

## **Influence of Marital Conflict on Work Performance among Secondary School Teachers**

**Akpoke Victor Okorieh**

Enugu State University of Science and Technology  
Vakjulio1@hotmail.com

**Ezeanyim Uchechukwu Cecilia**

Federal Polytechnic Ohodo, Nsukka, Enugu State  
ceciliauche200@gmail.com

**Ogundu Amarachi Grace**

Enugu State University of Science and Technology  
ladybeautypink@gmail.com

DOI: [10.56201/ijee.v9.no9.2023.pg178.185](https://doi.org/10.56201/ijee.v9.no9.2023.pg178.185)

---

### **Abstract**

*The study investigated the influence of marital conflict on job performance among school teachers, one hundred and twenty (120) secondary school teachers with age mean of 41.10 and S. D of 8.758 were selected as participant using availability sampling techniques from population of secondary school in Enugu State. Braiker and Kelley (1979) Braiker & Kelley Marital Conflict Scale and Andrade, Queiroga, and Valentini (2020) 10-items short version of self-assessment scale of job performance, ANOVA design was adopted; while one way ANOVA was used to analysis the statistics, findings reviewed that indicated that marital conflict failed to influence job performance among school teachers at sig. .718 which exceeded the value of at  $p < .05$ . Hence other factors should be considered by future researcher that can influence job performance of school teachers.*

---

**Keywords:** Marital Conflict, Work Performance, Secondary School, Teachers

---

### **Background to the study**

Employees' performance can also represent an organisation's performance. It is defined as the expected output from the employees within an organisation (Choudhary et al., 2017). According to Peiró et al. (2020), individual performance is of high relevance for organisations and is defined as a multi-dimensional concept. There are three different types of performances, they are task performance, contextual performance and adaptive performance (Sonnetag et al., 2008). Task performance can be seen as an individual's contribution to organisational performance, for example, technical core and services as well as the activities that are involved in the production of goods. Task performance is often signified by the fulfillment of the job requirements. Contextual performance, however, does not directly contribute to organisational performance. It contributes indirectly to an organisation's performance by facilitating task performance while supporting the organisational, social and psychological environment. For examples of contextual performance, the persistence of enthusiasm and assistance to other co-

workers. This will improve employees' job performance when employees show personal initiative and have their behaviours fit into their organisation's mission. Consequently, employees are more focused and engaged in their job, hence accomplish their goals. Adaptive performance has become increasingly important as working environments are getting dynamics. Young working adults are supposed to gain adaptive performance by handling urgencies, work stress and solving problem in creative ways (Sonnetag et al., 2008).

Life is a path usually travelled with a partner. It is full of communication, expectation, adjustment and identification (Tasew & Getahun, 2021). Every person identifies his/her in a role and according to this journey of life begins. Marriage is one milestone of life, where one selects a partner, with a new role and new expectation (Tasew & Getahun, 2021). Marriage is the coming together of two totally different individuals as husband and wife who agree to plan and set up their own family. Osarenren (2002) and Tasew and Getahun (2021) viewed marriage as usually a union between an adult male and an adult female. Different interpretations are given on the importance of marriage by different persons, religions, philosophers. For instance, Glenn and Weaver (1979) as cite in Tasew and Getahun (2021) claimed that Marriage is found to be one of the strongest correlates of happiness and well-being. Besides, Argyle and Furnham (1983) as cite in Tasew and Getahun (2021) explained that Marriage is the greatest source of social support for most people more than friends or including emotional and marital support and companionship”.

Marriage, as a basic institution in every society, may be described as one of the important and fundamental human relationships; it is a culturally, religiously and socially recognized union, normally between a man and a woman, who are referred to as husband and wife (Tasew & Getahun, 2021). This union establishes rights and obligations between spouses, their children and even between them and their in-laws (Olugbenga, 2018). According to Tolorunleke (2008) and Tasew and Getahun (2021) marriage should be an exciting and beautiful adventure and the relationship between husband and wife is intended to get better with every passing day or year. However, little things can slip into the relationship and Tolorunleke (2014) puts it, when these little things are not properly handled, they can cause friction and eventual separation between the partners that may widen over the years.

Marital conflict can be defined as the state of tension or stress between marital partners as the couple try to carry out their marital roles (Tasew & Getahun, 2021). Marital conflict may be described as a struggle, clash, strife, disagreement or quarrel between husband and wife, and sometimes with other members of the household, over opposing needs, ideas, beliefs, values or goals Cummings (Olugbenga, 2018). Conflict in marriage is inevitable. Whenever two people get together eventually some of the belief system and personal habits of one will annoy the other, regardless of the degree of love. In healthy relationships couples tend to accept and resolve conflict. But in case of unhealthy relationships marital conflicts arise due to several reasons. When there is conflict between role performance and role expectation of the spouses, it leads to maladjustment of husband—wife relationships and to marital disruptions (Pathan, 2015).

Marital conflict is high in almost all countries of Africa including Ethiopia (Afework, 2010; Tasew & Getahun, 2021). Studies of six African countries showed that, on the average a high proportion of first marriages are within marital conflict. Added that, research findings in Rural Malawi revealed that life table proportions of marital conflict ranges from 40 to 65 percent and

are among the highest on the continent (Reniers, 2003). Similarly Somit prueksaritanod (2015), indicate that 9 out of 10 couples (89.3%) experienced conflict which was higher than the prevalence of couple conflict in the previous study from Spain (80%). Furthermore, in his study, the spousal conflict occurred every month (up to 1–2 events per month), and every week, was found at approximately six out of ten couples (59.1%).

Marital conflict comes in different forms like spouse battering, spousal abuse, sexual abuse, marital irresponsibility, incest, rape, subtle struggle for control between the couple and other abusive behaviours and also caused by childlessness, forced marriage, incompatibility, communication gap, interference by in-laws, finances, infidelity, sex of children, lack of appreciation etc (Osarenren, 2013; Tasew & Getahun, 2021). Furthermore, researchers like Tiruwork (2015), and Meaza and Wobedel (2014) identified several major sources of marital conflict, i.e., violent behaviours of husbands, lack of cooperation in the family, inability to spend enough time together, issues related to children and other families, lack of effective communication, and financial problems. Also, a quantitative study of couples highlighted personal traits, communication skills, commitment, and family background as the most significant factors related to conflicts in marriages (Tasew & Getahun, 2021).

Regarding its consequences, marital conflict is not only the issue of the two spouses; its effect goes beyond the individuals who dissolve the marital union (Tasew & Getahun, 2021). Children and other relatives of the couples are the immediate victims who share the potential consequences and exposed to various psychosocial problems (Collins, 1988; Tasew & Getahun, 2021). Moreover, conflicts in marriages produce various personal, familial, physical, and psychological consequences. They can result in depression, anxiety, and eating disorders and others.

Additionally, conflict in marriage can lead to poorer health conditions and the risk of certain diseases, such as heart disease, as well as cancer and chronic pains. Furthermore, conflicts in marriages can affect family life in different ways, e.g., it may decrease the performance of the parents and the compatibility of the children and increase conflicts among all family members (parents and children as well as between siblings) (Tasew & Getahun, 2021).

Marriage is a vital or an energetic aspect of life time as well as a relationship which is planned to last for a lifetime. As a very important human institution, marriage not only provides the initial structure to establish family relations, but also serves as a path to raise and train future generations (Bano, Ahmad, Khan, Iqbal & Aleem, 2013 (as cited in Olugbenga, 2018). However, research has shown that in recent times, people are turning away from marriages because it is becoming increasingly difficult to maintain a happy and stable union (Amato, Johnson, Booth & Rogers, 2003; Tasew & Getahun, 2021). This is so because as Omeje (2014) opined, quite a number of marriages today are into serious conflict and this has modelled a severe threat to the hypothetically marital satisfaction and happiness that would have been enjoyed by couples. Moreover, marital conflicts have been seen as the major causes of marital instability which often leads to divorce, desertion, single-parenthood and generally failed marriages (Olson & Olson, 2000; Tasew & Getahun, 2021).

Deci and Ryan, (1985) self-determination theory is adopted as theoretical framework because it help to connect the three variable together. For instance the theory proposes two overarching forms of motivation which determine behaviour. Intrinsic motivation refers to doing an activity for its own sake out of enjoyment and interest. Extrinsic motivation refers to doing an activity

for instrumental reasons. It means that self-determination can cause the presence of work engagement, because being engaged to any work is the prerogative or choice of the employee, self-determination will also assist the employee to reattach to his/her work without much problem and can also propel the employee to get engaged to the work even when there is no job security. Hence the need to investigate the predicting strength of marital conflict on job performance among secondary school teachers, of which the following researcher question will give answer to:

Will marital conflict significantly predict job performance?

### **Method**

#### **Participants**

One hundred and twenty (120) secondary school teachers with age mean of 41.10 and S. D of 8.758 were selected as participant using availability sampling techniques from population of secondary school in Enugu State. Teachers were selected from Konigin Des Friedens college, May Blossom school, Girl's high school, Queens school, Uwani Boys secondary school all in Enugu state.

#### **Instrument**

The following instruments were used for data collection, which are:

- Braiker and Kelley (1979) Braiker & Kelley Marital Conflict Scale and
- Andrade, Queiroga, and Valentini (2020) 10-items short version of self-assessment scale of job performance.

Andrade, Queiroga, and Valentini (2020) 10-items short version of self-assessment scale of job performance.

The Self-Assessment Scale of Job Performance (SJoP) was initially constructed with 20 items answered on a five-point frequency scale ranging from 1 (never) to 5 (always). The five best items of each dimension were selected from the original scale database (Queiroga, 2009), that is, items with higher factor loads and better indicators of psychometric adjustments, totalling ten items with higher factor loadings. The structure was modelled with one general and two specific dimensions (one related to the context and one related to the task). The reduction of the number of items in the scale was performed based on factor loadings and thresholds. The factor loadings of the general dimension ranged from 0.59 to 0.82 ( $M = 0.71$ ), and the factor loadings of the specific dimensions ranged from 0.06 to 0.67 ( $M = 0.33$ ). Regarding reliability, the scores of General Factor, Task and Context showed Composite Reliability (CR) equal to .91, .41, and .23, respectively. The Hierarchical Omega ( $\omega_h$ ) were .88, .02, and .02, respectively.

#### **Braiker and Kelley (1979) Braiker & Kelley Marital Conflict Scale**

Braiker & Kelley Marital Conflict Scale is a 5-point scale developed to assess the amount of overt behavioural conflict and communication of negative affect within the marital relationship. Participants indicate the amount of conflict and negativity in their relationships on a 5-point Likert scale, it has an internal consistency reliability in PMBC ( $\alpha=0.81$ ).

#### **Procedure**

The researcher adopted multistage (simple: balloting and availability) sampling technique to select both the participants and the schools used for this study from Nkanu west local area of Enugu State. The researcher employed the help of research assistants whom are Nation Youth Service Corps Member serving in the selected schools to administered and retrieve the

instrument, the participants who are school teachers were selected with the aid of availability sampling techniques; meaning any teacher available on the day of the research qualified to participate in the research, then the selected ones were asked to respond to the items by shading one of the boxes in front of the statements which best reflects to what degree they agree or disagree with the statement. One hundred and thirty copies of questionnaire were distributed, one hundred and twenty-six copies were returned back of which four were wrongly responded, and the remaining six were damaged, leaving one hundred and twenty copies properly responded to which was used to carry out analysis; the wrongly responded once were discarded.

### Design/Statistics

ANOVA design was adopted; while one way ANOVA was adopted based on one dependent variable; and one independent variable of marital conflict influencing job performance..

### Result

**Table 1: ANOVA statistics**

<b>Tests of Between-Subjects Effects</b>				
Dependent Variable: job performance				
Source	df	Mean Square	F	Sig.
Marital conflict	13	25.202	.728	.718
age	1	19.032	.550	.467
gender	1	11.385	.329	.572
Educational status	1	16.799	.485	.494
Years of service	1	2.724	.079	.782
Years of marriage	1	25.830	.746	.397

a. R Squared = .473 (Adjusted R Squared = .020), at  $p < .05$

Table 1 above indicated that marital conflict failed to influence job performance among school teachers at sig. .718 which exceeded the value of at  $p < .05$ , this implies that marital issues cannot affect the performance of teacher. Also, None of the demographic variables of age at sig. .467, gender at sig. .572, educational qualification at sig. .494, years of service at sig. .782 and years of marriage at sig. .307 significantly influence job performance, because their sig. value is higher than the threshold value of at  $p < .05$

## CHAPTER FIVE

### Discussion

The hypothesis tested which stated that marital conflict will significantly influence job performance among school teachers was not confirmed, hence the hypothesis was rejected. Based on the above results, it can be deduced that marital conflict did not influence job performance of female teachers in secondary schools. The results are not in agreement with studies of Rogers and May (2003); Fiedler, Della Rocco, Schroeder and Nguyen (2000); Forthofer, Markman, Cox, Stanley, and Kessler (1996) and Barnett (1994) who reported that increases in marital satisfaction were significantly related to increases in job satisfaction, and increases in marital discord were significantly related to a decline in job satisfaction.



These findings suggest that low or high job performance of civil servants cannot be explained as a consequence of spill over of marital conflict brought from home. Hence, the higher the marital conflict experienced from home, cannot affect the performance output of the workers. Therefore, since marital stress spill over is an antecedent to job performance, it becomes a major etiological factor that counselling psychologists have to deal with.

### **Implication of the findings**

Deci and Ryan, (1985) self-determination theory is adopted as theoretical framework because it help to connect the three variable together. For instance the theory proposes two overarching forms of motivation which determine behaviour. Intrinsic motivation refers to doing an activity for its own sake out of enjoyment and interest. Extrinsic motivation refers to doing an activity for instrumental reasons. Its means that self-determination can cause the presence of work engagement, because being engaged to any work is the derogative or choice of the employee, self-determination will also assist the employ to reattach to his/her work without much problem and can also propel the employee to get engaged to the work even when there is no job security.

The finding has added to literature that can be cited by future researchers.

The result obtained shows that marital conflict did not influence the job performance of school teachers; hence other factors should be considered by future researcher that can influence job performance of school teachers

### **Limitation of the study**

The major limitation of the study was that in a survey study like this, random sampling is not always possible at all level, thus, the choice of purposive and available sample which is often criticized as not being probabilistic. However, it is the most suitable choice for a mix design like the present work. Also, random sampling was used to select the faculty that participated in the study. Furthermore, the instruments for the research were highly reliable and valid.

Also, the questionnaire used for this study depends upon self-reported measures. Therefore, the accuracy of the information provided in the questionnaire can be influenced, mistaken perceptions of a situation by the respondents. This limitation was controlled to some extent by making the questionnaire a closed ended type. In addition, since the study was conducted in one faculty of a university among first year students the outcome of this study cannot be generalized on the entire population of all university students.

### **Suggestions for Further Study**

Based on the outcome of the study one may suggest that future researcher should sample other class levels in the university in other to cross validate the outcome of the study. Further future researcher should adopt sex orientation approach in studying personality traits to verify whether male or female students exhibit more personality traits as it relates to anxiety, depression and stress. Finally, future researcher should increase the sample size when conducting similar a study in other to enhance the external validity towards making generalization and accurate prediction.

## Summary and Conclusion

The study investigated the influence of marital conflict on job performance among school teachers, and findings indicated marital conflict did not significantly influence job performance.

## References

- Afework, E. (2010), *Major contributing factors and consequences of divorce in Ethiopia (published thesis)*, Addis Ababa University.
- Amato, P. R., Johnson, D. R., Booth, A., & Rogers, S. J. (2003). Continuity and change in marital quality between 1980 and 2000. *Journal of Marriage and Family*, 65, 1–22.
- Bakker, A. B. (2017). Strategic and proactive approaches to work engagement. *Organizational Dynamics*, 46(2), 67–75. <https://doi.org/10.1016/j.orgdyn.2017.04.002>
- Byrne, Z. S., Peters, J. M., & Weston, J. W. (2016). The struggle with employee engagement: Measures and construct clarification using five samples. *The Journal of applied psychology*, 101(9), 1201–1227. <https://doi.org/10.1037/apl0000124>
- Choudhary, A. I., Akhtar, S. A., & Zaheer, A. (2017). Impact of transformational and servant leadership on organizational performance: A comparative analysis. *Journal of Business Ethics*, 116, 433–440. doi:10.1007/s10551-012-1470-8
- Glenn, N. D., & Weaver, C. N. (1979). Attitudes toward premarital, extramarital, and homosexual relations in the U.S. in the 1970s. *The Journal of Sex Research*, 15(2), 108–118. <https://doi.org/10.1080/00220077908246000>
- Meaza, M. (2014). *Sources of Marital Conflict, the Relationship between conflict Resolution Mechanisms and Marital satisfaction among Married People*. Jemo1, Addis Ababa, Addis Ababa University.
- Olugbenga, A. J. (2018). Patterns and Causes of Marital Conflict among Staff of Selected Universities in Southwest Nigeria. *Advances in Social Sciences Research Journal*, 5(8), 306–320.
- Omeje, L. N. (2014). *Dominance educational level and child-sex as predictors of marital conflict*. Unpublished Masters of Science Degree submitted to the Department of Psychology, Faculty of Social Science, University of Nigeria.
- Osarenren, N. (2002). *Child development and personality*. DerateNig Ltd.
- Pathan, Z. A. (2015). *Adversities of Marital Conflict: A Sociological Analysis*. Journal Of Humanities And Social Science, 20(2), 19–25.
- Peiró J. M., Bayona J. A., Caballer A., Di Fabio A. (2020) Importance of work characteristics affects job performance: The mediating role of individual dispositions on the work

design-performance relationships. *Personality and Individual Differences*, 157, 109808, 10.1016/j.paid.2019.109808

Reniers, G. (2003). *Divorce and remarriage in rural Malawi*. <http://www.demographic-research.org>

Schneider, B., Yost, A.B., Kropp, A.E., Kind, C., & Lam, H. (2018). Workforce engagement: What it is, what drives it, and why it matters for organizational performance. *Journal of Organizational Behaviour*, 39, 462-480.

Somit prueksaritanod, (2015). *Prevalence and consequences of spouse conflict in primary care*. Retrieved from: <https://www.researchgate.net/publication/276410189>

Sonnentag, S., Volmer, J., & Spsychala, A. (2008). Job performance. *The Sage handbook of organizational behaviour*, 1, 427-447.

Tasew, A. & Getahun, K. (2021) Marital conflict among couples: The case of Durbete town, Amhara Region, Ethiopia, *Cogent Psychology*, 8:1, 1903127, DOI: 10.1080/23311908.2021.1903127

Tiruwork, T., (2015). *Inter parental conflict and its influence on adolescent's academic self-regulation*, Addis Ababa University, Addis Ababa.

Tolorunleke, C. A. (2014). Causes of Marital Conflicts Amongst Couples in Nigeria: Implication for Counselling Psychologists. Article in *Procedia – Social and Behavioural Sciences*, 140, 21–26. <https://doi.org/10.1016/j.sbspro.2014.04.381>