
HAPPINESS IN DUAL DOMAINS: GENDER DISPARITIES AMONG WORKING MARRIED COUPLES

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Abstract

The present study was conducted to find out happiness among working married couples. The sample for the present investigation consisted of 375 working married couples from Tricity (Chandigarh, Panchkula and Mohali) and 375 from National Capital Region (Delhi, Noida and Gurugram). Standardized tools were used to measure various variables of the study namely- happiness, social support and job satisfaction. The finding revealed that optimal happiness appears to be associated with being in the 30–40 years age group, having a graduate-level education, earning a moderate income, being in the early years of marriage and living in a medium-sized family. Husbands reported a slightly higher happiness than females whereas wives perceived significantly greater social support and job satisfaction. The implications point toward the need for work satisfaction interventions, counselling and gender-sensitive marital enrichment programs to strengthen relationship quality and well-being among working married couples.

KEYWORDS: Happiness, social support and job satisfaction

1. Introduction

1.1 Happiness

Happiness is a psychological state defined by a combination of satisfaction in life, subjective well-being and positive affect (Lyubomirsky, 2001). In the context of marriage, happiness reflects not only individual mental health but also the quality and dynamics of the marital relationship. With the rise of dual-income households, particularly in urban areas, the exploration of happiness among working married couples has gained renewed relevance (Kalmijn, 2019). Al Darmaki et al., (2014) defined marital happiness as an extent to which spouses in a marital dyad perceive their relationship fulfilling and contributing in healthy family functioning. According to Fincham and Beach (2010), couples who are happily married experience less mental and physical stress. A successful marriage is one in which both partners respect each other cultural values and principles they share common interests and committed to stay together under any circumstances. Marital happiness is a judgment made by a spouse that reflects a sense of well-being or satisfaction they experience in the relationship.

1.2 Social Support

Social support is a psychological term refers to the care and assistance provided by others within an individual's network. It is essential for both physical and mental health for an individual to take advice, guidance and physical help. This support encourages motivates individuals and promote well-being and resilience.

Findings revealed that it is very important for working married couples especially in middle age to have supportive relationships and strong coping skills. This helps them deal better with the pressures of work and family life and feel happier in their marriage. Social support is a transactional process in which an individual's social network plays a crucial role in making them feel more comfortable at a particular situation. It includes providing empathy, care and trust as well as providing human and non-human resource resources such as money and energy (instrumental support), evaluative feedback (appraisal support), advice (informational support). It is a concept and perception an individual has available support that can assist them in a particular situation.

1.3 Job Satisfaction

Job satisfaction plays a crucial role in an employee's overall well-being and productivity. It is the positive emotional response of an employee experiences when they feel content with their work, job conditions and the organization. Job satisfaction impacts not only the employee's career but also their personal life focusing on holistic development. Happiness and job satisfaction are closely related with each other. When an individual finds their work productive and enjoys what they do it positively influences their overall happiness. Job satisfaction is strongly influenced by the efficiency and productivity of the organization while absenteeism, alcoholism, irresponsibility, lack of commitment leads to job dissatisfaction and reduce happiness. The job profile in multinational corporations (MNCs) can have both positive and negative effects on working married couples. MNCs offer opportunities for career growth, higher salaries and benefits, all of which contribute to the financial stability of a working couple. MNCs may provide flexible work arrangements such as remote work options that help couples balance their personal and professional lives. However, the demanding nature of MNC jobs including long working hours and frequent travel requirements can strain the work-life balance for married couples. This may lead to challenges in spending quality time together managing household responsibilities and nurturing their relationship. The pressure to meet work expectations and deadlines can increase stress levels and negatively impact the couple's overall well-being. Furthermore, MNCs jobs often require relocation or international assignments which can disrupt the stability of a couple's personal life especially if they have to uproot their family and social support networks.

1.4 Rationale of the Study

Happiness is a multifaceted construct influenced by personal and occupational factors. In modern society, where both partners are actively engaged in professional life, understanding how gender influences the experience of happiness in the context of marriage and work is essential. While previous research had explored happiness broadly there was limited focus on working married couples and between marital dynamics, social support, family environment and job satisfaction. This study aims to address this gap by examining gender differences in happiness, providing insights into how personal, relational and occupational factors collectively shape well-being among working couples.

1.5 Objectives of the Study

1. To assess the overall level of happiness among working married couples.
2. To compare mean happiness score across socio-personal traits.
3. To examine gender differences in psychosocial variables such as happiness, social support and job satisfaction

1.7 Limitations of the Study

1. The study was limited to only working married couples in the age range of (25-45 years).
2. The study was limited to the National capital region and Tricity.

2 Review of literature

A 2023 study by Badhe examined gender disparities in happiness, work–family conflict, and occupational stress among 100 higher-secondary school teachers (50 male, 50 female) in India. Non-probability purposive sampling method was used. Psychological tools used were the Happiness Scale, Work–Family Conflict Scale and Occupational Stress Inventory Revised (OSI-R, 1998). Statistical analysis via independent-samples *t*-tests revealed that female teachers reported significantly lower happiness compared to male counterparts and experienced higher work–family conflict and occupational stress.

Alemeri *et al.*, (2022) conducted a study to examine the meaning, causes and effects of happiness within a Saudi Arabian government organization, specifically focusing on one of the Royal Commissions. The study aimed to explore the impact of employee engagement, job satisfaction and organizational commitment on workplace happiness. The researchers adopted Fisher's framework (2010) and used a simple random sampling method to collect data via a questionnaire survey distributed to employees. Descriptive statistical analysis was used for demographic data, correlation and regression analyses was conducted. The findings

revealed that higher job satisfaction significantly contributes to individual happiness at the workplace highlighting the importance of fulfilling work conditions in fostering employee well-being.

Ahmed and Mohamed (2022) identified various factors that influence the lives of elderly individual with a particular focus on the role of social support and social difficulties. The study aimed to explore the relationships between morality, happiness and social support. A descriptive correlational design was used for the study. A purposive sample of 235 elderly individuals was selected. Four tools were used to collect data a structured interview questionnaire, interview version, the multidimensional scale of perceived social support and the oxford happiness questionnaire. The results showed that less than half of the elderly participants had moderate scores on the morale scale and perceived social support. Statistically significant relationships were found between morale and factors such as age, income, chronic diseases and medication use. Perceived social support was positively related to gender, marital status, chronic diseases, medication use and income. Statistically significant relationships were also observed between the level of happiness among the elderly in relation with income and living arrangements. The study found a strong positive correlation between perceived social support, happiness and morale. It was concluded that increasing perceived social support and happiness was associated with enhanced morale among the elderly. The study recommended implementing programs that focus on enhancing social support to improve morale among the elderly. It also suggested that the government should provide various types of assistance to the elderly, such as counselling services.

3 Method

The present study entitled Happiness in Dual Domains: Gender Disparities Among Working Married Couples. A systematic procedure was designed for conducting the investigation, analysis and interpretation of data. Purposive sampling was used in the study. The tools used in the study have also been highlighted. Questionnaire method was used for the data collection. For the data analysis, IBM SPSS statistical version 20. software was used.

3.1 Type of the Study

Cross sectional design was conducted to evaluate happiness among working married couples.

3.2 Locale of the Study

The locale of this study was Northern India, a region that has experienced rapid digital and economic growth over the last two decades, particularly in the Information Technology (IT) sector. This growth has been characterized by the proliferation of Multi-National Companies (MNCs) and a significant rise in urban

migration by young professionals, including working married couples. The dual-income household trend has become common in the IT industry, contributing to financial stability but also intensifying challenges in maintaining work-life balance. The target population of this study i.e working married couples in the IT sector was found to be most concentrated in two economic zones: Delhi -NCR and the Tricity Region.

3.3 Significance of Satellite Cities

Both Delhi-NCR and Tricity (Chandigarh, Mohali, Panchkula) were prominent satellite city clusters, developed strategically to main urban centres and support regional economic growth. These cities reflected modern urban living intertwined with corporate ecosystems and provided realistic microcosms to study work-life dynamics in MNCs.

3.4 Sampling Procedure

The sampling procedure have been discussed under following sub heads:

3.4.1 Selection of Multinational Companies (MNCs)

For the present study, multinational companies (MNCs) were selected from Delhi-NCR and Tricity. Delhi-NCR hosts over 2,454 MNCs with about 1.3 million employees in Global Capability Centres, while Tricity has around 168 MNCs with a working population of 50,000–80,000.

3.4.2 Selection of Working Married Couples

From both regions Delhi-NCR and Tricity, companies were categorized by size: big (200+ employees), medium (100–199 employees) and small (less than 100 employees). From each category, an average of 6–8 married couples per MNCs were selected. This approach resulted in a total of 375 couples from the Delhi-NCR and 375 couples from the Tricity, culminating in a final sample of 750 working married couples (or 1,500 individuals).

3.5 Criteria for Sample Selection

The inclusion criteria for the present study comprised working married couples aged 25–45 years from Delhi-NCR and Tricity, who had been married and living together for at least one year and were employed in multinational companies. Couples residing outside Delhi-NCR and Tricity, as well as those who were unmarried, divorced, or widowed, were excluded from the study. Ethical considerations were strictly followed, ensuring that participants' names remained anonymous unless they provided explicit consent.

3.6 Tools Used

3.6.1 Socio- Personal Profile

A Personal profile schedule for working married couples was developed to gather information about the socio- personal characteristics of the respondents, such as the name of the respondent, age, educational qualification, size of family, annual income and number of years they have been married.

3.6.2 Oxford's Happiness Inventory (2001)

The Oxford Happiness Inventory developed by Argyle (2001) was used to assess happiness among working married couples. The scale consists of 29 items covering achievement and satisfaction, enjoyment and health, rated on a 6-point Likert scale from strongly disagree (1) to strongly agree (6). Negative items (1, 5, 6, 10, 13, 14, 19, 23, 24, 27, 28, 29) were reverse scored. The inventory has a reported test-retest reliability of 0.90.

3.8.3 Asha Job Satisfaction Scale (2009)

The Asha Job Satisfaction Scale developed by Hingar et al. (2009) is designed to assess job satisfaction among married couples by focusing on the facilities and opportunities provided by an organization for their growth and development. The scale consists of 50 items divided into five dimensions salary and facilities, supervision, promotion, workand human relations. Respondents answer each item with either “agree” or “disagree,” scored as 1 for agree and 0 for disagree, while items numbered 16 to 30 are reverse scored. The total score ranges from 0 to 50, with each dimension contributing 0 to 10 points, and higher scores indicating greater job satisfaction. The scale demonstrates good internal consistency with a split-half reliability of 0.79 using the Spearman-Brown formula.

3.8.4 Social Support Scale (2020)

The Social Support Scale (Khan, 2020) measures support across four dimensions: peer support, family support, affectionate support, and social media support. It includes 21 items rated on a 7-point Likert scale (very strongly disagree to very strongly agree), with total scores ranging from 0–126. The scale shows high internal consistency, with a Cronbach's alpha of 0.90.

4 Results

The present was conducted to assess level of happiness among working married couples and examine gender differences in happiness among husbands and wives. To achieve the objectives of the study, data was collected from 750 married adults (375 couples) **from the Tricity region** and 750 married adults (375 couples) **from the Delhi-NCR**.

4.1 Percentage Distribution of Respondents with Respect to Socio- Personal Characteristics

Table 4.1.1 Percentage Distribution of Respondents with Respect to Socio- Personal Characteristics in Tricity (N=750) (375 wives, 375 Husbands)

		Gender					
		Husbands		Wives		Total	
		f	%	f	%	f	%
Age	Less than 30 years	118	31.5	103	27.5	221	29.5
	30-40 years	175	46.7	180	48.0	355	47.3
	Above 40 years	82	21.9	92	24.5	174	23.2
Educational qualification	Diploma	155	41.3	92	24.5	247	32.9
	Graduate	190	50.7	252	67.2	442	58.9
	Post graduate	30	8.0	31	8.3	61	8.1
Household income	10-20 lakhs	315	84.0	308	82.1	623	83.1
	Above 20 lakhs	60	16.0	67	17.9	127	16.9
Marital duration	Less than 8 years	221	58.9	179	47.7	400	53.3
	8-16 years	147	39.2	172	45.9	319	42.5
	Above 16 years	7	1.9	24	6.4	31	4.1
Size of the family	0-4 members	177	47.2	47	12.5	224	29.9
	5-8 members	197	52.5	299	79.7	496	66.1
	9 and above	1	0.3	29	7.7	30	4.0
Total		375	100	375	100	750	100.0

Table 4.1.1 showed the demographics of 750 working married couples in Tricity (375 husbands, 375 wives). Most were 30–40 years old (47.3%) and graduated (59.1%), with wives (67.2%) more educated than husbands (50.9%). A majority had an annual household income of ₹10–20 lakh (83.1%). Regarding marriage duration, 53.3% were married <8 years, 42.5% for 8–16 years, and 4.1% for >16 years. Most belonged to medium-sized families (5–8 members, 66.1%), with more wives (79.7%) than husbands (52.5%) in this group.

Table 4.1.2 Percentage Distribution of Respondents with Respect to Socio- Personal Characteristics in Delhi-NCR (N=750)(375 wives, 375 Husbands)

		Gender					
		Husbands		Wives		Total	
		f	%	f	%	F	%
Age	Less than 30 years	72	19.2	86	22.9	158	21.1
	30-40 years	155	41.3	176	46.9	331	44.1
	Above 40 years	148	39.5	113	30.1	261	34.8
Educational qualification	Diploma	16	4.3	55	14.7	71	9.5
	Graduate	331	88.3	304	81.1	635	84.7
	Post graduate	28	7.5	16	4.3	44	5.9
Household income	10-20 lakhs	312	83.2	315	84.0	627	83.6
	Above 20 lakhs	63	16.8	60	16.0	123	16.4
Marital duration	Less than 8 years	208	55.5	178	47.5	386	51.5
	8-16 years	147	39.2	175	46.7	322	42.9
	Above 16 years	20	5.3	22	5.9	42	5.6
Size of the family	0-4 members	37	9.9	59	15.7	96	12.8
	5-8 members	329	87.7	304	81.1	633	84.4
	9 and above	9	2.4	12	3.2	21	2.8
Total		375	100.0	375	100.0	750	100.0

Table 4.1.2 showed the socio-personal profile of Delhi-NCR working married couples. Most respondents were 30–40 years old (44.1%). A large majority were graduates (84.7%), with more husbands (88.3%) than wives (81.1%). Household income mainly fell in the ₹10–20 lakh range (83.7%), evenly distributed across genders. Regarding marital duration, 51.5% had been married <8 years, with husbands (55.5%) exceeding wives (47.5%). Most couples lived in medium-sized families (5–8 members, 84.4%). Overall, couples were typically young, graduate-educated, middle-income, recently married, and part of medium-sized families.

Table 4.1.3 Percentage Distribution of Respondents with Respect to Socio- Personal Characteristics in Overall Sample (N=1500) (750 Husbands, 750 Wives)

		Gender					
		Husbands		Wives		Total	
		f	%	f	%	f	%
Age	Less than 30 years	190	25.3	189	25.2	379	25.3
	30-40 years	330	44.0	356	47.5	686	45.7
	Above 40 years	230	30.7	205	27.3	435	29.0
Educational qualification	Diploma	171	22.8	147	19.6	318	21.2
	Graduate	521	69.5	556	74.1	1077	71.8
	Post graduate	58	7.7	47	6.3	105	7.0
Household income	10-20 lakhs	627	83.6	623	83.1	1250	83.3
	Above 20 lakhs	123	16.4	127	16.9	250	16.7
Marital duration	Less than 8 years	429	57.2	357	47.6	786	52.4
	8-16 years	294	39.2	347	46.3	641	42.7
	Above 16 years	27	3.6	46	6.1	73	4.9
Size of the family	0-4 members	214	28.5	106	14.1	320	21.3
	5-8 members	526	70.1	603	80.4	1129	75.3
	9 and above	10	1.3	41	5.5	51	3.4
Total		750	100.0	750	100.0	1500	100.0

Table 4.1.3 presented demographic profile of the study consisting of 750 husbands and 750 wives (N = 1500) working married couples across various demographic factors such as age, educational qualification, household income, years of marriage and family size. Most respondents were aged 30–40 years (45.7%) and graduated (71.9%) with diploma holders at (21.1%) and postgraduates at (7%). A large majority (83.4%) reported household incomes between 10–20 lakhs per annum. Over half (52.4%) had been married for less than 8 years, while (42.7%) were married 8–16 years, and only (4.9%) for more than 16 years. Most belonged to medium-sized families (75.3%), followed by small (21.3%) and large families (3.4%). Overall, the sample reflected working couples in early to middle adulthood, moderately earning, with graduate-level education and medium-sized families.

4.2 Analysis of Variance in Happiness Scores of Respondents across Socio-Personal Traits.

Table 4.2.1 Analysis of Variance in Happiness Scores of Respondents across Age-Groups in Overall Sample (N=1500) (750 Husbands, 750 Wives)

Happiness					
Age	f	Mean	Std. Deviation	f-value	p-value
Less than 30 years	379	3.278	0.555	.608	.544
30-40 years	686	3.264	0.555		
Above 40 years	435	3.237	0.537		
Total	1500	3.260	0.550		

Table 4.2.1 presented the analysis of variance scores of respondents categorized by age groups. The analysis showed that individuals aged less than 30 years reported the highest mean happiness score ($\bar{X} = 3.278$), followed by those in the 30–40 years age group ($\bar{X} = 3.264$) and finally those above 40 years ($\bar{X} = 3.237$). Despite these slight differences in mean scores, analysis of variance result revealed that the difference in happiness across age groups was not statistically significant ($f = 0.608$, $p < 0.544$). This implied that age did not have a significant effect on the level of happiness among the respondents.

Table 4.2.2 Analysis of Variance in Happiness Scores of Respondents across Age Groups in Tricity and Delhi-NCR

Happiness						
Region	Age	f	Mean	Std. Deviation	f-value	p-value
Tricity	Less than 30 years	221	3.257	0.563	.604	.547
	30-40 years	355	3.301	0.569		
	Above 40 years	174	3.256	0.500		
	Total	750	3.277	0.552		
Delhi-NCR	Less than 30 years	158	3.308	0.543	1.428	.241
	30-40 years	331	3.225	0.538		
	Above 40 years	261	3.224	0.560		

	Total	750	3.242	0.547		
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Table 4.2.2 presented the analysis of variance in happiness scores across different age groups within two regions, Tricity and Delhi NCR. In the Tricity region, the 30–40 years age group reported the highest happiness ($\bar{X} = 3.301$) while those under 30 and above 40 years had nearly the same mean ($\bar{X} = 3.257$ and 3.256 respectively). The differences were **not statistically significant**. In the Delhi- NCR region, respondents under 30 years showed the highest happiness ($\bar{X} = 3.308$), followed by similar scores in the 30–40 and above 40 age groups ($\bar{X} = 3.225$ and 3.224). Again, the differences were **not statistically significant**.

In both regions, **age does not significantly influence happiness**, as indicated by the non-significant f-values and *p*-values. Comparison in happiness among age groups within each region appears to be minor and statistically negligible.

Table: 4.2.3 Analysis of Variance in Happiness Scores of Respondents across Educational Qualification in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Happiness					
Educational qualification	f	Mean	Std. Deviation	f-value	p-value
Diploma	318	2.848	0.510	170.984	.0001**
Graduate	1077	3.334	0.500		
Post graduate	105	3.741	0.404		
Total	1500	3.260	0.550		

Table 4.2.3 showed the analysis of variance scores across different levels of educational qualification. Respondents with postgraduate qualifications reported the highest level of happiness ($\bar{X} = 3.741$), followed by graduates ($\bar{X} = 3.334$), while diploma holders reported the lowest happiness scores ($\bar{X} = 2.848$). The analysis of variance scores indicated a highly significant difference in happiness levels across educational qualifications ($f = 170.984$, $p < 0.01^{**}$). This suggested that educational attainment had a significant impact on an individual's level of happiness, with higher qualifications being difference with greater happiness.

Table 4.2.4 Least Significant Difference Post Hoc Test between Happiness and Educational Qualification in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Multiple Comparisons						
Dependent Variable: Happiness LSD						
(I) Educational qualification		Mean Difference	Std. Error	p-value	95% Confidence Interval	
					Lower Bound	Upper Bound
Diploma	Graduate	.48624*	.03167	.0001**	-.5484	-.4241
	Post graduate	.89284*	.05585	.0001**	-1.0024	-.7833
Graduate	Diploma	.48624*	.03167	.0001**	.4241	.5484
	Post graduate	.40660*	.05073	.0001**	-.5061	-.3071
Post graduate	Diploma	.89284*	.05585	.0001**	.7833	1.0024
	Graduate	.40660*	.05073	.0001**	.3071	.5061

Table 4.2.4 presented the least significant difference **post hoc multiple comparisons** for happiness scores based on educational qualification. The results showed that the respondents with **graduate qualifications** reported significantly higher happiness than those with **diplomas**. Those with **postgraduate qualifications** reported significantly higher happiness than both **graduates and diploma holders**. The **largest mean difference** in happiness was observed between **postgraduates and graduate**, indicating a substantial increase in happiness with higher education. All comparisons were statistically significant at $p < 0.01$, confirming **higher educational attainment was positively difference with greater happiness**.

Table 4.2.5 Analysis of Variance in Happiness Scores of Respondents across Educational Qualification in Tricity and Delhi-NCR

Happiness						
Region	Educational qualification	F	Mean	Std. Deviation	f-value	p-value
Tricity	Diploma	247	2.953	0.501	83.891	.0001**
	Graduate	442	3.407	0.509		
	Post graduate	61	3.648	0.410		
	Total	750	3.277	0.552		
Delhi-NCR	Diploma	71	2.483	0.351	134.357	.0001**
	Graduate	635	3.284	0.488		
	Post graduate	44	3.870	0.361		
	Total	750	3.242	0.547		

Table 4.2.5 displayed the **analysis of variance in happiness scores across different educational qualifications** in the **Tricity and Delhi NCR** regions. In both regions, happiness **increases significantly with higher educational qualification**. In **Tricity**, diploma holders reported the lowest happiness ($\bar{X} = 2.953$), followed by graduates ($\bar{X} = 3.407$), and the highest happiness was observed among postgraduates ($\bar{X} = 3.648$). In **Delhi NCR**, diploma holders also reported the lowest happiness ($\bar{X} = 2.483$), graduates had moderate happiness ($\bar{X} = 3.284$), and postgraduates had the highest ($\bar{X} = 3.870$). The **ANOVA results** were highly significant for both regions indicating that **educational qualification has a significant impact on happiness** in both regional respondents. There was a **clear and consistent trend** showing that higher educational attainment was difference with higher levels of happiness, and this pattern holds true across both the **Tricity and DelhiNCR** regions.

Table 4.2.6 Analysis of Variance in Happiness Scores of Respondents across Marital Duration in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Happiness					
No. of years of marriage	f	Mean	Std. Deviation	f-value	p-value
Less than 8 years	786	3.113	0.542	64.066	.0001**
8-16 years	641	3.417	0.514		
Above 16 years	73	3.462	0.488		
Total	1500	3.260	0.550		

Table 4.2.6 displayed the analysis of variance scores of respondents categorized by the number of years they have been married. The results indicated that happiness tends to increase with the duration of marriage. Respondents married for less than 8 years reported the lowest mean happiness ($\bar{X} = 3.113$). Those married for 8–16 years reported higher happiness ($\bar{X} = 3.417$). The highest happiness was observed among those married for more than 16 years ($\bar{X} = 3.462$). The analysis of variance test result was highly significant $p < 0.01$, indicating that the number of years of marriage had a statistically significant effect on happiness. These findings suggested that happiness may increase with marital duration, possibly due to increased mutual understanding, stability, emotional bonding over time.

Table 4.2.7 Least Significant Difference Post Hoc Test between Happiness and Marital Duration in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Multiple Comparisons						
Dependent Variable:		Happiness				
LSD						
(I) No. of years of marriage		Mean Difference	Std. Error	p-value	95% Confidence Interval	
					Lower Bound	Upper Bound
Less	8-16 years	.30372*	.02809	.0001**	-.3588	-.2486

than 8 years	Above 16 years	.34867*	.06458	.0001**	-.4753	-.2220
8-16 years	Less than 8 years	.30372*	.02809	.0001**	.2486	.3588
	Above 16 years	.04495	.06520	.491	-.1728	.0829
Above 16 years	Less than 8 years	.34867*	.06458	.0001**	.2220	.4753
	8-16 years	.04495	.06520	.491	-.0829	.1728

Table 4.2.7 showed the Least Significant Difference post hoc test results for differences in happiness based on the number of years of marriage. The analysis revealed that there was a statistically significant difference in happiness between the respondents married for less than 8 years and those married for 8–16 years or more than 16 years, with the latter groups reporting higher happiness. Respondents married for more than 16 years and those married for less than 8 years. However, analysis of variance in happiness between the 8–16 years and above 16 years groups was not statistically significant ($p < 0.491$), suggesting similar happiness levels among these two groups. These findings suggested that happiness significantly increases after the first 8 years of marriage and tends to stabilize in later years.

Table 4.2.8 Analysis of Variance in Happiness Scores of Respondents across Marital Duration in Tricity and Delhi-NCR

Happiness						
Region	No. of years of marriage	f	Mean	Std. Deviation	f-value	p-value
Tricity	Less than 8 years	400	3.111	0.534	43.738	.0001**
	8-16 years	319	3.472	0.507		
	Above 16 years	31	3.423	0.531		
	Total	750	3.277	0.552		

Delhi NCR	Less than 8 years	386	3.116	0.551	23.694	.0001**
	8-16 years	322	3.362	0.517		
	Above 16 years	42	3.490	0.457		
	Total	750	3.242	0.547		

Table 4.2.8 showed the analysis of variance scores across different marital duration groups in the Tricity and Delhi- NCR regions. In Tricity, happiness increases significantly with years of marriage. Respondents married for less than 8 years reported the lowest happiness ($\bar{X} = 3.111$). Those married 8–16 years reported the highest ($\bar{X} = 3.472$). In Delhi NCR, less than 8 years group reported the lowest happiness ($\bar{X} = 3.116$). Above 16 years group reported the highest happiness ($\bar{X} = 3.490$). The f-values for both regions were highly significant ($p < 0.01$), indicating that marital duration significantly affects happiness in both regions. Happiness tends to increase with the number of years of marriage, particularly in the 8–16-year range, with the trend being statistically significant in both Tricity and Delhi NCR. This suggested a positive relationship between marital longevity and happiness

Table 4.2.9 Analysis of Variance in Happiness Scores of Respondents across Family Size in Overall Sample (N=1500) (750 Husbands, 750 Wives)

Happiness					
Size of the family	f	Mean	Std. Deviation	f-value	p-value
0-4 members	320	3.268	0.551	1.820	.162
5-8 members	1129	3.264	0.550		
9 and above	51	3.116	0.520		
Total	1500	3.260	0.550		

Table 4.2.9 presented the mean happiness scores of respondents categorized by the size of their family. The mean scores were relatively similar across the groups. Families with 0–4 members reported highest analysis of variance score i.e 3.268. Those with 5–8 members reported medium analysis of variance happiness score i.e 3.264. Those with 9 and above members reported a slightly analysis of variance happiness score i.e 3.116. The analysis of variance result showed that the differences in happiness across family size categories

were not statistically significant. This suggested that family size did not have a significant influence on the happiness levels of the respondents in the study.

Table 4.2.10 Analysis of Variance in Happiness Scores of Respondents across Family Size in Tricity and Delhi-NCR

Happiness						
Region	Size of the family	f	Mean	Std. Deviation	F-value	p-value
Tricity	0-4 members	224	3.276	0.548	2.117	.121
	5-8 members	496	3.290	0.554		
	9 and above	30	3.077	0.525		
	Total	750	3.277	0.552		
Delhi-NCR	0-4 members	96	3.247	0.560	.182	.834
	5-8 members	633	3.244	0.547		
	9 and above	21	3.171	0.521		
	Total	750	3.242	0.547		

Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

Table 4.2.10 examined the analysis of variance scores across whether family size influences the happiness levels of respondents in Tricity and Delhi NCR. In the Tricity region, the mean happiness scores were relatively similar across family sizes respondents from families with 0–4 members reported a mean score of 3.276, those from 5–8 member families had a slightly higher mean of 3.290, while those from families with 9 or more members reported the lowest mean score of 3.077. However, these differences were not statistically significant, indicating that family size does not meaningfully impact happiness among respondents in Tricity.

Similarly, in the Delhi NCR region, happiness levels remained nearly consistent across family sizes. Respondents from 0–4 member households had a mean score of 3.247, those with 5–8 members scored 3.244, those with 9 and above members reported 3.171. The f-value of 0.182 and p-value of 0.834 confirm

that the differences in happiness by family size were not statistically significant in Delhi NCR as well. Overall, the results indicated that family size did not have a significant effect on happiness in either region, suggesting that factors other than the number of family members were likely more influential in determining individual well-being and satisfaction.

Table 4.2.11 Comparison of Happiness Scores across Household Income Groups in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Happiness					
Household income	f	Mean	Std. Deviation	t-value	p-value
10-20 lakhs	1250	3.165	0.519	16.262	.0001**
Above 20 lakhs	250	3.736	0.439		

Table 4.2.11 presented the mean happiness scores based on household income levels. Respondents with a household income of above 20 lakhs per annum reported significantly higher happiness ($\bar{X} = 3.736$) compared to those earning 10–20 lakhs ($\bar{X} = 3.165$). The t-test result was highly significant ($t = 16.262$, $p < 0.01$), indicating a statistically significant difference in happiness between the two income groups. This suggested that higher household income was positively difference with greater happiness among the respondents.

Table 4.2.12 Comparison of Happiness Scores across Household Income Groups in Tricity and Delhi-NCR

Happiness						
Region	Household Income	f	Mean	Std. Deviation	t-value	p-value
Tricity	10-20 lakhs	623	3.163	0.510	14.162	.0001**
	Above 20 lakhs	127	3.839	0.378		
Delhi NCR	10-20 lakhs	627	3.166	0.529	9.025	.0001**
	Above 20 lakhs	123	3.629	0.473		

*Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

Table 4.2.12 an independent respondents t-test was conducted to assess whether household income significantly influences happiness in the Tricity and Delhi- NCR regions. In the Tricity region, respondents with a household income of above ₹20 lakhs per annum reported a significantly higher mean happiness score ($\bar{X} = 3.839$) compared to those earning ₹10–20 lakhs ($\bar{X} = 3.163$). The difference was statistically significant ($t = 14.162$, $p < 0.01$), indicating a strong positive relationship between higher income and happiness in Tricity. Similarly, in Delhi-NCR region, respondents in the above ₹20 lakhs income group had a higher mean happiness score ($\bar{X} = 3.629$) than those earning ₹10–20 lakhs ($\bar{X} = 3.166$). This difference was also statistically significant ($t = 9.025$, $p < 0.01$), affirming the positive influence of higher income on happiness in Delhi- NCR as well. Overall, the findings from both regions suggest that higher household income was significantly difference with increased happiness. This may be attributed to better living standards, access to resources, financial security, the ability to meet both essential and aspirational needs more comfortably.

4.3 Gender Differences with Respect to Various Psychological Variables in Working Married Couples in Overall Sample (N=1500) (750 Husbands, 750 Wives)

Table 4.3.1 Gender Differences in Happiness among Working Married Couples in Over all Sample (N=1500) (750 Husbands, 750 Wives)

Sr No .	Variables	Components	Respondents	Mean	Std. Deviation	t-value	p-value
1	Happiness		Husbands	3.321	0.538	4.329	.0001**
			Wives	3.199	0.554		

*Significant at 0.05 level $p < 0.05$, **Significant at 0.01 level $p < 0.01$

The second objective of the research was to find out gender differences related to happiness among working married couples. It was hypothesised that there will be no gender differences with respect to happiness among working married couples.

Table 4.3.1 presented the comparison of mean scores, standard deviations and t-test results between husbands and wives in overall sample. The result indicated that husbands reported significantly higher levels of happiness ($\bar{X} = 3.321$) compared to wives.

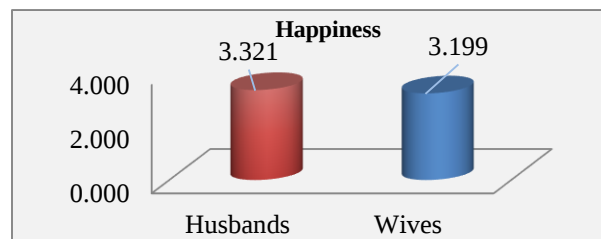


Figure : 1 Difference in Mean Scores of Husbands and Wives with regard to Happiness

Table 4.3.2 Gender Differences in Social Support among Working Married Couples in Overall Sample (N = 1500)

2	Social Support	Husbands	55.000	14.595	4.222	.0001**
		Wives	58.252	15.226		

Table 4.3.2 revealed a significant gender difference in social support among working married couples. Wives reported significantly higher scores in Social Support ($\bar{X} = 58.252$) than husbands ($\bar{X} = 55.000$) ($t = 4.222, p < 0.05$).

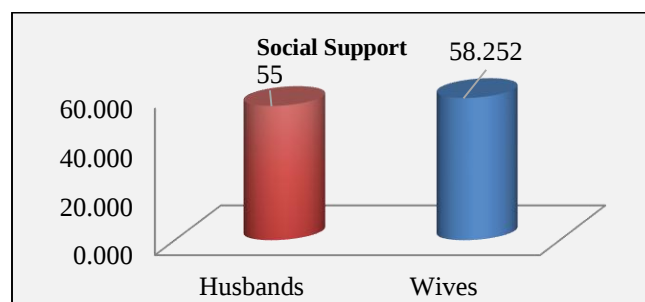


Figure 4.2: Difference in Mean Scores of Husbands and Wives with regard to Social Support

Table 4.3.3 Gender Differences in Job satisfaction among Working Married Couples in Overall Sample (N = 1500)

3	Job Satisfaction	Husbands	29.264	5.580	9.426	.0001**
		Wives	32.032	5.792		

Table 4.3.3 revealed a significant gender difference in Job satisfaction among working married couples. Wives reported significantly higher scores in Job satisfaction ($\bar{X} = 32.032$) than husbands ($\bar{X} = 29.264$) ($t = 9.426, p < 0.05$).

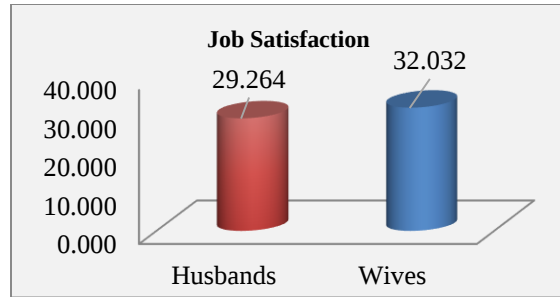


Figure 4.3: Difference in Mean Scores of Husbands and Wives with regard to Job Satisfaction

5 Discussion

The obtained results for more happiness among husbands than wives were in the line with findings of Glenn and Weaver (1988) indicated that married men were happier than married women. The possible justification of the obtained results could be that marriage improves men's sense of well-being but women's happiness tends to diminish because of household responsibilities. However, they find it difficult to manage work and family.

In a study by Hori and Kamo (2018) in western countries gender difference was the predictor of happiness among married couples suggested that marital status was a strong indicator of happiness especially for men but not for women. The possible justification of the obtained result could be that average men was more satisfied in life as compared to working women because marriage provides benefits for men in male-dominated societies. In contrast, full time employment responsibilities for women as important primary caregiver increases work-family conflict and cancel out its positive effect for women.

In a study by Richter et al., (2012) researchers studied 653 married doctors and medical staff to see how social support impact happiness and marriage satisfaction. They found that while both husbands and wives received support from friends family and each other whereas, wives felt happier in their marriage when their husbands gave them emotional as well as practical support in life.

Waite and Gallagher (2000) explored the relationship between marital status, social support and psychological well-being of an individual. The study found that marriage was co-related with greater happiness. Married individuals experienced fewer health and social problems compared to divorced or widowed individuals. High-quality marriages and social gatherings among married couples were linked with greater happiness. The study suggested that social support plays a key role in minimizing the negative consequences of transitions out of marriage.

A study by Iwasa, Yuko and Ishii (2024) examined how support between husbands and wives affects

happiness in married life. They found when wives received help from their husbands like support in daily tasks, emotional care and encouragement they felt more satisfied and happier in their marriage. This support made a big difference in their well-being. This study also showed that when husbands shared responsibilities and emotional care it improved the wives well being. So, emotional and practical support from husbands plays an important role in keeping wives happy in married life.

Matta (2024) found that wives were happier in their jobs than husbands even if they earn less money. As women choose jobs they enjoy more jobs that give them peace of mind, flexible hours and better work-life balance. Because of this, even with lower salaries or fewer benefits wives feel more satisfied at work. This is common in families where the husband earns more and the wife works in a job where she likes. On the other hand, husbands has more pressure to earn which can lower their job happiness. The study showed that doing a job that matches your personal values makes a big difference in feeling happy at work especially for women.

Results showed that the support that spouses receive from each other plays an important role in providing happiness in a married couple's relationship. The findings were in the lines of Acitelli and Antonucci (1994). As for married men and women, their spouse is an important source of support. The higher the support by partners among each other higher the happiness

Tan *et al.*, (2016) proposed that a higher level of happiness is promoted through increased social support that individuals have received from their surroundings. The relational regulation theory states that perceived support is related to good mental health. This occurs as a result when providing social support to an individual to help reduce stress. Some individuals can reduce their negative thoughts and actions after sharing and getting support through social interactions (Lakey and Orehek, 2011). It can benefit individual's happiness when they can rely on their family and friends to provide social support to improve happiness. Hence, based on the theory stated, it shows that social support for individuals does influence the happiness of an individual. Therefore, the proposed hypothesis has been rejected.

According to Lu and Shih (1997), Gender, social support and happiness were significantly intercorrelated, but gender was only indirectly related to happiness through social support. It seemed that the majority of happiness in wives documented in the literature could be explained by their better social support, which inflates happiness in them. The present research study supported previously quoted studies like Lee (2006) showed that happiness is positively correlated with network size and social support and that network size was more significantly correlated, suggesting that the number of friends was more important than the quality of the friendships in predicting happiness.

Research by Westoveret *al.*, (2015) women who were dominated at workplace reported having higher job satisfaction than men may be because married women have more flexibility in job, decrease their working hours and focus on more a balanced life. But, men can't do it.

Jathurika *et al.*, (2021) who conducted an empirical study to find out the relationship between employee happiness and job satisfaction in the higher education sector of Sri Lanka. 57 academic staff were selected for the present in Sri Lanka through the structured questionnaire. The results of the present study revealed that happiness and job satisfaction are higher among the academic staff in surveyed university. Further, it also stated that there is a positive correlation between employee happiness and job satisfaction. Employee happiness is the primary factor that influences job satisfaction.

Nquye *et al.*, (2008) reviewed many studies on job satisfaction reveals that a number of HR professionals have emphasized the importance of the factors affecting job satisfaction. Job satisfaction involves different factors such as satisfaction with pay, promotion opportunities, benefits, job security and the significance of the job. Generally, employees with low earnings reported lower levels of job satisfaction in comparison to other income groups.

6 Summary

6.1 Salient Findings

Percentage distribution of subjects with respect to socio- personal characteristics among working married couples is influenced by a combination of demographic factors. Majority of respondents were in the age group of 30–40 years, having a graduate-level education, earning a moderate income, being in the early years of marriage and living in a medium-sized family.

The analysis of variance in happiness scores across socio-personal traits revealed several important findings. Age was not found to have a significant impact on happiness either in the overall sample or within the Tricity and Delhi-NCR regions, as the differences across age groups were statistically negligible.

In contrast, educational qualification emerged as a strong determinant of happiness, with postgraduates consistently reporting the highest scores, graduates showed moderate levels and diploma holders the lowest. The differences were highly significant, suggesting that higher educational attainment was positively associated with greater happiness across both regions.

Marital duration also showed a significant influence with happiness levels increasing as the number of years of marriage rose. Respondents married for less than eight years reported the lowest

happiness, whereas those married for eight to sixteen years and more than sixteen years had significantly higher scores though differences between the latter two groups were not statistically significant, indicating a stabilization of happiness after the initial years of marriage.

Family size did not significantly influence happiness as mean scores were nearly consistent across small, medium and large families in both regions. Household income proved to be another major factor with respondents earning above ₹20 lakhs per annum reporting substantially higher happiness compared to those in the ₹10–20 lakh bracket. This trend was statistically significant in both Tricity and Delhi-NCR, underscoring the positive role of financial security, improved living standards and access to resources in enhancing happiness.

Overall, while factors such as age and family size did not exert a notable effect, higher education, longer marital duration and greater household income were found to significantly and positively influence happiness among working married couples. The results showed significant gender differences among working married couples. Husbands reported higher happiness than wives, while wives scored higher in social support and job satisfaction. All differences were statistically significant, indicating that men experienced slightly greater well-being, whereas women benefited more from supportive networks and workplace satisfaction.

6 Future Implications

- Workplace policies can be improved by promoting flexible hours and family-friendly environments.
- Counselling practices can be enhanced with targeted interventions focusing on communication, emotional support, and conflict resolution.
- Educational programs such as pre-marital and relationship workshops can be designed to teach practical life and relationship skills.
- Public health and welfare schemes can be tailored to support mental well-being, parenting and work-life balance.
- Future research can explore cross-cultural, gender and longitudinal aspects of marital happiness.
- These measures together can strengthen family units and contribute to a more productive society.

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