

**ROLE OF MARRIAGE AND FAMILY COUNSELLING IN PROMOTING  
MARITAL SATISFACTION FOR MARRIED CAREER INDIVIDUALS IN  
KERICHO COUNTY, KENYA**

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**A Research Thesis Presented to the Institute of Postgraduate Studies, Kabarak  
University in Partial Fulfillment of the Requirements for the award of Doctor of  
Philosophy in Counselling Psychology**

**KABARAK UNIVERSITY**

**NOVEMBER, 2019**

## DECLARATION

The research thesis is my original work and to the best of my knowledge has not been presented for the award of a degree in any university.

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GDC/M/1095/09/14

## RECOMMENDATION

To the Institute of Postgraduate Studies:

The project entitled **“The Role of Marriage and Family Counselling in Promoting Marital Satisfaction for Married Career Individuals in Kericho County.”** written by Gladys C. Mutai is presented to the Institute of Postgraduate Studies of Kabarak University. We have reviewed the research thesis and recommend it to be accepted in partial fulfilment of the requirement for the Degree of Doctor of Philosophy in Counselling Psychology.

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## **DEDICATION**

I dedicate this work to my late father, who inspired me to reach my greatest potential.  
Although gone, you live in our hearts forever.

## ABSTRACT

Marital satisfaction has remained a topic of great interest worldwide, and a relationship has been advanced between marital satisfaction, job satisfaction and life satisfaction. Studies have shown that the often competing demands of the occupational structure and those of a rich family life present a number of challenges for married career individuals. There was, however, a paucity of research on marital satisfaction in Kericho, particularly in relation to the role of marriage and family counselling in promoting marital satisfaction for married career individuals. Marital quality affects the probability of divorce and separation, which has serious consequences. Therefore finding solutions and alternatives to divorce is imperative. This study sought to investigate the role of marriage and family counselling in promoting marital satisfaction for married career individuals in Kericho County. The study was guided by the following objectives: to investigate the role of marriage and family counselling in promoting marital relationship, to establish the role of marriage and family counselling in promoting marital adjustment, to examine the role of marriage and family counselling in promoting marital intimacy and to find out the role of selected socio-demographic factors on marital satisfaction. The theories guiding the study were Dynamic Goal Theory, Family Systems Theory and Common Factors Theory. This research utilised a Descriptive Survey Design and Phenomenological Design. The study location was Kericho County. The population of the study consisted of 9113 married career individuals, and a sample size of 358 was used. The sample was identified using Kreicjei and Morgan (2004) sampling technique. The pilot study was conducted in Bureti Sub-county, Kericho County with 40 participants who were not included in the sample. Construct validity was ensured through intensive review of literature and comparison made with prior validated studies and content validity through operationalisation, research peers and psychology experts. External reliability coefficients of the questionnaires were determined by test-retest method and found to be 0.86 and 0.76 for marriage and family counselling and marital satisfaction respectively. The data obtained was analysed by use of descriptive (frequencies, means, standard deviations) and inferential statistics using Pearson correlation and Multiple Regressions. Marriage and family counselling was shown to play a significant role in marital relationship ( $r = 0.302^{**}$ ,  $p = 0.000$   $p < 0.05$ ) and marital adjustment ( $r = 0.388^{**}$ ,  $p = 0.000$   $p < 0.05$ ) but did not play a significant role in marital intimacy ( $r = 0.006$   $p = 0.906$   $p > 0.05$ ). The joint contribution of the socio-demographic factors on marital satisfaction was significant ( $F(5, 349) = 0.019$   $p < 0.05$ ). Qualitative data showed that the issues facing career individuals are lack of time, exhaustion, pressure from work, role conflict and too much work. Counselling helps couples to recognise and resolve conflicts caused by too much responsibility arising from careers, family and improve their relationships. It was concluded that marriage and family counselling plays an important role in promoting married career individuals marital satisfaction through helping them in sustaining positive influence; enhancing capability to make right career decisions; including acquiring skills, attitudes and knowledge that contribute to marital satisfaction. This study recommends that marriage and family counselling, with an emphasis on promoting awareness in marital happiness and satisfaction, would be helpful in addressing marital conflicts and help enhance marital satisfaction.

**Keywords:** Marriage and family counselling, marital relationship, adjustment, intimacy, socio-demographic factors

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## **LIST OF ABBREVIATIONS AND ACRONYMS**

<b>ANOVA</b>	- Analysis of Variance
<b>CR</b>	- Construct Reliability
<b>LMAT</b>	-Wallace Marital Adjustment Test
<b>NACOSTI</b>	- National Commission for Science, Technology and Innovation
<b>UN</b>	- United Nations
<b>USA</b>	- United States of America
<b>WHO</b>	- World Health Organisation

## OPERATIONAL DEFINITION OF KEY TERMS

The following terms are operationally defined as;

**A married career individual** - is an individual who is committed to a career and marriage simultaneously. It includes any individual pursuing professional training and is employed full time and at the same time, is married.

**Career** – Larkin and Ragan (2008) defined it as the evolutionary sequence of experiences of a person over time. In this study, it refers to an occupation or profession that require a higher level of training and commitment

**Counselling** - Adeusi, Adekey & Babalola (2016) defines counselling as a learning-oriented process which usually occurs in an interactive relationship between a counselee and counsellor with the aim of helping the client to be aware of self. For the purpose of this study, it is a helping relationship between the counsellor and client which plays a facilitative role in helping couples adopt and cope with career challenges while at the same time promoting satisfaction in their marriage. It includes individual, group, couple and family counselling.

**Marital satisfaction** is defined as an “attitude of greater or lesser favourability towards one’s own marital relationship” (Tolorunleke, 2014). For the purposes of this study, this construct is defined as the degree to which an individual’s needs, expectations, and desires are being satisfied in their marriages.

**Socio-demographic factors:** are individual characteristics of married career individuals such as age, gender, level of education, years in marriage and profession that could influence marital satisfaction.

## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background to the Study

Marriage is an important human relationship for it offers the primary structure for establishing a family and rearing the future generation (Omolayo, Falegan, & Ajila, 2013). According to Ama (2015), marriage is one of the most indispensable needs of human beings, and that is why many people get married to meet this need. One of the most important goals of marriage is the desire to attain marital satisfaction (Heshmati, Behnampour, Arabameri, Khajavi & Kohan, 2016). Research has shown that married individuals, on average, are healthier than those who are not married (Finchman, 2006); thus a satisfying marriage is important for a healthy society.

Marital satisfaction is defined as a global evaluation of the state of one's marriage and a reflection of marital happiness and functioning (Farzaneh, Mahrokh, Mohammad, Masoomah, Abbas, Seyed & Hasanpoor, 2016). This implies that satisfaction in marriage is achieved when each spouse in the relationship's needs are met. This could be personal needs, for example need to experience love, companionship and societal needs such as playing societally assigned roles effectively. There is growing evidence that numerous factors play a role in attainment of marital satisfaction (Farzaneh et al., 2016). These elements include effective communication, interaction patterns, gender roles, intimacy, problem solving and management of conflict (Finchman, 2006). However, some of these elements are compromised with the demands of career. For example, a newly married couple may be overwhelmed with career, starting family, household responsibilities and at the same time caring for the partner. Families with young children may experience challenges in relation to balancing between careers, spouse needs and bringing up their young children. Another example is career women



who may spend long hours working during the week and after work try to manage household responsibilities like shopping, cooking, cleaning and doing laundry. At the same time has to pick children from school, help them with homework or take time to put them to sleep. Juggling between all these responsibilities may make her tired and may have very little time for the spouse. Some careers require travelling and spending many hours in career which may leave less time for the family, so the spouse may feel lonely and overwhelmed with responsibilities, and this may result in dissatisfaction. Marriage and family counselling could help couples adjust accordingly to the different responsibilities which would create time for the spouse hence improving the quality of the marital relationship.

For the purpose of enriching couple therapy, Fatimah (2012) gives three dimensions based on previous study and expert opinions that describe marital satisfaction. They include marital relationship, adjustment, and intimacy (Rika, Ibrahim, Jemain, Nasir, & Khairul, 2009). The first dimension embodies what couples do in domestic, leisure, conflict, personal, and conversation activities (Fatima, 2012). The second dimension of marital adjustment includes those activities related to couple interaction such as spouse difference, attachment, and companionship (Onsy & Amer, 2014). The last dimension is marital intimacy characterised by an individual's assessment of conflict resolution, ability, affection, identity or self-confidence, autonomy and social activity done together with one's partner (Richter, Rostami, & Ghazinour, 2014). For marital satisfaction to be achieved there needs to be harmony and appropriate relationship among all the three dimensions. A good marital relationship may be attained through a well-adjusted process between spouses which then create intimacy which promotes marital satisfaction. Furthermore, an intimate marriage environment and atmosphere of support produces the feeling of sustenance and care in a healthy and

happy marriage relationship. However with the many responsibilities related with careers, these aspects may be compromised, for instance if a person has so much work which may need to be taken home to be completed, the time spent with spouse may be little, and this may affect marital intimacy.

Marriage and family counselling is a process where a neutral third party assists couples to deal with the stresses they encounter as they move into, live within or move out of a family unit (Onsy & Amer, 2013). Adeusi, Adekey and Babalola (2016) define counselling as a learning-oriented process which usually occurs in an interactive relationship between a counselee and counsellor with the aim of helping the client to be aware of self. Marriage and family counselling is therefore aimed at bringing about maximum development and self-realisation of human potential for the benefit of the individual and the society.

Marriage and family counselling includes a very broad range of technical interventions for reduction of marital disharmony (Siji & Rekha, 2018). The focus and goals of the marriage and family counselling are generally the resolution of the immediate presenting problems and the provision of the spouses with emotional support and enhancement of their self-esteem and optimism. Marriage and family counselling is a type of psychotherapy for a married couple or established partners that try to resolve problems in the relationship. Changes in social, economic and cultural contexts are causing a phenomenon called 'career families' where both husband and wife are committed to their families and at the same time their careers (Bartley, Judge, & Judge, 2007). Careers have been shown to present many challenges that require individuals to adjust so as to cope with them. A study in Bangladesh by Sultana, Tabassum and Abdulla (2014) revealed several challenges associated with career families which include: work-family conflicts, challenge in raising children, dependency on others for

housekeeping and childcare, family-work conflict, marital relations, challenges in maintaining family activity and social relationships. Egbo (2015) argued that counselling is a process where a counsellor helps the couple to achieve adaptive attitudes, insights and behaviour. In the issue of careers and family, it could play a role in helping couples to adapt and understand their situation and cope with it.

Research has demonstrated that marriage and family counselling plays an imperative role in marital satisfaction and enhances happy and successful marriages. For example studies have found significant improvements in marital satisfaction from before to after treatment (Honarian, Younesi, Shafiabidi, & Nafisi, 2010), couple counselling can improve outcomes such as marital satisfaction (Klann, Hahlweg, Baucom & Kroeger, 2011), communication skills and general wellbeing (Lundblad & Hanson, 2007), at least in Western countries. However, the studies have not addressed the role of marriage and family counselling in promoting marital satisfaction for individuals who are married and are engaged in career. Marriage and family counselling has been credited to play a key role in changing attitudes and building psychological resources that could help couples identify challenges and replace with positive attitudes and strategies to be able to adapt effectively. The gap that this study filled was to explore the role of marriage and family counselling in promoting marital satisfaction for married career individuals in Kericho, Kenya.

There are three types of counselling practices today in Africa. These are: traditional counselling effected by family members, relatives, elders and the community at large; pastoral counselling practised in churches, and also practised by other religions in their worship places and institutions; and finally, Marriage and family counselling taught in universities and other institutions and practised by individuals as well as institutions that provide counselling services to the community (Chepkwony, 2014). A

study done by Barasa and Nzangi (2013) in five regions of Kenya sought to find out from the respondents the type of marriage and family counselling used by most Kenyans. From the data, the majority at 38.6% thought that most Kenyans use the African model of counselling which includes advice from family or relatives. This is followed by counselling from peers at 31.6% and church-related counselling at 28.1%. Perhaps it was startling to note that only 1.8% was found to be using professional psychological counselling. This research acknowledges all the three types for they all play an important role in helping individuals to live a fulfilling life by achieving marital satisfaction. Therefore this study aimed at exploring the role of marriage and family counselling in promoting marital satisfaction for married career individuals in Kenya irrespective of the type of counselling.

Counselling aims to help couples to make constructive change in any or every aspect of life that could be faced with challenges through a caring relationship which promotes marital satisfaction. It also increases couples relationship satisfaction by helping them to acquire skills like conflict resolution, effective communication, negotiation, effective discussions etc. which promotes their marital relationship. As highlighted above, careers places demands that may cause dissatisfaction on the marital relationship, which necessitates some form of intervention. According to Kim (2013), marital satisfaction is affected by various social and cultural factors and their interactions. The goal of this intervention is to help the married career individuals to learn to deal more effectively with themselves and the reality of their environment. This makes marriages to be better and stronger so as to face marital challenges that arise by having better knowledge and awareness of marital matters that need to be given priority so as to achieve marital satisfaction.

Literature has shown that career families have become very common in the world. Silberstein (1992) observed that in a single generation, the family in which both parents work outside the home was a rare exception, but now it has become very common. For example, a study conducted by Larkin and Ragan (2008) in America revealed that there are more than 40 million couples in career. In the United Kingdom, it has been reported that no less than 60% of households consist of married career individuals (Arthur & Parker, 2004; Hardill & Watson, 2004). In Canada, the number of married career individuals had risen steadily. Census data done in Canada in 2006 indicated that both husband and wife were employed in over 60% of Canadian families (Sultana, Tabassum & Abdulla, 2014). In Canada, women alone take 47% of the positions in the workforce (Catalyst, 2013). This shows that career families are increasing in the world and so it is necessary to explore and understand this phenomenon so as to be able to assist them. Although there were no statistics in Kenya about career families in Kenya, it seemed likely that the Kenyan context would follow international trends and as a result, research needed to be carried out to explore how careers affected marital satisfaction for the Kenyan couples.

A study in Brazil by Berlato (2015) found that most married career individuals tended to seek career development, yet they also wanted and prioritised family demands, although; sometimes there were lots of conflict as they sought to balance both areas. They needed psychological support to enable them to overcome or cope with the challenges in order to get on with their lives smoothly and to achieve marital satisfaction. This emphasised the need for Marriage and family counselling programs to help them achieve marital satisfaction. Due to this growing literature and interest in career problems, the current study was initiated with regard to Kenyan married career individuals with a view of coming up with intervention measures that could help

ameliorate the effects of the career lifestyle and achieve marital satisfaction. Gunapalan (2011) summarised challenges faced by couples as they try to balance work and family responsibilities. To start with are work conditions that could have a negative impact on family life: long work hours, inflexible work hours, an unsupportive supervisor, and a less than positive work environment are some of the factors that can contribute to work-family conflict. Similarly, family problems could lead to unsatisfactory work experiences. An unsupportive spouse, inequities in the division of housework and childcare, significant health problems of family members, and changing child-care arrangements are some of the family problems that can contribute to work-family conflict. All these problems affected the marital relationship and caused dissatisfaction however, there was need for an intervention to help these couples to attain marital satisfaction.

In Africa, studies have been conducted on career and marriage relationships. For instance, Mabel (2014) investigated perceived counsellors' roles in the preservation of family stability of secondary school teachers in Lokoja Education Zone of Kogi State, Nigeria. The findings of the study discovered that counsellors play key roles in the conservation of family stability of secondary school teachers in the area of finance, communication and sexual intimacy. However, this study although very informative only looked at teachers and failed to address other careers. It also used a questionnaire as a tool to collect data which may not have given them an opportunity to explore the in-depth issues that the married career individuals face and how it affects the marital relationship.

Many cases of divorce and separation across the world have been reported in the media. For example, Schaefer (2008) noted that the media frequently reports that one out of every two marriages ends in divorce. According to a report by the National

Organisation for Iranian Civil Registration (2012), the number of divorces was 1 in every 6.5 marriages, while this rate increased to 1 in 5.2 the following year. Most of these cases may be due to the unresolved marital conflicts among the couples (Samani, 2008; Zargar & Doost, 2008). An investigation by Zargar and Doost, (2008) and Khojastehmehr and Takrimi (2009) demonstrated that common factors related to divorce in Iran were lack of communication skills, conflict over roles or responsibilities, husband's physical and verbal abuse and lack of social skills (Zargar and Doost, 2008). Even though there are large bodies of research on role of marriage and family counselling in western countries, little was known on the same in Kenya and especially in Kericho. A research done by Gichinga (2007) revealed that in Kenya, many marriages are experiencing many different challenges. This emphasised the need to understand the phenomenon of families where spouses are engaged in career so as to put in place appropriate strategies that could help these individuals manage to balance both areas. There was also need to explore the role of marriage and family counselling in promoting marital satisfaction in the Kenyan context.

Achieving marital satisfaction is important not only to the individual and family well-being but also to society. Despite the literature on marital satisfaction, careers have been shown to present many challenges that also affect marital satisfaction. However, there has been limited research on the effect of the different careers on marital satisfaction in Kenya and specifically in Kericho, and there was the need to develop empirically defensible interventions for couples that prevent or alleviate these career-related challenges and promote marital satisfaction. It is alongside this that this study sought to explore the role of marriage and family counselling in promoting marital satisfaction for married individuals pursuing careers.

## **1.2 Statement of the Problem**

The rates of divorce and separation are alarming in modern society. Given these high rates and their effects, achieving marital satisfaction is very important. Over time, considerable research shows that couple distress had a strong relationship with an individual's level of mental and physical problems. Moreover, there is evidence that suggests that couple distress is not only correlated with but also has a causal role in the initiation and maintenance of individual psychopathology. Strong couple relationships are central to a healthy society; conversely, career demands on couples create distress that adversely affects their marital relationship. Married career individuals face the dilemma of how to support each other's career development while at the same time coping with marital roles. A vital question in explaining healthy marriage and relationship initiatives has been how best to adopt marriage and family counselling to respond to diverse relationship essentials which then leads to promoting married career individuals' marital satisfaction. Despite this understanding, the role of marriage and family counselling in assisting married career individuals to achieve marital satisfaction had not been ascertained in an empirical study. In Kericho County, an increase was noted in divorce cases handled in court. In 2014, there were 14 cases, and in 2015 there were 49 cases, a slight drop was noted in 2016 with 28 cases, and the number increased to 33 in 2017. In 2018, 56 cases were filed for dissolution and 16 had already been dissolved. By March 2019; 10 cases had been filed and in the process of being dealt with (Register of civil cases, Kericho Law Courts, 2019). If this is not checked many families will break up and face the harsh consequences of divorce. The problem of this study is that there are many cases of marital conflicts that are affecting marital satisfaction. Although the causes of conflicts may be varied, the role of marriage and family counselling has not been investigated and what could be done to improve on the existing services. In Kericho



County, there are 46 registered counsellors and much church-based counselling. The capacity of marriage and family counselling to offer an expansive range of activities and services designed at helping individuals to understand themselves, others, work environment and attain skills to adjust accordingly makes it suitable to help married career individuals. However, limited research on the role of marriage and family counselling in promoting marital satisfaction for married career individuals was found in Kericho. Moreover, there was a gap in the role of marriage and family counselling on the different dimensions of marital satisfaction. This study proposed to investigate the role of marriage and family counselling in promoting marital satisfaction with the aim of designing therapeutic and educational approaches that can enhance and enrich the marital relationship hence achieve marital satisfaction.

### **1.3 Purpose of the Study**

This study sought to investigate the role of marriage and family counselling in promoting marital satisfaction for married career individuals with the purpose of coming up with appropriate interventions that could improve marital satisfaction.

### **1.4 Objectives of the Study**

The study was guided by the following objectives:

- i. To investigate the role of marriage and family counselling in promoting the marital relationship of married career individuals in Kericho County
- ii. To establish the role of marriage and family counselling in promoting the marital adjustment of married career individuals in Kericho County
- iii. To examine the role of marriage and family counselling in promoting marital intimacy of married career individuals in Kericho County

- iv. To find out the influence of selected socio-demographic factors on marital satisfaction for married career individuals in Kericho County.

### **1.5 Hypotheses of the Study**

All hypotheses tests were performed at a significance level of 0.05. To accept or reject the Null Hypothesis was based on the value of the probability of significance (p-value) and the calculated test statistics. The null hypothesis was rejected when the probability occurring under it was equal to or less than 0.05 ( $p < 0.05$ ). The following hypotheses were tested in the study

**H<sub>0</sub>1:** Marriage and family counselling does not play a statistically significant role in promoting married career individuals marital relationship

**H<sub>0</sub>2:** Marriage and family counselling does not play a statistically significant role in promoting married career individuals marital adjustment

**H<sub>0</sub>3:** Marriage and family counselling does not play a statistically significant role in promoting married career individuals marital intimacy

**H<sub>0</sub>4:** Selected socio-demographic factors do not play a statistically significant influence on married career individuals' marital satisfaction

### **1.6 Significance of the Study**

Marital quality affects the probability of divorce and separation, which have adverse effects not only on the people involved but also children, family and community. Therefore, finding solutions and alternatives to separation and divorce is imperative. The findings of this study would be beneficial to professionals such as marriage counsellors who would enable positive methods of coping with the challenges associated with this lifestyle and provide insight into the psycho-social and the physical factors influencing married career. In addition, it would also be beneficial to career spouses as they would

make use of the available marriage and family counselling services to promote their marital satisfaction. It would add to the existing literature on the role of marriage and family counselling and marital satisfaction. On the part of employers, data from the study would go a long way to generating awareness on role of marriage and family counselling in developing employee strategies and better welfare systems that can benefit their employees. It would also guide further research into this area of marriage and counselling. It would also add to the existing literature on the role of marriage and family counselling and marital satisfaction. Insight into the value of marital satisfaction may be of great input to the government, for it would lead to decision on marital assessment, measurement, and improvement which may inform policies.

### **1.7 Scope of the Study**

While there were many other factors associated with marriage, the study limited itself to the role of and marriage and family counselling and selected socio-demographic factors in promoting marital satisfaction. In the context of this thesis, the type of marital relationship that was accepted was those legitimised by a court deed or wedding or customary marriage. This thus excluded all other relationships such as cohabitation or any other such relationship because the study was interested in married individuals and these other relationships could be having different challenges. It also focused on married career individuals in Kericho County and these individuals in Kericho might have unique characteristics that could limit the generalisability of the findings. The study confined itself to married career individuals only yet all other individuals could be faced with challenges that affected marital satisfaction. The study confined itself to a sample of 358 respondents and studied marital satisfaction and not any other satisfaction like job or life satisfaction.

## **1.8 Limitations of the Study**

The study was limited by the fact that

- i. The findings could not be generalised to all married individuals because it was carried out on career individuals only. Further research needs to be carried out on other individuals.
- ii. Other factors could also contribute to marital satisfaction; therefore, generalisation of the factors contributing to marital satisfaction should be made with caution.
- iii. The research was conducted within Kericho County. Participants in this study may not have represented all married individuals both cross regionally or cross-culturally due to geographic location, cultural prejudice, and/or other superfluous conditions; therefore, it limited the generalisations of the study findings to the entire country. A similar study may be replicated in other counties.
- iv. Descriptive and qualitative methods were used, which was limited because of common methods variance which could not predict causality. Longitudinal studies and experimental studies are needed to further validate the hypothesised relationships.

## **1.9 Assumptions of the Study**

The following assumptions were made:

- i. Respondents would cooperate and readily give correct and accurate information on questions asked in the questionnaire.
- ii. That couples are going through challenges in their families related to their careers that could be affecting marital satisfaction in Kericho County.
- iii. Pastoral counselling is playing a role in career-related challenges and in promoting marital satisfaction in Kericho County.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

Several areas were reviewed in the literature so as to have a better understanding of the variables in question. This research was aimed at finding out the role of marriage and family counselling and selected socio-demographic factors in promoting marital satisfaction for married career individuals. This chapter offers a review of related literature from different scholars and researchers and their relevance to the study, the theory guiding the research, and the conceptual framework that guided the study.

#### **2.2 The Role of Marriage and Family Counselling on Marital Relationship**

Relationships are an important variable in understanding marital performance (Rasuli, 2001). Research suggests that marital relationships are a strong predictor of marital quality (Mahmoodi, 2016). There are many interactional processes that influence marital success. The marital relationship is important as it is given a lot of value in society. Onsy and Amer (2013) argued that marriage binds spouses as one in a way which is not available in other relationships. Marital relationship dynamics represents the couple's action in personal, leisure, domestic and conflict activities (Zarepour, 2010). According to Stanley, Markman, and Whitten (2002) there are three fundamental components that have been linked with marital success: communication, commitment, and conflict resolution. Kind of couples' interactions in living environment has direct relationships with feeling miserable or happy. Couples who experience deep, logical, friendly and intimate emotional relationships are successful people with high self-confidence, optimistic, happy and with a sense of happiness. Conversely, couples who do not have appropriate emotional relationships together are solitary, grumpy, with a very low level of consistency in society, unsuccessful, always disappointed with negative and with a

sense of misery. However, careers may take the time that couples may have spent together in being friendly and intimate.

According to Tolorunleke (2014), marriage should be an exciting and beautiful adventure, and the relationship between husband and wife is intended to get better with every passing day or year. However, some minor conflicts may affect the couple relationship, and as Okafor (2002), puts it, when these conflicts are not properly handled, they can cause friction and eventually lead to separation of the marriage partners that may widen over the years. Good relationships can improve communications and increase friendship, trust and support between couples. Ineffective relationships may weaken links; create distrust and hatred (Gillpatrick, 2008). The results of researches indicate that relationships skills are positively related to marital satisfaction and family conflicts resolution process can be simplified by enhancing these skills (Ebrahimi & Janbozorgi, 2008). However few researches had been done on the role of marriage and family counselling on imparting marital relationship skills so as to enhance marital satisfaction.

To begin with, is the effect of commitment to the relationship which can promote marital satisfaction. Studies have shown that commitment dynamics affect marital relationships (Mabel, 2014). Commitment can be broken down into two types-the dedicated and the obligated (McGinley, 2009). In the former, the spouse has a personal investment in the marriage and wishes to maintain the quality of the relationship so that both partners will benefit. In the latter, one or both spouses stay in the marriage out of necessity and so do it as an obligation. Relationships built on dedication are more fulfilling, and couples enjoy them. Stanley, Markman and Whitton (2002) examined the influence of negative interaction in 908 couples and how their interactions affected levels of commitment and as a result marital satisfaction. They found that as the higher the number of negative interactions among married couples the lower the commitment to the

relationship and the lower the marital satisfaction. To add to that, they found that spouses who were committed to their relationship were more satisfied with their marriages (McGinley, 2009). This study yielded some useful information about the behaviours of married couples on measures of commitment, but it did not address how careers affect expression of commitment since the couples are not only committed to the relationship but are also committed to careers and how this affected marital satisfaction.

Secondly, it is time spent together and leisure. Li and Fung (2011) reported significant positive effect when spouses spent time talking or eating and having fun with marital satisfaction, but not for time spent together caring for children, doing housework, watching television, or undertaking organisational activities. This implies that spending quality time together is effective in promoting marital satisfaction. This is seen in the research of Karney, Garvan, and Thomas (2003) in Florida which provided evidence on the relationship between times spent together as a couple and satisfaction for a sample of adults in romantic relationships. The most satisfied individuals in their sample reported spending about 50 per cent more waking hours with each other than the least satisfied couples. This implies that time spent together plays an important role in relationship building. Although informative, this study failed to take into consideration individuals engaged in career who spend more time in careers and may have little time for the marital relationship. However research was needed to explore how these individuals create time to spend with each other so as to achieve marital satisfaction.

Marjhi and Panda (2015) developed this argument further by investigating the effect of leisure on the marital satisfaction of married individuals who work in India. The purpose of the study was to explore the extent couples' leisure patterns and shared leisure activities affect marital satisfaction in married individuals. The results revealed that working offers dignity and higher status to the women in India although the wife's



employment created problems in adjustment at work as well as in her family. Furthermore employed women were satisfied that they were contributing something to the welfare of their family and society (Marjhi & Panda, 2015). It was concluded that marital satisfaction was a product of complex household labour relations. However this research did not consider what role Marriage and family counselling could play in addressing adjustment issues and labour relations which affects the marital relationship so as to promote marital satisfaction for careers couples. The research revealed that it was beneficial when both individuals were engaged in employment; but did not reveal an intervention which could address the adjustment issues faced by the working individuals so that marital satisfaction would be achieved, however research was needed to show this.

Another aspect of the marital relationship is good communication which results in a strong friendship. Good communication skills are necessary for the formation and maintenance of a relationship. Communication in a marriage is important, issues about work, roles sexuality and the preferred level of sexual fulfilment need to be shared all the time. Effective communication among spouses involves sending clear messages and receiving them and providing appropriate feedback (Litzinger & Gordon, 2005). Without communication a marital relationship cannot be maintained. The sexual bond formed from a strong friendship is enhanced through communication and involvement and are all interconnected (Strackbeins, 2001). Too much work could make couples tired, and instead of communicating effectively they may find themselves answering rudely and thus affect the marital relationship. One may also feel not understood by the spouse and may choose to become silent thus affecting the way they relate to each other. For married career individuals it's especially important to make time for discussions about important family issues and about the relationship itself. Effective communication skills could be

taught in marriage and family counselling workshops or seminars which will promote understanding among couples hence achieve marital satisfaction. Kepler (2015) showed that individuals who took part in premarital counselling indicated greater marital satisfaction than those who did not take part in premarital counselling.

Another aspect of the marital relationship is conflict resolution. Marital satisfaction may not be possible if married individuals are unable to resolve the many issues and conflicts effectively. Conflict usually results when one spouse does something the other partner does not like. When a situation that causes conflict occurs, partners may respond by confronting and discussing the issue or avoiding the conversation (McGinley, 2009). Careers may present many challenges that may cause conflict in a family, and therefore conflict resolution is very important. For example conflicts on who will take which roles like picking children from school, preparing food etc., financial management and other decisions that need to be made on a day to day basis. The results of these interaction styles can have positive or negative effects on the marital relationship (Stanley, Markman, & Whitton, 2002; Verhofstadt, Buysse, DeClerca, & Goodwin, 2005). When couples openly discuss problems and attempt to understand the others' way of thinking, effective problem solving can take place (Mabel, 2014). Marriage and family counselling has been shown to be very beneficial in different contexts. The objective of Marriage and family counselling programme is to bring about the maximum development and self-realisation of human potential for the benefit of the individual and society (Njeri, 2007). An effective Marriage and family counselling programme should be led by a trained counsellor who is responsible for coordinating Marriage and family counselling activities. A study was done by Schneewind and Gerhard (2002) which involved 180 couples, who were married for the first time and were recruited from the marriage files of the Bavarian Bureau of Statistics. The results showed a strong

correlation between effective conflict resolution skills and marital satisfaction (Schneewind & Gerhard, 2002). The results proved the importance of effective conflict resolution skills for the development and maintenance of a quality marital relationship over time. However although conflicts may arise in career families who may need the use of conflict resolution skills, few researches have been carried out on the role of marriage and family counselling in conflict resolution and in training conflict resolution skills so as to achieve marital satisfaction.

Verhofstadt, Buysse, DeClerca, and Goodwin (2005) study looked into how conflicts affect husbands and wives and their relationship. Specifically, they examined levels of emotional arousal and negative effect in the demand/withdraw pattern, and they noted gender differences in the way husbands and wives react and respond after a marital conflict. Husbands were found to experience lower levels of discomfort and negative distress when they withdrew than when they initiated change. However, the reverse was true for women; wives experienced higher levels of discomfort and emotional reactivity when they withdrew than when they were the demanders (Verhofstadt et al., 2005). This study yielded some useful information about the effect of conflict on married couples, but it does not address the role of intervention like Marriage and family counselling on conflict resolution so that married career individuals can achieve marital satisfaction. The role of marital counselling, in helping couples to overcome marital conflicts cannot be overemphasised. It means that counselling can be used to train conflict resolution skills to all persons and at every stage of life. A counsellor who works with couples that are experiencing marital conflicts needs to develop certain intervention strategies which will help couples to understand themselves, the threat of conflicts to their union and the importance of conflict resolution skills in resolving differences.

A qualitative study was carried out by Wong and Goodwin (2009) in the UK in three different cultures in Hong Kong, the United Kingdom, and Beijing, China to study factors related to marital satisfaction. Interviews were carried out on 79 respondents, and the findings revealed many themes that are important in a marital relationship. They include: having a stable relationship that gave a feeling of happiness; sharing similarities or being compatible with your spouse on the philosophy of life (for example shared values, beliefs and life goals), similar personality, interests, or background; need for companionship and sharing leisure activities together, and conjugal roles- which includes: spousal support and partnership with the spouse (Wong and Goodwin, 2009). Results indicated that a stable relationship with the spouse, compatibility with spouse, spousal support, shared activities, partnership with the spouse, and stable relationship were important factors that contributed to marital satisfaction. However careers and family demands may present challenges to the marital relationship which may threaten the relationship between the spouses affecting their marital satisfaction. Cultural differences emerged among the three cultures which belie the importance of carrying out studies in different cultures so as to come up with interventions that suit the region. The effectiveness of marital therapy may vary from one context to another since the issues affecting Kenyans may vary. For example, in the west partners are independent persons who hold clear cut status role in marriage and family and the family is largely nuclear while in Kenya it is more an extended family. In Kenya there was a gap in the role of Marriage and family counselling in marital satisfaction for married career individuals. This information was important as it helped to explore the effect of African culture in shaping marriages and marital roles could be affecting marital satisfaction and how to adapt marriage and family counselling to fit different cultures so that counsellors could be multi-cultural and help all couples despite their cultural backgrounds.

Ahmadi (2010) undertook research in Tehran with married individuals using a family model to study the effects of family problem-solving on increasing the couple's satisfaction. 450 participants participated in the study it was found that there were increased levels of marital satisfaction in the maladjusted couples who went through treatment following fifteen sessions of family problem solving compared to a matched control group with no treatment. The study found that marital therapy is successful in increasing marital happiness. The chance of the relationship improving increased from about 30% to about 70% for people who received marital therapy. This study demonstrated that couple counselling plays a role in improving marital satisfaction, although the study did not look at the married career individuals (Ahmadi, 2010). However this was in Tehran and a Kenyan study would be useful to give community-specific information that would be beneficial to design appropriate interventions. This may be because effectiveness of marital therapy may vary from one context to another since the issues affecting Kenyans may vary.

In Kenya, Mbunga (2010) carried out an exploratory study of marital satisfaction in 40 couples who were members of the Africa Inland Church, Nairobi to explore their levels of marital satisfaction. It emerged that most of the respondents expressed their dissatisfaction with the time spent together, the way problems were solved in their family and sexual intimacy. Although the study is informative it failed to look at intervention measures. In addition, the sample used for the study was small, and the study concentrated only in the urban area and more research needed to broaden to rural areas. The study was done only among couples who attended church and this limited their generalisation to all couples. The study also did not look at how careers could affect the different aspects of relationship building and did not look at how these couples could be

assisted. The present study sought to investigate the role of marriage and family counselling on the different aspects of relationships so as to enhance marital satisfaction.

In conclusion, the literature review has shown that marriage and family counselling played a great role in facilitating growth and positive adjustment in couples through self-understanding which promoted marital relationship. The review examined the available outcomes for the effectiveness of different therapies in couples and how they promoted marital satisfaction. Marriage and family counselling has been shown to make couples fully aware of themselves and the ways in which they respond to the influences of their environment. For example, research that assessed changes in marital satisfaction found that approximately 48% of couples after counselling showed either enhancement or complete recovery in marital satisfaction in a five year follow up period. It was determined that relationship decline was shown for 38% of spouses and only 14% stayed the same (Foote, 2014). However, most of these studies have been done in the west where marital Marriage and family counselling has been shown to be well developed with many counsellors trained to handle different issues, and little research has been done in Kericho to show interventions used by married people so as to promote marital satisfaction.

In Kenya, the situation may be different because the influence of culture on career families may be affecting the relationships. Marriage in Kenya is largely between families than individuals, and there are different expectations on individuals from the extended families, and at the same time, careers have been shown to cause strain in couples resulting from trying to balance multiple competing demands of time and energy. Through the relationship between the counsellor and the counselee, couples troubled by problems could be helped to facilitate their personal development leading to effective decision making and awareness of their self. The challenges that come with

trying to balance between the demands of work and the demands of the spouse, children, parents, community and employers could be addressed through Marriage and family counselling. While the review of literature showed that counselling was effective, however there was a lack of research in Kericho that explored the role of marriage and family counselling in promoting marital relationship and especially for married career individuals. This research aimed at looking at the role played by marriage and family counselling in promoting marital relationship and as a result enhances marital satisfaction for married individuals in career in Kericho County.

### **2.3 Role of Marriage and Family Counselling on Marital Adjustment**

According to Martin (2007), marital adjustment refers to the value of the spousal relationship itself; that is, the worth that couples put into the relationship. It is related to the interaction between spouses; such as spouse similarity, spouse attachment, spouse comparability, and spouse companionship (Martin, 2007). In marriage and family relationships, one variable that was found to be studied mostly is marital adjustment, and it was found not to be static but a developmental process (Martin, 2007) that goes on for life. Patrick Sells, Giordano, and Tollerud (2007) found a U-shaped pattern in the quality of marriage over the marriage process. An adjustment has been found to be higher when people have just married and then reduces during the middle years of marriage and increases in the later years after children have grown (Peleg, 2008). Janitus (2015) noted that adjustment has to be made in the following areas: companionship, leisure, parenting, bringing up children, household chore and sexual satisfaction. Careers influence how couples adjust in all the areas, for example how they spend their leisure depend on the time they have, bringing up children also need to be negotiated. Therefore couples need to adjust to the different roles and responsibilities of the two roles so as to be able to live

satisfying lives. The role of Marriage and family counselling is to help couples adjust accordingly to the different roles and responsibilities.

Snyder and Lopez (2005) argued that satisfaction in marriage improves an individuals' well-being and married couples who are happy are less anxious, stressed, or depressed. Darvizeh and Kahaki (2008) research in Iran showed a significant positive relationship between married students' well-being and marital adjustment. This implies that a person's well-being plays a role in marital adjustment and vice versa. There are many areas that couples need to adjust on, for example, sharing the responsibilities of one's family. Couples have to distribute housework responsibilities in an equal manner e. g. paying bills, doing laundry cooking and cleaning so as to promote their well-being and enhance marital satisfaction. This is very important in career families because both of them are earning and providing for the family, so there is need to share provider roles and also household responsibilities. However, the study has not shown how marriage and family counselling could be used to help spouses adjust appropriately to the many responsibilities and hence achieve marital satisfaction. This could be done through creating awareness on the different responsibilities and what needs to be done to balance between the roles.

Couples sometimes need to make psychological adjustments. Both the sexes differ in terms of their desires, appreciation, status, and security. Career spouses are empowered people who may also hold important positions in their work, but in their marital relationship, they expect to be appreciated and acknowledged. Knowledge and acceptance of the different psychological traits of the two sexes is especially important to adjust in marriage. A study in Iran by Ghiasi, Moeini, and Roustia (2010) found very common instances of divorce cases among young adults and concluded that divorce was as a result of couples failing to adjust accordingly and the tendency to divorce had a



negative effect on relationship. People go into marriage with different expectations and sometimes these expectations are not met, so they become disillusioned. Divorce issues may be as a result of failure to adjust to the many responsibilities that come with parenting and family life. There was need, therefore, to research on the role of marriage and family counselling on addressing gender role adjustment and as a result reduce the number of divorce cases associated with failure to adjust accordingly.

Successful adjustment has to be done on marital roles that need to be shared. Careers couples have roles that are related to career and at the same time related to marriage. Each partner not only has to think out and make choices as to his or her own marital roles; each also has to seek out and understand the role expectations of the other. How well each partner perceives, understands, and essentially agrees with the role definition and expectations of the other is most important in marital adjustment. In marriage the role desires and expectations each partner holds for one's spouse and oneself are among those crucial aspects of marriage which require continuous adjustment and good communication (Bahari, Fatehizade, Ahmadi, Moulavi, & Bharami, 2010). Couple's gender role adjustments are essentially important for career families. A couple may pursue traditional gender roles if they both agree to it. However, in career families the couple has to make adjustments in gender roles and take up androgynous gender roles (Bahari et al., 2010). The role of marriage and family counselling is to encourage couples to explore how they can make necessary adjustments so as to attain marital satisfaction.

Research has shown that some couples are able to successfully share the provider-role and care-taking role so the gendered division of labour disappears and the social demands are easier to cope with (Silverstein, Auerbach, & Levant, 2002). Those couples that can successfully negotiate and balance work and family report having

happier relationship satisfaction, higher self-esteem, less psychological distress, higher overall well-being, and higher job satisfaction and efficiency (Perrone & Worthington, 2001). However, key ingredients in ensuring the benefits in dual-career family types are the ability to negotiate a shared responsibility for work and family demands and an egalitarian relationship (Haddock, 2002). This means that for couples who are not able to share out their responsibilities, there is need to train the skills in marriage and family counselling and in other times provide them with an environment to explore their marriages and how best they can adjust to the various roles.

Another area that career families need to adjust to is the partner's family orientation. Married people are two individuals brought up in different families with different values and expectations. Different values and beliefs may cause conflict in the family, and hence couples need to adjust so as to accommodate each other's families. They also need to adjust to ongoing relationships and demands of parents and the extended families. A study by Agbul and Igbal (2012) in Pakistan found that conflict tends to be greater with the same gender in-laws, explaining that daughter-in-law tends to have more confliction relationship with one another than mothers-in-law and fathers-in-law (Agbul & Igbal, 2012). Couples need to find effective ways of handling in-laws so as not to interfere with the marital relationship. Career people could use the in-laws as social support to help them balance career and family. For instance, individuals could look to their relatives as resources to help with childcare and other issues to help them cope with the demands of career. The role of Marriage and family counselling is to help people acquire skills like listening, negotiation; effective communication and assertiveness which can help them deal with their in-laws in an effective way. They also need to understand that accepting them wholeheartedly and finding ways of negotiating their expectations will help them achieve good relations and the extended family could

also provide a support system to cushion against the many responsibilities associated with career and family, and when their families are not nearby, they create their own family-like networks of friends, co-workers and neighbours to lean on for support.

In addition, career people need to make adjustment in patterns of authority. Studies have shown that many conflicts in the family arise when spouse compete on who holds authority and especially when the wife earned more than the husband. In an analysis of Data of the National Family Research of Japan 2003 and 2008 by Naoko (2013), among those aspects that are raised as “threats” are the wounding of “male pride” by the wife’s employment, symbolising the inability of the husband to fulfil his role as the family breadwinner and the strengthening of the wife’s power vis-à-vis her husband as a result of obtaining income (Naoko, 2013). A study done in Sweden by Liu and Vikat in 2004 revealed that in 7% of all married couples, wives earned more than 60% of the total income; in 48% of couples, the spouses’ income ratio ranged within 40-60%; in 45% of couples, wives earn less than 40% of the total income. It was found that the higher the wife’s share in the couple’s income, the higher the divorce risk. This means that couples have to agree on how power is shared because both partners contribute to the success of the marriage. The couple has to mutually arrive at a decision regarding the pattern of authority to be followed in the family so as to enhance marital satisfaction. Marriage and family counselling could help the couple to become fully aware of themselves, how their earnings lead to strife, and how they can mutually agree on how to share power so as to achieve marital satisfaction.

To add to these, married couples need to make an adjustment on their sexual relationship. Sexual gratification is a basic foundation of marriage. There are different aspects of marital intimacy which are correlated with sexual relations and influence marital relations. A study by Haddock and Rattenorg (2004) suggested that verbal,

affective, and physical intimacy were all related to marital satisfaction. However, verbal and emotional intimacy was more predictive of marital satisfaction than physical intimacy. Couples need to adjust to the expectations of frequency, quantity and quality of the partner's sexual needs. In career families these expectations may be compromised by the demands of the career and at the same time children, society and also personal demands. Time to engage in sexual intimacy may be very minimal, but couples could spend time showing affection to each other even if they may be apart. For example a person may have so much work during the day and after may spend time to ensure that the family has eaten and provided for and at the end of the day may be very tired to engage in quality sex with the spouse. This may cause conflict in the marital relationship. The role of marriage and family counselling is to help couple understand the importance of creating time for each other so as to spend quality time together. They can also be helped to identify how they can share affection even if they may not be together.

Lastly, one needs to make an adjustment on the preferred leisure activities of the two involved so that they have shared leisure activities. Careers may take a lot of couple time that they could share in leisure activities. For joint activities to be beneficial, they have to lead partners to interact with each other in a positive way. Those who enjoy spending time together and can confide in each other usually maintain a close and giving relationship as they age. Counsellors' role is to help couples make a point in spending quality time together to promote marital satisfaction. The role of marriage and family counselling, therefore, is to facilitate growth and positive adjustment which enables the couple to deal effectively with the demands of career and family. It can also be used to strengthen the couple relationship by encouraging couples to spend quality time together.

Basharpoor and Sheykholesami (2015) explored the relationship between marital adjustment, family functions and the quality of life in Iran. Results revealed that

family functions explained 33% of the total quality of life, while adjustment explained 24% of the quality of life. This meant that the quality of life was affected by both family functions and marital adjustment. Since both of these factors are to do with relationship, it therefore also showed that it might affect marital satisfaction. Scanzoni and Scanzoni (1988) found that in relationships, married people needed to merge into a new social unit by adjusting accordingly and this improved the quality of their marriage. This means that as couples get along with each other and adjust to each other their relationship improves and as a result achieve marital satisfaction.

Al Horany and Hassan (2012) examined the impact of nationality, gender, and university on marital adjustment in the Malaysian context. They compared three nationalities (African, Middle Eastern, and South Asian) and found that Middle Eastern students had a better perception of marital adjustment compared to African and South Asian ones. They also found significant differences in gender and marital adjustment. They concluded that the Middle Eastern families because of aspects of culture tended to have higher stability and were able to adapt better compared to others (Al Horany & Hassan, 2012). The results of the study showed a difference in marital adjustment across cultures; there was also need to look at Kericho County and investigate how married career individuals make adjustment in the issues they face. This study sought to fill the gap by investigating the role of marriage and family counselling on marital adjustment so as to promote marital satisfaction and helping couples to adjust accordingly.

#### **2.4 Role of Marriage and Family Counselling on Marital Intimacy**

Schultz (2011) defined intimacy as a multifaceted dimension composed of affection, commitment, compatibility, expressiveness, identity, sexuality, conflict resolution, and autonomy. The Personal Assessment of Intimacy in Relationships (PAIR) describes intimacy as the practice of mutual connectedness with another person in the following

domains: emotional, sexual, social, intellectual, and/or recreational (Ode, Babayeju & Obalowu, 2015). Literature has revealed eight different types of intimacy; firstly is emotional Intimacy. This has been described as to share all the emotions, both positive and negative feelings with the spouse (Bagarozzi, 2001). Studies show that training and enriching communication skills and communication therapy can contribute to the promotion of emotional intimacy (Etimadi, Jafari, & Seyah, 2014). Next is psychological intimacy which involves sharing personal issues, information, hopes, fears, desires, and feelings about the self with a spouse (Bagarozzi, 2001). The study of Ebrahimi, Zaker and Nazari (2011) showed that enriching communication plays an important role in enhancing this dimension of intimacy. Physical intimacy is the partner's need to physical contact such as hugging, holding hands and non-sexual touch (Bagarozzi, 2001). Education of problem-solving skill is effective in increasing this dimension of intimacy (Zarepour, 2010). Sexual intimacy involves the expression of thoughts, feelings, and desires that have sexual nature and are planned to arouse sexual stimulation and sexual satisfaction (Bagarozzi, 2001). One of the ways to increase sexual intimacy is to present sex education to couples (Shakarami, Davarniya, Zaharakar, & Gohari, 2014). Temporal intimacy indicates the extent to which couples tend to spend their daily time with their spouses on intimate activities (Kim, 2013).

Communication intimacy is defined as the creation of a relationship with respect, commitment, and positive emotions in such a way that the spouses feel valued and respected in this communication (Bahrami, Oulia & Isanezhad, 2009). Career people have many experiences that can be shared from work. Social intimacy is defined as the experience of shared friendships where couples engage in many social activities together. Bahrami, Oulia & Isanezhad (2009) carried out a study with the purpose of enriching marital life, and the intervention group was trained to have intimacy, improve sex issues,

manage the household, restructure cognition, and learn conflict resolution skill. The results showed that training marital life enrichment enhances communication intimacy (Bahrami et al., 2009). Social recreational intimacy requires involving the spouse in responsibilities, passing holidays, enjoyable activities and leisure time, and expressing experiences and daily events (Bagarozzi, 2001). It was shown in the studies that communication skill training increases this dimension of intimacy (Ebrahimi, Zaker & Nazari, 2011). Lastly, is religious intimacy described as to express thoughts, feelings, beliefs and experiences about religion, supernatural issues, moral values, life after death, and the relationship with God for your spouse (Bagarozzi, 2001). Mazlomi, Dolatshahi and Nazari (2012) showed that promoting communication skill of couples increases the intimacy in this dimension (Mazlomi et al., 2012). These types of intimacy informed this study as to make couples satisfied in their relationship; all dimensions of intimacy must be addressed. Given that intimacy is viewed as a multifaceted process (Kim, 2013), the current study concurrently investigated how Marriage and family counselling could promote all aspects of intimacy.

Lack of intimacy is a concern for it is considered as one of the most important causes for divorce (Kardan-Souraki, Hamzehgardesh, Asadpour, Mohammadpour & Khani, 2016). Due to its varied and significant roles, intimacy has come to be viewed as a universal human need that is imperative for healthy functioning (Ryan & Deci, 2000). However, according to Kardan-Souraki et al. (2016), because of the demands of two careers, married career individuals may find it difficult to meet their partner's emotional needs and/or neglect to nourish the intimate relationship. This is mainly true after a demanding day on the job. A spouse that has had a mentally and physically draining day at work may not be able to provide their partner that also had a hard day with the degree of support they may want/need. In addition, these couples may get so wrapped up in their

careers and supporting each other's career growth and development that they neglect other aspects of their relationship, especially intimacy.

Sexual satisfaction is the affective response which arises from an individual's evaluation of their sexual relationship, which includes the view that their sexual needs are being met (Offman & Mattheson, 2005). This involves the fact that they have fulfilled their own and their partner's expectations and a positive evaluation of the overall sexual relationship (Offman & Mattheson, 2005). Studies have given evidence that sexual satisfaction has a positive relation with communication, overall relationship satisfaction as well as marital satisfaction (Litzinger & Gordon, 2005).

Research has shown that both sexual and non-sexual activities (for example emotional, social, intelligence) have been linked to relationship satisfaction. Many researches in the past have shown that the number of times a couple engages in sexual intercourse, and frequency of orgasm is positively related with sexual satisfaction and hence marital satisfaction (for example, Barrientos & Paez, 2006). Activities like sharing ideas, spending quality together have been related to sexual satisfaction. Married career individuals may be able to share ideas together because both are educated and may have a lot to share from their work experiences and life. Barrientos and Paez (2006) found that for women, factors such as high education levels, being recognised and appreciated by spouse; and high socio-demographic status predicted sexual satisfaction.

Research has also shown that gender role socialisation plays a role in sexual satisfaction. This is because each gender is socialised with different expectations regarding appropriate sexual behaviour in marriage. For example, in many cultures like the Kipsigis, Men are allowed to be aggressive and are expected to be the ones to propose. Women, on the other hand, are restricted and are expected to be reserved but should be more emotional. These expectations cause gender differences in sexual desires



and expression. Consequently, these expectations lay the foundation for gender differences in sexual desires, expression, expectations of partners, and in marital satisfaction (Carpenter, Nathanson, & Kim, 2009).

Friendship in marriage is a necessity as it creates a place of intimacy where individuals can share their deepest fears, thoughts and feelings. When marriage partners are friends they spend more time together in activities and interest and hence the marital relationship is enriched. In the same length, they would find ways to spend time together by doing things together. Although sexual intimacy been researched in the U.S. (Santtila, Wager, Witting, Harlaar, Jern, Johansson, & Sandnabba, 2008), the area has not been researched well in Kenya. It is mandatory to note that sexual activity is fundamental in intimate relationships; the physiological benefits are the same as those health benefits of physical exercise which means that without sexual intimacy there is no couple relationship. To add to this, orgasms help maintain muscle tone and thereby limit the chance of experiencing urinary incontinence for women and so it needs to be encouraged (Butler, Lewis, Hoffman, & Whitehead, 1994). In Sweden, researchers sampled 70-year-olds and found that sexually active men woke up less number of hours at night than those who were not active. It was also discovered that sexually active women were less anxious than those who were not active (Persson, 1980). It was also found that the participants who were sexually active had better mental health ratings than those who were not sexually active. However with career requiring commitment on the part of the couples, time for sexual intimacy may be less and couples may arrive home overwhelmed by the day's activities and may not be in the mood for sexual intimacy and this may lead to marital dissatisfaction. Hence marriage and family counselling which is an intervention could help couples enjoy their relationship in various ways, but this has not been studied.

There are themes that are integral to attitudes about how sex enriched marriage, and they include sharing, trust, and love. Sex has been shown to play a significant role in conveying commitment to each other and as a result enrich a relationship (Hinchliff, & Gott, 2004). Strackbein (2001) carried out a study to assess the influence of friendship, level of involvement, and sexual fulfilment on couples' overall marital satisfaction. The results revealed that couples were more satisfied when there had feelings of attachment than when they felt more independent and also when there was greater sense of friendship between the couple. Friendship also was shown to have a positive relationship with the level of sexual fulfilment which led to more satisfying relationship. This emphasises that an intimate relationship founded on friendship has a greater chance of survival. The benefits of, friendship are numerous friendships; for instance, it has been shown to have a major impact on the health and wellbeing of the individuals concerned (Mayo clinic, 2013). However, with careers individuals may spend more time in the jobs and may even have friends outside which may not allow time to interact with their spouse and this may affect marital satisfaction.

Studies have shown that when a married couple is sexually satisfied, the satisfaction spills out to all other areas of their lives and relationship. Morokoff and Gililand (1993) conducted a cross-sectional survey of 165 participants to determine how sexual activity and satisfaction were related to marital satisfaction. It was found that marital satisfaction was closely related to several aspects of sexual functioning and that sexual satisfaction enhanced marital satisfaction. In the research, it emerged that, sexual satisfaction, perception of spouses' sexual satisfaction, and frequency of sexual intercourse were positively correlated to marital satisfaction (Morokoff and Gililand, 1993). Many other studies have given evidence that sexual satisfaction is positively associated with overall relationship satisfaction ( for example Santtila, Wager, Witting,

Harlaar, Jern, Johansson, & Sandnabba, 2008) as well as communication and marital satisfaction (Litzinger, & Gordon, 2005). All these studies belie the fact that sexual satisfaction, intimacy and all other activities that enhance sexual satisfaction are important in marital satisfaction.

On the other hand, sexual dissatisfaction has been linked to infidelity (Allen, Rhoades, Stanley, Markman, Williams, Melton, & Clements, 2008) and even divorce (Amato & Previti, 2003). Thus, it is important to identify how sexual satisfaction builds the relationship in order to understand better how to help couples build and maintain successful intimate relationships so as to achieve marital satisfaction. However, combining work and family may leave little time for sexual activity which may affect marital satisfaction. Therefore research needed to be carried out to explore how couples can be helped to set time apart for each other to improve their sexual relationship and thus achieve marital satisfaction.

Couples report that maintaining intimacy was a vital component in assessing their degree of marital satisfaction. Zimmerman, Yun, Shvab, Watts, & Adams (2003) interviewed 47 married career individuals who reported successfully balancing between work and family to determine the secret to their success. Couples were given a questionnaire that measured the division of emotional work in the relationship and participated in a 90-minute conjoint interview with the researchers. These couples attributed their marital success to preserving a deep friendship by making couple time, maintaining mutual respect for one another, willingness to work through difficulties together, giving and offering assistance, and expressing appreciation. This research gives insight on how couples can promote intimacy so to have successful and satisfying marriages. However, the study did not show how marriage and family counselling could be adopted to facilitate the findings in helping career people to attain marital satisfaction.

This study sought to explore the effect of intimacy on marital satisfaction and the role of Marriage and family counselling in promoting marital satisfaction.

In modern society, the family is faced with many challenges, the most important of which is the loss of marital intimacy. Taking the fact that in many societies today family is the prominent source of comfort for people and taking the fact that in the modern society the family is faced with the challenges, the most important of which is the loss of marital intimacy, into account, an interventional program is helpful to prevent these problems and heighten intimacy (Farbod, Ghamari, & Majd, 2014). To enhance intimacy in couples, educational approaches may support. Evans, Turner and Trotter (2012), in their study on the effectiveness of family and relationship therapy, found that there is evidence to support the effectiveness of a number of approaches with couples and families, including Multi-Systemic Family Therapy (MST) and family problem-solving. Although there is evidence that intervention was effective, there was need to carry out an empirical study which took into account, an interventional program to prevent these problems and heighten intimacy (Farbod, Ghamari, & Majd, 2014).

Studies have shown that marriage and family counselling plays a role in promoting couples intimacy. For instance, In Iran, some interventions were done to increase marital intimacy, for example, training communication skills can enhance intimacy and quality in marital life (Farbod, Ghamari, & Majd, 2014). Moreover, Khanjani Veshki, Botlani, Shahsiah, and Sharifi (2012) concluded that sex education is effective in increasing sexual intimacy (KhanjaniVeshki et al., 2012). Duggirala, Rajendran and Anantharaman (2008) also showed that sharing dreams and events between couples contributes to an increase in intimacy in couples.

One of the ways to increase sexual intimacy is to present sex education to couples (Shakarami Davarniya, Zaharakar, & Gohari, 2014). Education and counselling in sexual

dimension cause the couples to get enough awareness in this field and take effective steps to deal with their sexual problems and promote sexual intimacy (Zand, Abadi, & Soudani, 2013). Sex education based on cognitive-behavioural techniques is effective to improve sexual intimacy (Veshki, Botlani, Shahsiah, & Sharifi 2012). Sex education increases sexual intimacy (Shakarami Davarniya, Zaharakar, & Gohari, 2014). In sex education, participants become familiar with physiology and sexual behaviour and also receive education on topics such as modifying the myths about sexual matters, shaping the sexual intimacy and appropriate sexual techniques, and getting familiar with some of the most common sexual disorders (Shakarami et al., 2014).

Lack of intimacy is currently the main concern of the experts in psychology and counselling. It is considered as one of the most important causes for divorce, and as such to improve marital intimacy a great number of interventions have been proposed in the literature (Ode, Babayeju, Obalowu, 2015). For example, improving and promoting communication, problem solving, self-disclosure and empathic response skills and sexual education and counselling in the form of cognitive-behavioural techniques and based on religious and cultural context of each society, an effective step can be taken to enhance marital intimacy and strengthen family bonds and stability (Siji & Rekha, 2018). Intimacy training and counselling make couples take effective and successful steps to increase marital intimacy. There was no study that had been done which considered how interventions could be put in place to promote marital intimacy. The studies above showed that training counselling and intimacy skills were effective, but there was no empirical study found in Kericho County on the role of marriage and family counselling on marital satisfaction. The gap that this study set out to fill was the role of marriage and family counselling in promoting marital satisfaction.

## **2.5 Role of Selected Socio-demographic Factors on the Level of Marital Satisfaction**

According to Ofofwe, Ofili, Ojetu and Okosun (2013), marital satisfaction refers to a person's positive assessment of their marital relations. It is associated with spouses doing activities together, spouses enjoying leisure together, and spouses complementing each other (Crawford, Houts, Huston & George, 2002). Hampton (2007) found that determinants related with marital satisfaction include: compatibility of personality, educational homogamy, religious homogamy, income level, level of education, age at marriage, and the length of marriage. Studies have shown different results on the effect of socio-demographic factors on the level of marital satisfaction however many of the studies have not considered the influence of different socio-demographic factors on marital satisfaction.

To start with is the influence of gender on marital satisfaction. Although many studies have suggested that gender may influence marital satisfaction, how it affects marital satisfaction vary in different studies. Whereas some studies (for instance Mickelson, Claffey & Williams, 2006) have found significant gender differences in marital satisfaction, others have failed to detect any overall differences between males and females in marital satisfaction (like Weisfeld & Stack, 2002; Kito, 2005). Others, for example; King (2005) found women having higher levels of marital satisfaction meanwhile Rogers and Amato (2003) showed that male partners were more satisfied than their female partners. Nevertheless, MacNeil and Byers (2005) in their study of married couples found no gender differences in their marital satisfaction. However, where gender differences have been found within relationship satisfaction, it was women who experienced lower relationship satisfaction in almost all cases than men (Dillaway & Broman, 2001).

Orathinkal and Vansteenwegen's (2007) study of couples in Belgium reported that it was not only gender but other socio-demographic characteristics that were related to a couple's marital satisfaction including age, education, number of children, length of the marriage, and employment status of couples. The study had inconclusive evidence that remarried individuals had higher rates of marital satisfaction compared to first time married individuals. These socio-demographic correlates may be significant among western European samples where there is marriage, divorce and maybe remarriage but, applying similar socio-demographic variables among African population with different cultures where their remarriage may not be a common experience may give similar or different results. The career phenomenon is also empowering couples to be independent and issues to do with number of children and education may have improved too in Africa and specifically in Kenya. There was need to explore how these factors influenced marital satisfaction in a changing society where education may no longer be for a few individuals but the majority. In addition the study did not look at how marriage and family counselling can be used to promote marital satisfaction.

Nivischi (2009) studied how education age, gender, social support, and religion affected marital satisfaction among black Jamaicans and African Americans living in the United States. Findings indicated that age, gender, and educational attainment level were significant predictors of marital satisfaction while social support and religion were not found to be significant predictors. Dabone (2014), in a study of married people in Ghana, found a significant difference between young and old people in their marital satisfaction. Results revealed that both young and old people were not satisfied in their marriages although the Ghanaian community was noted to attach so much importance to sustained and successful marriages. The researchers noted that love, affection and appreciation were a pinnacle which resolved satisfying marriages (Dabone, 2014). However, he did

not consider how careers can affect love and affection in the family. Although it noted that married people were not happy in their marriages, there was a gap in Keri Cho on how the socio-demographic factors contributed to marital satisfaction.

The presence of children in a family could also affect marital satisfaction. The significance of children in marital satisfaction is not conclusive and definitive, as revealed in the literature reviewed. There are studies suggesting that having children increased marital satisfaction, for instance, Orathinkal and Vansteenwegen, (2007) found that the presence of children increased marital satisfaction; however there are also studies suggesting that having children decreased the couple's level of marital satisfaction, for example Newman (2004). Twenge, Campbell, and Foster (2003) examined the effect of gender of parents, age and number of children, socio-demographic status of parents and the birth cohort. It was revealed that during transition to parenthood, wives had lower marital satisfaction than their husbands. However, in Africa where children are regarded as an asset, there was need to determine whether the number of children affected marital satisfaction. It was also important to explore how career was influencing parenting and what interventions could be put in place so as to help couples achieve marital satisfaction despite the number or age of children.

Some researchers have revealed that the length of marriage has a positive relationship with adjustment and in turn related to marital satisfaction, for example Bookwala, Sobin, and Zdaniuk, 2005; Hatch and Bulcroft, 2004 and Kulik, 2004. Jansen et al. (2006) found that marital satisfaction is lower in marriages that have lived for many years than in marriages that have stayed for a short time. Hinchliff and Gott (2004) revealed that couples who have married for long had improved sexual intimacy since they knew each other better, knew what each other liked and disliked and as a couple had a closer relationship. Some researches consider marital satisfaction to be fluctuating



during a persons' lifetime. For example, Umberson, Williams, Powers, Chen and Campel (2005) offered marital satisfaction as a developmental process that changes over time where sometimes it is high and sometimes low. These researchers concluded that marital satisfaction tends to reduce over time, and had a greater impact from age than the length of marriage. As couples live together, their commitment to career can also bring satisfaction which may promote or inhibit marital satisfaction.

Many cross-sectional studies showed that marital happiness was high before getting children, reduce during the middle parental period, and increased again later after parenting (Peleg, 2008). Jalovaara (2002) argued that divorce declined as partners got used to each other and matured and their married lives lasted longer. This could be because the partners have known and understood each other. On the other hand, Goldenberg and Goldenberg (2002) reported that young married couples divorced at a fast rate with 38% divorcing during the first four years and 50% during the first seven years. This could be because of so many responsibilities that they need to carry out and may fail to cope with them and at the same time maintain a marital relationship.

The education level of couples has also been shown to play a role in marital satisfaction. Educated couples are believed to be in a better position to reason together, provide each other with advice, knowledge and assistance. Both husbands and wives find it very rewarding to be married to someone who is interesting, intelligent and powerful. Yet the time commitment to career and family is heavy, and often the marriage relationship is the last attended to, after work, children and housekeeping. Madanian, Syed, Shafeg, Mansor and Abdul (2012) did research to examine the effects of educational level and conflict resolution skills training on marital satisfaction in Iran. Through experimental design couples were put into a control and experimental group. Couples that were referred to counselling centres were selected purposively, and a total

of 54 couples were used. These couples were randomly assigned to an experimental and a control group and the results indicated that communication and conflict resolution skills training improved marital satisfaction due to education. Moreover, the results showed that after the training on communication and conflict resolution scores in marital satisfaction improved remarkably. In conclusion the findings of the study indicated that marriage and family counselling program was effective in improving marital satisfaction among Iranian couples. However, the sample used of 54 participants was small, and there was need to use a bigger sampling to show the effects of marriage and family counselling on marital satisfaction. This study used an experimental design, and there was need to use a mixed-method design to explore whether selected socio-economic factors played a role in promoting marital satisfaction for career individuals.

Rezaee, Neia and Ariri (2013) did a similar study on the level of family life education and its effectiveness on marital satisfaction using women participants attending Isfahan counselling centres. The methodology was quasi-experimental, and 30 women volunteers were used. Family life education was conducted to the experimental group in 10 sessions, and the results of the revealed that the level of education in family life improved marital satisfaction. This study although informative also used experimental design as their data sources and their sample size was also small. There was need to understand the phenomena of study by including a qualitative data source that would provide thick descriptions on the phenomena of study.

In Africa, a study in Nigeria by Ofovwe, Ofili, Ojetu and Okosun (2013) was conducted on secondary schools teachers. A sample of 300 teachers who were married and had been teaching for more than one year was studied, and it was found that 215 (82.7%) teachers had marital satisfaction, 56 (21.5%) were dissatisfied with their job. The study also found a strong association between marital dissatisfaction and

psychological disorder. However although the study used married individuals it only looked at one career; teaching. Other careers needed to be looked into. In Nigeria also, Onyishi, Sorokowski, Sorokowska, and Pipitone (2012) research looked into the influence of number of children and level of education among 374 couples from the Igbo ethnic group. In contrast, Onyishi et al. (2012) found a positive relationship between the number of children and marital satisfaction among parents. The number of children was the strongest predictor of marital satisfaction when compared to other variables like wealth and education. However, the Kenyan context was also important to be explored so as to establish whether the number of children affected marital satisfaction.

In Kenya, a study done by Barongo, Okwara, Nyamwange, Kebati and Onderi (2015) in Kisii Township on predictors of marital satisfaction utilised a sample of 200 participants, and the couples were analysed thematically on reasons that accounted for their satisfaction. It was evident that spouses majorly considered care for the family, 55.5%, religion 55.5%, commitment 51.8%, spouse being understanding 44.4%, trust and love 33.3% each, children 25.9% and others 14.8%. The factors mentioned could be affected with career since spouses are not only committed to family but also to career which may require time, energy and dedication. The results of the survey on the global distress scale showed that 71 participants out of 80 that took the survey expressed a global dissatisfaction with their marriages. There were only nine people who indicated global satisfaction with their marriages. However, this research did not look at how socio-demographic factors affected marital satisfaction. It also did not consider career spouses and how it affected marital satisfaction.

In conclusion, therefore, although there were research studies on different effects of socio-demographic factors on marital satisfaction, however, there was the need to establish their effects in Kericho County for married career individuals on marital

satisfaction. Moreover, review of the literature suggests that marital satisfaction, issues of divorce and separation may vary across cultures and ethnic groups (Jose & Alfons, 2007) and across race and social classes (Blair-Loy & DeHart, 2003). In Kericho County, the Kipsigis community is still very patriarchal, and they relegate males to position of power and women are subordinate. Research by Njenga and Langat (2015) showed that there are many cases of domestic violence in Kericho County because the males have not accepted an empowered wife. They found that the Kipsigis men are still holding the traditional belief that women should be submissive and controlled for them to feel appreciated and this has greatly affected the marital relationship. This research, therefore, sought to determine the influence of selected socio-demographic factors on marital satisfaction for married career individuals in Kericho County.

## **2.6 Theoretical Framework**

The study was guided by three theories: Dynamic Goal Theory, Family Systems Theory and Common Factor Theory which explained how families adapt to change and the interventions that can be put in place to make them adopt better.

### **2.6.1 The Dynamic Goal Theory of Marital Satisfaction by Li and Fung (2011)**

They asserted that marital goals, the goals that spouses hope and strive to reach for in their marriage, significantly contributed to marital satisfaction. Marital goals are considered one of the key elements in the dynamic goal theory of marital satisfaction. When prioritised marital goals are achieved, the married couple is more likely to feel satisfied with their marriage. Married couples typically have three goals: companionship goals, personal growth goals, and instrumental goals. Companionship goals are focused on people's needs for belongingness and relatedness in the marriage. Personal growth goals emphasis a spouse's desire to develop, grow or actualise oneself within the

marriage. Instrumental goals centre on the practical nature of the marriage including sharing household labour and responsibilities with each other, such as housework, managing family finances, and raising children. In general, newly married couples focus on personal growth goals, middle-aged couple's emphasis instrumental goals, and older couples strive to reach companionship goals.

This theory was chosen because it views marital satisfaction from a life span or developmental point of view. The theory argues that people have multiple goals to achieve in their marriage. These marital goals can be classified into three categories: personal goals, companion goals and instrumental goals. The priority of the three goals is under dynamic changes across adulthood. However, whether the prioritised goals are achieved in marriage determines marital satisfaction. However, not denying the fact that some other factors can determine marital satisfaction, such as life transitions and cultural values can affect the priority of different marital goals. While other factors such as communication patterns, problem-solving, attribution and gender can facilitate the achievement of prioritised marital goals, there was need to determine hoe careers affect marital satisfaction.

### **2.6.2 Family Systems Theory by Murray Bowen (1966)**

The key tenet in this theory is a family is a system. According to this theory, every system in the family is made up of component parts which are linked together in a specific way to accomplish a common purpose (Wegscheider, 1984). The components of the system in a family are the members. All the component members are interlinked together by unwritten family rules. The family rules reveal the family values, and these values help set up family roles consistent with these values. These rules determine the functions of each member, the relationship between them, the goals toward which they want to achieve, how they intend to get there, and what will be required and forbidden

along the way (Wegscheider, 1984). However, career is likely to make family members violate the family rules. In a career family, there are several roles that are related to work on one hand and family on the other hand. The couples need to agree on how these roles and responsibilities are to be shared so as to achieve a common purpose. In a balanced family system, the members cooperate with each other, are willing to sacrifice some of their individual interests for the greater good of all, care about one another and feel valued by the larger system, and have clear boundaries that allow a balance between belonging and separateness and as a result achieve marital satisfaction.

In addition, the family systems perspective emphasises family organisation and the need for balance or homeostasis. Homeostasis is the family's self-regulating efforts that seek to maintain the stability of the family and accept change (Nicholz, 2006). A well-functioning family has resilience and is able to achieve change without sacrificing long-term stability. For career families to self-regulate they need to agree on goals they need to achieve, how to achieve it and how to balance the responsibilities. Marriage and family counselling could help the married career individuals adjust to the various responsibilities and make necessary changes to promote marital satisfaction. Counsellors could become one of the family's external resources that could be brought in with a responsibility to help individuals maintain homeostasis by making necessary changes and reconnect with their internal resources and strengths, which bring about useful changes that restore equilibrium. However, this theory has been criticised for not considering the effect of gender role socialisation in the family system. It could not be used alone to explain how careers affect marital satisfaction.

### **2.6.3 Common Factor Theory by Lisa Grencavage and John Norcross (1990)**

The common factor theory argues that different psychotherapy and counselling approaches and practices share common factors that account for the effectiveness of psychological treatment. Common factors theory states that the main causes of change in therapy are the factors which are common to all therapies rather than those which are specific to a particular therapeutic approach. The common factors approach groups counselling to five areas: the counselling relationship, expectations of clients on treatment effectiveness, confronting or control experiences and clients attributions of successful outcome as a result of internal or external causes. Tiredness, the requirement of work and other stressors can overflow into family life and affect the marital satisfaction of couples. Marriage and family counselling is expected to provide new ways to adapt to the changes caused by the disequilibrium and ensure achievement of marital satisfaction. This theory was particularly relevant to this research for it looked at what counselling is able to do. Through the counselling relationship, techniques and skills married career individuals can be helped to achieve marital satisfaction. The current research aimed at exploring the intervention measures in place that help families achieve marital satisfaction despite the challenges that careers bring. It aimed at investigating the role of marriage and family counselling on marital relationship, adjustment, intimacy and perceived counselling needs of married career individuals with the aim of coming up with a resource manual envisioned to serve as a tool for marital counsellors.

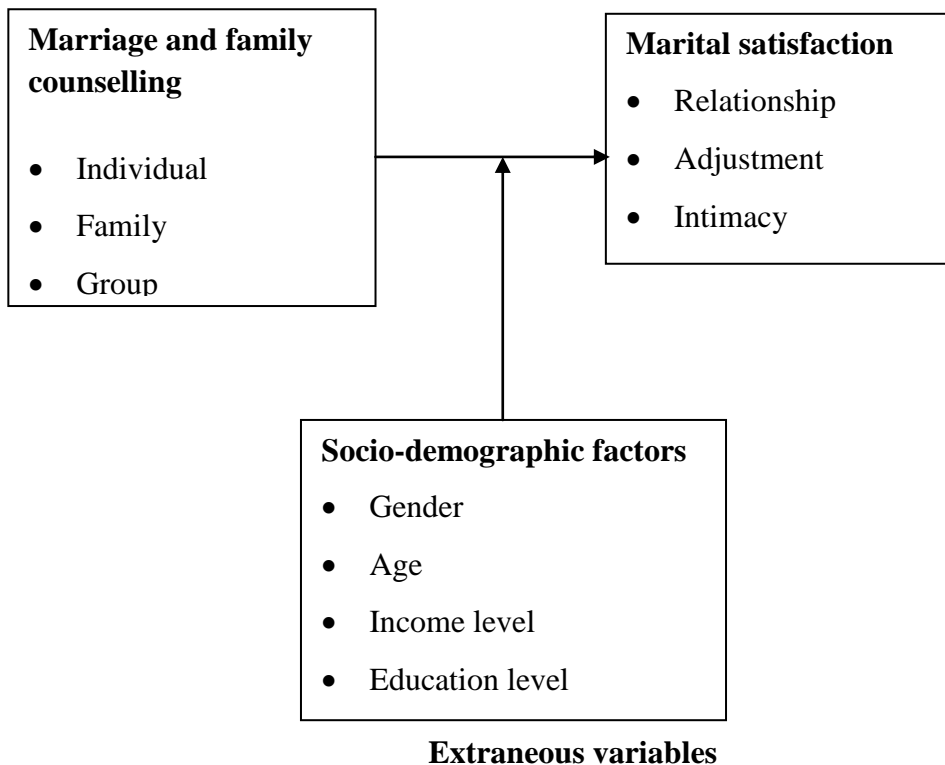
### **2.7 Conceptual Framework**

The conceptual framework of this study was grounded on dynamic goal theory, family systems theory and common factor theory. Married career individuals are integrating both their family and work life and are committed to a relationship which affects society. The role of marriage and family counselling is an independent variable that affects

marital satisfaction. Marital satisfaction which is the dependent variable has three dimensions: marital relationship, marital adjustment and marital intimacy. Marriage and family counselling which is known as an empowering process could help address all the dimensions of the dependent variable and help couples enjoy their relationship in various ways and provide a solution to issues that may arise in careers. The extraneous variables affect both the independent and dependent variables in that they are part of everyday life and depending on the respondents' interaction with them; they are bound to affect perceptions and levels of awareness. Marriage and family counselling plays a very important role in facilitating growth and positive adjustment through self-understanding especially on environmental factors that could be influencing marital satisfaction; however, this had not been empirically investigated. Figure 1 indicates a summary of variables that interact in affecting marital satisfaction.

**Independent Variable**

**Dependent Variable**



**Figure 1: Conceptual Framework**



## **CHAPTER THREE**

### **RESEARCH DESIGN & METHODOLOGY**

#### **3.1 Introduction**

The purpose of this study was to investigate the role of marriage and family counselling in promoting marital satisfaction for married career individuals in Kericho County, Kenya. This chapter describes the research methodology for the study. This includes a detailed description of the research design, location of study, target population, sampling procedures, instrumentation, sample size, validity and reliability of instruments, methods of data collection and data analysis used in the study.

#### **3.2 Research Design**

This study employed a descriptive survey design and phenomenological design. Cole, Lazarick, and Howard (1987) explained that constructs of interests must be assessed by multiple methods. In this study, the mixed-method approach was considered appropriate because the researcher was investigating the role of marriage and family counselling on marital satisfaction for married career individuals so as to get an insight into the phenomenon that is becoming very common in today's society. Descriptive survey design, according to Ali (2006) is concerned with describing events as they are, without any manipulation of what caused the event or what is being observed. In the descriptive survey, views, facts, among others are collected, analysed and used for answering research questions. The survey design was considered most suitable for the study because it permitted the researcher the opportunity of gathering data from a number of respondents considered to be significant representatives of the entire population of the study (Heppner, Wampold and Kivlighan (2008). Van Manen (1998) asserted that phenomenology sought to study the world of life, so as to gain a "deeper understanding of the nature or meaning of our everyday world" (p. 9), and to incorporate a "systemic

attempt to uncover and describe the structure, the external meaning of structures, and lived experience” (p. 10). It was considered appropriate for this study since the study sought to determine and understand the phenomenon of careers, the experiences of these individuals and how it affected marital satisfaction with a view of coming up with appropriate intervention.

### **3.3 Location of the Study**

The study was carried out in Kericho County, Kenya. The county is located in the highlands west of the Kenyan Rift Valley, between Kisii, Bomet, Nakuru and Kisumu counties. The county lies between longitude  $35^{\circ} 02'$  and  $35^{\circ} 40'$  East and latitude  $0^{\circ} 23'$ . It is a tea-growing area and has many tea processing factories and so many employees from different regions serving the tea industry and providing essential services hence the availability of different professions and careers. The county was selected because of three reasons: first, it is cosmopolitan and had a good representation of the different careers and ethnic communities of Kenya, and thus, it could easily pass as the face of Kenya. Secondly, the main ethnic community is the Kipsigis community which is a very patriarchal community; it was important to study how modernity and careers was affecting marital relationships. There was also an increase in cases of divorce in Kericho Courts noted so there was need to investigate the role of marriage and family counselling in promoting marital satisfaction.

### **3.4 Population of the Study**

Target population refers to the group of people to whom the results of research should apply (Whitley & Kite, 2012). In this study, the target population was all married career people in Kericho County. The human resource in different organisations offered the accessible population who met the following criteria: were employed and were

professionals and married. The accessible population consisted of 9113 married career individuals. This population was targeted for they provided rich information on married career individuals' lifestyle as they were the ones who directly experienced and understood it.

### 3.5 Sampling Procedure and Sample Size

Krejcie and Morgan (2004) sample size formula was used to calculate the sample.

$$s = \frac{X^2NP(1-P)}{d^2(N-1)+X^2P(1-P)}$$

s= required sample size

$X^2$ = the table value of chi-square for 1 degree of freedom at the desired confidence level (3.841)

N= the population size

P= the population proportion (assumed to be .50 since this would provide the maximum sample size)

d= the degree of accuracy expressed as a proportion (0.05)

$$s = \frac{3.841^2 \times 9113 \times 0.50 (1-0.50)}{0.05^2(9113-1) + 3.841^2 \times 0.50 (1-0.50)}$$

$$s = \frac{14.753841 \times 9113 \times 0.50}{0.0025(9113-1) + 0.368846025}$$

$$s = \frac{28547.598735}{0.368846025}$$

$$s = 399.0552$$

$$s = 400$$

**Table 1: Sample size**

	<b>Population</b>	<b>Sample</b>
Kericho County Employees	1522	67
Commercial Banks	285	13
Teachers:-Primary	2056	90
-Secondary	1500	66
University Employees	1020	45
Factory Workers	1968	86
Pastors	360	16
Others	402	17
<b>TOTAL</b>	<b>9113</b>	<b>400</b>

### **3.6 Instrumentation**

In the study, each of the constructs was assessed from two perspectives: self-report by questionnaire (for example role of marriage and family counselling scale, marital relationship scale, adjustment scale, and intimacy scale) and interviews on the premise that the combination provided a better understanding of the research problem being investigated than one approach alone. The interviews were aimed at providing phenomenological accounts of the married career individuals' experiences with the aim of understanding it. The mixed-method was used for three reasons, first for triangulation of results. Triangulation of questionnaires and interviews helped to clarify themes and gave an opportunity to explore how individuals interacted around the issue being investigated. Secondly, for the methods to complement each other, for example, interviews gave an in-depth explanation of the numbers found and lastly expansion. The qualitative data expanded the depth of the research.

## **A. Questionnaire for Married Career Individuals**

The questionnaire was divided into four sections. The questionnaire was developed to collect information from married career individuals on how and marriage and family counselling and socio-demographic factors affected marital satisfaction. Section one gathered data on a standard list of socio-demographic factors. The marriage and family counselling scale was covered under Section Two. Section Three, Four and Five was used to collect information on various marital dimensions that affected the married career individuals 'marital satisfaction.

### **i. Role of Marriage and Family Counselling Scale**

The role of marriage and family counselling on marital satisfaction was measured using a marriage and family counselling scale adopted from Njeri, (2007) which had sixteen items. The questions were ranging from seeking counselling services when faced with career or family issues to how marriage and family counselling had helped address the issues faced in balancing career and marital relationship and how it could be used to address the different dimensions of marital satisfaction. Each item was answerable through a 5 point Likert scale and a coefficient of 0.859 was found. The choices ranged from "strongly disagree to strongly agree". The highest score was 75, and a score of above 40 was considered positive and lower than 39 was considered negative.

### **ii. Marital Relationship Scale**

The marital relationship was measured by the Relationship Assessment Scale (RAS) adopted from Hendrick (1988). The scale is a 7-item scale designed to measure general relationship satisfaction, and it permits an assessment of general relationship satisfaction. Respondents answered each item using a 5-point scale ranging from 1 (low satisfaction) to 5 (high satisfaction). Items 4 and 7 were reverse-scored because it was testing the

negative aspect of marital relationship. Scoring was kept continuous, and the highest score was 35. Scores ranging from 28 to 35 was considered very satisfied, and the range of 16 to 27 was considered satisfied with the marital relationship. Scores below 15 were considered not to be satisfied with their marital relationship. The items of the RAS are shown to be specific enough to tap into several relationship dimensions (for example, love, problems, and expectations).

### **iii. Marital Adjustment Scale**

The marital adjustment was measured using Locke and Wallace Marital Adjustment Test (LMAT) (Locke & Wallace, 1959), which had sixteen items. The scale measured the quality of the relationship itself (spouse attachment and companionship). The scale focused on issues such as involvement in joint activities, demonstration of affection, frequency of marital complaints, level of loneliness and well-being, and partner agreement on significant issues. The LMAT assesses multiple components of relationship functioning, including levels of conflict, shared activities, and the ability to problem-solve (Locke & Wallace, 1959). A score of 100 was the dividing point between distressed and non-distressed individuals.

### **iv. Marital Intimacy Scale**

Marital intimacy was measured using Marital Intimacy Scale adopted from Clark, (1982) with a total of 24 items with six subscales, three subscales for the respondent intimacy and three for the partners' intimacy. The subscales measured care, understanding, and value. Originally, it was shown to have a reliability of 0.872. The scale was considered appropriate in the study for it did not only measure the respondents' opinion on their intimacy but also gave an opportunity to assess the partners' opinion on the respondents' sense of care, understanding and value.

## **B. Interview Schedules**

Interviews of two career individuals who were married in each sub-county were carried out. In Kericho County, there are five sub-counties. A total of ten career people were interviewed; two from each sub-county and were randomly selected. The interviews focused on the problems related to day-to-day issues of the career individuals, their attitude and use of marriage and family counselling services and the role of Marriage and family counselling in promoting marital satisfaction. The interviews allowed for the voice of the people by allowing them to share their stories and descriptions of their lived experiences and in-depth exploration of the phenomenon of career families.

### **3.6.1 Piloting of Data Collection Instruments**

Piloting involves pre-testing of questionnaires to a selected sample which is similar or identical to the actual sample to be used in the study. It was used to tailor the study to Kericho context and to make sure that the language and responses were clearly formulated. The selected sample used for piloting was not the actual sample. The pilot study was conducted in Bureti Sub-county, Kericho County. The decision to use one sub-county as a sample outside was to avoid a situation where the main study may suffer from contamination of the study sample because of modification to study methods (Lancaster, 2015). According to Connelly (2008), extant literature suggested that a pilot study sample should be 10% of the sample projected for the larger parent study. The sample for piloting was 10% of the sample of 400 respondents, which were 40 respondents. The pilot study helped to familiarise the researcher with research and its administration procedure at the same time, helped in identifying items that required modification. The result helped the researcher to correct inconsistencies arising from the instruments, which ensured they measured what was intended. Statements which were confusing were struck off (for example 'I think my partner is a terrific person' was found

to be misleading). In guidance and counselling scale adopted, there were thirteen items but three statements were added to capture if the married individuals had problems and one on how guidance and counselling helped in addressing relationship issues and another on adjustment issues. This process helped in resolving issues related to measurement development such as representativeness of the items for the particular constructs, clarity of questions, questionnaire format, clarity of instructions, and specificity of items (Rubin, & Rubin, 2005). Interview questions were also piloted to test if explanation of questions was understood and to test comprehension of particular questions and to establish whether the answers given were the ones of interest. Corrections were then made to the questions (e. g. it was noted that the phrase ‘on the go’ was confusing, so it was changed to ‘prefers to be away with friends’).

### **3.6.2 Validity of the Instruments**

According to Hair, Black, Babin, Anderson and Tatham (2007), validity is the degree to which measures accurately represented what they were supposed to. In this study, four types of validity were tested: content validity, face validity, discriminate and construct validity. Duggirala, Rajendran, and Anantharaman (2008) defined content validity as the assessment of the correspondence between the individual items and concept. Content validity was ascertained through operationalisation of study variables and using standardised scales. The researcher also discussed the instruments with supervisors, colleagues and academic researchers with expertise in marital satisfaction to ensure content and face validity. In this study, construct validity was ascertained through intensive review of the literature and a comparison made with prior validated studies that have used related constructs with a specific focus on the measurement items used and by performing the Average Variance Extracted (AVE) and Construct Reliability (CR).



Selim (2003) observed that the square root of the AVE on each construct needs to be greater than the correlation values between a construct and all the other constructs in the data under investigation. The square root of the AVE appears in bold, as shown in Table 2. The values not in bold represent the correlation values between the constructs. Discriminant validity was conducted using standardised z scores mean whereby all the items on the constructs are constrained to a mean of zero, and a standard deviation of one ( $m=0$ ;  $sd=1$ ). A model with good discriminant validity should have a square root of AVE being greater than 0.50 as recommended by Fornell and Larcker (1981) and Hair, Black, Babin, and Anderson (2014) while Farrell (2010) suggests that lack of discriminant validity put researchers into a dilemma of confidently confirming if their hypothesised findings on the structural paths are real or due to statistical discrepancies. Thus, the constructs in the current study were found to pass the reliability test, the factor analysis, the model fit indices, and the discriminant validity test which led to the investigation of the parameter estimates of the hypotheses.

**Table 2: Validity Test**

	<b>AVE ≥ 0.50</b>	<b>CR ≥ 0.70</b>	<b>Guidance &amp; Counselling</b>	<b>Marital Relationship</b>	<b>Marital Adjustment</b>	<b>Marital Intimacy</b>
Guidance & Counselling	0.560	0.833	<b>0.748</b>			
Marital Relationship	0.513	0.838	0.244	<b>0.716</b>		
Marital Adjustment	0.521	0.684	0.125	0.309	<b>0.722</b>	
Marital Intimacy	0.531	0.694	-0.183	-0.425	-0.371	<b>0.720</b>

Notes: AVE = Average Variance Extracted  $\rho_{vc} > .5$ , CR = Jöreskog  $\rho > .7$  Construct Reliability

### 3.6.3 Reliability of the Instruments

Reliability is yielding the same or compatible results in different studies or statistical trials (Creswell 2012). This study employed three types of reliability: Test-Retest reliability, Cronbach's Alpha and Factor Analysis. Kirk and Miller (1986) identified three types of reliability in quantitative research, first is the degree to which a measurement, given

repeatedly, yields the same results, secondly, the similarity of measurement within a given time period and thirdly the stability of the instrument. This study employed the test-retest reliability to determine whether the scores would be stable over time. After two weeks, the same test was re-administered to the same group, and the reliability coefficient of  $r = 0.859$  for marriage and family counselling scale and  $0.756$  for marital satisfaction scale were found giving evidence of consistency.

Internal consistency among items within scales of the instrument used was calculated using Cronbach's alpha for subscale scores. In the current study, four constructs were investigated. Marriage and family counselling was measured using 16 items, marital relationships had 6 items, and marital adjustments had 16 items, while marital intimacy had 23 items. These items were coded for the purposes of easier identification, that is, Marriage and family counselling (GC), Marital Relationships (MR), Marital Adjustments (MA), and Marital Intimacy (MI). However, these items were not measured using the same Likert scale. Marriage and family counselling, marital intimacy and marital relationship were measured using a 5-point Likert scale. However, the marital adjustment was measured using different Likert scales, that is, 7-point Likert scale, 6-point Likert scale, 4-point Likert scale, 3-point Likert scale and 2-point Likert scale. Thus, the items of the four constructs could not be compared in their current state because of the different scales that were used to investigate them. Standardised z scores for all the items were determined in order to normalise the data and make them viable for any statistical comparison. According to Nunnally (1978), the minimum Cronbach's alpha value should be 0.70. Marriage and family counselling had initial 16 items, and upon running their reliability test, the Cronbach's alpha value obtained was 0.607. Any item which had the corrected item-total correlation less than 0.40 was deleted from the construct. This meant that 11 items were deleted from the construct Marriage and family

counselling and the resulting final Cronbach's alpha became 0.768 (see Table 3). The items were deleted to improve the internal consistency of the variable scales.

**Table 3: Guidance & Counselling Reliability Testing**

Marriage and family counselling Full Item-Total Statistics (16 Items Cronbach's Alpha = 0.607)			
Items	SVD	CTC	CAD
Zscore (GC11)	37.128	-0.079	0.639
Zscore (GC12)	36.053	0.009	0.626
Zscore (GC13)	33.212	0.256	0.588
Zscore (GC14)	33.301	0.248	0.589
Zscore (GC15)	32.267	0.343	0.573
Zscore (GC16)	31.888	0.379	0.567
Zscore (GC17)	33.48	0.232	0.591
Zscore (GC18)	31.643	0.402	0.564
Zscore (GC19)	31.731	0.393	0.565
Zscore (GC20)	29.728	0.59	0.531
Zscore (GC21)	30.977	0.466	0.553
Zscore (GC22)	32.341	0.336	0.574
Zscore (GC23)	36.856	-0.057	0.635
Zscore (GC24)	34.506	0.141	0.606
Zscore (GC25)	37.372	-0.099	0.641
Zscore (GC26)	33.805	0.203	0.596

Marriage and family counselling Final Item-Total Statistics (5 Items Cronbach's Alpha = 0.768)

Items	SVD	CTC	CAD
Zscore (GC16)	9.439	0.413	0.768
Zscore (GC18)	8.529	0.59	0.708
Zscore (GC19)	8.475	0.601	0.704
Zscore (GC20)	8.469	0.602	0.704
Zscore (GC21)	9.013	0.493	0.742

Notes: SVD = Scale Variance if Item Deleted, CTC = Corrected Item-Total Correlation, CAD = Cronbach's Alpha if Item Deleted.

Regarding Marital Relationships, the initial Cronbach's alpha value was 0.615.

However, one item Zscore (MR32) had the corrected item-total correlation less than 0.40, and thus it was deleted from the final construct. The final Cronbach's alpha value became 0.794 (see Table 4).

**Table 4: Relationship Reliability Testing**

Marital Relationships Full Item-Total Statistics (6 Items Cronbach's Alpha = 0.615)			
Items	SVD	CTC	CAD

Zscore (MR27)	8.000	0.585	0.469
Zscore (MR28)	8.746	0.434	0.535
Zscore (MR29)	8.654	0.451	0.528
Zscore (MR30)	7.991	0.587	0.468
Zscore (MR31)	8.155	0.552	0.484
Zscore (MR32)	13.693	-0.322	0.794
Marital Relationships Final Item-Total Statistics (5 Items Cronbach's Alpha = 0.794)			
Items	SVD	CTC	CAD
Zscore (MR27)	9.057	0.604	0.744
Zscore (MR28)	9.610	0.497	0.778
Zscore (MR29)	9.483	0.521	0.771
Zscore (MR30)	9.015	0.612	0.742
Zscore (MR31)	8.914	0.633	0.735

Notes: SVD = Scale Variance if Item Deleted, CTC = Corrected Item-Total Correlation, CAD = Cronbach's Alpha if Item Deleted.

Marital Adjustment was measured using 16 items. However, its Cronbach's alpha value was 0.540 because 11 of its items had their corrected item-total correlation values as less than 0.40. These items were deleted, and the final construct was left with only five items whose Cronbach's alpha increased to 0.689 (see Table 5). It was noted that the Cronbach's alpha value was slightly less than the recommended minimum value of 0.70, and thus it was retained.

**Table 5: Adjustments Reliability Testing**

Marital Adjustments Full Item-Total Statistics (16 Items Cronbach's Alpha = 0.540)			
Items	SVD	CTC	CAD
Zscore (MA34)	26.043	0.526	0.454
Zscore (MA35)	28.984	0.225	0.517
Zscore (MA36)	31.054	0.032	0.554
Zscore (MA37)	31.564	-0.014	0.562
Zscore (MA38)	27.599	0.362	0.489
Zscore (MA39)	26.775	0.448	0.471
Zscore (MA40)	27.090	0.415	0.478
Zscore (MA41)	28.715	0.251	0.512
Zscore (MA42)	28.673	0.255	0.511
Zscore (MA43)	31.071	0.030	0.554
Zscore (MA44)	31.696	-0.026	0.564
Zscore (MA45)	32.521	-0.098	0.577
Zscore (MA46)	33.258	-0.161	0.588
Zscore (MA47)	29.030	0.221	0.518
Zscore (MA48)	28.409	0.281	0.506
Zscore (MA49)	27.214	0.402	0.481
Marital Adjustments Final Item-Total Statistics (5 Items Cronbach's Alpha = 0.689)			
Items	SVD	CTC	CAD
Zscore (MA34)	7.651	0.449	0.636
Zscore (MA38)	8.259	0.326	0.688
Zscore (MA39)	7.076	0.575	0.580
Zscore (MA40)	7.429	0.496	0.615
Zscore (MA49)	7.987	0.380	0.666

Notes: SVD = Scale Variance if Item Deleted, CTC = Corrected Item-Total Correlation, CAD = Cronbach's Alpha if Item Deleted.

Marital Intimacy was measured using 23 items, and their overall Cronbach's alpha value was 0.402. This led to the deletion of 12 items because their values on the corrected item-total correlation were less than 0.40, and the final Cronbach's alpha became 0.745.

**Table 6: Intimacy Reliability Testing**

Marital Intimacy Full Item-Total Statistics (23 Items Cronbach's Alpha = 0.402)			
Items	SVD	CTC	CAD
Zscore (MI50)	39.646	-0.260	0.466
Zscore (MI51)	32.405	0.348	0.336
Zscore (MI52)	33.756	0.225	0.365
Zscore (MI53)	32.624	0.328	0.341
Zscore (MI54)	32.375	0.351	0.336
Zscore (MI55)	34.235	0.182	0.374
Zscore (MI56)	36.834	-0.038	0.422
Zscore (MI57)	33.919	0.210	0.368
Zscore (MI58)	35.369	0.084	0.396
Zscore (MI59)	35.618	0.063	0.401
Zscore (MI60)	37.580	-0.099	0.434
Zscore (MI61)	36.727	-0.029	0.420
Zscore (MI62)	35.610	0.064	0.400
Zscore (MI63)	38.029	-0.134	0.442
Zscore (MI64)	32.799	0.312	0.345
Zscore (MI65)	34.180	0.187	0.373
Zscore (MI66)	35.692	0.057	0.402
Zscore (MI67)	35.065	0.110	0.390
Zscore (MI68)	36.090	0.023	0.409
Zscore (MI69)	36.930	-0.046	0.424
Zscore (MI70)	34.001	0.203	0.370
Zscore (MI71)	35.487	0.074	0.398
Zscore (MI72)	32.802	0.311	0.345
Marital Intimacy Final Item-Total Statistics (5 Items Cronbach's Alpha = 0.745)			
Items	SVD	CTC	CAD
Zscore (MI51)	8.563	0.482	0.711
Zscore (MI53)	7.904	0.619	0.659
Zscore (MI54)	8.336	0.528	0.694
Zscore (MI64)	9.294	0.343	0.759
Zscore (MI72)	8.05	0.587	0.671

Notes: SVD = Scale Variance if Item Deleted, CTC = Corrected Item-Total Correlation, CAD = Cronbach's Alpha if Item Deleted.

Therefore, all the constructs ended up with five items each, that is, Marriage and family counselling (Zscore GC 16, Zscore GC 18, Zscore GC 19, Zscore GC 20 and Zscore GC 21), Marital Relationships (Zscore MR27, Zscore MR28, Zscore MR 29, MR 30, and Zscore MR31), Marital Adjustments (Zscore MA34, Zscore 38, Zscore 39,

Zscore 40 and Zscore 49), and Marital Intimacy (Zscore MI51, Zscore MI53, Zscore MI54, Zscore MI64, and Zscore MI72). It is also worth noting that the Cronbach's alpha for the four items was good, that is, Marriage and family counselling (0.768), Marital Relationship (0.794), Marital Adjustment (0.689), and Marital Intimacy (0.745). However, because Marital Adjustment had a Cronbach's alpha value less than 0.70, an in-depth analysis of the items was recommended in order to delete the item(s) with very low factor loading. This was achieved by performing factor analysis to identify the structure of effect among items. Factor analysis is applied in probing for constructs from a group of variables (Kline, 2014). In the present study, factor analysis was applied to analyse construct scale items and the scale constructs validity (Comrey & Lee, 2013).

Factor analysis was performed using principal component analysis in SPSS version 25. Factor analysis was meant to extract only items which had factor loadings greater than 0.40. Factor loadings with at least factor loadings higher than 0.40 would ensure that the standardised factor loadings on each construct would be greater or equal to the minimum recommended value of 0.70. Therefore, for the purposes of developing the predictive model, the train dataset was used. The principal component analysis was performed by suppressing small coefficients which had absolute values less than 0.50. All the 20 items which had passed the initial Cronbach's alpha reliability test were subjected to factor analysis. The findings of the first communalities extraction identified items which had factor loadings of less than 0.50, that is, Zscore GC16, Zscore MA34, Zscore MA38 and Zscore MA49 (see Table 7) which were deleted in the second extraction process. In Table 7, the final extraction shows that all the 14 items that were retained in the final predictive model had factor loadings greater than 0.50.

**Table 7: Extraction 1 using principal component analysis**

Communalities Standardised Items	Initial	Extraction
Zscore (GC16)	1	0.430
Zscore (GC18)	1	0.605
Zscore (GC19)	1	0.611
Zscore (GC20)	1	0.656
Zscore (GC21)	1	0.535
Zscore (MR27)	1	0.655
Zscore (MR28)	1	0.662
Zscore (MR29)	1	0.548
Zscore (MR30)	1	0.642
Zscore (MR31)	1	0.607
Zscore (MA34)	1	0.469
Zscore (MA38)	1	0.404
Zscore (MA39)	1	0.701
Zscore (MA40)	1	0.551
Zscore (MA49)	1	0.499
Zscore (MI51)	1	0.519
Zscore (MI53)	1	0.675
Zscore (MI54)	1	0.600
Zscore (MI64)	1	0.667
Zscore (MI72)	1	0.602

Extraction Method: Principal Component Analysis.

Principal Components Analysis (PCA) was the method of choice for extraction of the unrotated factors. The extraction used values of extraction with Eigenvalues greater than one, while also applying Varimax rotation.



**Table 8: Extraction 2 using Principal Component Analysis**

Communalities Standardised Items	Initial	Extraction
Zscore (GC18)	1	0.608
Zscore (GC19)	1	0.582
Zscore (GC20)	1	0.673
Zscore (GC21)	1	0.593
Zscore (MR27)	1	0.590
Zscore (MR28)	1	0.577
Zscore (MR29)	1	0.539
Zscore (MR30)	1	0.611
Zscore (MR31)	1	0.616
Zscore (MA39)	1	0.707
Zscore (MA40)	1	0.720
Zscore (MI53)	1	0.722
Zscore (MI54)	1	0.684
Zscore (MI72)	1	0.589

Extraction Method: Principal Component Analysis.

The principal component analysis requires that Kaiser-Meyer-Olkin Measure of Sampling Adequacy (MSA) be greater than 0.50 for each individual variable as well as the set of variables (see Table 8). The Kaiser-Meyer-Olkin (KMO) varies from 0 to 1.0, and KMO overall should be 0.60 or higher to proceed with factor analysis. If it is not exceeding 0.60, then the indicator variables with the lowest individual KMO statistic values were dropped until KMO overall rose above 0.60. Nassiumu (2014) proposed that there are threats to factor loading whose alpha is below  $KMO=0.50$ . This study employed greater than 0.05 for improvement of reliability of results. Equally, principal component analysis required that the probability associated with Bartlett's Test of Sphericity be less than the level of significance, which is 0.05 in the study. Thus, the probability associated with the Bartlett test was  $< 0.001$ , which satisfied this requirement as shown in Table 9.

**Table 9: The Kaiser-Meyer-Olkin and Bartlett's test of sphericity**

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.775
Bartlett's Test of Sphericity	Approx. Chi-Square	1517.413
	df	91
	p	0.001

This KMO value of 0.775 was good as it surpassed the cut-off value of 0.6 (Kaiser, 1974). Further, Bartlett's Test of Sphericity was significant ( $p < 0.05$ ), implying that the sampled data was suitable for factor analysis. The standardised factor loadings that were extracted using the principal component analysis are shown in Table 10. The construct Marriage and family counselling ended up with four items which were extracted on the second component, Marital Relationships five items (5) which were extracted in the first component, Marital Adjustments two items which were extracted after the fourth component, and Marital Intimacy three items which were extracted after the third component.

**Table 10: Principal Component Analysis using the train data (N =174)**

Rotated Component Matrix (a)	Component			
	1	2	3	4
Zscore (GC18)		0.770		
Zscore (GC19)		0.755		
Zscore (GC20)		0.796		
Zscore (GC21)		0.720		
Zscore (MR27)	0.683			
Zscore (MR28)	0.750			
Zscore (MR29)	0.680			
Zscore (MR30)	0.681			
Zscore (MR31)	0.765			
Zscore (MA39)				0.831
Zscore (MA40)				0.805
Zscore (MI53)			0.823	
Zscore (MI54)			0.824	
Zscore (MI72)			0.583	

Notes: Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser

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Normalisation. (a) Rotation converged in 5 iterations.

### **3.7 Data Collection Procedures**

In this study, questionnaires and interviews were used for data collection. Trained research assistants (university students undertaking masters in psychology and /or counselling) were used to collect data. The research assistants were taken through a two-day training to make them understand the purpose of the research and what were they expected to do. The questionnaires were distributed by the researcher and two research assistants to the respondents and collected after two days. The completed questionnaires helped to obtain facts and opinions about the marital relationship; challenges faced; attitudes and the role of Marriage and family counselling in addressing those challenges. Interview schedules were conducted by the researcher on a one to one basis.

The researcher sought an introductory letter from Kabarak University for use in applying for a research permit from the National Commission for Science, Technology and Innovation (NACOSTI). Once permission was granted, the letter was then presented to the County Commissioner, County Director of Education and head of institutions of the sampled places. Respondents were informed of data collection, and a letter introducing the research and the researcher was presented. Questionnaires were administered to the career individuals on a voluntary and anonymous basis. The respondents were given time to complete answering the items of the instrument and on completion were picked by the research assistants.

### **3.9 Data Analysis**

Descriptive and inferential statistics were used to analyse data. The completed questionnaires were analysed for consistency and then coded. The coded questionnaires were entered into the Statistical Package for Social Sciences (SPSS) version 21.0 for analysis, in order to generate data to answer the research questions. Before the data

collected from the study was analysed, certain checks for the legitimacy of the data were conducted, and the researcher had to take this into consideration so that if incorrect data was entered on the excel spreadsheet was removed. Trochim (2000) has stated that immediately after receiving the collected data the researcher must screen it for accuracy. This was done to enable the researcher to identify any errors the sample might have. Descriptive statistics used were to summarise data into Mean, Mode and Standard Deviation while Inferential Statistics were to present relationships.

Underlying the multivariate analysis and statistical tests was the assumption that all variables in the study were normally distributed. Statistical assumptions of normality were checked to ensure that all variables in the study were normally distributed. This was carried out using both graphical and numerical approaches (Park, 2008). First, a graphical inspection of the normal q-q plots, which is a plot of percentiles of a standard normal distribution against corresponding percentiles of the observed data of a variable (Brenda, 2011) was undertaken. A resulting plot roughly following a straight line with a slope that was positively approximated a normal distribution. Deviations indicated possible departures from normality. This was followed by an assessment of the degree of skewness and kurtosis. Skewness and kurtosis critical ratios (z scores) for each scale variable was computed. Absolute Z-score values greater than 1.96 at  $P < 0.05$  were significant (Ghasemi, & Zahediasl (2012) and indicated a substantial departure from normality and were therefore considered non-normal. Non-normal variables were transformed using both square root and logarithmic functions. Normality was further reassessed by an inspection of the normal q-q plots and subsequently inspecting the degree of skewness and kurtosis of the transformed variable to determine whether there was an improvement.

Inferential data analysis utilised the simple Pearson Correlational Coefficient to provide better estimates of the correlational relationships. Test of correlation assumptions done includes: first, ensuring that all the variables were on a continuous scale. All the five variables (marriage and family counselling, marital relationship, marital intimacy and marital adjustments) were collected on a Likert scale that assumes a continuous measurement scale. According to Mukaka (2012), the strength of relationship can be anywhere between  $-1$  and  $+1$ . The stronger the correlation, the closer the correlation coefficient comes to  $\pm 1$ . If the coefficient is a positive number, the variables are directly related (i.e., as the value of one variable goes up, the value of the other also tends to do so). If, on the other hand, the coefficient is a negative number, the variables are inversely related (i.e., as the value of one variable goes up, the value of the other tends to go down). A correlation coefficient of zero indicates that no linear relationship exists between two continuous variables, and a correlation coefficient of  $-1$  or  $+1$  indicates a perfect linear relationship.

Secondly, the respondents in the study must have responded to all five variables. Each respondent in the study has value for all the five variables, and lastly, extreme values in the variables were avoided, for instance, a value that was greater than 1.5 times in the interquartile range was considered outliers. Box plot was used to identify the outliers. In this study, from the analysis, four outliers were found in marital relationship variable, and five outliers were identified in the marital intimacy scores. They were subsequently removed from further analysis (see Appendix 5). Lastly, tests of linearity and homoscedasticity were conducted. For linearity, a “straight line” relationship between the variable was formed. Homoscedasticity refers to the distance between the points to that straight line. The shape of the scatter plot should be tube-like in shape. If the shape is cone-like, then homoscedasticity would not be met

### **3.9.1 Interpreting Test of Statistics and Significance**

The study contends that the p-value is of overall significance. In this study, whenever p-value was less than 0.05, the null hypothesis was rejected. The results of the analysis, which was carried out using both descriptive and inferential statistics, are presented according to the research objectives. All hypotheses tests were performed at a significance level of 0.05. To accept or reject the Null Hypothesis was based on the value of the probability of significance (p-value) and the calculated test statistics. The Null Hypothesis was accepted if  $p \geq 0.05$ , and it was rejected if  $p < 0.05$ .

### **3.9.2 Qualitative Data Analysis**

Responses to qualitative questions were analysed using a thematic analysis approach as suggested by Braun and Clarke (2006) in order to identify, analyse and report patterns or “themes” within the data. Fully structured interviews were used because response variety was constrained. After all interviews were transcribed and coded; the verbatim transcripts were matched with the audio record to safeguard accuracy. After the recorded interviews were accurately transcribed, data analysis began with the task of reading and re-reading the verbatim transcripts in order to identify the “emerging themes as generative guides for writing the research study” (Van Manen, 1998) as well as ensure that all themes were captured. Then emerging themes were identified from what respondents said and were analysed. Recurring themes that emerged through the process mirrored the shared views and perceptions among participants of the phenomena under study.

### **3.10 Ethical Considerations**

The research was conducted within the ethical guidelines outlined by the British Psychological Society. The ethical considerations under this research included informed consent, confidentiality and anonymity of respondents. More specifically, informed consent was obtained prior to the interview; the participants were made aware of their right not to answer questions or to terminate the interview at any time. The researcher or trained assistants explained the purpose of the study to participants in order to make informed decisions. For the questionnaires, the informants were given a chance to read through, and their rights explained and signed informed consent forms. Confidentiality was assured, and detail was provided on how the research findings would be used. Participants were assured that the information would be solely used for the purpose of the study. To ensure anonymity, the couples were not required to write their names on the questionnaires. Only the couples who signed informed consent form were eligible to participate in the study.

## **CHAPTER FOUR**

### **DATA ANALYSIS, PRESENTATION AND DISCUSSION**

#### **4.1 Introduction**

This chapter presents research findings, interpretation of data, and discussion. The findings of the study enhance understanding of career families and the challenges they face as they balance between work and family and the role of marriage and family counselling in promoting marital satisfaction. The chapter provides the analysis of data, presentation and a discussion of findings in the order of the given objectives, which is followed by the testing of hypotheses. Also, verbatim responses gathered from career individuals in Kericho County are included to supplement quantitative findings.

The chapter is organised into five subsections as per the objectives of the study. The first subsection is the socio-demographic factors of the respondents. The second subsection presents the role of marriage and family counselling in marital relationship, then the role of marriage and family counselling in marital adjustment is shown and the role of marriage and family counselling on marital intimacy. In addition, the relationship between marriage and family counselling and the different aspects of marital satisfaction was shown and discussed and the testing of hypothesis. Lastly, the role played by selected socio-demographic characteristics as extraneous variables are shown.

#### **4.2 General and Socio-demographic Characteristics of the Sample**

This section gives a summary of the general information and socio-demographic factors of the respondents. This includes gender, age, education level, and annual income, number of children, and years in marriage. Descriptive statistics were used to describe and summarise the data.



#### 4.2.1. General Information

A total of 400 questionnaires were distributed to the participants, and out of this, a total of 360 questionnaires were returned. Out of the collected questionnaires, 2 were not filled fully and therefore were not included in the final analysis. A total of 358 questionnaires were used for data analysis yielding 89.75%. According to Mugenda and Mugenda (2003), a response rate of 50% and above is acceptable.

#### 4.2.2 Socio-demographic Factors of the Respondents

The ages of the respondents were investigated, and the frequencies are presented in Table 11:

**Table 11: Distribution of Respondents by Age**

	<b>Frequency</b>	<b>Per cent (%)</b>
20-29 years	22	6.2
30-39 years	82	22.7
40-49 years	165	46.2
50-59 years	89	24.9
<b>Total</b>	<b>358</b>	<b>100.0</b>

The ages were grouped into five categories with a ten-year range: 20-29 years, 30-39 years, 40-49 years, 50-59 years and 60 years and above. The highest number of participants ranged between 40-49 years (165; 46.2%), followed by 50-59 years (89; 24.9%), while 30-39 years followed with (82; 22.7%) participants.

These findings resonate with a study done by Nabong (2012) in the Philippines where the majority of the respondents fell in the age group between 41–50 years (37.8%); this was followed by 31–40 years (31.4%), and 21-30 years (24.1%). Attaining work and family balance was shown to be transcendent and crossed over all generations. The study established the number of children the respondents had, and the results were presented in Table 12.

**Table 12: Distribution of Respondents by the Number of Children**

	<b>Frequency</b>	<b>Per cent (%)</b>
0-1	77	21.6
2-3	135	37.8
4-5	124	34.5
above 6	22	6.2
<b>Total</b>	<b>358</b>	<b>100.0</b>

The highest percentage of respondents had 2-3 children (135; 37.8%) followed by those who had 4-5 children (124; 34.5%), and then those with 0-1 child at (77; 21.6%) and lastly is the group with more than six children (22; 6.2%). The levels of annual income of the participants were sought, and the findings are summarised in Table 13.

**Table 13: Distribution of Respondents by Annual Income**

	<b>Frequency</b>	<b>Per cent (%)</b>
100000 and below	18	5.0
100001-300000	158	44.0
300001-500000	20	5.6
500001-700000	68	19.0
700001-1000000	33	9.2
above 1000000	61	17.1
<b>Total</b>	<b>358</b>	<b>100.0</b>

The group with the highest participants had an annual income of Kshs 100,000-300,000 (158; 44%), followed by those who earned between Kshs 500,001- 700,000 (68; 19%) and those who earned above Kshs 1,000,000 (61; 17.1%). A higher-income means more resources to spend, and the couple could afford going out together. The group with the least participants was those who earned below Kshs. 100,000. In order to enrich the study further, the level of education of the participants was explored, and summary of the results is presented in Table 14.

**Table 14: Distribution of Respondents by Level of Education**

<b>Frequency</b>	<b>Per cent (%)</b>	
P1certificate	67	18.8
Diploma	79	22.1
Degree	126	35.3
Masters	54	14.8
PhD	32	9.0
<b>Total</b>	<b>358</b>	<b>100.0</b>

The levels of education of the participants ‘ranged from p1 certificate to PhD level. The majority of the respondents had a degree (126; 35.5%). Married people who are educated are broadminded and flexible compared with the uneducated. This could be because they are in a better position to understand each other and are better in problem-solving skills. This was followed by those with a diploma at 79 (22.1%) and then teachers with a P 1 certificate (67; 18.8%). The group with the least percentage of 32(9%) was the PhD holders. The years also in marriage was sought. Research has shown that the number of years in marriage a couple has shared also determined marital satisfaction. The results of its distribution were presented in Table 15.

**Table 15: Distribution of Respondents by Length of Marriage**

	<b>Frequency</b>	<b>Per cent (%)</b>
1-5 years	144	40.3
6-10 years	187	52.1
11-15 years	25	7.0
16-20 years	2	0.6
<b>Total</b>	<b>358</b>	<b>100.0</b>

The participants were requested to indicate the number of years they had been married, and the majority indicated between 6-10 years at 187 (52.1%). This was followed by 1-5years 144(40.3%). These results are related to a study done by Ndlovu (2013) in South Africa where the majority of the participants (53.4%) were married less

than 10 years and 46.6% respondents were married 10 years and above. There was need to also get to know the frequency at which the respondents sought counselling services, and the findings are set in Table 16;

**Table 16: Distribution of Respondents by Frequency of Attending Counseling**

<b>Frequency</b>	<b>Per cent (%)</b>	
Often	122	33.9
Sometimes	160	44.8
Rarely	10	2.8
None	66	18.5
<b>Total</b>	<b>358</b>	<b>100.0</b>

The majority of participants indicated that they sometimes attended counselling services (160, 44.8%). This was followed by those who often attended (122; 33.9%). Those who rarely visited were 10 participants (2.8%). The participants who had never attended were 66 (18.5%). These results indicated that marriage and family counselling services were readily available, and they are used when the need arises. Many of the respondents were aware of the services (90.4%), and those who were not aware were 9.6%. The participants were to indicate who the best person to offer counselling was and the findings were presented in Table 17.

**Table 17: Respondents' Opinion on Best Person to Offer Counseling Services**

	<b>Frequency</b>	<b>Per cent (%)</b>
Priest/Pastor	79	22.2
Professional counsellor	204	57.3
Friend/Colleague	32	8.7
Relative	40	11.2
Herbalist	3	.6
<b>Total</b>	<b>358</b>	<b>100.0</b>

Majority of the participants indicated that a professional counsellor was the best person (204; 57.3%). This was followed by religious leaders (79; 22.2%). Some resorted to being counselled by a relative (40; 11.2%). Some felt that they could find counselling through a friend or colleague (32; 3.4%). A small percentage felt that a herbalist could be used (3, 0.6%).

#### **4.3 Role of Marriage and Family Counseling on Marital Relationship**

Relationships are an important variable in understanding marital performance (Rasuli, 2001). Marital relationship dynamics represents a couple's action in activities of personal, leisure, domestic, conflict, and conversation (Ebrahimi & Janbozorgi, 2008). This study sought to investigate the role of marriage and family counselling on the different aspects of marital relationship. The marital relationship was measured using Relationship Assessment Scale (RAS) adopted from Hendrick (1988). The scale is a 7-item scale designed to measure general relationship satisfaction, and it permits an assessment of general relationship satisfaction. Respondents answered each item using a 5-point scale ranging from 1 (low satisfaction) to 5 (high satisfaction). The descriptive statistics summary is presented in Table 18:

**Table 18: Descriptive Statistics of Different Aspects of Marital Relationship**

<b>Statement</b>	<b>SD</b>	<b>D</b>	<b>UD</b>	<b>A</b>	<b>SA</b>	<b>Mean</b>	<b>Std dev</b>
My partner meet my needs	32 (8.94%)	50 (13.97%)	24 (6.7%)	153 (42.74%)	99 (27.65%)	3.66	1.264
In general, I am satisfied with relationship	15 (4.19%)	35 (9.78%)	43 (12.01%)	153 (42.74%)	112 (31.28%)	3.87	1.090
Our relationship is better compared to most relationships I know	38 (10.61%)	21 (5.87%)	39 (10.89%)	159 (44.41%)	101 (28.21%)	3.74	1.231
I often wish shouldn't have gotten into this relationship	152 (42.46%)	110 (30.73%)	33 (9.22%)	37 (10.34%)	26 (7.26%)	2.09	1.257
My spouse has met my original expectations	23 (6.42%)	36 (10.06%)	81 (22.63%)	152 (42.46%)	66 (18.44%)	3.56	1.098
I truly love my partner	20 (5.59%)	23 (6.42%)	30 (8.38%)	128 (35.75%)	157 (43.85%)	4.06	1.132
Every Relationship has problems	34 (9.5%)	24 (6.7%)	27 (7.54%)	101 (28.21%)	172 (48.04%)	3.99	1.297
			<b>Mean</b>			3.57	1.196

From Table, 18 most items indicate positive outcomes with the mean ranging from 2.09 to 4.06 on a scale of 1 for “strongly disagree” to 5 for “strongly agree”. The statement with the highest mean is ‘I truly love my partner’. This showed that many individuals love their partners and want the best for them although loving a partner may not alone suggest satisfaction. This is followed by the statement that ‘Every relationship has problems’ with a mean of 3.99. This showed that relationships pass through different challenges but how the challenges faced are solved by the individuals concerned makes the difference for they could either build the marital relationship or destroy it. Marriage

and family counselling could provide problem-solving skills that could help partners solve their problems effectively. Maintaining a home and a family can be taxing in addition to the demands of the career that is why the composite score of 3.57 showed that many individuals are struggling to balance between work and family and these struggles may sometimes affect the marital relationship, and that is when intervention could be helpful.

The counselling relationship between the counsellor and counslee could provide a safe environment where the problems faced are explored and dealt with. Guiding and counselling could play a very important role in giving the married career individuals who are dissatisfied with their marital relationship a platform to get clarification on processes and their experiences in lives. Dissatisfaction does not emerge overnight; it develops over a period of time. As such, it gives them an avenue to ask questions about circumstances in their lives that could be making them dissatisfied without fear since the counsellors are willing to help them to solve such issues. The problems facing married career individuals were captured in the following excerpts:

We rarely get time for each other. I work away from home, and my husband stays with the children. Most of the time we only have weekends together, but there are a variety of roles that need to be accomplished on Saturday as Sunday is a worship day where we go to church and engage in church activities. I travel home on Friday evening, and most of the time I arrive late. On Saturday I do the washing and food preparation for the whole week. We do many of these activities with my children so as to bond with them. My husband is then freed and gets time to go out with friends. Even if he arrives late I don't complain because he stays with the kids the whole week, helping them to do homework and many other things. We have very little time for each other (A 38-year-old lady)

Another participant shared this;

There are so many expectations in my work-place as a teacher. I'm required to be in class early morning and late in the evening for remedial classes. The day is also occupied by normal classes, marking and lesson preparation. This steals time that was to be spent with the family. This greatly affects my relationship with my spouse (a 25-year-old lady).

Career has strained our relationship. When I got this new job which I earned more money, I thought that life was going to be better, but our relationship

has been affected. I am now forced to work even over the weekends and many times I carry work home because I have to meet deadlines. One thing when there is less personnel, and you are expected to do all the work then it becomes a big challenge.

There is too much that needs to be done at the same time. I can't manage my time... (pause) you see am expected to perform family responsibilities, school work and studies. I am also studying during the holiday, and I have assignments to do and complete. Sometimes I do not sleep. Therefore managing all these becomes a challenge and sometimes one of them suffers (A 26-year-old respondent).

There are many challenges as a parent and a worker. Some of these roles require your attention at the same time, and it is very challenging...I remember a time when we were opening school, and I was to go for form one selection and one of my children was not feeling well. I had a very big problem of explaining this to the person concerned so as to be able to send my deputy to represent me. Being a headteacher also demands that you are in school almost throughout the term. This means that I get little time with my husband who also is committed in his career (A 56-year-old female respondent).

Sometimes there is nobody to leave the children with especially the young ones who have not gone to school. Maids are very unreliable nowadays and their father is out working too (A 32-year-old lady respondent).

In the excerpts, it is evident that sometimes too much work can affect the marital relationship. From the first respondent's comments, it can be observed that career takes the majority of time from Monday to Friday. There are also roles that need to be accomplished at home over the weekend, and there is freedom that the husband has to be given to be with friends. All this together leaves very little room for the couple relationship. The second respondent also emphasises that career takes too much time. There was too much work that needed to be accomplished which left very little time for the spousal relationship. This has affected their marital relationships. It emerged that some individuals were not able to spend time with their spouses as they were trying to meet their career expectations and as a result their marital relationship was affected. The role of marriage and family counselling in marital relationship is to help couples adjust and create time for each other, have shared leisure activities which would promote their relationship.



The findings show that there are a lot of demands at work that affect the relationship in that too much work makes couple tired at the end of the day, and so spend less time bonding, and less time for interaction. This denies spouses opportunities to learn and understand each other as well as the fatigue associated with too much work which affects the couple relationship. It emerged that couples have resulted in compromising, accommodating or avoiding conflicts which affect the marital relationship. These findings show that there is conflict between work and family, but married individuals have found ways of coping with these conflicts although some of their ways may not be very healthy. Therefore, it is important for counsellors to psycho educate couples on healthy ways of coping with too much work that promotes marital satisfaction and success. One of the ways could be through spouse support especially that both are career people. Spouse support is important in contributing to the marriage life and satisfaction because they can help each other ease the many expectations that their spouses have. In addition, Rohany and Sakdiah (2010) argued that marriage counsellors could encourage communication and support between husbands and wives. Therefore the role of marriage and family counselling is to teach effective coping skills that help spouses support each other and enhance their marital relationship so as to achieve marital satisfaction.

From the qualitative data, the issues facing married career individuals can be summarised as lack of time, exhaustion, pressure from work, role conflict and too much work. As can be seen career has demands that sometimes conflict with family demands. There are emergencies that can happen in the family that may also affect the job, and as a result both suffer. It is also observed that outside help is very useful but when it lacks it strains the concerned spouse which also affect the career. These sentiments were similar to other studies done, for example Onsy and Amer (2014) found that the most common

conflicts faced by career spouses were time spent together and lack of communication. The following challenges emerged in literature reviewed: first, both work and family roles were shown to be causing stress (Ortega & Hechanova, 2010); secondly, parenting had so much responsibility (Neault & Pickerell, 2005) and sharing household division of labour unequally (Yogev & Brett, 1985) could cause stress among married career individuals and hence need for an intervention (Sultana, Tabassum, & Abdullah, 2014). These situations emphasised the need for married career individuals to be provided with psychological support to enable them to overcome or cope with the challenges noted to achieve marital satisfaction.

The findings revealed that the majority of the respondents was 'In general, satisfied with their marital relationship' 153 (42.74%) and was followed by those who were strongly satisfied with their marital relationship 112 (31.28%). This was followed by those who were undecided 43 (12.01%) and those who disagreed at 35 (9.78%) and finally those who strongly disagreed with the statement 15 (4.19%). This revealed that many people were generally satisfied with their marital relationship and that they strive to meet the needs of their spouses. Although a few may be too busy to meet their spouses' needs or may not understand the needs of their spouses. This is where intervention could help couples to discuss their expectations and needs openly and how best to satisfy those needs.

The respondents were also asked their opinion on whether 'their partner meets their needs'. The majority agreed 153 (42.74%) and was followed by those who strongly agreed with the statement 99 (27.65%). Those who disagreed and felt that their partner did not meet their needs were 50 (13.97%), and those who strongly disagreed were 32 (8.94%). A few respondents were neutral 24 (6.7%). Since marital satisfaction is a subjective analysis of once satisfaction, it is important that married career individuals

feel that their needs are being met. For those whose needs are not being met they can be helped through counselling to evaluate what needs in their relationship are not met and how it can be changed so as to enable the individual to live a more fully satisfying life.

Majority of the respondents strongly agreed with the statement that ‘My spouse has met my original expectations’ with a mean of 3.74. In real-life situations, couples go into marriage with a variety of expectations to be met in the relationship. Once they are in the relationship, some expectations may be met and others may not. A discrepancy between the expectations and the reality may happen that needs to be addressed. Couples need to discuss and openly inform their partners their expectations and what they can do to meet them. When it is done well it can lead to marital satisfaction. Failure to be resolved may lead to couples evaluating their marriages that their expectations have not been met. The role of marriage and family counselling is to help couples identify the differences between what they expected their marriages to be and the reality. They can then be helped to improve their expectations by making them more realistic or lower them with the understanding that no relationship is perfect. By so doing they could achieve satisfaction.

Results also revealed that the majority of the respondents disagreed with the statement that ‘I often wish that had not gotten into the relationship’ with a mean of 2.09. This means a few participants were not satisfied with their marriage, and that is why they regret having entered into the relationship. This meant that many couples are committed to their relationship and hence are satisfied with it despite the many responsibilities. Sternberg (2004) noted that commitment maintains the relationship through hard times and is an important factor in intimate relationships. It is established together with trust in a relationship, and it is needed to promote commitment to and dependence on the relationship. In a study done in Qom City in Iran; Danesh & Hydarian (2006) revealed

that the more the spouses trusted and loved each other, their marriage was happier. So, for marital success to be achieved, marital communication, trust, love, respect and happiness are required. These virtues help spouses to address any issues arising and communication help to foster understanding hence promoting marital satisfaction. Absence of even a single component will affect the quality of the marital relationship (Danessh & Hydarian, 2006).

Generally, the composite score for the different aspects of the marital relationship was 3.57. This is a score that is slightly above the average. It means that marital relationship among married career individuals in Kericho County is slightly above the average. This means that there are issues that need to be addressed in Marriage and family counselling so as to be able to promote marital satisfaction. If the challenges that were identified in qualitative data are addressed then marital relationship levels will increase, and so married individuals will be in a better position to achieve marital satisfaction. Marriage and family counselling should help married career individuals to focus on strengthening couple relationships. This can be done by addressing role conflicts, facilitating wellness and promoting resilience so as to cope with stress, fatigue and role overload. These individuals could be empowered to gain understanding on how they are able to successfully use time so as to create a balance between work and family by clustering activities together and be able to create time for the spouse and for self-care and personal or professional development so as to promote marital satisfaction. Counsellors could help these individuals examine the individual costs of the work-family conflict and help them develop coping strategies that will help them normalise their lives. Respondents were asked whether they sought Marriage and family counselling and used it to address issues they face in their marital relationship and descriptive statistics are presented in Table 19.

**Table 19: Descriptive Statistics on Married Individuals Seeking Marriage and family counselling Services**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
I seek counselling services when faced with career or/and family conflict	124 (34.6%)	144 (40.2%)	50 (14%)	28 (7.8%)	12 (3.4%)	3.95	1.049
The cost of seeking counselling services is too high for me	148 (41.3%)	151 (42.2%)	36 (10.1%)	13 (3.6%)	10 (2.8%)	4.16	.943
I often attend Marriage and family counselling seminar/ workshop/	225 (62.8%)	70 (19.6%)	20 (5.6%)	27 (7.5%)	16 (4.5%)	4.29	1.144
Marriage and family counselling has helped me to balance the demands of work and	163 (45.5%)	166 (46.4%)	14 (3.9%)	3 (0.8%)	12 (3.4%)	4.30	.862
Marriage and family counselling seminars/sessions/workshop has helped us achieve marital	197 (55%)	103 (28.8%)	18 (5%)	30 (8.4%)	10 (2.8%)	4.25	1.062
						<b>4.18</b>	<b>1.012</b>

The majority of the participants agreed that marriage and family counselling had helped them to balance family and career with a mean of 4.30 and followed by the statement that they “often attended guidance seminars, workshops or sessions” with a mean of 4.25. This meant that despite so many challenges, married career individuals face marriage and family counselling has played an essential role in helping them to balance the many roles.

The findings reveal that married career individuals are aware of the importance of counselling services to their marriages and lives and seek them. In addition, there are organisations that have embraced marriage and family counselling services and are supportive of their employees. Marriage and family counselling could help spouses solve conflicts arising from balancing between work and family by developing an exercise program that prioritises the different roles they have for a week, which anticipates and

accommodates the demands of the many roles. The role of the counsellor, in this case, is to look at the issues relating to career and relationship, how it affects the career individuals and facilitates change. They also help come to terms with their situation, help them identify ways and means of coping more effectively and resourcefully so as to achieve satisfaction (Mbunga, 2010). In addition, Marriage and family counselling could help these couples to gain an understanding of the conflict arising from the different roles and expectations and how to develop a 'work-family' balance which could create time to relax and also be together despite the challenges faced and hence attain marital satisfaction. As one respondent had this to say:

'I had reached a dead-end and everything was in a mess. I thought I would not live another day when my friend suggested that I see a counsellor. I went without objection. It was the beginning of a reflection about my life. There was so much I carried, but in counselling I learnt so many things and my life changed'. I can even decide that since am tired I can sleep from eight to six for one week and forget all the responsibilities (a 48-year-old lady).

From the excerpt, the respondent was helped through counselling. Counselling created awareness on the individual, and the 'reflection' made the client explore the strengths and weaknesses and maybe the best way forward. Counselling helps couples to recognise and resolve conflicts which could arise as a result of too much responsibility arising from careers, family and improve their relationships. Through marriage and family counselling, couples can make thoughtful decisions about rebuilding and strengthening their relationship.

From the findings, it is evident that marriage and family counselling plays an important role in the lives of married career individuals. Marriage and family counselling could play a role in empowering them to fully utilise their potential and at the same time build strong marital relationships that can withstand pressure. They could be empowered through skills such as problem-solving, decision-making abilities, assertiveness and

effective communication. According to Strong (2003), counselling involves talk, that is, between the counsellor and the client, through the talk the individuals could be helped to gain new meaning and insight into their situations which would bring about meaningful change.

The first objective of the study was to explore the role of marriage and family counselling on the marital relationship. The hypothesis tested was that there was no significant role of marriage and family counselling on the marital relationship. A Pearson Correlation was used to test the hypothesis, and Table 20 presents the findings.

**Table 20: Pearson Correlation for Role of Guidance & Counselling on Marital Relationship**

		Marriage and family counselling
Marital Relationship	Pearson Correlation	.302**
	Sig. (2-tailed)	.000

Results from Table 20 reveal that marriage and family counselling plays a significant role in marital relationship ( $r=0.302^{**}$ ,  $p = 0.000$   $p < 0.05$ ). This implies that marriage and family counselling could be used to help married career individuals address marital relationship issues. It means that it can be used to promote marital satisfaction in terms of closeness, bonding and understanding each other. Through guiding and counselling, such couples are in a position to devise diverse ways of bonding together as well as listening skills which also play a hand in dealing with the regular hurdles that affect them and their lives in careers and marital relationship. Counselling could be sought by couples to strengthen their partnership and gain a better understanding of each other. It could also be used to address dissatisfaction issues by providing a platform to openly discuss and clarify issues.

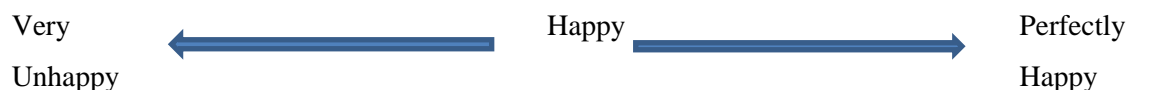
A marriage and family counselling program could be developed with an aim to provide an educational experience for married career individuals that would enable them

to increase their communication and problem-solving skills, listening skills and associated with effective marital functioning and the prevention of future marital distress. The program could teach and enhance the level of marital commitment, help couples change the negative attributions they have into positive, promote positive solving of problems by making appropriate adjustment and constructive communication. If all these skills are learned by couples and practised out of counseling then it would lead them to a happy and satisfying marriage. Lastly, couples could be taught the role played by trust and commitment to the marital relationship in promoting marital satisfaction.

#### 4.4 Role of Marriage and Family Counselling on Marital Adjustment

Partners who adjust to each other in their relationship agree in significant issues and are eased in their relationship roles and overcome challenges that come their way, hence their relationship is considered satisfying. This study sought to explore the role of marriage and family counselling on different aspects of marital adjustment and marital satisfaction. To begin with, was an assessment of the level of marital adjustment of married career individuals. The respondents were requested to indicate their level of happiness in how they have adjusted to their different responsibilities ranging from ‘very unhappy’ to ‘perfectly happy’ and Table 21 presented the findings:

**Table 21: Descriptive Statistics on Level of Marital Adjustment**



9 (2.51%)	13 (3.63%)	24 (6.7%)	172 (48.04%)	47 (13.13%)	33 (9.22%)	60 (16.76%)
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The majority of the respondents indicated that they were happy with their marital adjustment 172 (48.04%). 60 (16.76%) were perfectly happy, while 24 (6.7%) were unhappy, and a small per cent of 9(2.51%) per cent were very unhappy with their adjustment. It emerged that the majority of the respondents have adjusted well to their different responsibilities (64.8%). Married individuals need to make adjustment in many areas of their lives, for instance in work roles, social relationships, and sexual intimacy and even psychologically with the knowledge that they are couples and not singles. Findings showed that although the majority was happy, there was need to help those who were not happy to also be. This means that despite the numerous stressors married career individuals have strengths upon which to draw, for example, the intellectual companionship, mutual empathy greater financial resources etc. and this could be used positively to promote their relationships.

Next was an exploration of satisfaction on different aspects of marital adjustment, and descriptive statistics are summarised and presented in Table 22.

**Table 22: Descriptive Statistics on Different Aspects of Marital Adjustment**

Statement	FAA	AAA	OD	FD	AAD	AD	Mean	Std. Dev	
Handling Family Finances	122 (34.08%)	124 (34.64%)	76 (21.23%)	18 (5.03%)	12 (3.35%)	6 (1.68%)	4.86	1.144	
Matters of Recreation	78 (21.79%)	139 (38.83%)	81 (22.63%)	45 (12.57%)	6 (1.68%)	9 (2.51%)	4.59	1.155	
Demonstration of Affection	98 (27.37%)	128 (35.75%)	56 (15.64%)	48 (13.41%)	15 (4.19%)	13 (3.63%)	4.58	1.323	
Friends	86 (24.02%)	144 (40.22%)	78 (21.79%)	18 (5.03%)	18 (5.03%)	14 (3.91%)	4.61	1.262	
Sex Relations	141 (39.39%)	125 (34.92%)	56 (15.64%)	27 (7.54%)	6 (1.68%)	3 (0.84%)	5.00	1.068	
Conventionality (right, good, or proper conduct)	138 (38.55%)	111 (31.01%)	82 (22.91%)	18 (5.03%)	6 (1.68%)	3 (0.84%)	4.97	1.050	
Philosophy of Life	109 (30.45%)	168 (46.93%)	66 (18.44%)	6 (1.68%)	6 (1.68%)	3 (0.84%)	5.00	.918	
Ways of dealing with in-laws	89 (24.86%)	116 (32.4%)	91 (25.42%)	15 (4.19%)	35 (9.78%)	12 (3.35%)	4.48	1.351	
							Mean	4.76	1.159

The statement with the highest mean is in time spent with ‘friends’ (4.61) which is closely followed by ‘matters of recreation or time spent in leisure activities’ with a mean of 4.59. Spouses have to adjust their time and responsibilities so as to be able to spend time with friends and time together. Time spent with friends gives couples freedom to be independent and enjoy their life and also helps to strengthen their identity as a couple and make them feel connected to the world. The best thing is when the partner becomes part of the friendship network. Although married career individuals may not get a lot of time to be with friends, it is well to create a little time and spend with friends. A few friends may be kept and could be found in workplaces where any free time like lunch breaks could be used to catch up with them. Counsellors could help

career people to identify and share work-related friends and activities. Work friends are used to develop a social network for the couple, and each becomes involved in the other's professional activities which promote marital satisfaction.

Although married individuals in the career have a lot of work, they need to adjust so as to have time for each other. Literature suggests that couples who spend more time together are expected to report higher levels of marital satisfaction. Anderson (2012) study revealed that time spent together had a strong relationship with marital satisfaction. Partners who do things together become more closely connected and come to enjoy each other's company and are able to adjust to each other. That is because shared experiences give them something in common and that helps make them feel good about each other. Since the majority of the respondents agreed that they spent more time together, could explain why many of them reported being satisfied with their marriages. Those who enjoy spending time together and can confide in each other usually maintain a close and giving relationship as they age. The role of marriage and family counselling, therefore, is to facilitate growth and positive adjustment which enables the individuals to deal effectively with the demands of career and family. It can also be used to strengthen the couple relationship by encouraging couples to spend quality time together. For joint activities to be beneficial, they have to lead partners to interact with each other in a positive way. One respondent had to say this about spending time together:

It is important for couples to realise that they should create time for each other. The challenges that couples face as they balance career and family are many, and they affect the marital relationship (A 28-year-old female).

From the excerpt, it shows that the amount of time spent together does not really matter, but it is more about how that time is used. Respondents were also asked to give their opinion on the times they demonstrated affection. 'Demonstration of affection' had a mean of 4.58. Sharing affection includes demonstration of affection (physical closeness

and/or sexual activity), cognitive and instrumental interdependence. For married individuals demonstration of affection should be a continuous process. They need to adjust on what makes the other happy and how this could be demonstrated, for example if a wife feels appreciated through sharing household activities then the partner should do it to enhance marital satisfaction. Counselling could also explore cultural and other factors that could be contributing to lack of affection and help them address them and address it to the affected couples.

In sex relations, the statement related to their sexual affection with the spouse had a mean of 4.00. Sexual intimacy involves the expression of thoughts, feelings, and desires that have sexual nature and are planned to arouse sexual stimulation and sexual satisfaction. Adjustment needs to be made on the time and frequency of sexual relations by married career individuals. This is because spouses have different needs and expectations about sexual relations. Each spouse needs to understand the other and make adjustment accordingly. Previous research has suggested that both sexual and non-sexual constructs can play a significant role in an individual's sexual satisfaction. An abundance of past research has indicated that frequency of intercourse, as well as frequency of orgasm, is positively associated with sexual satisfaction (for example, Barrientos & Paez, 2006). Moreover, Santilla, Wager, Witting, Harlaa, Jern Johanson and Sandnabba (2008) indicated that specific sexual behaviours could impact one's sexual satisfaction.

Marriage and family counselling could increase sexual intimacy by presenting sex education to couples (Shakarami, Davarniya, Zaharakar, & Gohari, 2014). Education and counselling in sexual dimension cause the couples to get enough awareness in this field and take effective steps to deal with their sexual problems and promote sexual intimacy (Zand, Abadi, & Soudani, 2013). According to (Shakarami, Davarniya,

Zahrakar, & Gohari (2014), sex education increases sexual intimacy. In sex education, participants become familiar with physiology and sexual behaviour and also receive education on topics such as modifying the myths about sexual matters, shaping the sexual intimacy and appropriate sexual techniques, and getting familiar with some of the most common sexual disorders (Shakarami et al., 2014).

In matters of handling family finances, the majority of the respondents handled finances together with a mean of 3.86. When both the husband and the wife have each understood the venture of marriage as involving a complementary relationship or an undertaking where respect must be mutual and the sacrifice reciprocal, handling finances becomes very simple and leads to marital satisfaction. For those who fail to agree, it shows that financial management is an issue in their marriages which may lead to conflicts which cause dissatisfaction. To reduce the disagreements, couples could be helped to identify how their respective income earnings could be harnessed and used to better advantage in handling the day-to-day needs and other discretionary expenses of their family. For married career individuals, both husband and wife are earning, and so they need to adjust to how they will spend their earnings and how to invest it. If adjustments are made appropriately it can lead to marital satisfaction.

In matters of conventionality (right, good, or proper conduct), the mean is 3.97. This means that career people are in a better position to share ideas together because they are empowered people academically and are able to discuss different issues concerning morality and what is right. They are able to communicate together and reach an understanding of what is proper and do it which promotes marital satisfaction.

On ways of dealing with in-laws, the majority of the respondents were positive on how they deal with their in-laws. Though a majority of the individuals don't stay with their in-laws because of careers, the family members could be brought in to work

positively with the career family to alleviate and lessen the causes of role conflict common in career families. Couples also have to adjust ongoing relationships and demands of the in-laws. Counsellors can support their clients by helping them explore the dynamics in the family relationship and to find positive ways to work with family members to help couples balance between work and family. For very demanding in-laws, skills like negotiation, listening, assertiveness and conflict resolution could be taught through Marriage and family counselling.

Opinion was sought on how couples settle their disagreements. Participants were to choose from whether the husband gave in or the wife gave in or that they had a mutual agreement with each other. The results are presented in Table 23.

**Table 23: Participants’ Opinion on the Person who gives in in Disagreements**

	<b>Frequency</b>	<b>Per cent</b>
Husband Gives in	46	12.8
Wife Gives in	102	28.5
Mutual Agreement	210	58.7
<b>Total</b>	<b>358</b>	<b>100.0</b>

From the table, the majority of the participants come to a mutual agreement during a disagreement 210 (58.7%). Consensus is particularly significant in married career individuals since they are involved in an innovative living experience where both of them are earning and both need to feel appreciated. It is important to note that the majority of married career people in Kericho County find it important to resolve conflicts amicably. This is a sign that each person’s opinion is respected. This was followed by wife giving in 102 (28.5%), and the husband gives in for 46 (12.8%). A wife or a husband giving in is a sign of sacrificing for the sake of the relationship and not necessarily out of being convinced and this may not be a healthy way of dealing with disagreements. The role of marriage and family counselling is to encourage sharing of

perceptions so that couples can work toward consensus. For cases where individuals have to give in, marriage and family counselling could teach effective communication skills and negotiation skills which would help them achieve consensus and address any conflict that arises. Communication skills, negotiation skills, conflict resolution skills and interpersonal skills are important in promoting marital satisfaction.

The respondents were also asked to indicate the times they engage in outside interests together. Table 24 presented the findings:

**Table 24: Descriptive Statistics on Times Spend together on outside Interest**

	<b>Frequency</b>	<b>Per cent</b>
All of them	88	24.6
Some of them	121	33.8
Very few of them	102	28.5
None of them	47	13.1
<b>Total</b>	<b>358</b>	<b>100.0</b>

Majority of the respondents engaged in some activities 121 (33.8%) and was followed by those who engaged in very few outside activities 102 (28.5%). 88 (24.6%) participants engaged in all outside activities together 88 (24.6%) and those who did not engage in any outside activities were 47 (13.1%). The main problem with engaging in outside activities is the issue of time, and that is why couples need to also make adjustment in this area. Tight scheduling of activities limits participation in outside activities, but if spouses engaged in outside activities together it would be very helpful. Adjustments need to be made on the preferred leisure activities of the two so that they can have shared leisure activities. Opinion on what the career individuals would prefer for leisure is summarised in Table 25.

**Table 25: Respondents' Leisure Preference**

	<b>Frequency</b>	<b>Per cent</b>
Stay away with friends	201	56.1
To stay home	157	43.9
<b>Total</b>	<b>358</b>	<b>100.0</b>

The majority of the respondents preferred to be “stay away with friends” 201 (56.1%) rather than to “stay at home” 157 (43.9%). Literature suggests that marriages also benefit when spouses have time for themselves, either to pursue their own interests or just to relax. Personal time allows them to maintain their individual identities, provide opportunities to do things that the individual likes to do, and lets them feel like they have some control over their lives. Alone time can actually help to keep a relationship fresh and less stressful (Metuwo, 2014). Their partners’ opinion and preference on how to spend leisure time was also sought, and Table 26 presented the findings.

**Table 26: Mate Preference on Where to Spend Leisure Time**

	<b>Frequency</b>	<b>Per cent</b>
Be away with friends	187	52.2
Stay Home	171	47.8
<b>Total</b>	<b>358</b>	<b>100.0</b>

The majority of the respondents reported that their partners preferred ‘to be away with friends’ 187 (52.2%) than staying at home 171 (47.8%). Both the respondent and their partners prefer to spend time out of the home. This is what is called social recreational intimacy which requires involving the spouse in responsibilities, passing holidays, enjoyable activities and leisure time, and expressing experiences and daily events (Bagarozzi, 2001). Husbands and wives often have different ideas as to how much time should be dedicated to the couple and the individual. Wives tend to want more couple time, usually because they regard it as important for bolstering a marriage and making sure there’s solidarity as a couple. Many husbands, on the other hand, tend to



prefer more time on their own (Yucel, 2012). Either way they should agree on when to spend time together and when to let go. Couples need to make adjustments on the preferred leisure activities they can involve themselves in. Besides this, one has to whole-heartedly accept each other's social circle. The respondents were also asked whether they ever regretted having gotten married. Table 27 presented the findings.

**Table 27: Respondents' Opinion on whether they wished they were not married**

	<b>Frequency</b>	<b>Per cent</b>
Frequently	9	2.5
Occasionally	59	16.5
Rarely	69	19.3
Never	221	61.7
<b>Total</b>	<b>358</b>	<b>100.0</b>

Majority of the respondents 'never' wished not to have married 221 (61.7%). This was followed by those who 'rarely' wished not to have married 69 (19.3%), then those who occasionally wished they had not married at 59 (16.5%) and lastly those who frequently regretted were 9 (2.5%). This means that many people are happy with their marital relationship and never wish not to have married. Although there are a few respondents who wished never to be married and they need the services offered by Marriage and family counselling to create awareness on the aspects in their relationship that are not satisfying and explore how they can be changed so as to achieve marital satisfaction.

The respondents were asked if given an opportunity to live life again and make decisions on whether to marry the same person or not: Their response was presented in Table 28

**Table 28: Respondents view of if given a chance to live over again**

	<b>Frequency</b>	<b>Per cent</b>
Marry the same person	233	65.1
Marry Different person	73	20.4
Not Marry at all	52	14.5
<b>Total</b>	<b>358</b>	<b>100.0</b>

Majority of the participants were of the opinion that they would marry the same person 233 (65%) and this was followed by those who would marry a different person 73 (20.4%) and lastly those who would never marry 52(14.5%). This is another confirmation that many of the married career individuals are happy with their spousal relationship. When couples are given a chance to marry again, they chose the same person meant that they are happy with their spouses. 20 % of couples are shown to regret having married and are ready to marry a different person is similar to a survey questioning 4,000 British married couples in 2012 where one in four couples (26 per cent) admitted feeling once or twice that they had made the wrong decision in getting married(Alan, Hawkins, Brian, Willoughby William, & Doherty, 2012). This suggests that there were challenges that these couples face that made them wished they married a different person. This may be as a result of failure in adjusting to each other and to the different aspects of the relationship. When couples fail to adjust to each other, with the understanding that they are different individuals with weaknesses, they start wishing that they were married to a different person. The role of marriage and family counselling helps these couples to know themselves and their problems and use that knowledge to act independently to adjust to life's problem and make choices to improve their spousal relationship. The couples could also be made to understand that no human being is perfect and that they need to concentrate on strengths of each individual so as to achieve satisfaction.

Another aspect of marital adjustment was the issue of sharing secrets with the partner, and this is aesthetic intimacy. When couples interact with each other as they share deep secrets directly affect their feeling miserable or happy. Couples who experience deep, logical, friendly and intimate emotional relationships are successful people with high self-confidence, optimistic, happy and with a sense of happiness. Conversely, couples who do not have appropriate emotional relationships together are solitary, grumpy, disappointed and with a sense of misery and a low level of consistency in society. The respondents were asked how frequently they confided in their mate and Table 29 presented the findings:

**Table 29: Confiding in Mate**

	<b>Frequency</b>	<b>Per cent</b>
Always Never	18	5.0
Rarely	70	19.6
In most Things	180	50.3
Everything	90	25.1
<b>Total</b>	<b>358</b>	<b>100.0</b>

The majority of the respondents confided in their mates in ‘most things’ 180 (50.3%); followed by those who confided in their mates in everything 90 (25.1%) and then those who rarely confided in their mate 70 (19.6) and a small per cent always never confided in them 18 (5.0%). Confiding in mate shows trust and closeness. There are many things that can be shared by spouses, and this is a sign of friendship because close friends share everything together. Friendship in marriage makes spouses spend time together by doing things together, and their activities and interest become enriched because they have a favourite person to share them with. Friendship in marriage also creates a place of intimacy where two people can share their deepest thoughts and feelings hence promoting marital satisfaction. The role of marriage and family counselling is to facilitate awareness on the need for aesthetic intimacy and help couples achieve a deep

sense caring and expressions of private thoughts with a view of improving their satisfaction.

From the discussion above, it emerged that married career individuals have to make great efforts to adjust to different things in their careers and at the same time in the family. Their opinion was sought on how Marriage and family counselling played a role in adjustment. They were requested to give their opinions on the role of Marriage and family counselling in addressing married career individuals' adjustment issues so as to promote marital satisfaction.

**Table 30: Descriptive Statistics on the use of Marriage and Family Counselling for Marital Adjustment**

Statement	SA	A	UD	D	SD	Mean	Std dev
Marriage counselling is necessary in addressing adjustment	124 (34.6%)	121 (33.8%)	92 (25.7%)	8 (2.2%)	13 (3.6%)	3.94	1.009
Marriage and family counselling helps in adjusting to life	139 (38.8%)	142 (39.7%)	44 (12.3%)	23 (6.4%)	10 (2.8%)	4.05	1.010
I am always willing to go for marriage and family counselling when I have a	150 (41.9%)	136 (38%)	17 (4.7%)	20 (5.6%)	35 (9.8%)	3.97	1.254
Marriage and family counselling helps to improve adjustment in parenting	127 (35.5%)	117 (32.7%)	61 (17%)	45 (12.6%)	8 (2.2%)	3.87	1.102
It helps in creating awareness of how to address different issues faced by a	113 (31.6%)	131 (36.6%)	56 (15.6%)	45 (12.6%)	13 (3.6%)	3.80 <b>3.96</b> <b>3.96</b>	1.125 <b>1.094</b> <b>1.094</b>

The majority of the respondents strongly agreed that 'marriage and family counselling helps in adjusting to life' 4.05. This is followed by the statement "I am always willing to go for Marriage and family counselling when I have a problem' (3.97)

and followed by ‘Marriage and family counselling helps in addressing adjustment issues’ (3.94). Marriage and family counselling is a process of facilitating self-awareness in an individual and the ways to respond to the influences of their environment (Akinade, 2012). In married career individuals, it is a process of being aware of themselves, the challenges they face as a result of combining work and career, and how they can cope amidst them. It further assists them in establishing and developing a set of goals and values that can help them adjust accordingly so as to promote their satisfaction. As one respondent put it:

The main issue is to create awareness on important factors that need to be emphasised in marital relationships so as to succeed, for example, trust understanding and the fear of God. It is important that couples trust each other especially distant relationships, it is very impossible to survive without trust. Marriage and family counselling could help couples understand the importance of building trust among each other. Another thing is religion. God plays a very important role in cementing relationships. Most of the values that guide me and my spouse are Christian principles. Another thing is the need to foster understanding between partners. As couples we need to understand each other and the need for careers in our relationships. This helps us to adjust accordingly (A 42-year-old female).

Counselling involves the process of helping individuals understand themselves and their world; it could be used to help married career individuals facilitate insight into their career and family worlds. An insight into the importance in which married career individuals place on work and family roles can also be facilitated if one focused on how they devote their time and divide their responsibilities (Papp, 2000). Once insight has been attained, married career individuals could be helped to balance between the many roles and hence achieve marital satisfaction. From the excerpt it emerged that as couples adjust to the different roles there are some values that need to guide them so as to achieve marital satisfaction. Each family is unique, and so they need to communicate to each other what is important in their families.

The respondents agreed with the statement that ‘marriage and family counselling helps couples cope with changes in their lives’ (3.87) and that ‘marriage and family counselling helps to improve adjustment in parenting’ (3.80). Counsellors play an important role in sensitisations and psycho-education. The role of marriage and family counselling would be to help the married career individuals find a middle level so as to adjust well to the many roles they have. It could help couples to gain understanding on how they are able to successfully use time so as to create a balance between work and family by clustering activities together and be able to create time for the spouse and for self-care and personal or professional development so as to promote marital satisfaction. Since career spouses shoulder more responsibilities, marriage and family counselling could help them adjust their time and energy accordingly so as to get time to spend with children, time for spouse, and time for household activities, religious activities and social activities. A Pearson correlation coefficient was used to test the hypothesis that marriage and family counselling does not play a significant role in marital satisfaction of married career individuals and Table 31 summarised the findings.

**Table 31: Pearson Correlation for Role of Marriage and Family Counselling on Marital Adjustment**

		Marriage and family counselling
Marital Adjustment	Pearson Correlation	.388**
	Sig. (2-tailed)	.000

Results from Table 31 revealed that marriage and family counselling plays a significant role in marital adjustment ( $r = 0.388^{**}$ ,  $p = 0.000$ ,  $p < 0.05$ ). This means that marriage and family counselling could be used to help married career individuals address marital adjustment issues by facilitating self-awareness in an individual and the ways to respond to the influences of their environment which promote marital satisfaction.

Marriage and family counselling could help married career individuals to be flexible, maintain open dialogues, and frequently renegotiate the division of household labour depending upon current career and family factors. To enhance marital adjustment among couples Kardan-Souraki, Hamzehgardesh, Asadpour, Mohammadpour and Khani (2016) suggests three widely used methods. First, is an informal course before marriage as preparation for marriage; this facilitates smooth transition from singlehood to adulthood and prepares couples for responsibilities. It also prepares them to make necessary adjustments. The second method is the discussion group, often for young couples. Here the group is facilitated to give suggestions, support and criticism that go a long way in making changes that build their marital relationships. Third, approach is individual counselling carried on with both the spouses, separately or jointly. In counselling the couples are helped to develop awareness and coping skills that strengthen their marital relationship. Marriage and family counselling could be used to help individuals understand themselves and their world, especially work and family. It could also be used to help married career individuals address marital adjustment issues by facilitating self-awareness in an individual and the ways to respond to the influences of their environment which promote marital satisfaction.

#### **4.5 Role of Marriage and Family Counselling on Marital Intimacy**

Marital intimacy plays a significant role in solidifying relationships. Intimacy involves the exchange of deep feelings and thoughts and plays a role in marital satisfaction. This objective sought to explore the respondents as well as the partners' different aspects of marital intimacy, including care, understanding and value, which were necessary for marital intimacy to occur. The study explored five types of intimacies including emotional, psychological, physical, and intellectual intimacy. Later, the hypothesis was tested to determine whether marriage and family counselling played a significant role in

married career individuals' marital intimacy. Table 32 summarised the findings of respondents' opinion on emotional intimacy.

**Table 32: Respondents Opinion on Emotional Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
I care about my partners needs	203 (56.7%)	120 (33.5%)	19 (5.3%)	4 (1.1%)	12 (3.4%)	4.39	0.903
Taking care of my partners makes me happy	196 (54.7%)	124 (34.6%)	6 (1.7%)	16 (4.5%)	16 (4.5%)	4.31	1.027
I do just about anything to help my partner	173 (48.3%)	135 (37.7%)	33 (9.2%)	8 (2.2%)	9 (2.5%)	4.27	0.906
I care more about my partners	135 (37.7%)	113 (31.6%)	47 (13.1%)	39 (10.9%)	24 (6.7%)	3.83	1.234
<b>Mean</b>						<b>4.2</b>	<b>1.0175</b>

Four statements were asked to explore the respondents' level of care on their partners'. From Table 32 it can be observed that the majority strongly agreed that they care about their partners needs 203 (56.7%) followed by those who agreed 120 (33.5%) and those who were undecided 19 (5.3%); then those who strongly disagreed 12(3.4%) and lastly those who disagreed 4 (1.1%). In the second statement 'taking care of my partner makes me happy', the majority strongly agreed 196 (54.7%), followed by agreed 124 (34.6%). There was a tie between those who agreed 16 (4.5%) and those who strongly disagreed 16(4.5%), and a small percentage were undecided 6 (1.7%). Four statements were asked to explore the respondents' level of care on their partners: that they 'I care about their partners needs' (4.39); 'taking care of my partner makes me happy', '(4.31); 'I' do just about anything to help my partner' (4.27); and 'I care more about my partners welfare than about anyone else's welfare' 3.83. The statements about taking care of the partner describe emotional intimacy which is characterised by deep



sense of caring, expressions of love and liking. It is evident that the majority of the respondents share emotional intimacy which contributes to marital satisfaction. For those individuals who have a problem, studies show that training and enriching communication skills and communication therapy can contribute to the promotion of emotional intimacy (Etimadi, Jafari, & Seyah, 2014). Participants could be trained in some of the most important skills including effective communication skills, conflict resolution and understanding the hidden needs and feelings of the spouse, and effective ways of how to ask for needs and expectations.

In the next statement, 'I would do just about anything to help my partner' the majority strongly agreed 173(48.3%), agreed 135 (37.7%) followed by those who were undecided 33 (9.2%) and strongly disagreed 9(2.5%), disagreed 8 (2.2%). Lastly for the statement 'I care more about my partners welfare than about anyone else's welfare', the majority strongly agreed 135 (37.7%) followed by the agreed 113 (31.6%) then the undecided 47 (13.1%) and those who disagreed 39 (10.9%) and those who strongly disagreed 24 (6.7%). Attachment theory explains that couples who are ready to do everything for the spouse have a high attachment which is a predictor of marital satisfaction. Mondor, McDuff, Lussier, and Wright (2011) looked at the effect of attachment on marital satisfaction, and they found that attachment was a predictor of marital satisfaction and that attachment avoidance contributed to marital dissatisfaction. Studies have shown that to promote emotional intimacy counselling could be used to increase self-awareness, getting familiar with the spouse, knowing the spouse which promotes marital satisfaction (Zarepour, 2010).

Next was an exploration of the respondents understanding of each other, which shows the psychological form of intimacy. Psychological intimacy involves sharing personal issues, information, hopes and fears with the spouse, which enhances

understanding of each other. Four statements were used to test this intimacy and Table 33 presents the findings;

**Table 33: Respondents' Opinion on Psychological Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
It is easy to identify with my partner	121 (33.8%)	118 (33%)	51 (14.2%)	40 (11.2%)	28 (7.8%)	3.74	1.252
Sometimes it feels as though my partner and I are from different planets	56 (15.6%)	32 (8.9%)	58 (16.2%)	87 (24.3%)	125 (34.9%)	2.46	1.439
I understand my partner than anyone else understands him/her	161 (45%)	119 (33.2%)	30 (8.4%)	15 (4.2%)	33 (9.2%)	4.01	1.239
I find it hard to sympathise with my partner	56 (15.6%)	54 (15.1%)	46 (12.8%)	72 (20.1%)	130 (36.3%)	2.54	1.490
<b>Mean</b>						<b>3.4</b>	<b>1.31</b>

Majority of the respondents found it is easy to identify with their partner 121 (33.8%) followed by those who agreed 118 (33%); then those who were undecided 51 (14.2%) and those who disagreed 40 (11.2%) and finally those who strongly disagreed 28 (7.8%). For the statement 'sometimes it feels as though my partner and I are from different planets' the majority strongly disagreed 125 (34.9%) followed by those who disagreed 87(24.3%); then those who were undecided 58 (16.2%) and those who strongly agreed 56 (15.6%) and those who agreed 32 (8.9%). When couples identify with their partners, it means that they understand what they are going through and empathise with them. This understanding can be fostered through sharing activities and experiences of the day, discussing issues related to work and sharing ideas on how to make the best out of life. Horgan (2003) describes the role of marriage counsellors as equipping individuals

with competence in area of social and psychological adjustment who then obtain abilities to generate and coordinate flexible, adaptive response to daily needs, demands and pressures in a more profitable and constructive manner. This is done through teaching expressive skills, empathetic listening, and correct simultaneous ways of speaking and listening so as to promote marital intimacy.

Next was the statement 'I understand my partner than anyone else understands him/her', the majority strongly agreed 161 (45%) followed by those who agreed 119 (33.2%) then those who were undecided 30 and those who disagreed (8.4%) those who strongly disagreed 15 (4.2%). Lastly was the statement 'I find it hard to sympathise with my partner' the majority strongly disagreed 130 (36.3%) followed by those who disagreed 72 (20.1%), then those who were undecided 56 (15.6%); next was those who agreed 54 (15.1%) and those who strongly agreed 46 (12.8%). According to Bagarozzi (2001), psychological intimacy involves sharing personal issues, information, hopes, fears, desires, and feelings about the self with a spouse. It includes understanding one's spouse, their situation and what they may be going through. The majority of the respondents were of the opinion that they understood their partner more than anyone else did which meant that they shared personal issues information and fears that led to deeper understanding. That is why the majority found it easy to identify with their partners because they shared many things together. For couples who have issues with psychological intimacy, Marriage and family counselling could teach expressive skills, empathetic listening, correct simultaneous way of speaking and listening and comparing it with the non-skilled dialogue, conflict resolution skill, self -change skill. A study by Ebrahimi, Zaker and Nazari (2011) showed that enriching communication skills training plays an important role in enhancing this dimension of intimacy.

Next, respondents were also requested to indicate the value they had on their spouses and this included intellectual intimacy. Four statements were used which described the value they placed on their spouses, and descriptive characteristics are given in Table 34;

**Table 34: Descriptive Characteristics of Respondents Intellectual Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
I like my partner	214 (59.8%)	91 (25.4%)	18 (5%)	20 (5.6%)	15 (4.2%)	4.31	1.075
Sometimes I wish my partner was someone else	30 (8.4%)	45 (12.6%)	34 (9.5%)	101 (28.2%)	148 (41.3%)	2.18	1.318
There are many things about my partner I'd like to change	94 (26.3%)	91 (25.4%)	42 (11.7%)	53 (14.8%)	78 (21.8%)	3.20	1.514
<b>Mean</b>						<b>2.69</b>	<b>1.416</b>

Majority of the respondents strongly agreed that they liked their partner 214 (59.8%) followed by those who agreed 91(25.4%), then those who disagreed 20(5.6%) and those who were undecided 18 (5%) and finally those who strongly disagreed 15 (4.2%). For the statement 'sometimes I wish my partner was someone else' the majority strongly disagreed 148 (41.3%) followed by those who disagreed 101(28.2%); then those who agreed 45 (12.6%) and those who were undecided 34 (16.2%) and who strongly agreed 30 (8.4%). Intimacy in this context is achieved through sharing important thought and beliefs with the spouse which includes liking, loving and sharing of private thoughts and ability to communicate about the relationship.

Lastly was the statement ‘There are many things about my partner I would like to change’ the majority strongly agreed 94 (26.3%) followed by those who agreed 91 (25.4%); then those who strongly agreed 78 (21.8%) then those who agreed 53 (14.8%), and who were undecided 42 (11.7%). Partners who believe that they can change their partners can easily become depressed when they find that it may not be possible to change them. These couples could be helped to identify those things that cannot be changed and cope with them. Through marriage and family, counselling couples could be helped to evaluate solutions to their problems and find more sense of cooperation and empathy for their partners that make them accept them the way they are.

Findings reveal that the respondents have a below-average mean in intellectual intimacy, revealing that there are barriers to effective and healthy dialogue in their marital relationships. Marriage and family counselling could play a role in increasing self-awareness, sharing activities together, knowing the spouse, getting familiar with each other's needs and losses, renewing the memories of the past and improving the relations. Married individuals could be helped to share thoughts and ideas, hopes and fears, wishes and desires openly and empathetically, for hours at a time. Couples, in counselling, are encouraged to build on one another's thoughts, taking the conversation to heights in which new perspectives are conceived and considered. Studies have shown that training in conflict resolution by understanding the hidden needs and feelings of the spouse, understanding how to ask the needs and expectations, identification of the impact of incorrect beliefs and expectations of spouses on the creation of conflicts and reduction of intimacy and active listening (Mazlomi, Dolatshahi, & Nazari, 2012).

Respondents were asked their opinion about their partners' emotional and communication intimacy. Table 35 presented the findings:

**Table 35: Respondents' Opinion on Partners Emotional Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
My partner neglects me	64 (17.9%)	24 (6.7%)	30 (8.4%)	71 (19.8%)	169 (47.2%)	2.28	1.536
My partner works hard to make me happy	128 (35.8%)	111 (31%)	46 (12.8%)	31 (8.7%)	42 (11.7%)	3.70	1.344
My partner would do just about anything to help me	107 (29.9%)	178 (49.7%)	12 (3.4%)	32 (8.9%)	29 (8.1%)	3.84	1.183
My partners ignores my complaints	82 (22.9%)	54 (15.1%)	35 (9.8%)	84 (23.5%)	103 (28.8%)	2.80	1.555
						<b>3.27</b>	<b>1.354</b>

The majority of the respondents strongly disagreed with the statement that ‘My partner neglects me’ 169 (47.2%); followed by those who disagreed 71 (19.8%). This implies that married career individuals were not neglected by their spouse but are appreciated and valued. 64 (17.9%) respondents were undecided, and those who strongly agreed were 30 (8.4%) and agreed 24 (6.7%). In the second statement that ‘my partner works hard to make me happy’ the majority strongly agreed 128 (35.8%) followed by agreed 111 (31%). Those who were undecided were 46(12.8%); followed by those who strongly disagreed 42 (11.7%) and those who agreed. 31 (8.7%). Expression of sympathy, self-expression, deep understanding of one’s self needs and the partner’s needs, acceptance, expression of ideas and feelings creates an emotional environment where the individuals feel valued and promotes marital satisfaction. All these things are considered as essential elements in an intimate relationship which could play a powerful role in increasing intimacy in couples (Hamedi, Abadi, Navabinejad, & Delavar, 2013).

Next was the statement ‘My partner would do just about anything to help me’, the majority agreed 178 (49.7%) followed by those who strongly agreed 107 (29.9%) and those who disagreed 32 (8.9%) and next were those who strongly disagreed 29 (8.1%) and a small per cent were undecided 12 (3.4%). Lastly was the statement ‘my partner ignores my complaints’ The majority strongly disagreed 103 (28.8%). The proportion of those who disagreed 84(23.5%) and those who agreed were close to each other 82 (22.9%). This suggests that many married career individuals have complaints that may not be taken seriously by their spouses. Those who agreed came next 54 (15.1%) and lastly were the undecided 35(9.8%). This aspect involves communication intimacy which includes the creation of a relationship with respect, commitment, and positive emotions in such a way that the spouses feel valued and respected in this communication. Promoting communication skill through Marriage and family counselling can play an important role in promoting intimacy in couples. This can be done through training couples to have intimacy, improve sex issues, manage household, restructure cognition, and learn conflict resolution skill. A study by Bahrami, Oulia and Isanezhad (2009) showed that training marital life enrichment enhances communication intimacy. Next, the respondents’ partners’ sense of understanding was sought, and Table 36 presented the findings

**Table 36: Descriptive Characteristics of Partner’s Intellectual Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
I really wish my partner understood me better	105 (29.3%)	142 (39.7%)	31 (8.7%)	43 (12%)	37 (10.3%)	3.66	1.295
My partner can really relate to me	113 (31.6%)	138 (38.5%)	72 (20.1%)	12 (3.4%)	23 (6.4%)	3.85	1.101
My partner often doesn’t seem to ‘get’ what I say to him/her	46 (12.8%)	71 (19.8%)	68 (19%)	90 (25.1%)	83 (23.2%)	2.74	1.352
My partner understands me better than anyone else	137 (38.3%)	120 (33.5%)	50 (14%)	36 (10.1%)	15 (4.2%)	3.92	1.139
						<b>3.42</b>	<b>1.249</b>

For the statement that “I really wish my partner understood me better”, majority of the respondents agreed 142 (39.7%) followed by strongly agreed 105 (29.3%), 43(12%) respondents disagreed, and 37 (10.3%) strongly disagreed while 31 (8.7%) were undecided. Majority of the respondents agreed with ‘my partner can really relate to me 138 (38.5%), followed by strongly agreed 113 (31.6%) and 72(20.1%) respondents were undecided. Those who strongly disagreed were 23(6.4%) and disagreed 12 (3.4%). Failure in communication asked in the statement “My partner often doesn’t seem to ‘get’ what I say to him/her” received mixed reactions. The majority disagreed 90 (25.1%) followed by those who strongly disagreed 83(23.2%). Many respondents agreed 71(19.8%) or strongly agreed that the partner does not seem to understand what they said 68(19%) and 46(12.8%) respondents were undecided. This is intellectual intimacy where spouses seek to share important thoughts and beliefs with each other. Communication



between spouses is very important for it facilitates understanding. Researches have indicated that communication patterns and relationship level between couples are the best factors that indicate marital satisfaction and better quality of life. When spouses feel that they are not being understood there is need to teach communication skills, listening and problem-solving skills. By promoting communication, problem-solving, self-disclosure, empathic response skills, guiding and counselling promotes marital satisfaction. The results of the study of Mazlomi, Dolatshahi, & Nazari (2012) stated that improving the communication skill of couples increases intellectual intimacy and this could be done through Marriage and family counselling.

The majority of the respondents strongly agreed that ‘my partner understands me better than anyone else’ 137 (38.3%) followed by those who agreed 120 (33.5%) and those who were undecided 50 (14%). 36 (10.1%) respondents disagreed, and 15 (4.2%) strongly disagreed. There is nothing that keeps a relationship healthy better than understanding. Understanding is promoted through effective communication. Marriage and family counselling could play a role in facilitating understanding by teaching couples how to make joint decisions and to decipher their partners’ communication so as to promote satisfaction. Since people are relational, a relationship grows as both parties share of themselves through effective communication which enhances understanding. With further understanding, there is deeper understanding. This deeper understanding results in a deeper commitment among couples which promotes marital satisfaction. The different aspects of psychological intimacy were explored, and Table 37 summarised the findings;

**Table 37: Descriptive statistics on Spouse Psychological Intimacy**

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>UD</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
My partner is always trying to change me	89 (24.9%)	100 (27.9%)	59 (16.5%)	56 (15.6%)	54 (15.1%)	3.32	1.392
My partner likes me	150 (41.9%)	150 (41.9%)	36 (10.1%)	10 (2.8%)	12 (3.4%)	4.16	.954
My partner feels my concerns are very small	46 (12.8%)	40 (11.2%)	56 (15.6%)	108 (30.2%)	108 (30.2%)	2.46	1.36
My partner believes in me	174 (48.6%)	136 (38%)	23 (6.4%)	9 (2.5%)	16 (4.5%)	4.24	.999
<b>Mean</b>						<b>3.31</b>	<b>1.235</b>

For the statement ‘My partner is always trying to change me’ the majority agreed 100 (27.9%) followed by those who strongly agreed 89 (24.9%), then those who were undecided 59 (16.5%) and those who agreed 56 (15.6%) and lastly those who strongly agreed 54 (15.1%). Most people would like to change something about their spouse if they could, but it is important to note that since human beings have weaknesses, then through communication, the spouses can be made to accept those things that cannot be changed. A counselling environment would enable the couples to talk about these things in a free atmosphere and if there was need to change then would change or accept to cope and enjoy life with them or sometimes the attitude about the things could change. Zarepour (2010) showed that promoting problem-solving skill in couples is associated with increasing the overall intimacy of couples which promotes marital satisfaction. Psychological intimacy involves sharing personal issues, information, hopes and fears with the spouse which enhances understanding of each other.

There was a tie in the majority of the respondents who strongly agreed 150(41.9%) and agreed 150 (41.9%) that their partner liked them. Those who were undecided were 36 (10.1%) and those who strongly disagreed 12 (3.4%) and agreed 10

(2.8%) . For the statement ‘My partner feels my concerns are very small’ there was a tie in the majority who strongly disagreed 108 (30.2%) and disagreed 108 (30.2%). This meant that many of their partners consider their concerns and take it seriously. 46 (12.8%) respondents strongly agreed, and 40 (11.2%) agreed. 56 (15.6%) participants were undecided. Findings show that many married career individuals like each other and consider each other’s opinion as important. The primary attitude that helps spouses feel emotionally safe is when they believe that they are liked and valued by their spouse. Zarepour (2010) showed that training problem-solving skill leads to the improvement of intellectual intimacy between the couples (Zarepour, 2010). Solution-focused training of couples can promote this aspect of intimacy (Hajian, & Mohammadi, 2013).

Attachment theory explains that couples who are ready to do everything for the spouse have a high attachment which is a predictor of marital satisfaction. Mondor, McDuff, Lussier, and Wright (2011) looked at the effect of attachment on marital satisfaction, and they found that attachment was a predictor of marital satisfaction and that attachment avoidance contributed to marital dissatisfaction. Studies have shown that to promote emotional intimacy; counselling could be used to increase self-awareness, getting familiar with the spouse, knowing the spouse which promotes marital satisfaction (Zarepour, 2010).

Marital intimacy was tested using 23 statements. The first four statements were used to test the emotional intimacy of the respondents. A mean of 4.2 compared with the partners 3.27 showed that the respondents had a high level of understanding of each other. This understanding is as a result of sharing activities and experiences of the day, discussing issues related to work and sharing ideas on how to make the best out of life. The next four statements tested psychological intimacy with a mean of 3.4 for the respondents and the partners’ 3.31. According to Bagarozzi (2001), psychological

intimacy involves sharing personal issues, information, hopes, fears, desires, and feelings about the self with a spouse. Findings reveal that the majority of the respondents understood their partner although there may be a few who don't who need to be helped through Marriage and family counselling. Marriage and family counselling could enhance psychological intimacy through teaching expressive skills, empathic listening, correct simultaneous way of speaking and listening and comparing it with the non-skilled dialogue, conflict resolution skill, self-change skill. A study by Ebrahimi, Zaker, and Nazari (2011) showed that enriching communication skills training plays an important role in enhancing this dimension of intimacy.

Next statements on intellectual intimacy had a mean of 2.6 and 3.42. Some respondents, it was shown were of the opinion that they can change their partners. These could be causing depression as a result of failing to appreciate each other's opinion. These couples could be helped to identify those things that cannot be changed and cope with them. Through Marriage and family counselling couples could be helped to evaluate solutions to their problems and find more sense of cooperation and empathy for their partners that would make them accept them the way they are. In addition, counselling would help married individuals share thoughts and ideas, hopes and fears, wishes and desires openly and empathetically. Couples can be helped build on one another's thoughts, taking the conversation to heights in which new perspectives are conceived and considered and as a result, achieves marital satisfaction.

The third objective sought to explore whether marriage and family counselling played a significant role in marital intimacy of married career individuals. The null hypothesis that there is no significant role of marriage and family counselling on marital intimacy was tested using a Pearson Coefficient and the results presented in Table 38

**Table 38: Pearson Correlation of the Role of Marriage and Family Counselling on Marital Satisfaction**

		Marriage and family counselling
Marital Intimacy	Pearson Correlation	.006
	Sig. (2-tailed)	.906

Results revealed that marriage and family counselling did not play a significant role in marital intimacy ( $r=0.006$   $p = 0.906$   $p > 0.05$ ). We, therefore, fail to reject the null hypothesis meaning that Marriage and family counselling does not play a significant role in marital intimacy. This may be because, in African culture, intimacy is seen as something which is not easily revealed to strangers. As Bochow and Dijk (2012) put it, moral frameworks of conversation on intimate matters are often culturally specific, varying from place to place. This is especially true because as counselling requires that individual seek help in counselling on their own then very sensitive issues may not be brought to the surface. Traditionally, individuals are brought up knowing that intimate issues are secrets that can only be shared under very strict conditions. These beliefs have moulded individuals and have been socialised in that way. Breaking these beliefs need time and a lot of awareness creation.

There could also be a misconception that intimacy is only about sex without knowing that involves emotion, psychology and also intellectual intimacy. A psycho-education is very important to let married individuals understand that intimacy is not only on sexual matters. The counsellors could help couples who are faced with conflicts to be able to discuss and if possible create an environment that intimate issues could be brought to surface. It is also important for counsellors to be sensitive to clients' culture and understand, evaluate their own feelings about them it so as to help. Sensitivity to culture does not indicate agreement with the client's beliefs rather it is a method by which to accept that there are differences in values (Heinemann, Atallah & Rosenbaum,

2016). Introspection of one’s own feelings and beliefs is needed to allow for the client’s needs to be addressed without influence from the counsellors’ preconceptions. Studies have also shown that culture has an impact on people's attitudes, emotions, and behaviour (Aumer, 2014). It is important to understand how culture affects their behaviour so as to be able to help them achieve marital satisfaction.

### **Summary of Descriptive Statistics**

A summary of the variables of the study was made. Means were used to indicate generally the levels of married career individuals on different aspects, and the results are presented in Table 39;

**Table 39: Summary Statistics of Independent variables**

	<b>Mean</b>	<b>Standard Deviation</b>
Marriage and family counselling	4.03	1.026
Marital Relationship	3.57	1.196
Marital Adjustment	4.76	1.159
Marital Intimacy	3.42	1.267
<b>Marital Satisfaction</b>	<b>3.917</b>	<b>1.207</b>

The majority of the participants in Kericho were in general, satisfied with their marital adjustment (4.76) and Marriage and family counselling services (4.03). Marital relationship followed with a mean of 3.5 and lastly was marital intimacy (3.42). Findings revealed that marital adjustment had the highest mean meaning that married career individuals are finding ways to cope and adjust to the many responsibilities they are carrying out. Although from the interviews it was revealed that some of the ways might not be healthy (like compromising), Marriage and family counselling could be used to impart skills that will help these individuals be aware of themselves, their situations and cope effectively. Maintaining a home and a family can be taxing in addition to the

demands of the career. Although marital relationship mean is above average, there is need to help the individuals who may not be satisfied to improve their satisfaction levels and the once who are average to also increase their satisfaction levels. This can be done through seminars, workshops and psycho-education forums. Marriage counselling could play a very important role in giving the married career individuals who are dissatisfied with their marital relationship a platform to get clarification on processes and their experiences in lives. Marriage and family counselling gives couples an avenue to ask questions about circumstances in their lives that could be making them dissatisfied without fear since counselling creates a conducive environment where couples can sort out their issues. Although the mean of marriage and family counselling is revealed to be high, it must be continuously reviewed to meet the needs of society. Positive psychology requires that issues be sorted out to prevent them from becoming very serious. It should help career individuals to beware of themselves and the effects of balancing with career and family and make informed decisions. That it helped married career individuals' in sustaining positive influence, plays a role in enhancing capability to make right career decisions, including acquiring skills, attitudes and knowledge that contribute to marital satisfaction; helped in employing strategies to balance work and family so as to achieve success in both areas; and enhances understanding on the causes of stress and the need to adjust some areas in their lives so as to achieve marital satisfaction.

#### **4.5.2 Relationship between Marriage and Family counselling and Marital Satisfaction**

This study explored the relationship between marriage and family counselling and the three distinct components of marital satisfaction. A Pearson correlation was calculated to test the relationship between Marriage and family counselling and marital adjustment, marital relationship and marital intimacy. Table 40 summarised the findings;

**Table 40: Relationship between Marriage and family counselling and Marital Satisfaction**

		Marriage and family counselling	Marital Adjustment	Marital Relationship	Marital Intimacy
Marital Adjustment	Pearson Correlation	.388**			
	Sig. (2-tailed)	.000			
Marital Relationship	Pearson Correlation	.302**	.507**		
	Sig. (2-tailed)	.000	.000		
Marital Intimacy	Pearson Correlation	.006	-.267**	.078	
	Sig. (2-tailed)	.906	.000	.146	

Results in Table 40 revealed that marriage and family counselling is positively correlated with marital Adjustment ( $r = 0.388^{**}$ ,  $p=0.000$ ,  $p < 0.05$ ). This implied that although married career individuals shoulder more responsibilities which make them adjust their time and energy for children, spouse, and household activities, religious and social activities; marriage and family counselling could help them to adjust accordingly and hence achieve marital satisfaction. Marriage and family counselling could help them seek contentment and recreation in all these activities performed and makes adjustment accordingly. Halpern and Cheung (2008) emphasise the importance of finding and utilising “social and emotional support” (p. 223). They recommended teaming up with other professionals by taking turns cooking dinner or picking up the children from school or day-care (Halpern & Cheung, 2008). This means that the role of marriage and family counselling is to help married career individuals adjust accordingly to the different roles and responsibilities that they are expected to do.

Secondly, marriage and family counselling is shown to be positively correlated with marital relationship ( $r = 0.302^{**}$ ,  $p=0.000$ ,  $p < 0.05$ ) and the correlation is significant at  $p=0.05$ . This implies that marriage and family counselling could be used to



enhance stable relationships which encourage spouse support and shared decision making, thereby enhancing marital satisfaction. The Social Exchange Theory explains that marital satisfaction is based on the idea that rewards in a marriage need to outweigh the costs of the marriage (Rosenbaum, 2009; Stafford, 2008). Relationship factors such as trust, respect, love, happiness conflict management, similar goals, spending quality time together and effective communication can be taught in Marriage and family counselling to promote marital satisfaction. Marriage and family counselling plays an important role in promoting closeness and bonding between couples.

Thirdly, in this study, results revealed that marriage and family counselling is not significantly correlated with marital intimacy ( $r = 0.006$ ,  $p=0.906$ ,  $p > 0.05$ ). Since the  $p$  values  $> 0.05$ , we fail to reject the null hypothesis. This means that although marital intimacy provides solidarity, a sense of belonging and the emotional and psychological stability couples may not be free to share very intimate aspects of their relationship to outsiders, and that is why Marriage and family counselling does not play a significant role. Marriage means connecting and committing to a loved one for several reasons, one of which is sexual intimacy. However, this commitment can only be shared by close people. This may be because, in African culture, intimacy is something secret that cannot be easily shared with other people. That is why in the African tradition when one had an issue with sexual intimacy; the person could not easily reveal it to anyone. This may still be affecting the relationships today, and that is why many infidelity issues and divorce cases are on the rise. It is the role of marriage and family counselling to create awareness on the importance of being free in sharing intimate secrets and to create a conducive environment to share these secrets. Sexual relations are a part of romantic relation among couples, and the bonds of love and intimacy and satisfaction from sex are key factors in attachment of spouses. Dissatisfaction with sex can cause immense problems in the

relations between husbands and wives and can create hate, annoyance, jealousy, competition, sense of revenge, feelings of humiliation, and lack of confidence, and so on but it seems these deep expressions of love could only be known and appreciated by the couples.

Marital adjustment was moderately related with marital relationship ( $r = 0.507$ ,  $p < 0.05$ ). This means that couples who adjust well in their relationship are able to relate well in their spousal relationship. The marital relationship requires adjustment in career responsibilities, parenting, family responsibilities, and society's responsibilities; while at the same time creating time for marital relationship. This means that adjustment play a role in marital relationship and so there is need to assist married career individuals in making appropriate adjustments so as to promote marital satisfaction.

#### **4.5.3. Model Analysis**

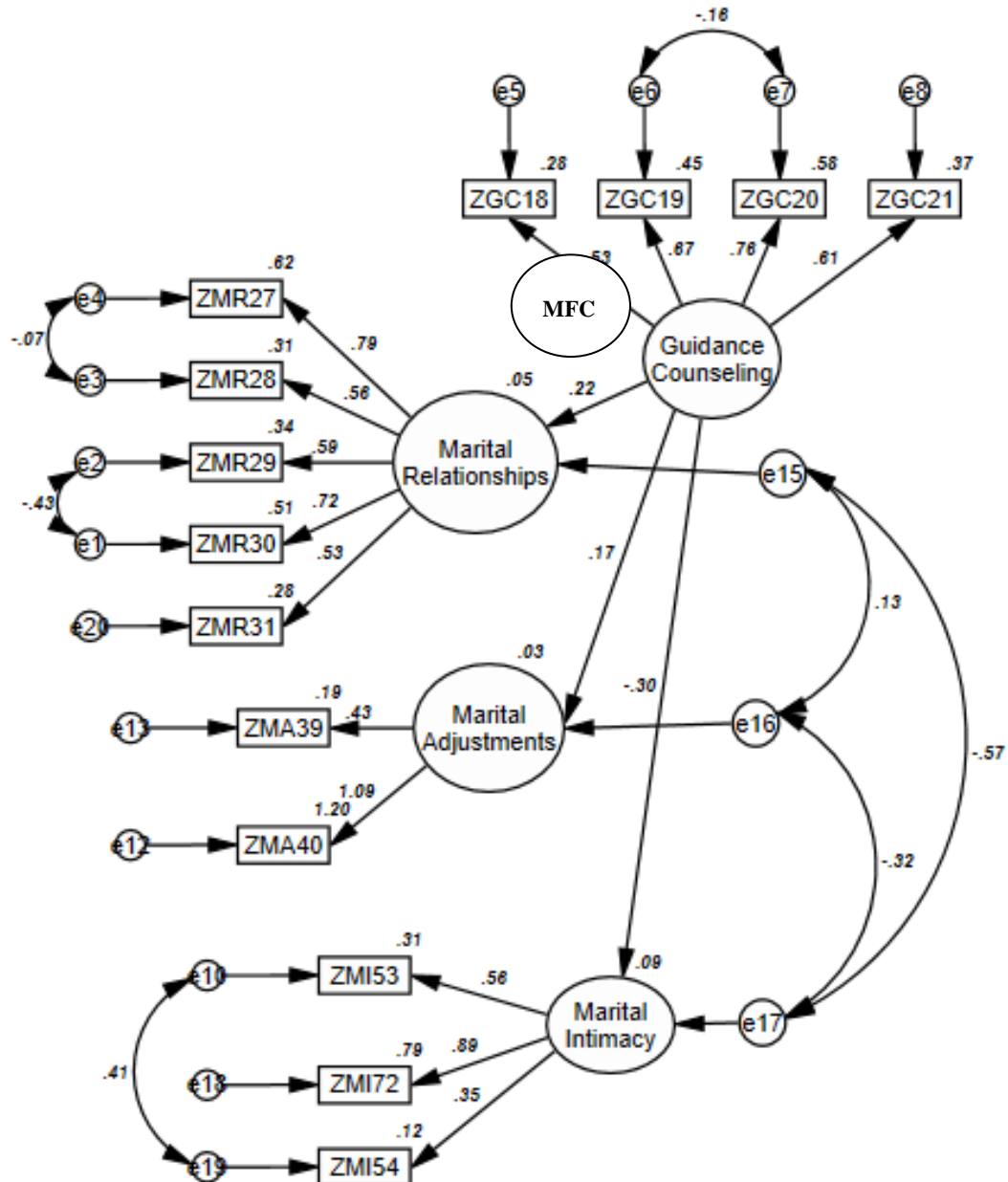
The study utilised Structural Equation Modelling (SEM) which allowed a comparison of multiple samples across the same measurement or multiple population groups. To perform Multiple Group Model Comparisons, this study employed a number of methods: testing the equality of factor loadings, Ratio Indices, Chi-square differences and model of the goodness of fit. The train model was ( $\chi^2 = 1.629$ ;  $df = 1$ );  $p = .001$ . According to McIntosh (2006) chi-square test assumes multivariate normality and severe deviations leads to rejection of properly specified model. Furthermore, Bentler and Bonnet (1980) and Jöreskog and Sörbom (1993) found that the chi-square test was dependent on the sample size, and thus the likelihood of rejecting a better fit model. To counter the likelihood of rejecting a better fit model as a misfit, the model fit metric was checked using Wheaton, Muthen, Alwin, and Summers (1977) relative/normed chi-square method. The metric advocates that the CMIN/DF should not exceed five for models with good fit, while Tabachnick and Fidell (2007) proposed the acceptable ratio to be below

2. The fit metric value for the train model was 1.629 which was acceptable although the CMIN/DF inflates with large sample sizes, and with fewer constructs and items (Hair, Black, Babin, & Anderson, 2010). Hair et al. (2010) suggest that simpler models and smaller sample sizes (less than 200) should apply stricter model indices cut-offs than larger (greater than 200) samples and more complex models, with more than 30 items. Models with large sample sizes can have an acceptable GFI cut-off level of 0.80 (Dawes, Faulkner, & Sharp, 1998). In the current study, the train model had a sample size of 174 after splitting the data. The procedure ensured that the findings of the study are easily generalisable.

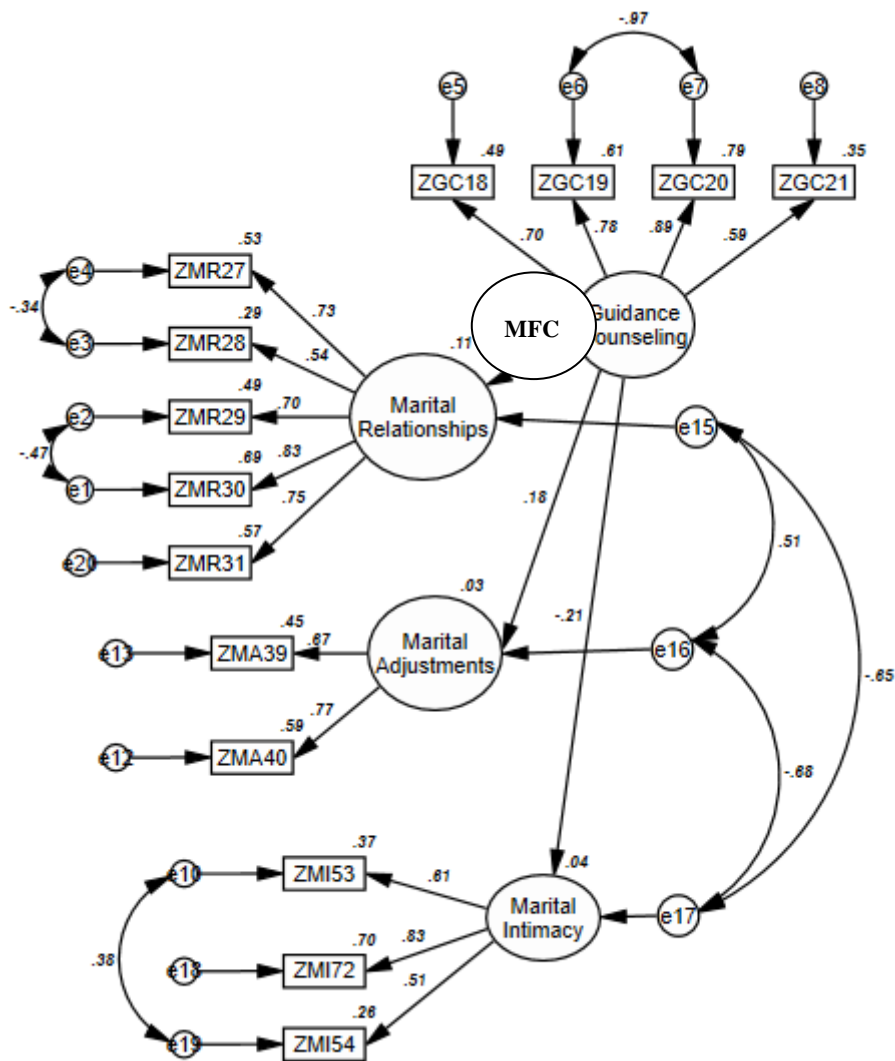
The fit indices of the train model were; Goodness of Fit Index (GFI), Comparative Fit Index (CFI), Tucker Lewis Index (TLI), which were all above their recommended levels of above 0.90. Wheaton et al. (1977) and Bentler and Bonnet (1980), Hooper, Coughlan and Mullen (2008) recommends the values to be above 0.95. The Root Mean Standard Error Approximation (RMSEA=0.060; PCLOSE= 0.197) was less than 0.08 MacCallum, Browne, and Sugawara (1996), and less than an upper limit of 0.07 as suggested by Steiger (2007). Diamantopoulos and Sigua (2000) and Byrne (1998) recommends the standardised root mean residual (SRMR) value less than .05, while Hu and Bentler (1999) suggests that SRMR value less than .08 is acceptable. The train model had an SRMR value of 0.056. Therefore, it was concluded that the predictive train model, as shown in Figure 1 was acceptable for the current study. The fit indices in Table 41 compared both models developed by the train and the test data. The most important fit indices are represented by the train model. The fit indices for the test model are only meant for comparative purposes.

**Table 41: Comparison of Models Developed by Train and Test Data**

	Sample	CMIN/DF	p	GFI	AGFI	TLI	CFI	RMSEA	PCLOSE	SRMR
Baseline	≥ 200	< 5	>.05	>.80	>.80	>.90	>.90	<.08	>.05	<.09
Train model	174	1.629	0.001	0.923	0.880	0.934	0.952	0.060	0.197	0.056
Test model	175	1.365	0.025	0.933	0.895	0.942	0.957	0.046	0.599	0.051



**Figure 2: Predictive Train model (N=174)**



**Figure 3: Evaluative model (N =175)**

**Hypotheses Testing using Evaluative Data (N =175)**

**H<sub>0</sub>1:** *There is no significant role of guidance and counselling in promoting married career individuals' Marital Relationship*

The finding on this hypothesis was  $\beta = 0.223$ ;  $p = 0.023$ . This led to the rejection of the null hypothesis, and it was thus concluded that there is a significant positive effect on the role of marriage and family counselling in promoting married career individuals' marital relationship (see Table 42)

**H<sub>0</sub>2:** *There is no significant role of guidance and counselling in promoting married career individuals marital adjustment*

The finding on this hypothesis was  $\beta = 0.170$ ;  $p = 0.035$ . The null hypothesis was rejected, and it was thus concluded that there is a significant positive effect on the role of marriage and family counselling in promoting married career individuals' marital adjustment (see Table 42)

**H<sub>0</sub>3:** *There is no significant role of guidance and counselling in promoting married career individuals' marital intimacy*

The finding on this hypothesis was  $\beta = 0.299$ ;  $p = 0.903$ . The null hypothesis was failed to be rejected, and it was thus concluded that there is no significant role of marriage and family counselling in promoting married career individuals' marital intimacy (see Table 42).

**Table 42: Hypothesis testing using the evaluative test data (N=175)**

<b>Relationship</b>	<b>Estimate</b>	<b>S.E.</b>	<b>C.R.</b>	<b>p</b>
Marital Relationships <-- Marriage Counselling	0.223	0.123	2.268	0.023
Marital Adjustment <-- Marriage Counselling	0.170	0.153	2.110	0.035
Marital Intimacy <-- Marriage Counselling	0.299	0.168	2.948	0.903

#### **4.6 Role of Selected Socio-demographic Factors on Marital Satisfaction**

Lastly, the study sought to explore whether socio-demographic factors had an extraneous influence on marriage and family counselling and marital satisfaction. The objective was to find out whether selected socio-demographic factors influenced married career individuals' marital satisfaction. Specifically, the study attempted to find out whether the following socio-demographic factors had an influence on married career individuals' marital satisfaction on gender, age, number of children, level of income and level of education.

The hypothesis that there is no statistically significant role of socio-demographic factors on marital satisfaction of married career individuals in Kericho County was determined. A Pearson correlation was used to test the relationship, and Table 43 summarised the findings;

**Table 43: Role of Socio-demographic Factors on Marital Satisfaction**

		Marital Satisfaction	Gender	Age	Annual income	Level of education
Marital satisfaction	Pearson Correlation	1				
	Sig. (2-tailed)					
	N	358				
Gender	Pearson Correlation	-.123*	1			
	Sig. (2-tailed)	.020				
	N	358	358			
Age	Pearson Correlation	.121*	.062	1		
	Sig. (2-tailed)	.022	.243			
	N	358	358	358		
Income Level	Pearson Correlation	-.109*	.079	-.204**	1	
	Sig. (2-tailed)	.040	.136	.000		
	N	358	358	358	358	
Level of education	Pearson Correlation	.062	-.054	.107*	.050	1
	Sig. (2-tailed)	.246	.305	.043	.345	
	N	358	358	358	358	358

From Table 43, it can be observed that there is a moderate positive correlation between gender and age  $r = 0.062$  which is not significant at  $p = 0.243$ . The correlation between gender and annual income is  $0.079$ , a result completely close to zero and is not significant at  $p = 0.136$ . The correlation between gender and education level is  $r = -0.054$  and not also significant at  $p = 0.305$  and gender with the number of children is also a very weak relationship at  $r = 0.092$   $p = 0.84$ . The correlation between age and income level is significant at  $0.01$  at  $r = -0.204^{**}$   $p = 0.000$ . The correlation between age and

education level is significant at 0.05 (0.107\*)  $p = 0.043$ . The correlation between age and number of children is negative  $r = -0.065$   $p = 0.219$ . The relationship between annual income and educational level is also close to zero at  $r = 0.050$   $p = 0.345$ . The relationship between level of education and number of children is  $r = -0.003$ ;  $p = 0.951$  and the number of children and age is  $r = -0.065$   $P = 0.219$ , children and annual income is  $-0.039$   $p = 0.466$ .

Firstly, gender is shown to have a significant effect on marital satisfaction ( $r = -0.123^*$ ,  $p = 0.020$ ). This implies that counselling needs to be provided to both genders. Secondly, age was shown to play a significant role in marital satisfaction. This revealed that counselling services should be provided to all ages because the challenges career individuals face transcended all the ages and generations. According to Erick Erickson psychosocial theory, each age group has milestones that need to be resolved before they move to the next level. For instance, early adulthood stage is a time of forming intimate relationships, pursuing careers and at the same time settling down, so there is need to offer guidance and counselling services that are tailored to each group needs. All this inferred that counsellors need to offer counselling services to individuals of all ages so as to help them meet their developmental goals and at the same time achieve marital satisfaction.

Thirdly, income level was also shown to play a significant role in marital satisfaction. A higher-income means more resources to spend and the couple could afford going out together which increases marital satisfaction. But education level was not found to play a significant effect on marital satisfaction. This contrasted with a study by Shahrabak and D'Souza (2010), which found educational level to have a direct correlation with marital satisfaction. It was found that educated individuals were more understanding and were able to communicate more effectively and thus had higher marital satisfaction



In conclusion, the inter-correlations among the study variables as shown in table 42 reveal that marital satisfaction of married career individuals in Kericho is significantly correlated with gender ( $r = -0.123^*$ ,  $p=0.020$ ); age( $r= -0.121^*$   $p =0.022$ ) and income level ( $r=-0.109^*$   $p =0.040$ ) and not significantly correlated with the level of education ( $r = 0.062$   $p=0.246$ ). This interaction influence marital satisfaction of married career individuals in Kenya. Counsellors working with married couples may want to enhance their effectiveness by understanding the nature of the demands, expectations and stress experienced by married career individuals that could hinder in their attaining towards marital satisfaction.

#### 4.6.1 Combined Effects of Socio-demographic Factors on Marital Satisfaction

The combined effect of selected socio-demographic factors on marital satisfaction was determined. The hypothesis that socio-demographic factors do not play a significant role in married career individuals' marital satisfaction was tested. Multiple Regression was used to test the null hypothesis, and the results are presented in Table 44.

**Table 44: Multiple Regression for Effect of Socio-demographic Factors on Marital Satisfaction**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.431 <sup>a</sup>	.186	.107	.26454

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	1.486	5	.165	2.359	.019 <sup>b</sup>
	Residual	6.508	349	.070		
	Total	7.994	358			

Result of Multiple Regression presented in Table 44 showed that the independent variables (gender, age, annual income, number of children, and level of education) have a composite contribution to the prediction of marital satisfaction among married career

individuals. This is confirmed by the result of coefficient of multiple correlations ( $R$ );  $=0.431$ ; ( $R^2$ ) = 0.186, and Multiple adjusted  $R^2 = 0.107$ . The outcome is indicative of the fact that the independent variables jointly accounted for about 18.6% variation in the prediction of marital satisfaction for married career individuals while other variables not examined in this objective may have accounted for 81.4%. The combined effect of the socio-demographic factors is significant ( $F(5, 349) = 0.019$   $p < 0.05$ .)

The role of marriage and family counselling is to improve a couple's ability to function in social, emotional, and behavioural capacities. This can be done by offering individual counselling to help career people resolve personal or interpersonal problems. They may also offer small group counselling to help partners enhance communication, listening and conflict resolution skills, learn to empathise with the spouse, and enhance social support from spouse, colleagues and friends. They could also offer *psychoeducation* on the effect of socio-demographic factors on marital satisfaction and how to counter the effects. Counsellors could help career people to identify and build on support services they need in order to achieve their highest potential.

Egbo (2015) considers marriage and family counselling as a form of personal helping where the counsellor helps the clients to achieve adaptive attitudes, insights and behaviours. In this case, marriage and family counselling could concentrate on the individuals' strength and mobilise assets that are behavioural to promote marital satisfaction. The main focus of marriage and family counselling should be to help the career people to explore and participate in their own development towards self-reliance and marital fulfilment. This can be done through psycho-education by organising public talks, seminars or conferences that could give information to career individuals that could help them make informed decisions. Psycho-education on how age influences behaviour could be done to help individuals understand the challenges faced in each age

group and what could be done to cope with it and hence achieve marital satisfaction. In addition parenting skill and how to balance between parenting and work could be done through guiding and counselling and as a result, help them achieve satisfaction.

## **CHAPTER FIVE**

### **SUMMARY, CONCLUSIONS AND RECOMMENDATIONS**

#### **5.1 Introduction**

This chapter presents the summary, conclusions reached and the implications of the study. Also, some recommendations and areas warranting future or further research are highlighted. There are four major sections: the introduction that provides the outline of the section, the summaries section that summarises research findings. This is followed by a section on the conclusion drawn from the study, and lastly research recommendations.

#### **5.2 Summary of Major Findings**

The main purpose of this study was to establish the role of marriage and family counselling in promoting married career individuals' marital satisfaction. The major findings of this study are summarised below.

##### **5.2.1 Summary of Socio-demographic factors**

The findings of the study revealed that the highest number of participants ranged between 40-49 years (165; 46.2%) and had between 2-3 children (135; 37.8%). The group with the highest participants in the study had an annual income of Ksh. 100,000-300,000 (158; 44%), and the majority of the respondents had a degree (126; 35.5%). The majority had been married between 6-10 years at 187 (52.1%) and most of the respondents indicated that they sometimes attended counselling services (160, 44.8%). Lastly, most respondents indicated that they preferred the services of a professional counsellor (204; 57.3%).

### **5.2.2 Role of Marriage and Family Counselling on Marital Relationship**

Findings of the study show that the marital relationship of married career individuals in Kericho County had a mean of 3.5. Quantitative data showed that the issues facing married career individuals could be summarised as lack of time, exhaustion, and pressure from work, role conflict and too much work. The majority of the participants in Kericho were of the opinion that their partners meet their needs and that in general, were satisfied with their marital relationship. The majority of the participants agreed that marriage and family counselling had helped them to balance family and career with a mean of 4.30. Marriage and family counselling gives couples an avenue to ask questions about circumstances in their lives that could be making them dissatisfied without fear since counselling creates a conducive environment where couples can sort out their issues.

It also emerged that marriage and family counselling played a significant role in marital relationship ( $r = 0.302^{**}$ ,  $p = 0.000$   $p < 0.05$ ). This suggests that marriage and family counselling could be used to help married career individuals address marital relationship issues. It means that it can be used to promote marital satisfaction. This means that marriage and family counselling plays an important role in promoting the marital relationship of married career individuals. Through guiding and counselling, such couples are in a position to devise diverse communication skills as well as listening skills which also play a hand in dealing with the regular hurdles that affect them and their lives in careers and marital relationship. Counselling could be sought by couples to strengthen their partnership and gain a better understanding of each other. A marriage and family counselling program could be developed with an aim to provide an educational experience for married career individuals that would enable them to increase their communication and problem-solving skills, listening skills and associated with effective

marital functioning and the prevention of future marital distress. The program could teach and enhance the level of marital commitment, help couples change the negative attributions they have into positive, promote positive solving of problems by making appropriate adjustment and constructive communication. If all these skills are learned by couples and practised out of counselling then it would lead them to a happy and satisfying marriage. The marriage and family counselling programme when properly enforced helps to develop an individual who is more productive, happier and well-adjusted to the environment despite the costs involved.

### **5.2.3 Role of Marriage and Family Counselling on Marital Adjustment**

Partners who adjust to each other in their relationship agree in significant issues and are eased in their relationship roles and overcome challenges that come their way, hence their relationship is considered satisfying. Results revealed that the majority of the respondents indicated that they were happy with their marital adjustment 172 (48.04%). Their happiness was shown by how they handled their finances together 122 (34.08%), the majority spent time together in leisure activities 139 (38.83%), they also spent time being affectionate and this made them closely connected. The role of marriage and family counselling, therefore, is to facilitate growth and positive adjustment which enables the couple to deal effectively with the demands of career and family. It can also be used to strengthen the couple relationship by encouraging couples to spend quality time together.

A Pearson Correlation revealed that marriage and family counselling plays a significant role in marital adjustment ( $r = 0.388^{**} = p = 0.000$   $p < 0.05$ ). This suggests that marriage and family counselling could be used to help married career individuals address marital adjustment issues. Marriage and family counselling could be used to facilitate growth and positive adjustments which enable couples to deal effectively with the

demands of career and family. The role of marriage and family counselling in marital adjustment was revealed to be: firstly, was used to address adjustment issues, facilitating self-awareness in an individual and the ways to respond to the influences of their environment. Secondly, it was used to help individuals understand themselves and their world, especially work and family. Thirdly, it was used to help couples cope with changes in their lives like parenting.

#### **5.2.4 Role of Marriage and Family Counselling on Marital Intimacy**

This objective sought to explore the respondents as well as the partners' different aspects of marital intimacy, including care, understanding and value, which were necessary for marital intimacy to occur. It was evident that the majority of the respondents shared emotional intimacy which was characterised by a deep sense of caring, expressions of love and liking which contributes to marital satisfaction. Psychological intimacy had a mean of 3.4 for the respondents and the partners' 3.31. According to Bagarozzi (2001), psychological intimacy involves sharing personal issues, information, hopes, fears, desires, and feelings about the self with a spouse. Marriage and family counselling could enhance psychological intimacy through teaching expressive skills, empathic listening, correct simultaneous way of speaking and listening and comparing it with the non-skilled dialogue, conflict resolution skill, self-change skill. Findings on intellectual intimacy had a mean of 2.6 and 3.42. Through marriage and family counselling couples could be helped build on one another's thoughts, taking the conversation to heights in which new perspectives are conceived and considered and as a result achieve marital satisfaction.

The third objective sought to explore whether marriage and family counselling played a significant role in marital intimacy of married career individuals. The null hypothesis that marriage and family counselling did not play a role in marital intimacy was tested using a Pearson Correlation. Results revealed that marriage and family

counselling did not play a significant role in marital intimacy ( $r = 0.006$   $p = 0.906$   $p > 0.05$ ). This could be because, in African culture, intimate aspects are not easily revealed to strangers.

### **5.2.5 Effect of Selected Socio-demographic Factors on Marital Satisfaction**

Lastly, this study sought to explore the effect of selected socio-demographic factors on married career individuals' marital satisfaction. The descriptive statistics and inter-correlations among the study variables revealed that marital satisfaction of married career individuals in Kericho is significantly correlated with gender ( $r = -0.123^*$ ,  $p=0.020$ ); age ( $r = -0.121^*$   $p =0.022$ ) and income level ( $r=-0.109^*$   $p =0.040$ ) and not significantly correlated with the level of education ( $r = 0.062$   $p=0.246$ ). This interaction influence marital satisfaction of married career individuals in Kenya. Result of Multiple Regression showed that the independent variables (gender, age, annual income, number of children, level of education, number of years in marriage and profession) have a composite contribution to the prediction of marital satisfaction among married career individuals. The coefficient of multiple correlations ( $R$ ); = 0.431; ( $R^2$ ) = 0.186, and Multiple adjusted  $R^2 = 0.107$  is indicative of the fact that the independent variables jointly accounted for about 18.6% variation in the prediction of marital satisfaction of married career individuals while other variables may have accounted for 81.4%. The joint contribution of the socio-demographic factors on marital satisfaction was significant  $F (9, 349) = 0.019$   $p<0.05$ ). Marriage and family counselling could be used to create awareness on the contribution of socio-demographic factors on marital satisfaction. This awareness would help couples understand how some socio-demographic factors could be causing dissatisfaction in their marriage and how those issues could be addressed.



### **5.3 Conclusion**

Nowadays in every society, the family is the main source of security for individuals. However, families encounter different challenges and problems in modern societies which affect their marital satisfaction. The findings indicated a favourable attitude mean scores on the role of marriage and family counselling as it was found that many married career individuals seek the services and have found it useful in balancing career and family. This implied that marriage and family counselling could be used to help married career individuals to attain marital satisfaction and hence life satisfaction. Findings indicated that Marriage and family counselling plays a significant role in marital relationship and adjustment but did not have a significant effect on marital intimacy. Married career individuals were shown to support the idea of equality in marriage. In conclusion, this inquiry revealed interesting findings on role of marriage and family counselling: that it helped married career individuals' in sustaining positive influence, plays a role in enhancing capability to make right career decisions, including acquiring skills, attitudes and knowledge that contribute to marital satisfaction; helped in employing strategies to balance work and family so as to achieve success in both areas; and enhances understanding on the causes of stress and the need to adjust some areas in their lives so as to achieve marital satisfaction. If married career individuals could be helped through Marriage and family counselling to understand and be intentional in implementing strategies related to increasing marital satisfaction, they could increase the likelihood that they maintain a satisfying and stable relationship in their careers, and as a result stronger marital relationships. Some socio-demographic factors were shown to have an influence on marital satisfaction. For example, results indicated that there was a significant difference in marital satisfaction based on age, number of children, educational level, annual income and the type of profession.

This study has several limitations that should be considered. First, the sample was limited to Kenyan married career individuals. Second, this study relied solely on self-report measures, with the limitation that participants may underreport or distort various beliefs and behaviours (O'Rourke & Cappeliez, 2001). Generalisability of these findings is somewhat limited by the fact that this study used purposive sampling to recruit a sample of voluntary participants from limited geographic areas of Kenya. In addition, the assessment of marital satisfaction, which often changes over the course of a marriage, was conducted at a single point in time. Lastly, marriage and family counselling was shown to contribute only less than 2 % on marital satisfaction. This shows that there were many confounding factors that affected the study.

#### **5.4 Recommendations**

The following recommendations were made:

- i. Counsellors should focus on strengthening relationships, addressing role conflicts, enhancing life skills, and helping to foster wellness and resiliency to cope with stress, fatigue, and role overload. Interventions that aim to increase career-related awareness and relationship building should be put in place to help promote marital satisfaction
- ii. Counsellors should take an educator role in career experiences, adjustment issues and the role of Marriage and family counselling. counsellors should provide a working approach which helps all career spouses with the decision-making process, to understand themselves and the effects of careers on their marital satisfaction
- iii. There is need to provide Marriage and family counselling training packages to married career individuals that promote marital intimacy and satisfaction tailored to the cultural context of the society

- iv. Counsellors should psycho-educate married career individuals through seminars workshops and meetings on the effect of socio-demographic factors on marital satisfaction.

#### **5.4.1 Policy Recommendations**

The government should consider the following recommendations to enhance marital satisfaction

- i. Government and policymakers should formulate policies that will improve the work-family relationship as they consider the important role of social support in marital satisfaction
- ii. They should establish and reinforce work support policies (for example, childcare services, flexible working schedules and higher salary) may sub-sequent reduce the stress in married career individuals and help improve marital relationships
- iii. There is need to come up with a policy in organisations and institutions that includes:
  - o Provision of counselling services in work stations to help married career individuals address issues they have.
  - o Provision of a good and conducive working environment that will make married career individuals more comfortable at working place
  - o Organising counselling symposia, seminars, workshops for the employees to address career-related issues and help them promote their well-being.

## **5.5 Recommendations for Further Research**

The following areas have been suggested for future research

- i. More research is needed to find out the sources of marital satisfaction for married career individuals so as to put in place interventions to help such families promote their wellbeing and attain it.
- ii. Future studies of marital satisfaction should be carried out across cultures so as to find out whether the challenges faced are cross-cultural.
- iii. Further, other variables could be included in the study of marriage so as to explore their effects on marital satisfaction.
- iv. There is also need to do replica research in other geographical settings so as to gain more insight into career families
- v. Further research needs to be carried out on the effectiveness of marriage and family counselling services offered on marital satisfaction of married career individuals

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## APPENDICES

### Appendix I: Introductory Letter

Dear Respondent,

I am a postgraduate student undertaking a Doctor of Philosophy in Counselling Psychology in the Faculty of Education and Theology at Kabarak University. I am carrying out research on the **Role of Marriage and family counselling in Promoting Marital Satisfaction for Married Career Individuals in Kericho County, Kenya**. I am using the attached questionnaires and interview schedules to collect information for the study. It is my kind request that you fill the questionnaire and respond appropriately to questions providing the relevant information to facilitate the study. As a participant of this study you will be asked to spend approximately 30 minutes of your time answering the questionnaire. Please use the spaces provided to fill in the information required as objectively and honestly as possible. You may choose not to participate regardless of any reason without penalty. Your decision will be respected, and you will not be treated differently from those who participated. The information provided will be treated with strict confidentiality for the purpose of the study only. Please give honest answers that truly reflect your current marriage and family life. Your involvement in the study is strictly voluntary, and you may withdraw from the study at any time. Your participation in the study will help to describe possible challenges facing married career individuals and make suggestions to improve Marriage and family counselling to address these challenges. If you have any questions or wish to seek clarification about this study you should ask the researcher whose phone number and email address appears at the bottom of this letter.

Thank you

Yours faithfully

Gladys C. Mutai  
GDC/M/1095/16  
Cell No. 0720880247  
Email: gladysbett@gmail.com

## Appendix II: Questionnaire

### Section A: Personal Information

The following questions request biographical information.

1. Gender. Male ( ) Female ( )
2. Age 20-29 ( ) 30-39 ( ) 40-49 ( ) 50-59 ( ) 60 and above ( )
3. What is your annual income (Total income per year)?
  - a. below 100,000 ( )
  - b. 100,000-300,000 ( )
  - c. 300,001-500,000 ( )
  - d. 500,001-700,000 ( )
  - e. 700,001- 1million ( )
  - f. Above 1M ( )
4. How many years have you been married? Years 1-5 ( ) 6-10 ( ) 11-15 ( ) 16-20 ( )  
21-25 ( ) 30-35 ( ) above 36 ( )
5. What is your highest educational level? p1 certificate ( ) Diploma ( ) Degree ( )  
Masters ( ) PHD ( )
6. How many children do you have? 0-1 ( ) 2-3 ( ) 4-5 ( ) above 6 ( )
7. How frequently have you attended counselling services? Often ( ) Sometimes ( )  
Rarely ( ) None ( )
8. Are you aware that counselling services are available No ( ) Yes ( )
9. Who is the best person to offer counselling services to married career individuals
  - a. Priest/ Pastor/ faith Healer ( )
  - b. Professional Counsellor ( )
  - c. Friend/ Colleague ( )
  - d. Relative ( )
  - e. Herbalist/ Traditional Healer ( )
10. Please indicate your  
profession.....

**Section B: Role of Marriage and Family Counselling**

Kindly respond to the following statements by ticking on the appropriate box where:

Key: *SD: Strongly Disagree, D: Disagree, UD: Undecided, A: Agree, SA: Strongly Agree*

S/No	Statement	SD	D	N	A	SA
11.	There are so many challenges as I balance career and family					
12.	I seek counselling services when faced with career or/and family conflict					
13.	The cost of seeking counselling services is too high for me					
14.	I often attend Marriage and family counselling seminar/ workshop/ sessions					
15.	Marriage and family counselling has helped me to balance the demands of work and family					
16.	Marriage and family counselling seminars/sessions/workshop has helped us achieve marital satisfaction					
17.	Marriage and family counselling is for everyone					
18.	Marriage counselling is necessary for addressing adjustment issues					
19.	Marriage and family counselling helps in adjusting to life					
20.	Marriage and family counselling helps in promoting intimacy					
21.	Marriage and family counselling helps to improve adjustment in parenting					
22.	It helps in creating awareness of how to address different issues faced in a couple's relationship					
23.	It helps couples cope with changes in their lives					
24.	It promotes a conducive environment that facilitates understanding					
25.	It helps couples develop a free and friendly atmosphere					
26.	It promotes communication among couples					

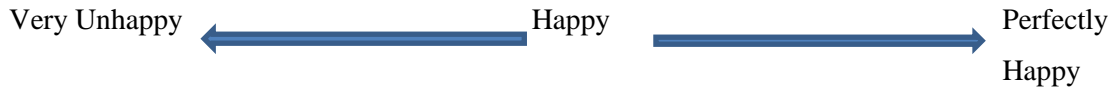
**Section C: Marital Relationship**

Kindly indicate your level of agreement or disagreement with each statement by ticking your response using the following key: (*SD= Strongly disagree, D=disagree, UD=Undecided, A=Agree, SA = Strongly Agree*)

S/No	Statement	SD	D	UD	A	SA
27.	My partner meet my needs					
28.	In general, I am satisfied with the relationship					
29.	Our relationship is better compared to most relationships I know					
30.	I often wish shouldn't have gotten into this relationship					
31.	My spouse has met my original expectations					
32.	I truly love my partner					
33.	Every Relationship has problems					

**Section C: Marital Adjustment**

34. How best would you describe the degree of happiness, everything considered, of your present marriage? ( Tick on the corresponding box)



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State the approximate extent of agreement or disagreement between you and your mate on the following items. Scale:

(*FAA*) *Fully Always Agree*, (*AAA*) *Almost Always Agree*, (*OD*) *Occasionally Disagree*, (*FD*) *Frequently Disagree*, (*AAD*) *Almost Always Disagree*, (*AD*) *Always Disagree*

S/No	Statement	FAA	AAA	OD	FD	AAD	AD
35.	Handling Family Finances						
36.	Matters of Recreation						
37.	Demonstration of Affection						
38.	Friends						
39.	Sex Relations						

40.	Conventionality (right, good, or proper conduct)						
41.	Philosophy of Life						
42.	Ways of dealing with in-laws						

Tick one in each statement:

43. When disagreements arise, they usually result in:

Husband giving in ( ) Wife giving in ( ) Agreement by mutual give and take ( )

44. Do you and your mate engage in outside interests together?

All of them ( ) some of them ( ) Very few of them ( ) None of them. ( )

45. In leisure time do you generally prefer:

To be away with friends ( ) To stay at home ( )

46. Does your mate generally prefer:

To be away with friends ( ) To stay at home? ( )

47. Do you ever wish you had not married?

Frequently ( ) Occasionally ( ) Rarely ( ) Never ( )

48. If you had your life to live over, do you think you would:

Marry the same person ( ) Marry a different person ( ) Not marry at all ( )

49. Do you confide in your mate:

Almost never ( ) Rarely ( ) In most things ( ) In everything ( )

#### Section D: Marital Intimacy

Please indicate by ticking to what extent you agree with the following statements

Key: *SD: Strongly Disagree, D: Disagree, UD: Undecided, A: Agree, SA: Strongly Agree*

S/No	Statement	SD	D	UD	A	SA
50.	I care about my partner's needs					
51.	Taking care of my partners makes me happy					
52.	I would do just about anything to help my partner					
53.	I care more about my partner's welfare than about anyone else's welfare					
54.	It is easy to identify with my partner					
55.	Sometimes it feels as though my partner and I are from different planets					
56.	I understand my partner than anyone else understands him/her					

57.	I find it hard to sympathise with my partner					
58.	I like my partner					
59.	Sometimes I wish my partner was someone else					
60.	There are many things about my partner I'd like to change					
61.	My partner neglects me					
62.	My partner works hard to make me happy					
63.	My partner would do just about anything to help me					
64.	My partner ignores my complaints					
65.	I really wish my partner understood me better					
66.	My partner can really relate to me					
67.	My partner often doesn't seem to say 'get' what I say to him/her					
68.	My partner understands me better than anyone else					
69.	My partner is always trying to change me					
70.	My partner likes me					
71.	My partner feels my concerns are very small					



**Appendix III : Interview Schedules**  
**Interview Questions for Married Career Individuals**

1. What are the challenges you face while balancing between career and family?
2. Have you ever attended any Marriage and family counselling seminar/ workshop/ sessions to address work-related or family problems?
3. What is the role of Marriage and family counselling in marital satisfaction?
4. What is the role of Marriage and family counselling on adjusting to work and marital responsibilities?
5. What is the role of Marriage and family counselling in promoting marital satisfaction?
6. In your opinion, what can be done to improve on Marriage and family counselling services provided to couples so as to promote marital satisfaction?

## Appendix IV : Letters of Request for Permission

Box 1203,  
KERICHO.  
24<sup>th</sup> August 2017

The County Commissioner,  
Kericho County,  
Box  
KERICHO

Dear Sir/Madam

### **Re: Application to Carry Out Research in Kericho County**

I hereby request to carry out research in Kericho County. I am a student at Kabarak University pursuing a PHD program that would lead to a Doctor of Philosophy Degree in Counselling Psychology. As part of the requirements of the degree, research has to be carried out. I have chosen to carry out the research in Kericho County so as to add to existing knowledge and be able to make a difference in my County which I am proud of. The title of the research is **“The Role of Marriage and family counselling in Promoting Marital Satisfaction for Married career individuals.”**

Find attached herein is the letter from the University and a research permit from National Commission for Science, Technology and Innovation. Your kind consideration will be highly appreciated. Thanks in advance.

Yours faithfully,

Gladys Mutai  
Cell Phone: 072088024

## Appendix V: Summary Statistics

### Marital Relationship

	<b>Frequency</b>	<b>Percent</b>
Very satisfied	32	9.0
Satisfied	285	79.5
Not Satisfied	41	11.5
<b>Total</b>	<b>358</b>	<b>100.0</b>

Key: less than 15 Not satisfied, 16-27 Satisfied, 28-35 Very satisfied

### MARITAL ADJUSTMENT

	<b>Frequency</b>	<b>Percent</b>
Least Adjusted	10	2.8
Moderately Adjusted	178	49.7
Well Adjusted	170	47.5
<b>Total</b>	<b>358</b>	<b>100.0</b>

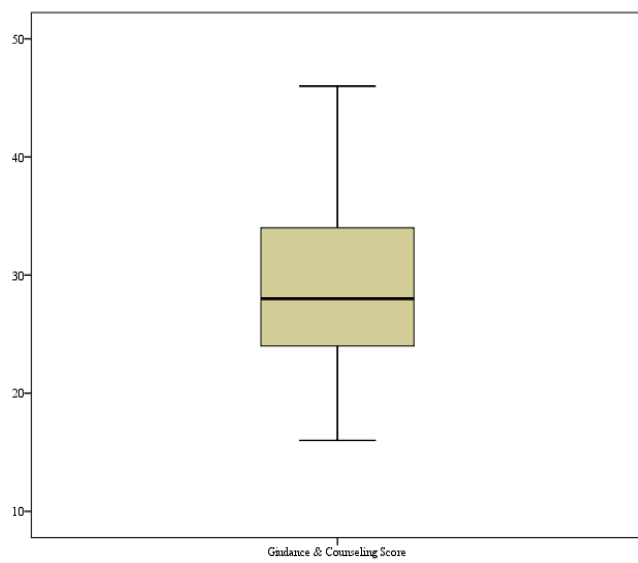
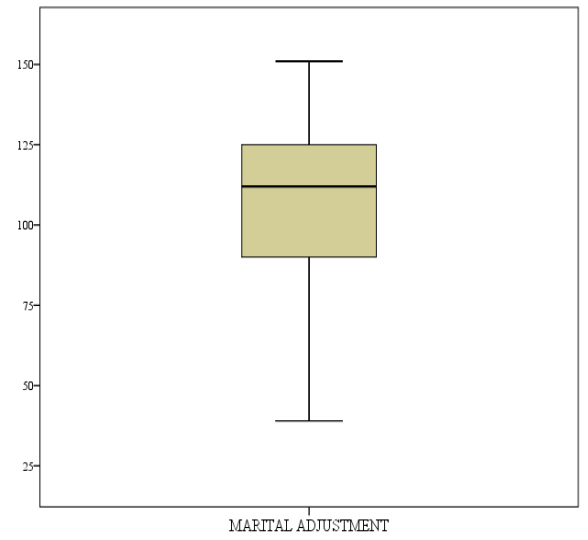
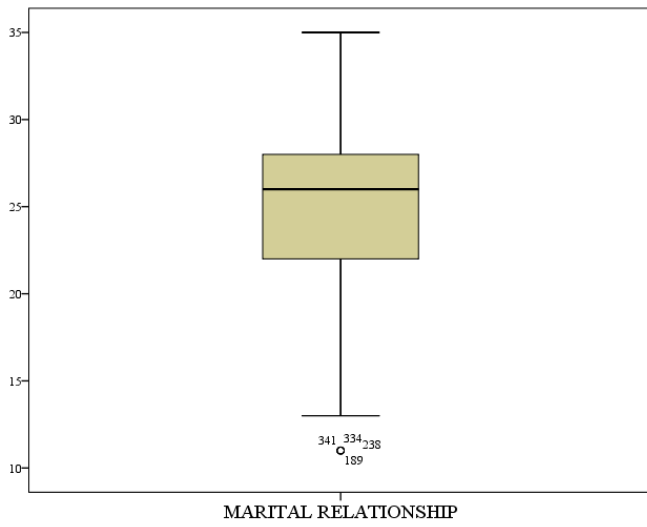
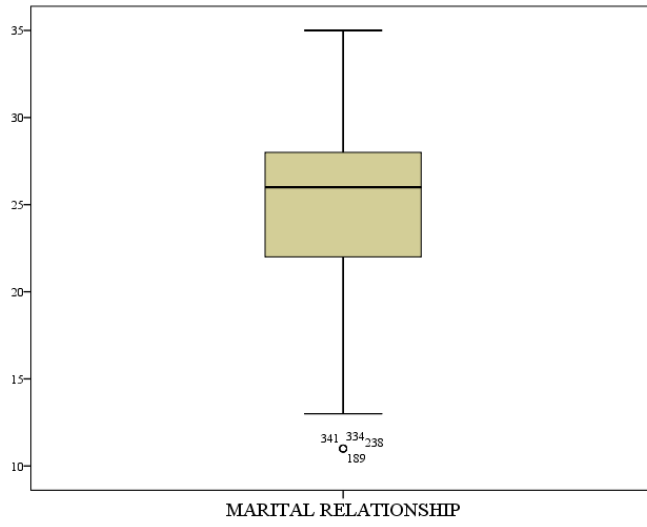
Key: 1-56 Least Adjusted, 57-112 moderately adjusted, 113 & above Well adjusted

### MARITAL INTIMACY

	<b>Frequency</b>	<b>Percent</b>
Weak	6	1.7
Moderate	350	97.8
Strong	2	.6
<b>Total</b>	<b>358</b>	<b>100.0</b>

Key; less than 40, weak, 40 – 80 moderate, over 80 strong

## Appendix VI: Box plots



## Appendix VII: Publications

*IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*  
Volume 22, Issue 12, Ver. 6 (December. 2017) PP 53-60  
e-ISSN: 2279-0837, p-ISSN: 2279-0845.  
[www.iosrjournals.org](http://www.iosrjournals.org)

### Relationship between Demographic Characteristics and Marital Satisfaction for Career Couples in Kericho County, Kenya

Gladys Bett<sup>1\*</sup> Dr. Gladys Kiptiony<sup>2</sup> Dr. Merecia Sirera<sup>3</sup>

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**Abstract:** The career family is an emergent family form in our society that offers new sources of satisfaction and at the same time presents new types of problems which threaten marital satisfaction. Careers represent a major innovation that calls into question traditional aspects of family life and division of labor. This study sought to explore the effect of demographic variables on career couples' marital satisfaction with an aim of coming up with interventions that could enhance marital satisfaction. The study was guided by the following objectives: To establish the relationship between demographic characteristics and marital satisfaction for career couples; To find out the joint contribution of demographic characteristics to marital satisfaction; and the differences in contribution of demographic on marital satisfaction. The theoretical framework adopted by the study is Talcot Parson's (1951) structural functionalism and Bowen's Family Systems Theory. The target population was 4057 career couples in Kericho County. A sample of 351 career couples was used. Both quantitative and qualitative methods were used in data collection. The instruments used to collect the data for the study were questionnaire for career couples and interviews to counselors. Quantitative data gathered was analyzed using the SSPS. The findings of this study were beneficial to professionals; added to the existing literature on marital satisfaction, and guided further research into this area of career marriages and counseling. The outcome is indicative of the fact that the independent variables jointly accounted for about 2.6% variation in the prediction of marital satisfaction of career couples while other variables not examined in this objective may have accounted for 97.4%. The joint contribution of the demographic characteristics is significant  $p=0.013$  ( $p<0.05$ ). In addition, results of the study showed that gender contributed significantly to prediction of marital satisfaction among career couples (beta =-.118,  $p=0.027$   $p<0.05$ .) The correlations of age (beta =0.105,  $p=0.054$ , annual income (beta = -0.081,  $p=-1.509$ ), Level of educational (beta=0.048,  $p=0.364$ ) and number of children (beta =-.455,  $p=0.649$ ) with marital satisfaction were not significant ( $p>0.05$ ). The hypothesis that there would be no relationship between respondent demographics and marital satisfaction was upheld for gender, but was rejected for age, level of education, number of children and annual income.

**Key words:** Demographic characteristics, career couples, marital satisfaction

Date of Submission: 28-10-2017

Date of acceptance: 19-12-2017

#### I. INTRODUCTION

Marriage is an important institution in almost all societies in the world (Myers, Madathil, & Tingle, 2005). "It is one of the most intense human relationships. The quality of this relationship is continually redefined by spouses and is potentially crucial to their overall experience of family life" (Pimentel, 2000). A stable marriage is associated with improved physical, intellectual, mental and emotional health of men, women and children, as well as equipping them with the values and habits that promote prosperous economic activity (Waite and Gallagher, 2000). Simon, 2002 emphasizes that the marriage relationship enhances mental health in both men and women. The effort to have satisfied marriage by Kenyan couples however is thwarted by the presence of strain resulting from rapid changes of life events. This strain could be as a result of trying to balance the multiple competing demands of couples time and energy as a result of work and family. Career couples are those couples where both the partners pursue their respective careers and at the same time manage their personal life. Many social indicators suggest that the number of career couples in this country will continue to increase. Despite their prevalence little is known about their marital satisfaction.

Marital satisfaction is an essential element for successful family life and personal growth. Marital satisfaction, referring to spouses' global evaluation of their marriage, has been extensively studied (e.g., Rosen-Grandon, Myers, & Hattie, 2004). It has been argued that marital satisfaction is related to physical and

## Role of Guidance and Counseling in Promoting Married Career Individuals' Marital Relationship in Kericho County, Kenya

Gladys Bett<sup>1\*</sup>, Dr. Mercia Sirera<sup>2</sup> and Prof. Gladys Kiptiony<sup>3</sup>

<sup>1</sup> Student Affairs Department, University of Kabrianga P.O. Box 2030-20200 Kericho Kenya

<sup>2</sup> Department of Psychology, Kenyatta University

<sup>3</sup> Department of Education, Kabarak University

Corresponding Author: Gladys Bett

**Abstract:** Marital relationships are an important variable in understanding marital performance. Marital relationship dynamics represents couple's action in activities of personal, leisure, domestic, conflict, and conversation. The career family is an emergent family form in our society that offers new sources of satisfaction and at the same time presents new types of problems, which threaten marital satisfaction. Careers represent a major innovation that calls into question traditional aspects of family life and division of labor. The purpose of this study was, therefore, to investigate the role of guidance and counseling on marital satisfaction with an aim of coming up with interventions that could enhance marital satisfaction. The study was guided by the following objectives: to find out challenges affecting the marital relationship and to investigate the role of guidance and counseling in promoting marital relationship. The theories guiding the study were Structural Theory, Family Systems Theory and Common Factors Theory. Quantitative data was collected through a structured questionnaire while qualitative data was collected through interviews. The population of the study consisted of 9113 married career individuals. The sample was identified using purposive and stratified random sampling techniques. The pilot study was conducted in Sotik Sub-county, Bomet County with 40 participants who were not included in the sample. Content validity was ensured through intensive review of literature and comparison made with prior validated studies and through research peers and psychology experts. External reliability coefficients of the questionnaires was determined by test-retest method and found to be 0.886. The data obtained was analyzed by use of descriptive using frequencies, means and standard deviations and inferential statistics using Pearson Correlation Coefficient and Structural Equation Model. Guidance and counseling was shown to play a significant role in marital relationship ( $\beta = 0.223$ ;  $p = 0.023$ ,  $p < 0.05$ ). Quantitative data revealed that the issues facing married career individuals are lack of time, exhaustion, pressure from work, role conflict and too much work. It was shown that career has demands that sometimes conflict with family demands. Counseling helps couples to recognize and resolve conflicts caused by too much responsibility arising from careers and family and hence improve their relationships. Marriage counseling helps individuals make thoughtful decisions about building and strengthening their relationship. Guidance and counseling plays a role in empowering couples build strong marital relationships. This study recommended that marriage counseling, with an emphasis on promoting awareness in marital happiness and satisfaction, would be helpful in addressing marital conflicts and help enhance marital satisfaction.

**Key Words:** Challenges, Guidance and counseling, Marital Relationship, Marital Satisfaction

Date of Submission: 03-08-2019

Date of Acceptance: 19-08-2019

### I. INTRODUCTION

Marital relationship, which is a union between a male and a female includes: happiness, intimacy, commitment, pleasure, compassion, love, strong communication, typically provides a reliable means for marital satisfaction (Amidu, Owiredo, Gyasi-Sarpong, Woode & Quaye, 2011). Onsy and Amer (2013) argued that marriage binds spouses as one in a way which is not available in other relationships. Marital relationship dynamics represents couple's action in personal, leisure, domestic and conflict activities (Zarepour, 2010). According to Stanley, Markman, and Whitton (2002) there are three fundamental components that have been linked with marital success: communication, commitment, and conflict resolution. Kind of couples' interactions in living environment has direct relationships with feeling miserable or happy. Couples who experience deep, logical, friendly and intimate emotional relationships are successful people with high self-confidence, optimistic, happy and with a sense of happiness. Conversely, couples who do not have appropriate emotional relationships together are solitary, grumpy, with a very low level of consistency in society, unsuccessful, always disappointed with negative and with a sense of misery. However, careers may take the time that couples may have spent together in being friendly and intimate.

According to Tolorunleke (2014) marriage should be an exciting and beautiful adventure and the relationship between husband and wife is intended to get better with every passing day or year. However, some minor conflicts may affect the couple relationship and as Okafor (2002) puts it, when these conflicts are not properly handled, they can cause friction and eventually lead to separation of the marriage partners that may widen over the years. Good relationships can improve communications and increase friendship, trust and support between couples. Ineffective relationships may weaken links; create distrust and hatred (Gillpatrick, 2008). The results of researches indicate that relationships skills are positively related with marital satisfaction and family conflicts resolution process can be simplified by enhancing these skills (Ebrahimi & Janbozorgi, 2008). However few researches had been done on the role of guidance and counseling on imparting marital relationship skills so as to enhance marital satisfaction.

Makinde (1984) defines counseling as an integrative process between a client, who is vulnerable and who needs assistance, and a counselor who is trained and educated to give this assistance. The goal of the interaction is to help the client learn

## Appendix VIII: University Authorization Letter



### INSTITUTE OF POST GRADUATE STUDIES

Private Bag - 20157  
KABARAK, KENYA  
E-mail: [directorpostgraduate@kabarak.ac.ke](mailto:directorpostgraduate@kabarak.ac.ke)

Tel: 0773265999  
Fax: 254-51-343012  
[www.kabarak.ac.ke](http://www.kabarak.ac.ke)

6<sup>th</sup> July, 2017

Ministry of Education, Science and Technology,  
National Commission for Science, Technology and Innovation,  
9<sup>th</sup> Floor, Utalii House,  
P.O. Box 30623 – 00100,  
NAIROBI.

Dear Sir/Madam,

**RE: RESEARCH BY GDC/M/1095/9/14- GLADYS C. MUTAI**

The above named is a Doctoral student at Kabarak University in the School of Education. She is carrying out research entitled “The Role of Guidance and Counselling in Promoting Marital Satisfaction for Carrier Couples in Kericho County, Kenya”

The information obtained in the course of this research will be used for academic purposes only and will be treated with utmost confidentiality.

Please provide the necessary assistance.

Thank you.

Yours faithfully,

**Dr. Betty Tikoko**  
**DIRECTOR POST GRADUATE STUDIES**



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#### Kabarak University Moral Code

*As members of Kabarak University family, we purpose at all times and in all places, to set apart in one's heart, Jesus as Lord. (1 Peter 3:15)*

## Appendix IX: NACOSTI Authorization Letter



### NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY AND INNOVATION

Telephone: +254-20-2213471,  
2241349, 3310571, 2219420  
Fax: +254-20-318245, 318249  
Email: dg@nacosti.go.ke  
Website: www.nacosti.go.ke  
When replying please quote

9<sup>th</sup> Floor, Utalii House  
Uhuru Highway  
P.O. Box 30623-00100  
NAIROBI-KENYA

Ref. No. **NACOSTI/P/17/58323/18234**

Date: **18<sup>th</sup> July, 2017**

Gladys C. Mutai  
Kabarak University  
Private Bag - 20157  
**KABARAK.**

#### **RE: RESEARCH AUTHORIZATION**

Following your application for authority to carry out research on *“The role of guidance and counseling in promoting marital satisfaction for career couples in Kericho County, Kenya,”* I am pleased to inform you that you have been authorized to undertake research in **Kericho County** for the period ending **18<sup>th</sup> July, 2018**.

You are advised to report to **the County Commissioner and the County Director of Education, Kericho County** before embarking on the research project.

Kindly note that, as an applicant who has been licensed under the Science, Technology and Innovation Act, 2013 to conduct research in Kenya, you shall deposit a **copy** of the final research report to the Commission within **one year** of completion. The soft copy of the same should be submitted through the Online Research Information System.

**GODFREY P. KALERWA MSc., MBA, MKIM  
FOR: DIRECTOR-GENERAL/CEO**

Copy to:

The County Commissioner  
Kericho County.

The County Director of Education  
Kericho County.



## Appendix X: NACOSTI Research Permit

### THIS IS TO CERTIFY THAT:

**MS. GLADYS C MUTAI**  
of **KABARAK UNIVERSITY, 1203-20200**  
**KERICHO**, has been permitted to conduct  
**research in Kericho County**

**Permit No : NACOSTI/P/17/58323/18234**

**Date Of Issue : 18th July, 2017**

**Fee Received :Ksh 2000**

**on the topic: THE ROLE OF GUIDANCE**  
**AND COUNSELING IN PROMOTING**  
**MARITAL SATISFACTION FOR CAREER**  
**COUPLES IN KERICHO COUNTY, KENYA**

**for the period ending:**  
**18th July, 2018**



**Applicant's**  
**Signature**

**Director General**  
**National Commission for Science,**  
**Technology & Innovation**

### CONDITIONS

1. The License is valid for the proposed research research site specified period.
2. Both the Licence and any rights thereunder are non-transferable.
3. Upon request of the Commission, the Licensee shall submit a progress report.
4. The Licensee shall report to the County Director of Education and County Governor in the area of research before commencement of the research.
5. Excavation, filming and collection of specimens are subject to further permissions from relevant Government agencies.
6. This Licence does not give authority to transfer research materials.
7. The Licensee shall submit two (2) hard copies and upload a soft copy of their final report.
8. The Commission reserves the right to modify the conditions of this Licence including its cancellation without prior notice.



**REPUBLIC OF KENYA**



**National Commission for Science,**  
**Technology and Innovation**  
**RESEARCH CLEARANCE**  
**PERMIT**

**Serial No.A 15048**

**CONDITIONS: see back page**

**Appendix XI: Research Authorization from the County Commissioner**

**THE PRESIDENCY  
MINISTRY OF INTERIOR AND CO-ORDINATION OF NATIONAL GOVERNMENT**

Telegrams: .....  
Telephone: Kericho 20132  
When replying please quote  
[kerihocc@yahoo.com](mailto:kerihocc@yahoo.com)



COUNTY COMMISSIONER  
KERICHO COUNTY  
P.O. BOX 19  
KERICHO

**REF: MISC.19 VOL.II/ (300)**

24<sup>th</sup> August, 2017

All Deputy County Commissioners  
**KERICHO COUNTY**

**RE: RESEARCH AUTHORIZATION – GLADYS C. MUTAI**

Authorization has been granted to Gladys C. Mutai by National Commission for Science, Technology and Innovation, as per a letter Ref: No. NACOSTI/P/17/58323/18234 dated 18<sup>th</sup> July, 2017 to carry out research on "*The role of guidance and counseling in promoting marital satisfaction for career couples in Kericho County*" for a period ending 18<sup>th</sup> July, 2018.

Kindly accord her the necessary assistance.



PP  
MUKTAR ABDI  
COUNTY COMMISSIONER  
**KERICHO COUNTY**

**CC.**  
The County Director of Education  
**Kericho County**

**Appendix XII: Research Authorization from the Ministry of Education**



**MINISTRY OF EDUCATION**

STATE DEPARTMENT OF EDUCATION

Email: cdekerichocounty@gmail.com

When Replying Please Quote:

County Education Office

P.O BOX 149

KERICHO

Ref: No.KER/C/ED/GC/2/VOL.II/

24<sup>TH</sup> AUGUST, 2017

**TO WHOM IT MAY CONCERN.**

**RE: RESEARCH AUTHORIZATION-GLADYS C. MUTAI**

The above named has been authorized by the National Commission for Science, Technology and Innovation to undertake research on "*The role of guidance and counseling in promoting marital satisfaction for career couples in Kericho County, Kenya*" for the period ending 18<sup>th</sup> July, 2018.

Kindly accord her the necessary assistance.



OSEWE F.M.

COUNTY DIRECTOR OF EDUCATION

**KERICHO.**

### Appendix XIII: Map of Kericho County

