https://doi.org/10.62663/pjpprp.v16i1.207

Emotional Self-disclosure, Relationship Closeness, and Marital Satisfaction among Working and Non-working Married Women.

Nabiha Noor, Zarafsheen Khalid[1], & Ifra Gul
Kinnaird College for Women

This study investigated the differences between emotional self-disclosure, relationship closeness, and marital satisfaction among working and non-working married women. A cross-sectional comparative research design was used. A sample of 200 married women, 100 working and 100 non-working (M_{age} =39.90) were selected through a non-probability purposive sampling strategy. Scales used in the current research included ESDS (Snell, 2013), URCS (Dibble & Levine, 2011), and KANSAS Marital Satisfaction Scale (KMSS) (Schumm & Nichols, 1993). The data was analyzed using SPSS version 25 with an independent sample t-test. Results indicated significant differences between the groups, with non-working married women more frequently disclosing emotions, feeling closer in their relationships, and expressing greater satisfaction with their marriages than working married women. Notably, non-working married women showed a greater tendency to disclose happiness-related emotions, whereas working married women disclosed anger more frequently. The findings of this study would be helpful for women planning to get married, as they would understand how their employment may affect their marital life. Moreover, these results could be incorporated into couples counseling programs.

Keywords: emotional-self-disclosure; relationship closeness; marital satisfaction; working; non-working; married women

The lives of married working women differ significantly from those of non-working women, shaped by various factors such as priorities, quality of life, expectations, and personal goals. Despite these differences, society often evaluates both groups using the same standards. In Pakistani culture, the definition of a 'successful' married woman, whether she works or not, is largely based on her ability to excel as a homemaker, devoted wife, and mother. Working married women have to face challenges in adjusting to their marriage as compared to homemakers or non-employed individuals (Hashmi & Hassan, 2007).

As Pakistan is undergoing socio-economic changes, the dynamics of employment are evolving, leading to a rise in the number of working women. They often experience higher levels of depression and mental health challenges due to work-family pressures, such as time constraints. The multiplicity of responsibilities makes them more vulnerable, emphasizing the significance of cultural factors and the role of men in the household (Dibaji et al, 2017). Emotional self-disclosure, or sharing personal emotions, enhances relationship intimacy. According to the Social Penetration Theory, the breadth (i.e. variety) and depth (i.e. personal nature) of disclosure reflect trust and closeness (Tolstedt & Stokes, 1984). These concepts help explain how emotional self-disclosure affects relationship closeness and marital satisfaction in both working and non-working married women. Marital satisfaction refers to an individual's sense of fulfillment and positive outcomes from their marriage. It is influenced by factors such as partner personality, communication, and shared goals.

The Social Penetration Theory (Altman & Taylor, 1973) serves as a foundational framework for understanding the relationships between emotional self-disclosure, relationship

[1] Correspondence concerning this article should be addressed to Ms. Zarafsheen Khalid, Lecturer, Kinnaird College for Women, Lahore, Pakistan. Email: zarafsheen.khalid@kinnaird.edu.pk

https://doi.org/10.62663/pjpprp.v16i1.207

closeness, and marital satisfaction in both working and non-working married women. According to the theory, interpersonal relationships develop progressively through layers of self-disclosure, beginning with superficial information and moving towards deeper, more intimate exchanges. As couples reveal more of their inner selves, they build emotional bonds that deepen the relationship. This theory suggests that the extent and quality of self-disclosure directly influence how close partners feel toward one another, which in turn affects marital satisfaction. For working and non-working married women, life roles and daily stressors may influence how and when they engage in emotional self-disclosure. Working women may face time constraints or work-life conflicts, potentially affecting the frequency and depth of self-disclosure, while non-working women may have more time for relationship-building but could experience other role-related challenges. By applying Social Penetration Theory, this study explores how these role-related dynamics shape emotional self-disclosure patterns, influencing both relationship closeness and overall marital satisfaction in this population (Carpenter & Greene, 2015; Cseh, 2011). Within the Pakistani cultural context, where traditional gender roles emphasize homemaking and emotional nurturing, non-working women may be more aligned with societal expectations that facilitate relationship closeness and satisfaction. Together, these frameworks provide a theoretical basis for expecting that non-working married women may report higher levels of emotional self-disclosure, relationship closeness, and marital satisfaction than working married women.

Research indicates that work-family conflict positively correlates with turnover intentions and negatively correlates with psychological empowerment, indicating that higher conflict increases the likelihood of turnover, whereas greater empowerment reduces it (Tariq et al., 2021). Working women report higher partner intimacy and better quality of life than non-working women. However, although non-working women report more partner and physical abuse, they still show greater marital adjustment and satisfaction (Barahmand, 2013). In another study non-working married women with cardiac ailments in Pakistan showed better marital and psychological adjustment, as well as higher spousal support, compared to working women (Khurshid et al., 2016). In Pakistan, higher work-family conflicts result in lower organizational commitment, particularly among married faculty members, where family pressures further reduce their commitment to the organization (Rehman & Waheed, 2012). Marital adjustment is negatively correlated with affective disorders in both married working and non-working women, and social support acts as a moderator, indicating that non-working women in Pakistan with higher marital adjustment experience greater affection (Abbasa et al., 2019). The factors influencing marital satisfaction differ between working and non-working women. For working women, financial relationships and sexual intimacy were central, while non-working women were primarily influenced by relationship closeness, communication, and financial relations with their spouses (Renanita & Setiawan, 2018). Research also indicates that working women have higher self-esteem and self-efficacy, while employment status significantly impacts marital adjustment and family dynamics (Sharma & Chawla, 2023).

This study aims to examine whether non-working married women report a higher level of emotional closeness, relationship closeness, and marital satisfaction as compared to working married women. It hypothesed that non-working married women will report higher levels of emotional self-disclosure, relationship closeness, and marital satisfaction compared to working married women. This research examines the differences in emotional self-disclosure, relationship closeness, and marital satisfaction between working and non-working married women, emphasizing the importance of emotional expression for quality of life. Grounded in the notion

https://doi.org/10.62663/pjpprp.v16i1.207

of Social Penetration Theory, this research seeks to explore the influence of employment status on emotional disclosure, closeness, and marital satisfaction among working and non-working married women. The basis of previous studies and the theoretical framework indicates that emotional openness and closeness influence the relationship quality, suggesting that non-working women may report a greater tendency to open and feel close in a relationship as compared to working married women particularly within Pakistan's traditional gender role framework which often grants non-working women more time and emotional bandwidth for nurturing relationships. This directionally informed hypothesis bridges theory with cultural and practical realities, offering nuanced insight into marital functioning across diverse life roles.

Method

A cross-sectional comparative research design was used for this research. A total of 200 participants were selected, using a purposive sampling strategy in this research. Working and non-working married women were approached from Lahore only. 100 working and 100 non-working married women with (*Mean age*=39.90) and (SD=8.51) were included in this study.

Assessment Measures

Demographic Form

A demographic form was developed based on the inclusion-exclusion criteria to gather demographic information from the participants. It included age, employment status (working or non-working), family type (nuclear, joint, or extended), and years of marriage.

The Emotional Self-Disclosure Scale (ESDS)

Greene et al. (2009) defined emotional self-disclosure as the authentic sharing of personal feelings and experiences in close relationships, which fosters intimacy and requires vulnerability and trust. The Emotional Self-Disclosure Scale (ESDS) measured emotional self-disclosure, which includes 40 items rated on a 5-point scale across eight subscales (Depression, Happiness, Jealousy, Anxiety, Anger, Calmness, Apathy, and Fear). Higher scores indicate greater emotional disclosure, with Cronbach's alpha values ranging from 0.83 to 0.95 (Snell et al, 1988).

The Uni-dimensional Relationship Closeness Scale (URCS)

Relationship closeness is defined as the degree to which partners in a relationship feel emotionally connected, supported, and understood by one another. The Uni-dimensional Relationship Closeness Scale (URCS) evaluated relationship closeness; a 12-item self-report measure rated on a 7-point Likert scale. Scores range from 12 to 84, with higher scores indicating greater relationship closeness and a reliability coefficient of 0.96 (Dibble, Levine & Park, 2012).

KANSAS Marital Satisfaction Scale (KMSS)

Marital satisfaction is the attitude of a person towards their marriage. It is operationally defined as an interpersonal measure of the positive emotions and feelings for the partner and the level of intimacy of partners in the relationship (Rusbult & Buunk, 1993). The Kansas Marital Satisfaction Scale (KMSS) was used to assess the marital satisfaction of participants. A self-report 7-point Likert scale, where scores range from 3 to 21. A score of 16 or below indicates a distressed marriage, with a reliability coefficient of 0.90 (Nichols et al., 1983).

https://doi.org/10.62663/pjpprp.v16i1.207

Procedure

For a representative sample, inclusion criteria for the study consisted of married women with at least one child and a minimum marriage duration of 3 years, including working women with full-time jobs (5-6 hours/day) and non-working women with working husbands. The exclusion criteria included women with home-based or online jobs, those who were divorced or separated, and those without children or who were infertile. Permission was taken from the authors of all the scales used in this research applying them. Informed consent was obtained from participants after explaining the study's aims and ensuring confidentiality and anonymity. After obtaining consent from the authors, a pilot study was conducted to assess participants' understanding of the questionnaires and the research objectives. Data collection questionnaires were distributed, and the responses were gathered. The data was screened for missing values or outliers before analysis. Participants had the right to withdraw at any time and were encouraged to ask questions throughout the study, with no physical or emotional harm inflicted.

Results

Data were analyzed using the Statistical Package for Social Sciences (SPSS) Version 25. A descriptive analysis of demographic information was conducted, followed by a reliability analysis of the three scales. An independent samples t-test was performed to identify differences between the study variables.

The descriptive statistics of the demographic variables are demonstrated in Table 1.

Table 1

Demographic sheet of the participants (N=200)

Variables	n	%	M	SD
Age			39.90	8.51
Employment				
Working	100	50		
Non-working	100	50		
Family type				
Nuclear	64	32		
Joint	92	46		
Extended	44	22		
Years of marriage			12.45	6.73

Note: n=frequency; M= mean; SD= standard deviation.

The normality of data was determined by the Shapiro-Wilk test and Cronbach's alpha reliability analysis figured the reliability of the variables. The psychometric properties of variable are presented in Table 2.

Table 2

Psychometric properties of Study Variables of the sample (N=200)

Variables	*k*	*M*	*SD*	*Potential Range*	α	*Skewness*	*Kurtosis*
ESD	40	3.23	0.44	40-200	0-.93	-0.28	-0.89
DESD	8	3.15	0.56	10-50	0.74	0.39	-0.87

https://doi.org/10.62663/pjpprp.v16i1.207

HESD	8	4.10	0.42	10-50	0.61	-1.06	1.88
JESD	8	3.04	0.50	10-50	0.68	-0.17	-0.59
AESD	8	3.16	0.60	10-50	0.81	-0.31	-0.47
AESD	8	3.05	0.57	10-50	0.72	-0.61	-1.06
CESD	8	3.31	0.51	10-50	0.68	-0.02	-0.88
AESD	8	2.50	0.36	10-50	0.74	-0.19	0.07
FESD	8	3.76	0.73	10-50	0.93	-0.19	-1.06
RS	12	68.21	7.62	12-84	0.908	-0.37	-0.59
MS	3	16.50	2.45	3-21	0.838	0.05	-0.81

Note. ESD= emotional self-disclosure; DESD= depression emotional self-disclosure; HESD= happiness emotional Self-disclosure; JESD= jealousy emotional self-disclosure; AESD= anger emotional self-disclosure; AESD= anxiety Emotional self-disclosure; CESD= calmness emotional self-disclosure; AESD= apathy emotional self-disclosure; FESD= fear emotional self-disclosure; RC= relationship closeness; MS= marital satisfaction; k= total no of items, M=Mean; SD= Standard Deviation, α= Cronbach alpha

Table 2 revealed the sample was normally distributed as skewness and kurtosis values were falling within the acceptable range of ±1.96. Cronbach alpha values for all scales lie in the acceptable range of reliability as indicated in the table.

Table 3

Independent Sample t-test showing Differences in Emotional Self-Disclosure, Relationship Closeness, and Marital Satisfaction among Working and Non-Working Married Women (N=200)

Variables	*Working*		*Non-working*				
	M	*SD*	*M*	*SD*	*t*(198)	*p*	*Cohen'd*
ESD	2.93	.22	3.51	.40	-12.64	<.001	1.77
DESD	2.81	.38	3.48	.50	-10.47	<.001	.74
HESD	3.95	.27	4.26	.49	-5.36	<.001	.78
JESD	2.79	.45	3.28	.44	-7.70	<.001	1.10
AESD	3.80	.41	3.52	.55	-10.43	<.001	1.48
AESD	2.91	.60	3.02	.51	-3.64	<.001	.52
CESD	3.14	.51	3.49	.44	-5.19	<.001	.73
AESD	2.34	.22	2.67	.40	-7.04	<.001	1.02
FESD	3.31	.48	4.21	.66	-10.83	<.001	1.55
RC	5.32	.48	6.04	0.55	-9.75	<.001	1.39
MS	5.03	.57	5.97	0.75	-9.90	<.001	1.41

Note. ESD= emotional self-disclosure; DESD= depression emotional self-disclosure; HESD= happiness emotional self-disclosure; JESD= jealousy emotional self-disclosure; AESD= anger emotional self-disclosure; AESD= anxiety emotional self-disclosure; CESD= calmness emotional self-disclosure; AESD= apathy emotional self-disclosure; FESD= fear emotional self-disclosure; RC= relationship closeness; MS= marital satisfaction; M=Mean; SD= Standard Deviation, t(df)= degree of freedom.
*p<.05; **p<.01; ***p<.001.

Table 3 showed that the assumption of homogeneity of variance was checked through Levene's test, and this assumption was met for all variables before the t-test.

The results of the independent sample t-test showed significant differences in working ($p<0.001$) and non-working married women ($p<0.001$) in terms of emotional self-disclosure, relationship closeness, and marital satisfaction. The table showed higher mean values for emotional self-disclosure, relationship closeness, and marital satisfaction in the sample of non-working married

https://doi.org/10.62663/pjpprp.v16i1.207

women as compared to working married women. It was further revealed that all eight subscales of the Emotional Self-Disclosure Scale showed significant differences between the groups, with non-working married women disclosing happiness-related emotional self-disclosure, whereas working married women disclosed anger most prominently. Furthermore, working and non-working married women disclose apathy the least.

Discussion

The results of this study appeared to be consistent with the hypothesis of the study, revealing that non-working married women show greater emotional disclosure, relationship closeness, and marital satisfaction, as compared to working married women. In the sample of working married women, scores for relationship closeness, marital satisfaction, and emotional self-disclosure were significantly lower than their non-working counterparts. This aligns with the Social Penetration Theory's assertion that emotional disclosure progresses in a manner that fosters intimacy and relational depth; non-working women, spending more time at home and experiencing fewer external role conflicts, are better positioned to engage in such disclosures, enhancing marital satisfaction.

Married women struggle with various battles in life, and balancing work with marital life becomes a difficult task. Working and non-working women experience distinct family, workplace, and psychological dynamics. Working women, while benefiting from diverse social networks, often struggle to balance family responsibilities with their occupational roles, leading to work-family conflicts and societal pressures that can negatively impact their quality of life and cause turnover (Tariq et al., 2021).

The emotional self-disclosure differences are significantly higher in non-working married women, indicating that non-working women are more open and disclosing towards their husbands. The highest scored emotion disclosed by non-working women is happiness, while working women primarily express anger. This difference may stem from the dual role conflicts and workload that working women experience, leading to increased frustration and pent-up negative emotions. Emotional disclosure in relationships is significantly influenced by the security and trust a wife feels toward her husband, which encourages deeper intimacy. Greater self-disclosure enhances relationship satisfaction and maintenance over time, fostering a reciprocal dynamic where each partner's openness encourages further sharing, ultimately strengthening love, commitment, and couple satisfaction (Candel & Turliuc, 2021). Similarly, the Exchange Theory's emphasis on the costs and benefits of emotional disclosure helps explain why working women disclose more anger and less happiness, emotions influenced by the strains of balancing dual roles and work-family.

Both working and non-working married women disclosed apathy the least among the eight emotional subscales; this low level can be explained by the Social Penetration Theory (Altman & Taylor, 1973). which posits that individuals selectively share emotions that enhance closeness and trust, so disclosing apathy does not serve to enhance emotional intimacy. According to the Exchange Theory (Cook et al.,2013), individuals weigh perceived costs and benefits of emotional disclosure, expressing apathy and disengagement risks satisfaction and emotional closeness, so without clear benefits, individuals avoid expressing indifference. Consequently, to maintain harmony and emotional closeness, women withhold apathetic emotions, indicating that both groups prioritize sharing emotions that strengthen marital satisfaction and harmony.

https://doi.org/10.62663/pjpprp.v16i1.207

The results also indicate significant differences between the two groups, with non-working married women experiencing greater relationship closeness and dependence on their husbands. This can be explained through the application of the Interdependence Theory (Van Lange et al., 2015) as non-working women, who typically spend more time at home and engage in fewer external social networks, may develop stronger interdependence with their spouses due to limited external alternatives and greater reliance on the marital relationship for emotional and social fulfillment. Conversely, working women's broader social engagement and economic independence can decrease perceived dependence on the marital relationship, potentially impacting relational closeness, as they also engage in dual roles as breadwinners and family caretakers, especially in traditional and collectivist cultures. This balancing act often results in psychological conflicts that can diminish their intimacy and closeness with their spouses.

The study found that secure attachment and responsive caregiving are positively associated with higher marital satisfaction, but these relationships are moderated by factors such as gender and marriage duration (Feeney, 1996). This research revealed that working women scored lower on marital satisfaction as compared to non-working women. Working women reported moderate satisfaction in their marriages due to their dual responsibilities at home and in the workplace, while non-working women experienced significantly higher satisfaction. Marital satisfaction is influenced by various personal and relational factors, with past research indicating that a woman's satisfaction and adjustment (whether working or non-working) depend on her personality traits, family dynamics, expectations, occupation, duration of marriage, age, number of children, economic conditions and perceptions of her husband and family members (Khezri, Hassan, & Nordin, 2020). This study is the first in Pakistan to explore the combined impact of these variables. Additionally, it is the first to examine all eight dimensions of emotional self-disclosure, making a valuable contribution to indigenous literature.

In the light of these findings, it is essential to explore the underlying dynamics that contribute to differences in emotional self-disclosure, relationship closeness, and marital satisfaction, particularly in the context of financial dependence, work-family balance, time spent with the spouse, and familial support.

Awan (2020) emphasized that married working women in Lahore often face pressure to financially support their spouse and in-laws, which, when not met, can create marital tensions. This highlights the critical role of financial expectations in marital dynamics. Similarly, Khan et al. (2023) found that financial stress, resulting from work-family conflict, negatively affects psychological well-being and marital satisfaction. Renanita and Setiawan (2018) further noted that for working wives, financial relations, along with communication and sexual intimacy, significantly influence marital satisfaction, whereas for non-working wives, financial relations and communication were key contributors.

Time spent with a spouse is another crucial factor in emotional self-disclosure and relationship satisfaction. Studies by Çağ and Yıldırım (2018) and Simran and Nambiar (2022) underscore the importance of time spent with a spouse and self-disclosure in fostering intimacy and marital satisfaction. They found that greater emotional self-disclosure increases intimacy and strengthens marital satisfaction. For working and non-working women, the quality and quantity of time spent together play a pivotal role in the extent of emotional sharing, with non-working women possibly having more opportunities for such interactions. Therefore, time together may serve as an important alternative factor in determining the relationship between self-disclosure, closeness, and marital satisfaction.

https://doi.org/10.62663/pjpprp.v16i1.207

Research by Saba et al. (2023) highlighted that while work-family conflict can strain marital happiness, effective conflict resolution can mitigate these pressures and contribute to better work-life balance. Similarly, Malik and Qayyum (2019) found that increased work-related stress and inefficient time management were associated with lower marital satisfaction in female professionals, particularly in the healthcare sector. Iqbal (2024) also pointed out that working women in Pakistan face heightened work-life stress due to social pressures, weak support systems, and the dual role of being both professionals and caregivers. These findings support the notion that work-life stress can significantly impact emotional self-disclosure, relationship intimacy, and marital satisfaction, particularly when working women struggle to balance professional and domestic roles, limiting emotional openness and intimacy.

Khalil et al. (2023) identified that social support, especially from the family, positively influences marital satisfaction, while inter-role conflict has an adverse effect. Neog and Talukdar (2021) also emphasized that family support significantly contributes to marital satisfaction, with differences in the demands of personal and professional roles affecting how working and non-working women perceive and benefit from this support. For working women, professional demands may heighten the need for familial support to manage stress and time pressures, thus facilitating emotional self-disclosure. In contrast, non-working women may experience different dynamics, where family support enables more frequent emotional exchanges and relational intimacy. Therefore, familial support is an essential alternative factor in emotional self-disclosure and marital satisfaction, particularly in the light of the distinct challenges faced by working and non-working women.

Limitations and Suggestions

The research utilized non-probability purposive sampling, which constrains the findings' generalizability since participants were chosen without using random selection based on particular traits. This lessens the confidence in applying the findings to the broader population. In addition, the sample was limited to the participants from a single city, Lahore, which could not present the experiences of married women in other urban settings or rural areas with varying societal and cultural pressures. Moreover, the study left out married women who were either infertile or childless, even though marital relationships within childless couples can be much different from childbearing couples. Future studies must endeavor to utilize more randomized and varied sampling methods to make the results more representative and useful. A second shortcoming of the research was its use of self-report instruments, which has the potential to increase social desirability bias. Respondents may have answered according to what they perceived as the socially acceptable thing to do, especially in a collectivist culture such as Pakistan, where marital satisfaction might be exaggerated to live up to cultural ideals. This dependency can affect the accuracy and validity of the information gathered.

Conclusion

The results showed that the sample of non-working married women reported higher scores in variables of emotional self-disclosure, relationship closeness and marital satisfaction than the sample of working married women.

Future Implications

The findings of this research are useful to individuals planning for marriage, as they can gain more insight into the determinants of relationship quality and marital satisfaction. Marriage

counselors can also integrate these findings into couples therapy programs to make them more effective in responding to clients' needs. The government can also use the findings as a basis for creating family programs that will help decrease the divorce rates in the population and increase awareness regarding the necessity of accepting and comprehending the emotions and feelings of both working and non-working married women.

Recommendations

Future studies should use a longitudinal design to extend the current study's findings, since the present cross-sectional design only takes measurements at one time point, and thus, causal inferences are constrained. Using a longitudinal design would allow researchers to follow these measures for a longer period, gaining a more nuanced understanding of how emotional self-disclosure, relationship closeness, and marital satisfaction change and influence each other as women's life contexts and marriage relationships transform.

References

Abbasa, J., Aqeel, M., & Zhang, W. (2019). The moderating role of social support for marital adjustment, depression, anxiety, and stress: Evidence from Pakistani working and nonworking women. *Journal of Affective Disorders, 245*, 231–238. https://doi.org/10.1016/j.jad.2018.07.071

Awan, S. Z. (2020). Financial misgivings of married working women in Lahore. *Pakistan Perspectives, 25*(1), 1–14. https://ssrn.com/abstract=3697863

Barahmand, U., & Nafs, A. N. (2013). A comparison of working and non-working women in terms of self-differentiation, partner abuse, conflict resolution tactics, marital satisfaction and quality of life. *International Journal of Behavioral Research & Psychology*, *1*(2), 5–11. https://doi.org/10.19070/2332-3000-130002

Çağ, P., & Yıldırım, İ. (2018). The mediator role of spousal self-disclosure in the relationship between marital satisfaction and spousal support. *Educational Sciences: Theory & Practice*, *18*(3), 635–654. https://doi.org/10.12738/estp.2018.3.0033

Candel, O. S., & Turliuc, M. N. (2021). The role of relational entitlement, self-disclosure and perceived partner responsiveness in predicting couple satisfaction: A daily-diary study. *Frontiers in Psychology*, *12*, 609232. https://doi.org/10.3389/fpsyg.2021.609232

Carpenter, A., & Greene, K. (2015). Social penetration theory. In *The international encyclopedia of interpersonal communication* (pp. 1–4). https://doi.org/10.1002/9781118540190.wbeic0160

Cook, K. S., Cheshire, C., Rice, E. R., & Nakagawa, S. (2013). Social exchange theory. In J. DeLamater & A. Ward (Eds.), *Handbook of social psychology* (pp. 61–88). Springer.

Cseh, P. B. (2011). Irwin Altman and Dalmas Taylor: History of the social penetration theory. In *Proceedings of the Laurel Highlands Communications Conference* (pp. 27–34). Indiana University of Pennsylvania. https://link.gale.com/apps/doc/A323349767/AONE?u=anon~fe0d5153&sid=googleScholar&xid=1ebae6b1

Dibaji, S. M., Oreyzi, S. H. R., & Abedi, M. R. (2017). Occupation or home: Comparison of housewives and working women in the variables of stress, depression and perception of quantitative mental and emotional home demands. *Review of European Studies*, *9*(2), 268.

Dibble, J. L., Levine, T. R., & Park, H. S. (2012). The unidimensional relationship closeness scale (URCS): Reliability and validity evidence for a new measure of relationship closeness. *Psychological Assessment*, *24*(3), 565–572. https://doi.org/10.1037/a0026265

Fardis, M. (2007). *Expression and regulation of emotions in romantic relationships* [Doctoral dissertation, University of Montana]. ScholarWorks. https://scholarworks.umt.edu/etd/423

Feeney, J. A. (1996). Attachment, caregiving, and marital satisfaction. *Personal Relationships*, *3*(4), 401–416. https://doi.org/10.1111/j.1475-6811.1996.tb00124.x

Greene, K., Derlega, V. J., & Mathews, A. (2006). Self-disclosure in personal relationships. In A. L. Vangelisti & D. Perlman (Eds.), *The Cambridge handbook of personal relationships* (pp. 409–427). Cambridge University Press.

Hashmi, M. H., & Hassan, D. I. (2007). Marital adjustment, stress and depression among working and non-working married women. *Internet Journal of Medical Update*, *2*(1), 19–26. https://doi.org/10.4314/ijmu.v2i1.39843

Iqbal, Z. (2024). Work-life balance is an illusion: Exploring the challenges faced by Pakistani working women. *UCP Journal of Mass Communication*, *2*(2), 26–51. https://doi.org/10.24312/ucp-jmc.02.02.420

Khalil, A., Shahid, H., Khursheed, M., & Tahir, A. (2023). Inter-role conflict, social support, and marital satisfaction: A study of female teachers in Sialkot (Pakistan). *Journal of Asian Development Studies*, *12*(3), 1138–1147. https://doi.org/10.62345/

Khan, A. A., Ikhlaq, B., Hussain, A., & Akhtar, Y. (2023). Work-family conflicts, psychological well-being and quality of life among working officials: A comparative study. *Journal of Social Sciences Review*, *3*(2), 479–489. https://doi.org/10.54183/jssr.v3i2.285

Khezri, Z., Hassan, S. A., & Nordin, M. H. M. (2020). Factors affecting marital satisfaction and marital communication among marital women: Literature review. *International Journal of Academic Research in Business and Social Sciences*, *10*(16), 220–236. https://doi.org/10.6007/IJARBSS/v10-i16/8306

Khurshid, M., Ehsan, N., Ahsan, A., & Fazaldad, G. (2020). Marital and psychological adjustment among working and non-working married women with cardiac ailments. *Pakistan Armed Forces Medical Journal*, *70*(1), 257–261. https://www.pafmj.org/PAFMJ/article/view/3973

Malik, U., & Qayyum, S. (2019). Work-related stress, time management and marital satisfaction of female health sector professionals. *Annals of King Edward Medical University*, *25*(4). https://doi.org/10.21649/akemu.v25i4.3136

Neog, N., & Talukdar, R. R. (2021). Marital satisfaction among working and non-working married women: Introduction. *International Journal of Research and Analytical Reviews*, *8*(4), 662–671. https://doi.org/10.13140/RG.2.2.36265.54883

Nichols, C. W., Schumm, W. R., Schectman, K. L., & Grigsby, C. C. (1983). Characteristics of responses to the Kansas Marital Satisfaction Scale by a sample of 84 married mothers. *Psychological Reports*, *53*(2), 567–572. https://doi.org/10.2466/pr0.1983.53.2.567

Rehman, R. R., & Waheed, A. (2012). Work-family conflict and organizational commitment: Study of faculty members in Pakistani universities. *Pakistan Journal of Social & Clinical Psychology*, *9*(2), 23–27.

Renanita, T., & Setiawan, J. L. (2018). Marital satisfaction in terms of communication, conflict resolution, sexual intimacy, and financial relations among working and non-working wives. *Makara Human Behavior Studies in Asia*, *22*(1), 12–21. https://dspace.uc.ac.id/handle/123456789/1428

Rusbult, C. E., & Buunk, B. P. (1993). Commitment processes in close relationships: An interdependence analysis. *Journal of Social and Personal Relationships, 10*(2), 175–204. https://doi.org/10.1177/026540759301000

Saba, N., Khaliq, A. A., & Bashir, S. (2023). Impact of work-family conflict on marital satisfaction with mediating role of conflict resolution strategies. *Human Nature Journal of Social Sciences, 4*(2), 635–645. https://doi.org/10.71016/hnjss/yxfxvk09

Saini, A. K., Gupta, S. T., Saliu, F., Evardone, J. O., & Laskar, B. A. (2023). Factors affecting working women's attitude towards jobs: A quantitative investigation. *Journal of Informatics Education and Research, 3*(1). https://doi.org/10.52783/jier.v3i1.41

Sharma, S., & Chawla, S. S. (2023). A comparative review: Self-esteem, self-efficacy, mental health, and marital adjustment among working and non-working females. *Journal of Namibian Studies: History Politics Culture, 38*, 2245–2255. https://doi.org/10.59670/7xh90p79

Simran, S., & Nambiar, D. (2022). Emotional self-disclosure and relationship satisfaction among married adults during COVID-19. *Journal of Research in Humanities and Social Science, 10*(6), 59–64. https://doi.org/10.13140/RG.2.2.36265.54883

Snell, W. E., Miller, R. S., & Belk, S. S. (1988). Development of the emotional self-disclosure scale. *Sex Roles, 18*(1–2), 59–73. https://doi.org/10.1007/BF00288017

Tariq, I., Asad, M. S., Majeed, M. A., & Fahim, U. (2021). Work-family conflict, psychological empowerment, and turnover intentions among married female doctors. *Bangladesh Journal of Medical Science, 20*(4), 855–863. https://doi.org/10.3329/bjms.v20i4.54145

Tolstedt, B. E., & Stokes, J. P. (1984). Self-disclosure, intimacy, and the depenetration process. *Journal of Personality and Social Psychology, 46*(1), 84–90. https://doi.org/10.1037/0022-3514.46.1.84

Van Lange, P. A. M., & Balliet, D. (2015). Interdependence theory. In M. Mikulincer, P. R. Shaver, J. A. Simpson, & J. F. Dovidio (Eds.), *APA handbook of personality and social psychology: Vol. 3. Interpersonal relations* (pp. 65–92). American Psychological Association. https://doi.org/10.1037/14344-003

Received 26 Dec 2024
Revision Received 12 July 2025
Published 25 July 2025