici (moderatör) rolü araştırılmıştır. Katılımcılar 184 kadın ve 131 erkekten oluşmaktadır. Örneklem 21-64 yaş aralığında en az 1 yıl süreyle evli olan bireyleri kapsamaktadır. Katılımcılar, Evlilik Yaşam Ölçeği, Minnesota İş Tatmin Ölçeği ve Aşırı Rol Yüğü Ölçeği, Rol Çatışması ve Rol Belirsizliği Ölçeği ve Duygu Düzenlemede Zorluklar Ölçeklerini cevaplandırmışlardır. Araştırmanın bulgularına göre, iş tatmini ve evlilik doyumu arasında anlamlı düzeyde bir ilişki vardır. Duygu düzenlemenin iş tatmini ve evlilik tatmini arasındaki ilişkide moderatör rolü olmadığı, ancak evlilik tatmininin yordayıcısı olduğu görülmüştür. Role özgü stres kaynakları ile, evlilik tatmini ve duygu düzenleme puanları arasında anlamlı bir ilişki bulunmamıştır. Bulgular,

mevcut arařtırmanın kısıtlamaları ve gelecekteki arařtırmalara iliřkin ıkarımlar ile tartıřılmıřtır.

Anahtar kelimeler: Evlilik doyumu, iř tatmini, role zg stres kaynakları, duygu dzenleme



To all women who work at home all the time...



ACKNOWLEDGMENTS

Firstly, I would like to thank my thesis supervisor Assisist. Prof. Bahar Tanyaş who always encouraged and supported me even in times which I thought I would fail. I am grateful for sharing her academically wisdom with me and her valuable contributions in every sentence of this thesis.

I would also like to thank to jury members Asisist. Prof. Doruk Uysal Irak and Assist. Prof. Ayse Altan Atalay for their comments and contributions. Especially, for Ayşe Altan Atalay who taught me various psychological concepts during my bachelor years which contributed to writing of this thesis. She always supported me in my academic life and I am grateful for that.

I would like to thank my family members who helped me to walk along this way through all my education life. Especially, my mother who never let my hand go since the first day of school and my sister who helped me to do my homework when I was a child. I would not be able to do this without you.

I would also like to thank my friends who supported me in this pretty stressful thesis period and especially my colleague Dilan, who encouraged me and gave her academic and psychological support all the time.

Special thanks to my lovely Ozan, for always believing me even if I lost my faith in myself and never sparing his love and knowledge. All of these would be really hard to do without you.

Finally, I would also like to thank to all of the participants of this study for their helps and patience to fill out questionnaires.

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CHAPTER 1

1. INTRODUCTION

1.1 Marital Satisfaction

Marital satisfaction is one of the most fruitful and broadest topic of modern literature in psychology and there are various definitions of marital satisfaction (Turliuc, Agrigoroaiei & Candel, 2019). One of the earliest definition by Burgess and Locke (1945) defines marital satisfaction as affinity between a current relationship and alternative relationship in spouses' if the relationship had ended. A widely used definition of marital satisfaction is having a happy and strong relationship with their partner (Shackelford & Buss, 2000). Schoen (2002) also defines marital satisfaction as one's general happiness and functioning in his/her marriage.

Marital satisfaction is associated with many different factors, these factors have been grouped under three headings in the literature (Bradbury, Cohan, & Karney, 1998; Karney & Bradbury, 1995): intrapersonal factors, interpersonal factors and contextual factors. Intrapersonal factors are defined as vulnerabilities that each spouse brings to a marriage, interpersonal factors are dyadic processes, and contextual factors are life transitions (Brock & Lawrance, 2014).

Intrapersonal factors which are related to marital satisfaction are personality traits (Zare et al., 2013), emotion regulation strategies (Bloch & Haase and, Levenson, 2013), conflict resolution styles (Greeff & Bruyne, 2000), and attachment styles (White & Berman, 1991) of spouses. The attachment of spouses is one of the highly focused issues in the literature. Researchers reported lower marital satisfaction for spouses with ambivalent and anxious attachment styles and higher marital satisfaction for spouses with secure attachment styles (Kobak & Hazan, 1991). Emotion regulation has also been identified as a significant intrapersonal factor shaping marital satisfaction. It is suggested that emotion regulation allows people to regulate their negative feelings. Thus, they can solve marital conflicts cooperatively (Bloch, Haase and Levenson, 2013). Gottman and Levenson (1992) also suggest that these are positive attempts to solve conflicts and is better than maintaining negative emotions, as this allows couples to experience higher marital satisfaction. In the current study, the focus will be on the importance of emotion regulation in determining marital satisfaction; the association between the two will be elaborated later in this section.

Interpersonal factors are affects, cognitions, and social support (Bradbury, Fincham & Beach, 2000). It is suggested that affects have negative and positive associations with marital satisfaction (Fincham, & Beach, 2000). It is found out that negative affect could be diminishing for marriages whereas positive affect could have supportive role for marriages (Bradbury, Fincham & Beach, 2000). Cognition, maladaptive, or adaptive attribution about the other spouse's behaviors, is one of the important predictors of marital satisfaction (Bradbury, Fincham & Beach, 2000). Research indicates that spouses' reliance on negative interpretation of the marital events covaried with higher negative lack of warmth and support and difficulty in solving marital problems as well as with decreased marital satisfaction (Bradbury, Beach, Fincham, & Nelson, 1996; Karney, & Bradbury, 2000). Another important predictor of marital satisfaction is argued to be social support of spouses in marriage. It has

been shown that demonstrating and perceiving supportive behaviors is associated with higher marital quality and satisfaction (Pasch & Bradbury, 1998). As part of social support in one's marriage, mutual investment in solving problems is also a key feature of marital satisfaction (McGonagle, Kessler, & Schilling, 1992).

Contextual factors can be categorized as macrocontexts and microcontexts, as it can influence couples' interpersonal behaviors such as problem solving, attributions, social support (Bradbury et al., 2000). Having children, the spouse's characteristics, backgrounds, family of origin are microcontextual factors. Researchers suggested a negative relationship between having children and marital satisfaction (Dew & Wilcox, 2011; Feeney, Hohaus, Noller, & Alexander, 2001). It was suggested that a family of origin had a significant impact on later romantic relationships including marital satisfaction (Hardy et al., 2014). It was argued that experiences and learnings from family of origin influenced individuals' attachment, and communication styles, and future romantic relationships and marriages, especially marital commitments (Hardy et al., 2014).

Macrocontexts include sociocultural, financial factors, work-related factors, and religiosity. In the current study, the focus will be on work-related factors; these include job satisfaction and role stressors (role conflict, role ambiguity and role overload). It is suggested that, job satisfaction has been found positively correlated to marital satisfaction (Rogers & May, 2013). Previous findings in the literature suggest that role stressors have a negative impact on marriage (Armstad et al., 2011), and marriage related problems which can affect the persons work place (Frone, Yardley, & Markel, 1997). Socioeconomic status is suggested to be related with marital satisfaction, such as socioeconomical disadvantages, which have a negative impact on marital satisfaction (South & Crowder, 1999). Religiosity is suggested as another macro context variable which is also associated with marital satisfaction (joint religious activities, such as praying together etc.) have been shown to be

positively associated with increased marital satisfaction (Bradbury, Fincham & Beach, 2000). Economic and work-related stressors have been the largest subject as influencers of marital satisfaction in the literature (Bradbury, Fincham & Beach, 2000).

1.2 Job Satisfaction

Job satisfaction has been the main topic of investigation for numerous studies and mentioned by most researchers over time (Judge, Weiss, Kammeyer-Mueller & Hulin, 2017) as job satisfaction is a multidimensional construct which concerns different areas of psychology such as organizational psychology, couple and family psychology, applied psychology and also economic and management research. Although various definitions had been done about job satisfaction, there was unanimity in the definition of job satisfaction. First definition of job satisfaction had been done by Locke (1976), he defined it as pleasurable and positive feelings that one feels towards his or her job and experiences in that field. Cranny, Smith, and Stone (1992), defined job satisfaction as “feelings or affective responses to facets of the situation.”. Dawis and Lofquist (1984) contemplated on job satisfaction as the appreciation by the worker of the work environment’s situation in supporting his/her needs.

Previous researches in the literature indicated that job satisfaction was affected by individual and organizational factors (Sabuncuoğlu & Tüz, 2005). Individual factors are age, gender, marital status, education level, personality, intelligence and socioeconomic factors (Özaydın & Özdemir, 2014). Previous researches had contradictory findings on the link between age and job satisfaction. (Özaydın & Özdemir, 2014; Karkın, 2004; Uyargil, 1988; Herbert & Burke, 1997). Some studies suggest positive correlation between age and job satisfaction (Lee & Wilbur, 1985) whereas some explain this relationship with a U-shape curve (Herzberg, 1957). This U-shape curve signifies job satisfaction as high in early ages

after decreasing in middle ages and finally increasing in pre-retirement ages. However, others argue that the model is insignificant due to the decrease in motivation and promotion opportunities in pre-retirement ages (Saleh & Otis, 1964). There are also inconsistent findings on the association between gender and job satisfaction (Özaydın & Özdemir, 2014). While some reports from the Turkish population indicated no difference (İncir, 1990) and some suggested that women had more job satisfaction than men (Kırel, 1999). Kırel (1999), suggested that men had higher expectations than women due to their jobs, therefore men tended to have lower job satisfaction. Reports on relationship between marital status and job satisfaction indicated married employees reported higher job satisfaction than unmarried employees (Azim, Haque & Chowdhury, 2013). Azim and his colleagues (2013) also suggested that a stable job is necessary to fulfill increased responsibilities due to marriage, thus employees try to adjust or cope with difficulties in their work lives. Studies suggested negative relationships between educational levels and job satisfaction as educational levels increased, expectations of the employees increased as well (Clark & Oswald, 1996; Bruce, Bonjean, & Williams, 1968;). Lee and Wilbur (1985) discussed routine duties of one's work might result in dissatisfaction in high educated employees.

Organizational factors influencing job satisfaction were; job security, payment, social opportunities, organizational culture; participation of worker in decision making processes, role ambiguity, role conflict, and role overload (Abdel-Halim, 1981; Akıncı, 2002; Caldwell & O'Reilly, 1982; Hong, Hamid, & Salleh, 2013). Salaries have been seen as the most important factor influencing job satisfaction, there were positive correlations between job satisfaction and wage levels (İmamoğlu et al., 2004; Keser, 2009; Malis, Danish & Munir, 2012). Role stressors, implying role ambiguity, role overload and role conflict, found to have negative effects on job satisfaction because of its influence on attitudes and responses of employees (Fried et al., 2008; O'Driscoll & Beehr, 1994; Gilboa et al., 2008). However,

relationships between role ambiguity, role conflict and job satisfaction are stronger than relationships between role overload and job satisfaction (Fried et al., 2008; Örtqvist & Wincent, 2006). Specifically, role ambiguity and conflict are seen as a hindrance (or threat) by employees whereas role overload was seen as a challenge to develop themselves, such as taking more responsibilities (Gilboa et al., 2008).

While job satisfaction is influenced by individual and organizational factors, it also influences these factors as well. Job satisfaction affects the employees' motivation, job involvement, organizational citizenship behavior (Organ & Ryan, 1995), organizational commitment (Aldag & Kuzuhara, 2002), absenteeism (Byars & Rue, 2005), turnover (Byars & Rue, 2005) and job performance (Christen, Cryler & Soberman, 2005). Besides these organizational outcomes, job satisfaction also influences individual factors, such as well-being (Lu, Zhao & While, 2019), life satisfaction (Aydıntan & Kördeve, 2016), physical and mental health (Faragher, Cass & Cooper, 2005) and marital satisfaction (Michalos, 2003). As women were starting to be included in the workforce, the balance in work-life had significantly risen in numbers (Reddy et al., 2010). This draws attention to the ongoing worry in society and companies on the effect of having numerous roles and well-being of working women and its effects concerning work and family performance (Reddy et al., 2010). Maintenance of a balance between work and home responsibilities is called as work-life balance (Reddy et al., 2010). If the balance of work-family life is not established, work-family conflict starts to arise (Coser, 1974; Reddy et al., 2010). The effects of work-family conflict to marital satisfaction is investigated in work-family conflict section in below.

1.3 Emotion Regulation

Emotion regulation have attracted many researchers interest and was defined many times (Cole, Martin, & Dennis, 2004; Eisenberg & Fabes, 1992; Thompson, 1994; Huang &

Guo, 2001; Meng, 2005). The most cited definition in the literature had been done by Gross (Hu, Zhang & Wang, 2014) and according to his definition (Gross, 1998a, 1998b), emotion regulation refers to as the process of how people are influenced over their own emotions and how people experience and express these emotions. According to Thompson (1994) “Emotion regulation consists of the extrinsic and intrinsic processes responsible for monitoring, evaluating, and modifying emotional reactions, especially their intensive and temporal features, to accomplish one’s goals.”.

Emotion dysregulation conceptualized as a multidimensional construct by Gratz and Roemer (2004). The authors identify these dimensions as: “(a) lack of awareness, understanding, and acceptance of emotions; (b) lack of access to adaptive strategies for modulating the intensity and/or duration of emotional responses; (c) an unwillingness to experience emotional distress as part of pursuing desired goals; and (d) the inability to engage in goal-directed behaviors when experiencing distress”. Before the emotion dysregulation conceptualization of Gratz and Roemer, researchers mostly emphasized the control and suppression of experiencing and expressing emotion (Gratz & Roemer, 2004; Hayes et al., 2004; Cicchetti, Ackerman & Izard, 1995). Their conceptualization emphasized the importance of being aware, understanding and accepting of emotions rather than focusing on the processes after formed emotions such as suppressing or controlling (Gratz & Roemer, 2004). They argued that healthy emotion regulation strategies require using adaptive emotion regulation strategies and controlling harsh behaviors during negative emotional state (Gratz & Roemer, 2004). Individuals who have difficulties to reach these dimensions of emotion regulation (awareness, understanding, acceptance, goals, and control) had experience of emotion dysregulation (Gratz & Roemer, 2004).

Emotion regulation has been found to be associated with mental health (Gresham & Gullone, 2012). Successful emotion regulation strategies linked with improved health, good

relationships, and better academic and work performance (Brackett et al., 2004; John & Gross, 2004). However, difficulties in emotion regulation are found to be associated with mental disorders (Mennin & Farach, 2007), such as borderline personality disorder (Gratz et al., 2006), substance use (Hayes et al., 1996) and generalized anxiety disorder (Mennin, Heimberg, Turk, & Fresco, 2002).

Hayes and his colleagues (1999) proposed a concept; experiential avoidance, which refers to “suppression or avoidance of a psychological experiences, which includes thoughts, emotions, sensations, memories, and urges” (Aldao et al., 2010). Experiential avoidance results in increase in negative thoughts and this leads to several negative outcomes such as mood problems and substance use (Hayes et al., 2004; Wenzlaff & Wegner, 2000). Emotional avoidance is also proposed as a primary risk for psychopathology by Hayes and Wilson (1994).

There is also an emotion dysregulation model for anxiety suggested by Mennin and his colleagues (2005). Their model suggested that emotion dysregulation has four components which are “(a) heightened intensity of emotions; (b) poor understanding of emotions; (c) negative reactivity to one’s emotional state (e.g., fear of the consequences of emotions); and (d) maladaptive emotional management responses” (Mennin, Holaway, Fresco, Moore, & Heimberg, 2007). Individuals who experience anxiety easily and more intensely (heightened intensity of emotions), have difficulty in identifying their anxiety which they are experiencing (poor understanding of emotions), and give negative reactions about their anxiety such as inaccurate interpretations about anxiety like “anxiety is dangerous” (negative reactivity to one’s emotional state); this may constitute a risk factor for anxiety disorders because difficulties in emotion regulation lead to experience anxiety more severely and in a longer period of time (Aldao et al., 2010; Mennin, Holaway, Fresco, Moore, & Heimberg, 2007).

Cicchetti, Ackerman and Izard (1995) divided emotion regulation problems into two categories which are 1) difficulties on modulation of experiencing and expressing emotion and 2) control or suppress attempts of experiencing and expressing emotions. Chambers, Gullone and Allen (2009) argued that these emotion regulation problems are linked to mood disorders.

1.4 Job Related Role Stressors

Roles are a set of expected behaviors and manners designed by superiors (Jex, Beehr, & Roberts, 1992). Role theory proposes that if the expectation from an employee is inconsistent, the employee is likely to experience role conflict, which would result in underperformance and dissatisfaction and expectations from conflicting roles (Rizzo et al. 1970). Kahn and his colleagues (1964) applied Role Theory (Merton, 1957) to the job context. Role overload, role conflict and role ambiguity have been identified as three types of role stressors (Ritter et al., 2016).

Role ambiguity is a form of absence of role clarity, (Rizzo, 1970; Kahn, Wolfe, Quinn & Robert, 1964; Spector, 1997; Kalkman, 2018). Spector (1997) defined role ambiguity as “the extent to which working individuals are sure of their responsibilities and what are they capable of”. To put in other words, role ambiguity occurs when there is an uncertainty of expected attitudes and roles of a job (Tunc & Kutanis, 2009). Rizzo et al. (1970) discussed that employees experiencing role ambiguity will either attempt to solve or avoid the situation, thus experience anxiety and dissatisfaction from work.

Role conflict is seen to happen in situations where subordinates are in a situation of contradictory demands or work (Beehr, 1995). Interrole, person-role, intrasender and intersender were the defined dimensions of role conflict (Kahn et al., 1964). Interrole conflict refers to conflicting demands because the two different role sets are assigned to the

employee; person–role conflict is seen when a subordinate holds the feeling that his or her morals or beliefs are out of synchrony with the demands from the role. Intrasender conflict arouses when a superior has contradictory demands from a subordinate, whereas intersender conflict arises when there is conflict between expectations of more than one role. Foxall and his colleagues (1990) argued that experiencing role stress is related with high levels of stress and psychological suffering such as low self-esteem, high in self-doubt, feelings of inferiority, depression, anhedonia, somatization. Also, there was a higher turnout, absenteeism and decreased job satisfaction (Larson 1987; Callaghan; Field, 1991).

Role overload is defined as “the total demands on time and energy associated with the prescribed activities of multiple roles are too great to perform the roles adequately or comfortably” (Voydanoff, 2002). Findings on association between role overload and job satisfaction are inconsistent (Kahn et al., 1964; LePine et al., 2005; Spector & Jex, 1998). It used to be suggested that there was a negative relationship between role overload and job satisfaction (Kahn et al., 1964; Sales, 1970), however a positive relationship between role overload and job satisfaction is discussed in the recent literature (Gilboa et al., 2008; Lepine et al., 2005). Because employees tended to see responsibilities and task within a limited time or energy as a challenge to improve their performance (Lepine et al., 2005). Therefore, according to recent studies, if the employee perceives role overload as a challenge rather than hindrance, their job satisfaction would not decrease because of role overload (Gilboa et al., 2008). The impacts of these role stressors on marital satisfaction are investigated in work-family conflict section in below.

1.5 Work-Family Conflict

Individuals’ work, family life and their effect on each other have been investigated since 80’s (Amstad et al., 2011). Studies focused on work-family conflict because couples

reported that they had experienced work-family conflict for some time (Anderson et al. 2002; Erickson et al., 2010; Fellows et al., 2015). Work-family conflict refers to the participation in one domain's role (work role) and results in difficulties in participating in another domains' role (family role) (Kahn, 1964; Greenhaus & Beutell, 1985).

Greenhaus and Beutell (1985) had gathered the components which were affecting work-family conflict, under three factors: time-based conflict, strain-based conflict and behavior based conflict. Time-based conflict occurs when a person spends a lot of time for a role and therefore he or she does not have enough time for other roles. Excessive work hours (Pleck et al., 1980), role overload (Kahn, 1964), and work overtime are work related components which may cause time-based conflict. Strain based conflict arises in situations where tension in one role effects other role's productivity (Pleck et al. 1980). When one role produces strain, a person experiences difficulties adapting to other role requirements (Greenhouse & Beutell, 1985). Work related sources of strain-based conflict are role ambiguity and role conflict (Jones & Butler, 1980; Greenhouse & Beutell, 1985). Role ambiguity and role conflict were found positively associated with work-family conflict (Jones & Butler, 1980). Bartolome and Evan (1980) also researched about strain-based conflict and their findings suggested that strains in work life create anxiety, fatigue and tension that influence satisfaction in non-work life of individuals. Similarly, Kanter (1977) stated that experiencing "interaction fatigue" in work environment led individuals to retreat from getting into contact with others at home. Behavior-based conflict occurs when expectations about one role are inconsistent with individual's behavior for that role (Greenhouse & Beutell, 1985). One could be expected as objectivity, self-confidence or leadership in his/her job whereas warmth, genuineness, intimacy and being vulnerable could also be expected in families from the same person. If a person cannot fulfill these expectations, then he/she will experience conflict between these roles (Greenhouse & Beutell, 1985).

As individuals' roles increased, they experienced work-family conflict because they do not have enough time or energy to meet the roles requirements (Allen, 2012; Boyar, Mosley, 2007; Byron, 2005). Role stressors and work-family conflict is positively related, which means work-family conflict increases with role stressors (Allen, 2012). Work-family conflict leads to increasing depressive moods and also a decrease in job and family satisfaction (Boyar, Mosley, 2007). Outcomes of work-family conflict are work-related, non-work related and stress related outcomes (Allen et al., 2000). Job satisfaction is work-related outcome from work-family conflict. Some of the role stressors, which are role conflict and role ambiguity are found as negatively associated with job satisfaction (Stamper & Johlke, 2003), while other stressor, role overload, had positively linked with job satisfaction (Gilboa et al., 2008; Lepine et al., 2005). This was due to changing attitudes of employees toward role overload, while it was seen as a threat or obstacle, through time it was perceived as a challenge for one to flourish (Gilboa et al., 2008; Lepine et al., 2005). Marital satisfaction includes non-work related outcomes of work-family conflict. Researchers suggest that high work-family conflict is related to low marital satisfaction for both men and women (Allen et al., 2000; Ford et al., 2007). According to Frone and his colleagues (1992a), satisfaction in marriage was linked to stressors of other roles because demands and stressors lead one role to conflict with other roles. As a result, stressors of roles decrease the satisfaction in marriage and family by creating work-family conflict (Ford et al., 2007).

Work-family conflict influences individuals all around the world, but it has different implications in different cultures because cultural differences influence individuals' norms, attributions, support systems and demands from work and family domains (Aycan, 2008). In individualistic countries (such as USA or UK) incongruity between work and family roles are seen as a "conflict" whereas in collectivistic cultures (such as China and Turkey) it can be seen as a "balance" and opportunity for development rather than a threat (Joplin, Shaffer,

Francesco & Lau, 2003; Yang et al., 2000). An important factor which effects perceiving role incompatibility as a conflict or balance is family support. In collectivistic cultures, family members such as grandparents, help working adults in tasks like caretaking of children or housework. However, in individualistic cultures it is not seen as appropriate for grandparents to be included in their offspring's' childcare or housework's. In collectivistic countries, work is important in fulfilling family's needs, while in individualistic countries work is important for individuals his/herself (Aycan, 2008). Therefore, overwork is seen as a sacrifice for family in collectivistic cultures, but working long hours results in not fulfilling their responsibilities to family and it creates work-family conflict (Aycan, 2008, Yang et al., 2000).

1.6 Emotion Regulation and Marital Satisfaction

The link between emotion regulation and social relations had been researched by various researchers and it was found that using adaptive emotion regulation strategies such as cognitive reappraisal had more positive social outcomes compared to maladaptive strategies (Vater & Schröder-Abe, 2015; Gross & John, 2003; Lopes, Salovey, Cote, & Beers, 2005; Butler et al., 2003).

The association between emotion regulation and marital satisfaction was analyzed and strong associations were found by many researchers (Bloch, Haase & Levenson, 2014; Impett et al., 2012; Butler et al., 2003; Ben-Naim et al., 2013; Finkel et al., 2013; Gottman & Levenson, 1992; Greene & Anderson, 1999). Emotion regulation strategies used by spouses are important for both regulating themselves and their partner's emotions and this process affects marital satisfaction (Diamond & Aspinwall, 2003; Lohr & Pietrzak, 2018). While experiencing negative emotions strongly, couples employ more primitive interactions such as criticizing their partner (Gottman, 1994) or making negative attributions (Bradbury &

Fincham, 1990). Regulation of intense emotions, such as reducing strong emotional arousal, will allow couples to communicate effectively about their conflicts and disagreements (Isen, 1999; Wile, 2002). Using adaptive emotion regulation strategies, such as cognitive reappraisal was linked to constructive criticism and less hostile behaviors during arguments (Klein, Renshaw, & Curby, 2016). On the other hand, using maladaptive emotion regulation strategies such as expressive suppression was found associated with the lack of emotional expression in couple interactions and linked with low satisfaction in relationship which affects both partners (Butler et al., 2003; Velotti et al., 2016). Lack of expressing emotions might be perceived as distance and diminishing of closeness and rapport by the suppressor's partner (English & John, 2013). The suppressor spouse remaining in a negative emotional state can lead to inhibition in feeling positive emotions and closeness, also having a suppressor partner results in a decrease in closeness and rapport, which in turn leads to marital distress and a decrease in marital satisfaction (English & John, 2013; Impett et al., 2012; Lohr & Pietrzak; 2018; Greene, Anderson & Anderson; 1999)

Both wives' and husbands' emotion regulation seem to be important for marital satisfaction (Bloch, Haase & Levenson, 2014). Researchers suggested that women use primary control strategies, rumination and social support, whereas men use avoidance and passivity (Blanchard-Fields & Coats, 2008; Vierhaus, Lohaus, & Ball, 2007). Men's emotion regulation is much more critical than women's in the spouses' marital satisfaction (Bloch, Haase & Levenson, 2014). According to Gottman and Levenson (1988) women are more competent for regulating emotional balance in marital relationships whereas men have low tolerance for negative affective states. It was suggested that women are "capable regulators" because of their responsible and competent behaviors toward regulation of emotional balance in marriage (Ball, Cowan, & Cowan, 1995). Recent studies argued these gender differences on emotion regulation strategies occurs because of sociocultural factors (Pu, Rodriguez &

Baker, 2019). Traditional gender norms affect females and males which perceive, express and regulate their emotions (Zimmermann & Iwanski, 2014). Researches showed that emotion regulation starts after mid-childhood or adolescence, therefore both men and women learn how to express and regulate their emotions during socialization and learn emotion regulation or expression out of specific gender roles (Chaplin & Aldao, 2013; Pu, Rodriguez & Baker, 2019).

1.7 Aim of the Thesis

The aim of this study is to provide a better understanding of the relationship between work related factors and marital satisfaction and to explore moderator role of emotion regulation in these relationships. In the light of the literature, work-related factors are found to be important factors associated with marital satisfaction (Rogers & May, 2013). In this study, job satisfaction and role stressors (role conflict, role overload and role ambiguity) are examined with an aim to identify possible factors that decrease marital satisfaction, particularly to specify the ways in which work related factors negatively influence marital satisfaction. To achieve this aim, job satisfaction and role stressors were explored in relation to marital satisfaction; also potential moderating role of emotion regulation were examined. It was realized that the moderator role of emotion regulation was not investigated in the literature before. This exploration is important because emotion regulation may potentially protect marital satisfaction even if work related factors negatively affect marital satisfaction. In the current labor market conditions and demands on the families we observe increase in work hours both for white collars and blue collars workers; moreover, increase in women's participation in workforce challenges differentiation of gender roles (Allen et al., 2000; Ford et al., 2007). While we cannot change the settings of the work or resignation, we can support emotion regulation skills, therefore supporting marital satisfaction of spouses in the context of demanding working conditions. This study aims to determine whether individuals will be

able to protect their marriages from dissatisfaction through the use of appropriate emotion regulation strategies, to deal with negative effects of work-related factors.

In the present study, relationships between work-related factors, which were job satisfaction, role conflict, role ambiguity and role overload, and marital satisfaction were examined. In addition to this, the moderating role of emotion regulation in this association was explored. Job satisfaction, role stressors and emotion regulation concepts are detailed in the following sections. Present study hypotheses follow:

Hypothesis 1: High job satisfaction is a predictor of high marital satisfaction, whereas high role stressors are predictor of low marital satisfaction.

Hypothesis 2: Lower scores in difficulties of emotion regulation was expected to increase the positive impact of job satisfaction on marital satisfaction while negative impact of other work-related factors is expected to decrease.

Hypothesis 3: Prediction power of work related factors on women's marital satisfaction is higher than men's marital satisfaction.

CHAPTER 2

2. METHOD

2.1. Participants

The sample consisted of 317 married and currently working adults aging from 21 to 64 years ($M = 37.77$, $SD = 8.86$). 58 % of the participants were female ($N = 184$) and 42 % of the participants were male ($N = 131$). Educational and occupational characteristics of participants are presented in Table 2.1. Data was sampled from different occupational groups.

Table 2.1

Demographic Characteristics of Participants

Variables	N	%
<i>Education Level</i>		
Primary School Education	30	9.5%
Secondary School Education	20	6.3%
High School Education	65	20.5%
College Education	30	9.5%
University Education	126	39.7%
Graduate Education	46	14.5%
<i>Having Children</i>		
Yes	229	72.2%
No	88	27.8%
<i>Number of Children</i>		
1	95	42.2%
2	97	43.1%
3	24	10.7%
4	5	2.2%
5	1	.4%
6	2	.9%
10	1	.4%
<i>Monthly Income</i>		
1400 TL and below	8	2.5%
1400-3000 TL	98	30.9%
3001-5000 TL	86	27.1%
5001-7000 TL	53	16.7%
7001 TL and above	72	22.7%

2.2. Measures

All participants filled out six questionnaires; these were Demographic Information Form, Short Form Minnesota Job Satisfaction Questionnaire, Difficulties in Emotion Regulation Questionnaire, Marital Life Scale, Role Overload Scale, Role Ambiguity and Role Conflict Scale (see Apendices).

Demographic form consists of questions about participants' age, gender, marriage age, educational status, dating period, monthly income, balance of income and expenses, job title, job tenure, and number of hours overworked per month, and occupational group.

2.2.1. Short Form Minnesota Job Satisfaction Questionnaire

Participants' job satisfaction was measured with the Turkish version of Short Form Minnesota Job Satisfaction Questionnaire. The original questionnaire was developed by Weiss and his colleagues in 1967; the short form of the questionnaire consisted of 20 items. The responses to each item was given a five-point Likert-type scale that ranged from 1 (very dissatisfied) to 5 (very satisfied). Higher scores on this scale represented higher job satisfaction.

The Turkish version of the questionnaire was first standardized by Baycan (1985); the internal consistency of the scale was $\alpha = .77$. Özdayı (1991) conducted another reliability measurement for the revised version of the scale and the internal consistency was found to be $\alpha = .86$ for the revised version. In the present study, Özdayı's (1991) revised version of the Minnesota Job Satisfaction scale was used. In current study Cronbach's alpha was found as $\alpha = .92$.

2.2.2. Difficulties in Emotion Regulation Questionnaire (DERS)

For measuring several domains of difficulties in emotion regulation, Gratz and Roemer (2004) developed this self-report questionnaire. The original form had 36 items and contains six subscales: 1) awareness/ lack of emotional awareness, 2) clarity/ lack of emotional clarity, 3) non-acceptance/ non-acceptance of emotional responses, 4) strategies/limited access to emotion regulation strategies, 5) impulse/ difficulties in impulse control 6) goals/ difficulties engaging in goal-directed behavior during negative mood state. Responses are rated on a 5-point Likert-type scale, ranging from "almost never" to "almost

always". Participants could get a score between 36 and 180. Higher scores indicate higher difficulties in emotion regulation. Cronbach's alpha for original version of a scale was found as $\alpha = .93$. Turkish standardization of the scale was conducted by Rugancı and Gençöz (2010). Cronbach's alpha for the Turkish version was $\alpha = .94$. In the current study Cronbach's alpha was found as $\alpha = .92$.

2.2.3. Marital Life Scale (MLS)

Marital satisfaction was assessed by Marital Life Scale. Tezer (1986) developed this scale in order to assess general marital satisfaction of spouses. MLS consists of 10 items. Answers to each item were given on a five-point Likert-type scale ranging from 1 (totally disagree) to 5 (totally agree). Participants could obtain minimum of 10 and a maximum 50 points on the scale. Higher scores show greater marital satisfaction., Cronbach's alpha was $\alpha = .91$, and test-retest reliability was found $r = .85$. In the current study Cronbach's alpha was found to be $\alpha = .92$.

2.2.4. Role Overload Scale (ROS)

The scale was developed by Reilly (1982) and it consists of 13 items. Questions were scored on five-point Likert-type scale ranging from 1 (strongly disagree) to 5 (strongly agree). The range of the test score was between 10 and 50. Higher scores refer to higher levels of role overload. Cronbach's alpha of scale was $\alpha = .88$.

Turkish adaptation studies had been done by Akgündüz and his colleagues (2015) and it consists of 10 items. Even though the original version of the Role Overload Scale had one factor, the Turkish version of the scale had been loaded on two factors. The difference between the original form and the Turkish form was attributed to cultural differences. The Turkish version Cronbach's alpha coefficient was $\alpha = .92$. In the current study, Cronbach's alpha was found to be $\alpha = .87$.

2.2.5. Role Ambiguity and Role Conflict Scale

Role Ambiguity and Role Conflict Scale was developed by Rizzo, House and Lirtzman (1970). The scale consists of 14 items and 8 items to measure Role Conflict and 6 items to measure Role Ambiguity. A six-point Likert-type scale ranges from “1=Absolutely wrong” to “6=Absolutely right”. Higher scores indicate higher role conflict, but for role ambiguity higher scores represent low role ambiguity. Cronbach’s alpha was found .82 for the original version of Role Conflict scale, and .87 for the original version of Role Ambiguity scale.

Yıldırım (1996) had done Turkish adaptation studies. The Turkish version also consists of 14 items. Cronbach’s alpha for the Turkish version of Role Conflict scale was $\alpha = .81$ and for the Role Ambiguity scale it was $\alpha = .72$. In the current study Cronbach’s alpha for overall scale was found as $\alpha = .63$, for role ambiguity scale Cronbach’s alpha was found as $\alpha = .80$ and for role conflict scale it was found as $\alpha = .82$.

2.3 Procedure

Participants were selected through a convenient sampling. Data gathering was initiated after receiving approval from the Ethics Committee of Bahçeşehir University. After participants agreed the consent form, they filled a demographic form and other questionnaires. Data were collected both by SurveyMonkey and via paper pencil. The reason for employing two different forms of collecting data was the difficulty in reaching the participants of blue collar jobs by online announcements. Participants who participated in the current study via SurveyMonkey were reached through social media. Participants who completed questionnaires by paper pencil were reached through their supervisors and employers. All questionnaires took approximately 30 minutes to complete.

CHAPTER 3

3. RESULTS

3.1 Data Screening

Prior to conducting analyses, data entry, outliers, missing values and normality were examined. Preliminary analyses revealed that there were 8 number of participants who were found as outliers ($\pm 3z$). In order to establish the normality of the data, outliers were not included in the study.

3.2 Descriptive Statistics and Correlations

Descriptive statistics for predictor variables (job satisfaction, role conflict, role overload, role ambiguity), moderator variable (emotion regulation), and outcome variable (marital satisfaction) were reported in Table 3.1.

Pearson correlation analysis was performed in order to observe relationships between predictors, moderator and outcome variable (see Table 3.1). Results of bivariate correlations indicated that marital satisfaction was negatively correlated with role overload ($r(317) = -.14, p < .05$), and difficulties in emotion regulation ($r(317) = -.22, p < .05$), whereas it was positively correlated with job satisfaction ($r(317) = .15, p < .05$). Thus, it seemed that as

one's role overload in work and emotion regulation difficulties increased, his or her marital satisfaction decreased; also that as one's job satisfaction increased, his or her marital satisfaction also increased. However, it should be noted that the correlations are small.

Job satisfaction was found negatively correlated with role overload ($r(317) = -.382, p < .05$) and role conflict ($r(317) = -.321, p < .05$); these were relatively moderate correlations. On the other hand, correlation between job satisfaction and difficulties in emotion regulation was fairly small, ($r(317) = -.146, p < .05$); and job satisfaction was positively and moderately correlated with role ambiguity ($r(317) = .371, p < .05$). Individuals who were exposed to high levels of role overload, role conflict and role ambiguity in work life, appeared to have low job satisfaction. At the same time, individuals who had difficulties in regulating their emotions appeared to be less satisfied with their jobs.

Difficulties in emotion regulation was also found as negatively correlated with role ambiguity ($r(317) = -.241, p < .05$), but positively with role conflict ($r(317) = .263, p < .05$). In other words, individuals who had difficulties in regulating their emotions also tended to have role ambiguity and role conflict in their work life.

Table 3.1

Descriptive Statistics and Correlations among the variables

Variables	Mean	SD	2	3	4	5	6	Cronbach's Alpha
1. Marital Satisfaction	37.8	8.4	.15**	-.07	-.13*	.05	-.22**	.92
2. Job Satisfaction	70.02	13.2		-.32**	-.38**	.37*	-.14*	.92
3. Role Conflict	25.8	8.4			.61**	-.39*	.26**	.82
4. Role Overload	28.1	8.4				-.30	.24**	.87
5. Role Ambiguity	29.1	4.1					-.24	.80
6. Difficulties in Emotion Regulation	79.3	19.2						.92

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

3.3 Comparisons Based on Demographic Characteristics

In order to assess whether there was any significant difference between different groups of participants in terms of marital satisfaction, the relations of demographic variables to marital satisfaction were examined. No gender difference was found as regards to marital satisfaction, the mean marital satisfaction score for male participants was 38 ($SD = 8.3$), the mean marital satisfaction score for female participants was 37 ($SD = 8.5$). Similarly, duration of marriage ($t(315) = 1.64, p = .10$), monthly income ($F(4,312) = 1.19, p = .31$), marriage age ($t(315) = .67, p = .49$), and work overtime ($t(315) = -.97, p = .33$) was not significantly associated with marital satisfaction. On the other hand, there was a significant relationship between marital satisfaction and having children ($t(315) = -3.224, p < .05$). Specifically, individuals who did not have any children reported higher marital satisfaction scores ($M = 40.23, SD = 7.51$) compared to individuals who had children ($M = 36.86, SD = 8.62$). Education level was also significantly associated with marital satisfaction ($F(3,313) = 3.194, p < .05$). However, this association was not systematic. Post hoc analysis only indicated that participants with bachelor's degrees reported less marital satisfaction ($M = 36.85, SD = .67$) than those participants with post-graduate degrees ($M = 41.18, SD = 1.23$). Furthermore, income-expenses balance was also found to be significantly associated with marital satisfaction ($F(2,314) = 3.61, p < .05$). Levels of the income/expenses balance were 1) income equals to expenses 2) income above expenses 3) income under expenses. Specifically, participants whose income level was below their expenses ($M = 36, SD = 9.57$) reported lower marital satisfaction than participants who had income and expenses balance ($M = 38.47, SD = 7.67$) and participants whom had income above their expenses ($M = 39.27, SD = 8.04$).

3.4 Regression Analysis for the Moderating Effect of Emotion Regulation on Marital Satisfaction

Multiple linear regression was conducted in order to assess if the job related factors significantly predicted participants' marital satisfaction. Job satisfaction, role overload, role conflict and role ambiguity entered as predictor variables, and marital satisfaction as an output variable. Results indicated significance for overall model ($F(4,312) = 2.53, p < .05$). However, this model explains only 3% of variance in marital satisfaction and only job satisfaction significantly predicted marital satisfaction ($t(312) = 1.98, p = .04$). Role overload, role conflict and role ambiguity were not found as significant predictors of marital satisfaction in this model. Therefore, the moderation model was based on the moderating effect of emotion regulation difficulties in the relationship between job satisfaction and marital satisfaction.

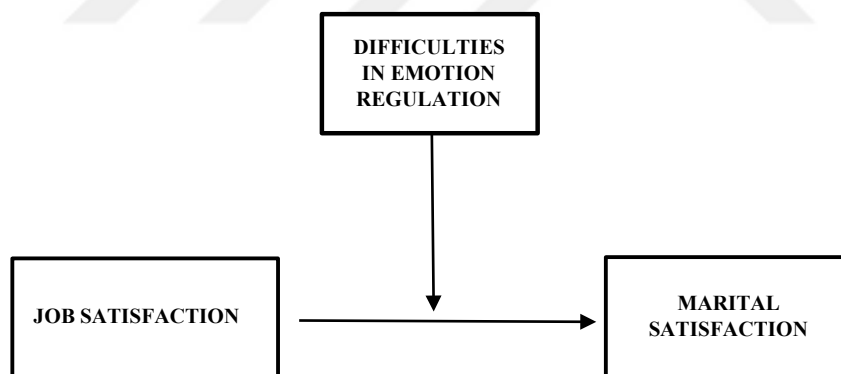


Figure 3.1. Moderation model of emotion regulation between job satisfaction and marital satisfaction.

In this model, main effects and the interaction effect were examined and results showed that job satisfaction ($\beta = .08, t = 1.98, p < .05$) was positively related and emotion regulation was negatively related ($\beta = -.09, t = -3.62, p < .01$) to marital satisfaction. Yet, interaction effect was not found as significant. Thus, the results indicated that emotion

regulation did not moderate the positive relationship between job satisfaction and marital satisfaction (See Figure 3.1). Rather, difficulties in emotion regulation was found as a predictor rather than moderator variable. It was also found that, emotion regulation predicted marital satisfaction better than job satisfaction.

Emotion regulation was found as significant predictor of marital satisfaction for both men ($t(129) = -2.19, p = .03$) and women ($t(182) = -3.4, p = .001$). However, the predictor role of job satisfaction on marital satisfaction was found to be non significant with inclusion of gender.

There were no significant differences between income level group's, however the predictor role of job satisfaction and emotion regulation was found to be decreasing as income level increased (See Table 3.2). Job satisfaction of participants in first income level group ($t(102) = 2.3, p = .02$) had significantly differ from participants in second income level group ($t(135) = .5, p = .61$) and third income level group ($t(68) = 1.3, p = .2$). Emotion regulation scores of participants in first income level group ($t(102) = -3.43, p = .001$) had significantly differ from participants in second income level group ($t(135) = -2.17, p = .03$) and third income level group ($t(68) = -.63, p = .5$). Men's job satisfaction was found significant predictor for marital satisfaction ($t(50) = 2.1, p = .04$) while women's job satisfaction was not for the first income level group.

Table 3.2

Results of the Multiple Linear Regression Analyses by Income Level

Income Level	<i>t</i>	<i>p</i>	β	<i>F</i>	<i>df</i>	<i>p</i>	adj. <i>R</i> ²
1400-3000 TL							
Overall Model				6.10	3	.001	.12
Job Satisfaction	2.34	.02	.21				
Emotion Regulation	-3.43	.001	-.31				
3000-5000 TL							
Overall Model				1.8	3	.14	.01
Job Satisfaction	.49	.6	.04				
Emotion Regulation	-2.1	.03	-.18				
5000 TL and above							
Overall Model				.68	3	.5	-.01
Job Satisfaction	1.2	.2	.16				
Emotion Regulation	-.62	.5	-.09				

Note. The dependent variable for all regressions was marital satisfaction.

There was significant relationship between job satisfaction and marital satisfaction, however other job related factors did not have any significant relationship with marital satisfaction. Therefore, the relationship between job related factors and job satisfaction was investigated (See Table 3.3). There was a significant relationship between role ambiguity, role overload and job satisfaction ($F(3,313) = 29.23, p < .01$). However, this model explains only 2% of variance in job satisfaction and role ambiguity ($t(313) = 4.92, p = .00$) and role overload ($t(313) = -4.23, p = .00$) significantly predict job satisfaction, but role conflict had not been found as significant predictor of job satisfaction.

Table 3.3

Regression Analysis Summary for Job Related Role Stressors Predicting Job Satisfaction

Variable	<i>t</i>	<i>p</i>	β	<i>F</i>	<i>df</i>	<i>p</i>	adj. <i>R</i> ²
Overall				29.23	3	.00	.21
Role Overload	-4.23	.00	-.26				
Role Conflict	-.76	.44	-.05				
Role Ambiguity	4.9	.00	4.92				



CHAPTER 4

4. DISCUSSION

Present study expected that job related factors' (role ambiguity, role conflict, role overload and job satisfaction) would predict marital satisfaction, and that emotion regulation would moderate the relationship between job related factors and marital satisfaction. Findings showed that only job satisfaction was positively associated with marital satisfaction and there was no moderating role of emotion regulation in this relationship. Present study also expected that job related factors would predict women's marital satisfaction better than men's marital satisfaction. Findings indicated that gender had no effect on the relationship between job related factors and marital satisfaction.

The first hypothesis of the present study was predicting a significant relationship between job related factors and marital satisfaction. This hypothesis was partially supported. Job satisfaction was found to be a positively associated with marital satisfaction; this finding is consistent with previous studies. Previous studies in the literature indicated that work and family life influenced each other reciprocally (Amstad et al., 2011; Anderson et al. 2002; Erickson et al., 2010; Fellows et al., 2015). This association could lead to work-family conflict and experiencing work-family conflict was found to be negatively affect family and

marital satisfaction (Allen et al.,2000; Ford et al., 2007). Previous studies argued that job satisfaction effected not only marital satisfaction but also life satisfaction. (Saari & Judge, 2004; Tait, Padgett, & Baldwin, 1989; Judge & Watanabe, 1994). It has been reported that there was both reciprocal and spill over association between job satisfaction and life satisfaction (Saari & Judge, 2004). Individuals who experience dissatisfaction in work, spills it over into his/her life and experiences unhappiness and dissatisfaction. Thus, they experience depression, anxiety or general mental health problems which influence their general life wellbeing and marriage in a negative manner (Faragher, 2005; Saari & Judge, 2004).

On the other hand, findings of the present study indicated that, role stressors; role conflict, role overload and role ambiguity, were not predicting marital satisfaction. However, only role overload was found as correlating with marital satisfaction and this correlation was small. Some of the previous studies suggested that experiencing work-related role stress has lead to work-family conflict. This conflict influenced marital relationship and lead to decrease in family and marital satisfaction (Allen, 2012; Ashforth et al., 2000; Boyar, Mosley, 2007; Carlson and Perrewe, 1999; Greenhaus et al., 1987; Kahn et al.,1964; Hobfoll, 1998). Instead of investigating directly the relationship between work-related stressors and marital satisfaction, most of the studies examined effects of role stressors on work-family conflict (Allen, 2012; Boyar, Mosley, 2007). However, current study investigated whether role stressors directly predicted marital satisfaction or not. Findings indicated that role conflict and role ambiguity had no association with marital satisfaction. But, similar to previous studies in the literature, findings of the current study indicated that role overload and marital satisfaction was correlated. It was suggested that work-family conflict increases with role stressors (Boyar, Mosley, 2007).

The relationship of job related factors were also investigated between themselves. Findings suggested that job satisfaction significantly associated with role overload and role ambiguity but not with role conflict. Findings of the present study was partially consistent with the literature. It was stated that role overload and role ambiguity in work life associated with decreases in job satisfaction (Boyar et al., 2003; Stamper & Johlke, 2003). Although most of the literature reported role conflict to be in association with lower job satisfaction (Fisher and Gittelsohn 1983; Jackson and Schuler 1985), in current study role conflict was not found to be associating with job satisfaction. Çalışır, Gümüşsoy and Işkın (2011) and Eray (2017) also found similar results for the association of role conflict and job satisfaction in Turkish population. Similar to present study, their findings indicated that role ambiguity was as a predictor of job satisfaction while role conflict was not (Çalışır, Gümüşsoy & Işkın, 2011; Eray, 2017). Sabuncuoğlu (2008) suggested role conflict effected job satisfaction with the mediator role of emotional exhaustion, in the relationship between role conflict and job satisfaction. Generally, it was revealed that, role ambiguity was found stronger predictor of job satisfaction than role conflict (Rutner et al., 2008). As stated by Hackman and Oldham (2005) there are other determinants of job satisfaction. According to Job Characteristics Theory (Hackman & Oldham, 2005), work outcomes such as job satisfaction, turnover, absenteeism are associated with characteristics of the job. Five characteristics of job, which are skill variety, task identity, task significance, autonomy and feedback, influence employees' behaviors and attitudes toward their job (Hackman & Oldham, 2005). Hackman and Oldham (2005), stated that the presence of specified characteristics in any job, results in experience of a positive, self-made emotional push in a situation where they outperform expectations and this self-generated reinforcement serves as a reward for perpetual good performance. They also have high job satisfaction levels, meaning even though employee

experience role conflict, if the job possesses these core characteristics their job satisfaction might not be influenced by this conflict.

The main moderation hypothesis of the present study was not supported. Findings of the current study suggested that emotion regulation was the predictor of marital satisfaction rather than a moderator of the relationship between job satisfaction and marital satisfaction as hypothesized. Moderating role of emotion regulation on job related factors and marital satisfaction was not investigated before in the literature. However, the relationship between emotion regulation and marital satisfaction was investigated many times and present study reported similar findings as previous studies in the literature (Bloch, Haase & Levenson, 2014). Moreover, emotion regulation was a better predictor of marital satisfaction than job satisfaction. Emotion regulation strategies affect individuals' ability of regulating their own emotions, and also their reactions towards his/her spouse in emotion expression during arguments or disagreement. Adaptive emotion regulation strategies were linked with less hostile behaviors, making constructive criticisms (Klein, Renshaw, & Curby, 2016) and effective communication during arguments (Isen, 1999; Wile, 2002). However, maladaptive emotion regulation strategies were found to be linked with suppression of emotions, which lead low emotional expression, maintaining negative mood and as a result decreased in marital satisfaction (Butler et al., 2003; English & John, 2013; Velotti et al., 2016). Therefore, adaptive emotion regulation strategies, may prevent decreases in marital satisfaction, which stem from situations like arguments between spouses. There are other possible determinants of marital satisfaction and these are possibly more influential on marital satisfaction. Besides these in marriage although individual's emotion regulation abilities are important, their spouses emotion regulation abilities are critically important as well. Therefore, even the individual has adaptive emotion regulation skills if his/her spouse

has difficulties in emotion regulation abilities then s/he may experience low marital satisfaction. Thus future studies could take dyadic measures to explore this phenomenon.

The last hypothesis of the present study was not supported. Results of the current study indicated no significant gender differences on marital satisfaction. Although previous studies indicated that men had higher marital satisfaction compared to women (Bernard, 1972; Fowers, 1991), recent studies stated no gender difference, similar to present study's findings (Broman, 2005; Kurdek, 2005; Jackson, Miller, Oka, & Henry, 2014). From 1970s to 2000s researchers argued that women have lower marital satisfaction compared to men (Bernard, 1972; Connides, 2001; Whiteman, McHale, & Crouter, 2007). The difference between women and men marital satisfaction is based on unequal balance of power in marriages (Jackson et al., 2014). Males are dominant in the family and thus they have more power than females and this have consequences for females (Jackson et al., 2014). For example, males had more control over financial assets of the family and females were more exposed to domestic violence. Besides, society norms imposed women with domestic responsibilities such as housework, childcare, cooking etc (Jackson et al., 2014). This unequal balance of power and division of housework labor was thought to result in lower marital satisfaction levels in women (Jackson et al., 2014).. However latest studies reported that gender had no significant influence on marital satisfaction (Gager, & Sanchez, 2003; Jackson, Miller, Oka, & Henry, 2014). One of the possible explanation of this change was argued to be women seek more couple and marriage psychotherapy and more inclination to divorce in response to experience of conflict compared to men. Another explanation is that along with women's participation in the workforce, division of labor in home was changed and women were more individualized. This made it possible for them to end unhappy marriages. Again women participation in workforce resulted in decreases in gender differences in housework and childcare and men tended to participated more in domestic

tasks (Jackson, Miller, Oka, & Henry, 2014). Taken together with latest studies, present study's results are in concordance with the literature. All of the participants in the study were in labor force which included women. Even though gender equality is not present in Turkey like in western countries, earning money may have an equalitarian effect on gender roles.

Although they were not included main hypothesis, the relationship of demographic variables and marital satisfaction was investigated in the current study. Present study's findings indicated that having children is negatively associated with marital satisfaction. This finding was consistent with the previous studies in the literature (Trub et al., 2018).

Researchers argued although having children came with positive feelings such as happiness and companionship, over the time parents' experiences parental fatigue with responsibilities, role overload due to performing each multiple role (e.g, spouse, parent, colleague), economic difficulties in caretaking, decrease in recreational space and time due to responsibilities in caretaking (Dew & Wilcox, 2011; Alexander, Feeney, Hohaus & Noller, 2001). Another demographic variable which was income and expense balance, is found as important for marital satisfaction. Conger et al. (2010) also argued that financial struggles were associated with decreases in marital satisfaction. Karademas and Roussi (2016) suggested that association may be stemming from economic adversities which leads to partners not being able to cover for basic needs and this may lead to decrease in partners positive behaviors such as supportiveness, warmth, affection and increase in negative behaviors such as hostility aggressiveness, criticizing, blaming and distancing from their partners and these contribute to decrease in marital satisfaction (Karademas and Roussi, 2016; Cutrona et al., 2003).

Findings of the present study consists number of limitation which must be held in mind while considering the results. Firstly, current study did not randomly sampled participants. Thus, findings of the present study could not be generalized to general

population. Secondly, completing questionnaires were mostly taking 45 minutes in average. Therefore, participants had difficulties in concentrating and might showed fatigue effects. This may have affected the quality of answers of participants on items, perhaps some participants found it hard to answer questionnaires. Thirdly, study consisted of self report questionnaires, thus participants might have been biased on their answers. Fourthly, in the present study work-family conflict was not directly assessed; insights into the level of work–family conflict experienced by participants would contribute to our understanding of the relationship between job satisfaction and marriage satisfaction. Lastly, only one spouse’s judgments were collected in the current study, dyadic measures might give more accurate information about both marital satisfaction and predictors of marital satisfaction.

Despite of the number of limitations, present study had strength as well. It was the first study in Turkish population to investigate the moderating role of emotion regulation on predicting marital satisfaction by job related factors which were job satisfaction, role conflict, role ambiguity and role overload. Current study’s findings indicated that emotion regulation was more related with marital satisfaction than job related factors. This finding is important in understanding Turkish society’s relationship between work and family life.

Current study could also have implicative contributions. Present study’s findings suggested that difficulties in emotion regulation were associated with decreased marital satisfaction which often leads to separation and divorce. Current study could help interventions in improving emotion regulation skills for couples, especially for those who seek professional help. Another important implication of the study may be about benefits for companies and employers. Current study pointed out factors positively influencing job satisfaction. Thus, companies and employers could improve these factors to achieve higher levels of job satisfaction which will in turn result in lower dropouts from work, lower turnover rates and better work performance.

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APPENDICES

APPENDIX A

Bilgilendirilmiş Onam Formu

Bu araştırma, Bahçeşehir Üniversitesi, Psikoloji Bölümü, Klinik Psikoloji Yüksek Lisans Programı bünyesinde, Yrd. Doç. Dr. Bahar Tanyaş danışmanlığında, Aslıhan Sezgin tarafından yürütülen bir tez çalışmasıdır.

Çalışmanın amacı, Türkiye’de yaşayan evli bireylerin evlilik doyumunu etkileyen faktörleri incelemektir. Bu amaç doğrultusunda katılımcılara evlilikleri, iş hayatları ve duygularını düzenleme biçimleri hakkında sorular sorulacaktır.

Bu araştırmanın hiç bir aşamasında kimlik bilgileriniz sorulmayacaktır. Yanıtlar toplu halde ve sayısal olarak analiz edilecek; sadece bilimsel ve eğitimsel çalışma ve yayın amacıyla kullanılacaktır. Çalışmaya katılım gönüllülük esasına dayanmaktadır. Araştırmanın herhangi bir aşamasında katılmaktan vazgeçebilirsiniz.

Tüm soruları yanıtlamak yaklaşık 15 dakika sürmektedir. Soruların herhangi bir doğru ya da yanlış cevabı yoktur. Çalışmadan güvenilir sonuçlar elde edilmesi açısından samimi cevaplar vermeniz ve soruların tamamını yanıtlamış olmanız önemlidir.

Çalışma hakkında bilgi almak için Aslıhan Sezgin ile aslihan.sezgin@hotmail.com adresinden iletişim kurabilirsiniz.

Katılımınız ve işbirliğiniz için şimdiden teşekkür ederiz.

Araştırmaya katılmayı kabul ediyorum.

İmza

APPENDIX B

DEMOGRAFİK FORM

1) Yaşınız:.....

2) Cinsiyetiniz: Kadın..... Erkek

3) Eğitim Durumunuz:

İlkokul..... Ortaokul..... Lise..... Yüksekokul.... Üniversite.....
Yüksek Lisans/Doktora.....

4) Kaç yıldır evlisiniz? :.....

5) Evlendiğinizde kaç yaşındaydınız?:

6) Şuan içinde bulunduğunuz ilk evliliğiniz mi?: Evet..... Hayır.....

7) Evlenmeden önce eşinizle birliktelik süreniz? (Yıl):

8) Çocuğunuz var mı?: Evet..... Hayır.....

9) Evet ise, kaç çocuğunuz var?:.....

10) Mesleğiniz?:.....

11) Aşağıdakilerden hangisi iş yerindeki pozisyonunuzu tanımlar?

İş yeri sahibi..... Yönetici..... Çalışan.....

Diğer (lütfen belirtin):.....

12) Aylık ortalama geliriniz? (Hane geliri toplamı)

1400 TL veya altı.....

1400-3000 TL.....

3001-5000 TL.....

5001-7000 TL.....

7001 TL veya üstü.....

13) Aylık gelir-gider dengenizi nasıl tanımlarsınız?

Aylık gelirim giderlerimi karşılıyor.....

Aylık gelirim giderlerimin üstünde

Aylık gelirim giderlerimin altında.....

14) İş yerinde haftada kaç saat çalışıyorsunuz?:.....

15) Mesaiye kalıyor musunuz? Evet..... Hayır.....

16) Son bir ay içinde ortalama kaç defa mesaiye kaldınız?:

17) Son bir ay içinde ortalama kaç saat mesaiye kaldınız?:

18) İş yerinde çalıştıktan sonra evden çalışmanız gerektiği zamanlar oluyor mu?

Evet..... Hayır.....

19) Evet ise, son bir ay içinde evden yaklaşık olarak kaç saat çalıştınız?:.....

20) Ne sıklıkta iş tanımınıza uymayan işler yapmak durumunda kalıyorsunuz?

Hemen hemen hiç.....

Bazen.....

Yaklaşık yarı yarıya.....

Çoğu zaman.....

Hemen hemen her zaman.....

21) Tam zamanlı olarak toplam çalışma süreniz?

1 yıldan az.....

1-3 yıl arası

3-5 yıl arası.....

5 yıldan fazla.....

22) Şuanda çalışmakta olduğunuz iş yerindeki çalışma süreniz?

1 yıldan az.....

1-3 yıl arası

3-5 yıl arası

5 yıldan fazla.....

23) Şuanda çalışmakta olduğunuz kurumun ana faaliyet alanı nedir?

İletişim.....

Mühendislik

Finans (Banka, Borsa vs).....

Eğitim.....

Sağlık

Servis Sektörü (Yemek, Taşıma, Temizlik, Güvenlik vb.).....

Turizm

Hukuk.....

Tekstil.....

Otomotiv.....

Diğer (lütfeñ belirtin):.....

24) Şuanda çalışmakta olduğunuz departman nedir?

Muhasebe/Finans.....

İnsan Kaynakları.....

Satış.....

Pazarlama.....

Bilgi Teknolojileri.....

Denetim.....

Hukuk.....

Satış.....

Temizlik.....

Taşıma.....

Güvenlik.....

Yemekhane.....

Diğer (lütfeñ belirtin):.....

APPENDIX C

Aşırı Rol Yükü Ölçeği

Aşağıda iş hayatındaki rollerinizle ilgili cümleler bulunmaktadır. Her cümleyi dikkatle okuyunuz ve bu ifadelerden size uygun olan seçeneğin karşısına (X) işareti koyarak belirtiniz.

	1=Kesinlikle Katılmıyorum	2=Katılmıyorum	3=Kararsızım	4=Katılıyorum	5=Kesinlikle Katılıyorum
1) Yeterince zamanımın ve enerjimin olmadığı işleri yapmak zorundayım.					
2) Bana verilen işleri yetiştirebileceğimi düşünmüyorum					
3) İşleri yapmaktan kendime zaman kalacağını düşünmüyorum.					
4) İşyerinde bulunduğum saatlerde benden çok iş isteniyor.					
5) Gün içerisinde benden beklenen işleri yapmak için daha fazla zamana ihtiyacım var					
6) Bazen gün içerisinde işleri yapacak kadar yeterli zamanımın olmadığını düşünüyorum.					
7) Yapmam gereken işlerin üstünden gelebilmek için diğer çalışanlardan daha fazla sorumluluk üstleniyorum.					
8) Benden beklenen her şeyi yapmak için yapmam gereken işleri daha az dikkatli ve hızlı çalışmam gerektiğini hissediyorum					
9) Yapmam gereken işleri bitirebilmek için kendimi aşırı derecede yormam gerekiyor.					
10) İşlerimi bitirebilmek için kendimi öncelikli yapılacak işler listesi oluştururken buluyorum.					

APPENDIX D

Rol Çatışması ve Rol Belirsizliği Ölçeği

Aşağıda iş hayatındaki rollerinizle ilgili cümleler bulunmaktadır. Her cümleyi dikkatle okuyunuz ve bu ifadelerden size uygun olan seçeneğin karşısına (X) işareti koyarak belirtiniz.

	Kesinlikl e Yanlış	Yanlış	Kısmen Yanlış	Kısmen Doğru	Doğru	Kesinlikl e Doğru
1) İşimde ne kadar yetkiye sahip olduğumu biliyorum.						
2) İşimin amaç ve hedefleri çok planlı ve belirgindir.						
3) Zamanımı uygun biçimde bölüştürdüğümü biliyorum.						
4) Sorumluluklarımı n ne olduğunu biliyorum.						
5) Benden tam olarak ne beklendiğini biliyorum.						
6) Ne yapılması gerektiği konusundaki açıklamalar yeterlidir.						
7) Farklı koşullarda, farklı şekillerde yapılması gereken şeyleri yapmak zorundayım.						
8) Bana, tek başıma bitiremeyeceğim işler veriliyor.						
9) Bana verilen bir görevi yerine getirebilmek için bir kuralı ya da ilkeyi çiğnemek zorunda kalıyorum.						
10) Farklı biçimlerde çalışan iki ya da daha fazla grupla görev yapıyorum.						

11) İki ya da daha fazla kişinin birbiriyle bağdaşmayan taleplerine muhatap oluyorum.						
12) Kimilerinin kabul edip kimilerinin kabul etmeyeceği işleri yapıyorum.						
13) Bana, yapabilmem için yeterli kaynak ve malzeme olmayan işler verilir.						
14) Gereksiz işlerle uğraşıyorum.						

APPENDIX E

Evlilik Yaşam Ölçeği

Aşağıda evlilik yaşamına ilişkin 10 cümle bulunmaktadır. Her cümleyi dikkatle okuyunuz ve sizin evlilik yaşamınıza uyan seçeneğin karşısına (X) işareti koyarak belirtiniz.

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Kesinlikle Katılıyorum
1) Evlilikten beklentilerimin çoğu gerçekleşti.					
2) Evliliğimizdeki engellerin aşılabilir olduğunu düşünüyorum.					
3) Evliliğimizi çok anlamlı buluyorum.					
4) Evliliğimizde giderek eksilen heyecan beni rahatsız ediyor.					
5) Evliliğimiz zaman zaman bana bir yük gibi geliyor.					
6) Huzurlu bir ev yaşamım var.					
7) Evliliğimiz her geçen gün daha iyiye doğru gitti.					
8) Bizim ilişkimiz ideal bir karı-koca ilişkisidir.					
9) Eşim benim için aynı zamanda iyi bir arkadaştır.					
10) Baş başa kaldığımız zaman benim canım hiç sıkılmaz.					

APPENDIX F

Minnesota İş Tatmin Ölçeği

Aşağıda mesleğinizin çeşitli yönleriyle ilgili cümleler bulunmaktadır. Her cümleyi dikkatle okuyunuz. Mesleğinizden, o cümlede belirtilen şekilde ne derece memnun olduğunuzu karşınıza (X) işareti ile belirtiniz. Her cümleye cevap verirken, “Bu yönden işimden ne derece memnunuz?” diye kendinize sorunuz.

Mesleğimden	Hiç memnun değilim	Memnun değilim	Kararsızım	Memnunuz	Çok memnunuz
1) Beni her zaman meşgul etmesi bakımından					
2) Bağımsız çalışma imkanının olması bakımından					
3) Ara sıra değişik şeyler yapabilme imkanı bakımından					
4) Toplumda "saygın bir kişi" olma şansını bana vermesi bakımından					
5) Yöneticinin emrindeki kişileri iyi yönetmesi bakımından					
6) Yöneticinin karar verme yeteneği bakımından					
7) Vicdani bir sorumluluk taşıma şansını bana vermesi yönünden					
8) Bana garantili bir gelecek sağlaması yönünden					
9) Başkaları için bir şeyler yapabildiğimi hissetmem yönünden					
10) Kişileri yönlendirme için fırsat vermesi yönünden					

11) Kendi yeteneklerimle bir şeyler yapabilme şansını vermesi yönünden					
12) İşimle ilgili alınan kararların uygulamaya konması yönünden					
13) Yaptığım iş karşılığında aldığım ücret yönünden					
14) Terfi imkanının olması yönünden					
15) Kendi fikir-kanaatlerimi rahatça kullanma imkanı vermesi yönünden					
16) Çalışma şartları yönünden					
17) Çalışma arkadaşlarının birbirleriyle anlaşmaları yönünden					
18) Yaptığım iş karşılığında takdir edilmem yönünden					
19) Yaptığım iş karşılığında duyduğum başarı hissi yönünden					
20) Mesleğimi yaparken kendi yöntemlerimi kullanabilme imkanı vermesi açısından					

APPENDIX G

Duygu Regülasyon Zorluğu Ölçeği

Aşağıdaki cümlelerin size ne sıklıkla uyduğunu yanda belirtilen 5 dereceli ölçek üzerinde değerlendiriniz. Her bir cümlenin yanındaki 5 noktalı ölçekten, size uygunluk yüzdesini de dikkate alarak, sizin için ne kadar uyduğunu belirtiniz.

	Hemen hiç hemen hiç (%0-%10)	Bazen (%11-%35)	Yaklaşık yarı yarıya (%36-%65)	Çoğu zaman (%66-%90)	Hemen hemen her zaman(%91 -%100)
1) Ne hissettiğim konusunda netimdir.					
2) Ne hissettiğimi dikkate alırım.					
3) Duygularım bana dayanılmaz ve kontrolsüz gelir.					
4) Ne hissettiğim konusunda hiçbir fikrim yoktur.					
5) Duygularıma bir anlam vermekte zorlanırım.					
6) Ne hissettiğime dikkat ederim.					
7) Ne hissettiğimi tam olarak bilirim.					
8) Ne hissettiğimi önemserim.					
9) Ne hissettiğim konusunda karmaşa yaşarım.					
10) Kendimi kötü hissetmeyi kabullenebilirim.					
11) kendimi kötü hissettiğimde böyle hissettiğim için kendime kızarım.					
12) Kendimi kötü hissettiğim için utanırım.					
13) Kendimi kötü hissettiğimde işlerimi bitirmekte zorlanırım.					
14) Kendimi kötü hissettiğimde kontrolden çıkarım.					

15) Kendimi kötü hissettiğimde kontrolden çıkarım.					
16) Kendimi kötü hissetmemin yoğun depresif duyguyla sonuçlanacağına inanırım.					
17) Kendimi kötü hissettiğimde duygularımın yerinde ve önemli olduğuna inanırım.					
18) Kendimi kötü hissederken başka şeylere odaklanmakta zorlanırım.					
19) Kendimi kötü hissederken kontrolden çıktığım duygusu yaşarım.					
20) Kendimi kötü hissediyor olsam da çalışmayı sürdürebilirim.					
21) Kendimi kötü hissettiğimde bu duygumdan dolayı kendimden utanırım.					
22) Kendimi kötü hissettiğimde eninde sonunda daha iyi hissetmenin bir yolunu bulacağımı bilirim.					
23) Kendimi kötü hissettiğimde zayıf biri olduğum duygusuna kapılırım.					
24) Kendimi kötü hissettiğimde de davranışlarım kontrol altındadır.					
25) Kendimi kötü hissettiğim için suçluluk duyarım.					
26) Kendimi kötü hissettiğimde konsante olmakta zorlanırım.					
27) Kendimi kötü hissettiğimde davranışlarımı kontrol etmekte zorlanırım.					

28) Kendimi kötü hissettiğimde daha iyi hissetmem için yapacağım hiçbir şey olmadığına inanırım.					
29) Kendimi kötü hissettiğimde böyle hissettiğim için kendimden rahatsız olurum.					
30) Kendimi kötü hissettiğimde, kendimle ilgili olarak çok fazla endişelenmeye başlarım.					
31) Kendimi kötü hissettiğimde kendimi bu duyguya bırakmaktan başka çıkar yol olmadığına inanırım.					
32) Kendimi kötü hissettiğimde davranışlarım üzerindeki kontrolümü kaybederim.					
33) Kendimi kötü hissettiğimde başka bir şey düşünmekte zorlanırım.					
34) Kendimi kötü hissettiğimde duygumun gerçekte ne olduğunu anlamak için zaman ayırırım.					
35) Kendimi kötü hissettiğimde, kendimi daha iyi hissetmem uzun zaman alır.					
36) Kendimi kötü hissettiğimde duygularım dayanılmaz olur.					