



(RESEARCH ARTICLE)



## Work-life balance and marital adjustment among lawyers

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### Abstract

The purpose of the study was to examine the Work-life balance and marital adjustment among lawyers. This study assessed the relationship between work-life balance and marital adjustment and also relationship between the domains of work-life balance and marital adjustment. This study looked at differences in work-life balance and marital adjustment among lawyers by age and gender. Finding the effect of Work-life Balance on Marital Adjustment was another goal of the study. The age of lawyers has a major impact on work-life balance, according to the findings, which also showed a strong association between work-life balance and marital adjustment. Work interference with personal life (WIPL), personal life interference with work (PLIW), work/personal life enhancement (WPLE), and marital adjustment all have low positive correlation in the work-like balance dimensions. The results of the regression analysis showed that Marital Adjustment is significantly impacted by Work-Life Balance. The study also revealed that lawyers' work-life balance varies significantly by age.

**Keywords:** Job; Lawyers; Marital Adjustment; Marriage; Personal life; Relationship; Work; Work-life balance

### 1. Introduction

In a culture that is becoming more and more frantic and busy, downsizing can either result in more time and effort being put into the workplace the need to maintain existing less participation in their current role in favor of the personal life, putting potential of landing work at risk. It's becoming increasingly difficult in today's world to balance a demanding work with spending quality time with family. Maintaining a career and a healthy relationship while being married today is difficult for married couples. An individual may become mired in a cycle of work and sleep as a result of their employment, which increases the likelihood that they will give their relationship less of their attention and focus. Lawyers are renowned for working long hours and having a heavy workload. It makes sense that the legal industry is particularly susceptible to time constraints. Getting ready for a trial, travelling, caring for children, other dependents, and other activities commonly take up time away from work and the office. Depending on the practice area, culture of the law firm, family structure, and level of both personal and professional support, different lawyers will face different demands each day.

Work, life, and balance are the three words that make up the phrase "Work-life Balance," which basically refers to creating a balance between life (health, family, spiritual development, pleasure and leisure) and work (vocation and aspiration) on one hand, and to fulfilment and effective role-playing at home and at work on the other. The extent of the work-life balance which one can access simultaneously manage behavioural, time, and emotions limits of family responsibilities, paid employment, and other commitments. This can mean different things to different individuals (Clark, 2000 and Hill, et al., 2001). The standard illustration of Work-life Balance is when a person's freedom to live a fulfilling life, both outside and inside of salaried job, is recognised and esteemed. Some individuals can mention to it as the pliable work order that enable parents and non-parents alike to take advantage of workplace circumstances that's

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strike a stability between obligations at job and obligations at home (Marafi, 2012). When people are equally invested in and content with their roles as professionals and parents, it promotes the seamless and comprehensive blending of family, personal life, social life and work.

In the modern era, balancing job, family, and personal obligations is one of the major causes of Marital Adjustment. The fact that both partners in the marriage work or want to work will have a significant impact on their marriage. The value that a person places on their marriage directly correlates with the importance that they place on both their personal and professional lives. Although one must give careful thought in the early stages of marriage, Marital Adjustment is a lifelong process.

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## 2. Methodology

### 2.1. Hypotheses

- H01 : There is no significant relationship between Work-life Balance and Marital Adjustment among lawyers
- H02: There is no significant relationship between the dimensions of Work-life Balance and Marital Adjustment among lawyers.
- H03 : There is no significant gender differences in Work-life Balance among lawyers
- H04 : There is no significant gender differences in Marital Adjustment among lawyers
- H05: There is no significant age differences in Work-life Balance among lawyers
- H06: There is no significant age differences in Marital Adjustment among lawyers
- H07: There is no impact of Work-life Balance on Marital Adjustment among lawyers.

### 2.2. Operational definition

- Work-life Balance: The degree to which a person prioritises their professional and personal obligations in their lives, as well as the presence of work-related activities in their home, is referred to as work-life balance.
- Marital Adjustments: refers to how well people adjust and adapt to marriage and each other and complement each other to achieve happiness and common goals.

For the study, a sample of 123 lawyers from Kerala's High Court was used. The investigation employed the purposive sampling method. Work-life balance and marital adjustment of the people were evaluated. The Work-Life Balance Scale by Hayman (2005) and the Marital Adjustment Questionnaire by Dr. Pramod Kumar & Dr. (Km.) Kanchana Rohatgi (1976) were utilised as the measurement tools.

### 2.3. Statistical analysis

The standard deviation and central tendency were calculated. Correlation analysis was performed to determine the association between Work-life Balance and Marital Adjustment as well as the relationship between the dimensions of Work-life Balance and Marital Adjustment. Independent samples t-test is utilised to ascertain whether there is a significant gender difference in lawyers' Work-life Balance and Marital Adjustment. In order to identify the significant age differences in work-life balance and marital adjustment among lawyers, one way ANOVA was utilized. To determine whether work-life balance has an effect on marital adjustment, linear regression analysis was used.

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## 3. Results

Table 1 shows the demographic details of the characteristics of the sample collected. In this study a total of 123 participants participated in which 63 (51.2%) and 60 (48.8%) were males and females respectively. The age was classified as 28-38 = 42 (34.1%), 39-49 = 44 (35.8%) and 50-58 = 37 (30.1). The years of practice which these lawyers had were less than 5 years = 19 (15.4), 5-15 years = 39 (31.7), 16-25 years = 40 (32.5) and 26-35 years = 25 (20.3). Years of marriage that these lawyers had were 5-15 years = 59 (48), 16-25 years = 40 (32.5) and 26-35 years = 24 (19.5). Number of children were found to be one = 39 (31.7), more than one = 62 (50.4) and none = 22 (17.9).

Table 2 shows the difference of Work-life Balance and Marital Adjustment among lawyers. The total sample of the study is 123 lawyers. In Work-life Balance, the mean value is 52.14 and standard deviation as 8.211. In Marital Adjustment, the mean value is 18.69 and standard deviation as 4.308.

**Table 1** Socio-demographical details

Sample characteristics	N	%
<b>Gender</b>		
Male	63	51.2
Female	60	48.8
<b>Age</b>		
28-38	42	34.1
39-49	44	35.8
50-58	37	30.1
<b>Years of practice</b>		
<5	19	15.4
5-15	39	31.7
16-25	40	32.5
26-35	25	20.3
<b>Years of marriage</b>		
5-15	59	48
16-25	40	32.5
26-35	24	19.5
<b>No of Children</b>		
One	39	31.7
More than one	62	50.4
None	22	17.9

**Table 2** Descriptive statistics

	N	Mean	Std. Deviation
Work-life Balance	123	52.14	8.211
Marital Adjustment	123	18.69	4.308

**Table 3** Correlation between Work-life Balance and Marital Adjustment among lawyers

	Variables	N	M	SD	1	2
1.	Work-life Balance	123	52.14	8.211	-	0.377**
2.	Marital Adjustment	123	18.69	4.308	0.377**	-

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows the correlation scores of Work-life Balance and Marital Adjustment among lawyers. The mean value and standard deviation for Work-life Balance is 52.14 and 8.211 respectively and the mean value and standard deviation for Marital Adjustment is 18.69 and 4.308 respectively. The table shows a correlation,  $r=0.377^{**}$  for Work-life Balance and

Marital Adjustment. The p value is 0.000 ( $p < 0.01$ ). The r value is 0.377\*\* which states that there is a weak positive correlation which means that when Work-life Balance increases Marital Adjustment increases and when Work-life Balance increases Marital Adjustment increases in lawyers. Hence, the null hypothesis, there is no significant relationship between Work-life Balance and Marital Adjustment was rejected which indicates that there is a significant relation between Work-life Balance and Marital Adjustment.

**Table 4** Correlation between the dimensions of Work-life Balance and Marital Adjustment among lawyers

	Variables	N	M	SD	1	2	3	4
1	WILP	123	23.27	5.015	-	0.540	0.267**	0.222**
2	PLIW	123	14.91	2.791	0.540**	-	0.154	0.265**
3	WPLE	123	13.96	2.974	0.267**	0.154	-	0.416**
4	Marital Adjustment	123	18.69	4.308	0.222**	0.265**	0.416	-

\*\* Correlation is significant at the 0.01 level (2-tailed); \* Correlation is significant at the 0.05 level (2-tailed).

Table 4 shows the correlation of the dimensions of Work-life Balance and Marital Adjustment. The table shows a weak positive correlation between WILP and Marital Adjustment with correlation  $r = 0.222^{**}$  which is significant at p value of 0.00 and the relationship between PLIW and Marital Adjustment was found to be positively correlated as  $r = 0.265^{**}$  at the significant level of 0.00 which indicates that there is low positive correlation. The relationship between WPLE and Marital Adjustment was also found to be positively correlated as  $r = 0.416^{**}$  at the significant level of 0.00. Hence, the null hypothesis, that there is no significant relationship between the dimensions of Work-life Balance and Marital Adjustment is rejected which indicates that there is a significant relation between the dimensions of Work-life Balance and Marital Adjustment.

**Table 5** Independent Samples t-Test of Work-life Balance and Marital Adjustment based on gender

Logistic parameter	Male				Female			T	P
	N	N	M	SD	N	M	SD		
Work-life Balance	123	63	51.51	8.580	60	52.80	7.822	-0.872	0.385
Marital Adjustment	123	63	18.81	3.959	60	18.57	4.677	0.311	0.756

Table 5 shows that the mean value and standard deviation of Work-life Balance for males are 51.51 and 8.580 respectively. The mean value and standard deviation for females are 52.80 the t value obtained between the two groups on Work-life Balance is -0.872 at corresponding p value 0.385 ( $p < 0.05$ ). This clearly shows that there is no significant difference in Work-life Balance between males and females. Hence, the null hypothesis, there is no significant gender differences in Work-life Balance among lawyers is accepted.

The mean value and standard deviation of Marital Adjustment for males are 18.81 and 3.959 respectively. The mean value and standard deviation for females are 18.57 and 4.677. The t value obtained between the two groups on Marital Adjustment is 0.311 at corresponding p value 0.756 ( $p < 0.05$ ). This clearly shows that there is no significant difference in Work-life Balance between males and females. Hence, the null hypothesis, there is no significant gender differences in Marital Adjustment among lawyers is accepted.

**Table 6** One-way ANOVA of Work-life Balance and Marital Adjustment based on age

Age	28-38		39-49		50-58		F	P
Variable	M	SD	M	SD	M	SD		
Work-life Balance	48.10	7.685	54.73	7.491	53.65	8.035	8.933	0.000
Marital Adjustment	18.02	4.486	19.80	3.441	18.14	4.849	2.306	0.104

Table 6 shows the one-way ANOVA of Work-life Balance and Marital Adjustment based on age. The mean value and standard deviation of Work-life Balance for age from 28-38 is 48.10 and 7.685 respectively and for age from 39-49 mean value is 54.73 and standard deviation is 7.491 and from age 50-58 mean value is 53.65 and standard deviation is 8.035. The mean value and standard deviation of Marital Adjustment for age from 28-38 is 18.02 and 4.486 respectively and from age 39-49 mean value is 19.80 and standard deviation is 3.441 and from age 50-58 mean value is 18.14 and standard deviation is 4.849.

An analysis of variance shows that the effect of age of lawyers on Work-life Balance is significant,  $F=8.933$  and  $p$  value is 0.000 ( $p<0.005$ ). This clearly shows that the null hypothesis, that there are no significant age differences in Work-life Balance among lawyers is rejected which indicate that there is a significant age differences in Work-life Balance among lawyers.

An analysis of variance showed that the effect of age of lawyers on Marital Adjustment is not significant,  $F= 2.306$  and  $p$  value is 0.104 ( $p>0.005$ ). Hence, the null hypothesis, there is no significant age differences in Marital Adjustment among lawyers is accepted.

**Table 7** Regression analysis of Work-life Balance on Marital Adjustment among lawyers

Variable	R	R <sup>2</sup>	Unstandardized Coefficients		Standardized Coefficients	F	Sig
			B	SE	B		
Work-life Balance	0.377a	0.142	0.198	0.044	0.377	19.999	0.000b

Table 7 shows the R value is 0.377 and it is found that the R square value is 0.142. The unstandardized coefficient B value is 0.198 and SE value is 0.044. The standardized coefficient value of B is 0.377. The F value is 19.99. The significance is 0.000. Which indicate that the sig value 0.000 is less than 0.005 value. ( $p < 0.005$ ). This clearly shows that there is an influence of Work-life Balance on Marital Adjustment. Hence, the null hypothesis, there is no impact of Work-life Balance on Marital Adjustment among lawyers is rejected and which indicates that there is an impact on Marital Adjustment on Marital Adjustment among lawyers.

#### 4. Discussion

The aim of this study was to explore the Work-life Balance and Marital Adjustment among lawyers. It was found that there is a positive correlation between Work-life Balance and Marital Adjustment among lawyers, contradicting the study's initial hypothesis that there is no significant relationship between the two. This means that as Work-life Balance improves, so does Marital Adjustment, and vice versa. This present study agrees with other similar studies Ashwini U R (2018) which shows the study which indicate that job satisfaction had a significant positive relationship with marital satisfaction. In a related study, Okojide A., et al. (2020) also found the high prevalence of problems associated with Work-life Balance among women in Lagos State.

The hypothesis H<sub>02</sub> states that there is a significant relationship between the dimensions of Work-life Balance and Marital Adjustment among lawyers. The dimensions of work-like balance; work interference with personal life (WIPL), personal life interference with work (PLIW), work/personal life enhancement (WPLE) and Marital Adjustment shows low positive correlation that is when the dimensions of Work-life Balance increase Marital Adjustment also increases and when it decreases Marital Adjustment decreases. Work/personal life enhancement (WPLE) is the factor that has more influence on Marital Adjustment. Result shows that the null hypothesis is rejected which indicates that there is a significant relationship between the dimensions of Work-life Balance and Marital Adjustment.

The hypotheses H<sub>03</sub> and H<sub>04</sub> states that there is no significant gender difference in Work-life Balance among lawyers and there is no significant gender differences in Marital Adjustment among lawyers. The independent sample t-test result showed that the hypothesis was accepted. It implies that males and females do not significantly differ in their Work-life Balance and Marital Adjustment. The study's findings concur with Niharika Doble and M.V. Supriya's (2010) study on gender variations in IT professionals' perceptions of Work-life Balance, which found no appreciable gender differences. There is no gender difference in Work-life Balance and life satisfaction, according to a 2016 study by Dora Bari and Peter Robert on eight post-communist countries. As previously indicated, the study by Ashwini U R(2018)

shows that there is no significant gender difference between men and women in terms of Work-life Balance, and it is also observed that there is no significant gender difference between men and women in terms of marital satisfaction.

The hypothesis H05 is that there is no age differences in Work-life Balance among lawyers. An analysis of variance shows that the effect of age of lawyers on Work-life Balance is significant. This shows that age-related differences in Work-life Balance exist. Anita Richert-Kazmierska and Katarzyna Stankiewicz (2016) reported the findings of a study that revealed a statistically significant difference among employees. According to hypothesis H06, there is no significant age differences in Marital Adjustment among lawyers. An analysis of variance showed that the effect of age of lawyers on Marital Adjustment is not significant. There are no significant age differences in Marital Adjustment among lawyers.

The following hypothesis, H07, looks at the impact of Work-life Balance on Marital Adjustment among lawyers. The hypotheses which was tested using linear regression was rejected. This implies that Work-life Balance significantly influences Marital Adjustment. The related work by Okojide A., et al. that was previously highlighted. (2020) The study's findings imply that marriage stability is greatly impacted by Work-life Balance.

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## 5. Conclusion

The study's goal is to investigate how lawyers' Work-life Balance and Marital Adjustment, as well as the relationships between its dimensions, relate to one another. The goal of this investigation was to look at the age and gender-specific disparities in lawyers' Work-life Balance and Marital Adjustment. Finding effect of Work-life Balance on Marital Adjustment was another goal of the study. A sample of 123 lawyers from the High Court of Kerala was used for the study. There were taken 63 male lawyers and 60 female lawyers. The investigation used the purposive sampling method. The individuals' Marital Adjustment and Work-life Balance were assessed. Instruments for measuring Work-life Balance, Hayman Work-life Balance scale (2005) and for Marital Adjustment Marital Adjustment, questionnaire by Dr. Pramod Kumar & Dr. (Km.) Kanchana Rohatgi (1976) were used. Results revealed a positive correlation between Work-life Balance and Marital Adjustment and also determined that the age of lawyers on Work-life Balance is significant. The dimensions of work-like balance; work interference with personal life (WIPL), personal life interference with work (PLIW), work/personal life enhancement (WPLE) and Marital Adjustment shows low positive correlation. The outcome of the regression analysis divulge that Work-life Balance has a significant impact on Marital Adjustment. The Work-life Balance and Marital Adjustment of lawyers did not differ significantly by gender or by age, and neither did the Marital Adjustment of lawyers. Several of the study's drawbacks included the insufficiency of size of the sample for generalization and the inadequate past research on the topic.

### *Limitations*

One significant weakness of the study was the dearth of prior research on the subject. The sample size was insufficient to generalize the data because it was too population-specific. The sample was only collected from a specific region which is another fact that it cannot be generalized. Given that the study relies on self-reported questionnaire responses, social desirability significantly influenced the roles. When it comes to intimate inquiries about Marital Adjustment, subjective biases are clear.

### *Suggestions for further studies*

The additional variables that can affect work-life balance and marital adjustment, such as years of experience, the number of children, the length of the marriage, and the spouse's occupation, need to be further studied.

### *Implications*

Upholding Work-Life Balance Workplace burnout can be avoided and stress can be reduced by maintaining balance, whenever an individual perceives the right combination of his personal life and work needs of daily life can be satisfied there it can reduce clash in married life. Through this study how not having Work-life Balance affects Marital Adjustments can be identified so insight can be provided for the same.

Law firms and lawyers should set up workplace counselling programmes because they will help improve their emotional stability, interpersonal connections, and mental health, all of which will have an impact on their ability to function at work and in their marriages. Lawyers who are mentally and physically well experience high levels of life satisfaction in both their personal and professional lives. This will affect their productivity and efficiency, which are crucial for career survival and progress, as well as their marital happiness and level of life fulfilment.

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## Compliance with ethical standards

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### *Disclosure of conflict of interest*

The authors have no conflict of interest to declare. All authors have seen and agree to the content of manuscript.

### *Statement of informed consent*

Informed consent was obtained from all individual participants included in the study.

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