

Correlation between Marital, Job Satisfaction and Psychological Security among
Staff Members of Benha Faculty of Nursing.

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ABSTRACT

Background: Psychological security can influence marital satisfaction and job satisfaction. Increase in marital conflicts and problems can significantly decrease job satisfaction, and increasing marital satisfaction can significantly increase job satisfaction. **Purpose of the study:** Assess the relationship between marital satisfaction, job satisfaction and psychological security among staff members of Benha Faculty of Nursing. **Research question:** What is the level of psychological security among staff members in faculty of nursing Benha university? Is there a relationship between psychological security, marital and job satisfaction among staff members in faculty of nursing Benha university? **Design:** Descriptive correlational research design was utilized in this study. Setting: This study was conducted in faculty of nursing Benha university. **Subjects:** This study was carried on 106 teaching staff members and their assistants. **Instruments of data collection:** The following instruments were used for data collection: Instrument One: Structured interview questionnaire which consisted of two parts: Part one included: social characteristics, Part two:- Job satisfaction scale. Instrument Two: Index of Marital Satisfaction (Ins). Instrument Three: Psychological security scale. **Results:** The majority of them were married since 0-10 years and they were live in rural communities, members of Benha faculty of nursing. More than half (57.55% & 56.6%) of the studied subjects had high level of job and marital satisfaction. Meanwhile, only 1.94% & 4.72% had low level of job and marital satisfaction. **Conclusion:** There is a significant correlation between marital satisfaction, job satisfaction and psychological security among staff. **Recommendations:** This research can be conducted in other organizations and comparison can be made between levels of job, marital satisfaction and psychological security.

Key words: Marital, job satisfaction, psychological security nursing, Benha .

Introduction

Marriage is a social system through which a man and a woman come closer to each other and start living together. Intact and harmonious marital relationships are required not only for the psychic health of the individual, but also for progeny and thus, for the society in the broader sense. One of the most important goals of marriage is the will to attain marital satisfaction. Marital satisfaction refers to an individual's positive assessment of his/her marital relations. Marital satisfaction is a complex and multi-dimensional phenomenon, which has been extensively explored by the most diverse scientific fields (Rebello et al., 2014).

Successful marriage helps to satisfy the physical and psychological needs in people and unsuccessful marriage predisposes couples and their children to severe psychological trauma. Therefore; the survey of marital satisfaction and the factors that can affect the durability of marital life, is very important. Marital satisfaction consists of four domains such as physical and sex appeal, understanding, attitude and investing in others (Mobarak et al., 2014)

Marital satisfaction is an indicator of life satisfaction that affects couple's mental health, life

satisfaction, and even their income, academic achievement and job satisfaction. On the other hand, incompatibility in couple's relationships results in impaired social relationships, social deviation tendency, and declining cultural values among couples. A number of determinants seem to be associated with marital satisfaction amongst which are compatibility of personality, homogamy, religious, income level, level of education, age at marriage, age of marriage But unsatisfying and stressful marital relations lead to increased emotional disturbances and marital disruption (Ofovwe et al., 2013).

Marital relationship as a critical factor affects the mental health of family members. Parents with higher marital satisfaction have compliant children. Successful marriages are associated with caring parents and loving relationships between parent and children (Rostami et al., 2014). Children feel safe when their parents are satisfied with their lives. Disputes and disagreements between husband and wife can cause more anxiety, aggression and other behavioral problems among children. Due to the different situations and different point of views of husband

and wife, sometimes conflict occurs in the family (Rasolabadi et al., ٢٠١٥).

Psychological security is a complex and holistic term that includes more than just a sense of happiness and satisfaction. The term encompasses aspects of health-related quality of life such as anxiety, depression, vitality and self-control, general health. This term is more comprehensive than just well-being, allowing for subjective aspects of mental health to be evaluated. Psychological security is influenced by factors such as age, employment, marital status, personality and negative life events. Research has suggested that there is a relationship between psychological well-being and multiple dimensions of a person's life including marital satisfaction, general health, and possibly work-life balance (Khumalo et al., ٢٠١٢).

Job satisfaction is the expressions used to describe whether employees are happy, contented and fulfilling their desires and needs at work. Many measures support that job satisfaction is a factor in employee motivation, employee goal achievement and positive employee morale in the work place. Basically job satisfaction is a measure of how happy workers are with their job and working environment. employee

satisfaction influenced employee productivity, absenteeism and retention, and the success of any organization is directly link to the satisfaction of the employees who embody that organization, and that retaining talented people is critical to the success of any organization." It cannot be denied that job satisfaction fuels loyalty. After all its been rightly said that, the more satisfied an employee is regarding his or her working conditions, the more likely is he or she to develop a psychological attachment or commitment to the organization (Sageer et al., ٢٠١٢).

The importance of job satisfaction specially emerges to surface if had in mind the many negative consequences of job dissatisfaction such a lack of loyalty, increased absenteeism, increase number of accidents etc. There are three important features of job satisfaction. First, organizations should be guided by human values. Such organizations will be oriented towards treating workers fairly and with respect. In such cases the assessment of job satisfaction may serve as a good indicator of employee effectiveness. High levels of job satisfaction may be sign of a good emotional and mental state of employees. Second, the behavior of

workers depending on their level of job satisfaction will affect the functioning and activities of the organization's business. From this, it can be concluded that job satisfaction will result in positive behavior and vice versa. Dissatisfaction from the work will result in negative behavior of employees. Third, job satisfaction may serve as indicators of organizational activities (Venkatesh, ٢٠١٦). For this reason this study was conducted to assess the relationship marital satisfaction, job satisfaction and psychological security.

Magnitude of the problem :

Significance of the study

Psychological security is one of the most important human needs to be satisfied as it one of the life protection factors which help the person to feel acceptance, reassurance and effects on job and marital satisfaction. Due to the importance the role of the staff member , in order to achieve the university's goals, to raise the level of its graduates and for community services. It is very important to give attention to psychological health of the staff members to help them in the performance of functional tasks entrusted to them with professionalism. This study is conducted to identify the level of psychological security, job

satisfaction and marital satisfaction of the staff members of the faculty of nursing Benha university.

Purpose of the Study:

Assess the relationship between marital satisfaction, job satisfaction and psychological security among staff members in faculty of nursing Benha University.

Research questions:

- What is the level of psychological security among staff members in faculty of nursing Benha University? ?
- Is there a relationship between psychological security, marital and job satisfaction among staff members in faculty of nursing Benha University? ?

Subject and Methods

Research design

A descriptive correlational research design was utilized to fulfill the purpose of this study.

Setting

The study was carried out in faculty of nursing Benha University.

Sample

The studied sample was ١٠٦ teaching staff members and their assistants who

were married and willing to participate in the study.

Instruments of data collection: The following tools were used for data collection:

Instrument One: Structured interview questionnaire which consisted of two parts:

Part one includes: social characteristics for staff members and their assistants. It includes data about age, job, duration of marriage, years of experience, Academic progress, number of children, job of husband and residence.

Part two:- Job satisfaction Likert scale: it was developed by Brayfield and Rothe (1951). This scale consists of 20 items with five alternative responses i.e., strongly agree, agree, uncertain, disagree and strongly disagree which are scored 1 to 5. The scale contains 12 positive and 8 negative statements. The higher scores on the scale indicate higher job satisfaction while lower scores indicate lower job satisfaction. The maximum possible score for a respondent was 90 and the minimum of 18. The higher scores on the scale indicate higher job satisfaction while lower scores indicate lower job satisfaction. The scale has high reliability (Cronbach's alpha=0.87)

Instrument two: Index Of Marital Satisfaction (Ins)

This questionnaire developed by Walter (1971), to measure the degree of satisfaction with marriage. It is not a test, so there is no right or wrong answers. Answer each item as carefully and as accurately as can be by placing a number beside each statement as follows: Rarely, Never, Sometime, always, all the time. To score this questionnaire the positively worded items must be reverse-scored. If the subject have scored a positively worded item as 1 it is re-scored as 5, 2 becomes 4, 3 remains 3, 4 becomes 2 and a score of 5 becomes 1. The positively scored items that must be reversed scored are 1, 3, 5, 8, 9, 11, 13, 16, 17, 19, 20, 21, 23. After all the positively worded items have been reverse scored, all 20 items are summed. The final step is to subtract 20 from this sum. Scores below 30 are considered indicative of satisfaction with the relationship. The higher the score the more dissatisfaction with the relationship is indicated.

Instrument three: Psychological Security Scale :

This scale is developed by Zainab Shokeir (1990), this scale consisted of 10 items with four alternative responses i.e., strongly agree, agree,

disagree and strongly disagree which are scored 1 to 5. (1,2,3,4,5). This scores are applied to items from 1-19, and reflected (5,4,3,2,1) for items 20-24. The total score for this scale ranges from 20-100.

Methods

- Instruments (1), (2) and (3) translated and retranslated.. Tools (1) and (2) were translated by the researcher into Arabic. Tool 3 translated into English. Content Validity: Validity of tools was done by a group of (5) experts. Two of them are specialized in the Psychiatric medicine and the other three are specialized in the psychiatric field to check the relevancy, comprehensiveness. According to their opinions, modifications were done and the final form was developed. The modification were (modify some words to give the right meaning of the phrase, The experts were asked to evaluate tools' relevance and to check the clarity and feasibility of designed tools and to estimate the time needed to complete its items. It was carried out on 5 staff members, who were excluded from the main study sample. According to the result of the pilot study, no changes were required.

Ethical Consideration

Data collection were carried out as follows:

- Written official permission and approvals for conducting this study has been obtained from the vice dean of the Faculty of Nursing, Benha University.
- The researchers obtain oral consent from all the staff members and their assistants who are participated in the study.
- Confidentiality of each subject were protected by putting code for each one instead of using subject's name.

A pilot study has been carried out on 5 staff members selected from the previously mentioned setting to ascertain the applicability and time needed to accomplish the assessment who excluded from the final sample.

Statistical analysis

The collected data were organized, coded, computerized, tabulated and analyzed by using the statistical package for social science (SPSS), version (20). Data analysis was accomplished by the use of number, percentage distribution, mean, and standard deviation, and correlation, coefficient. A significant level value was considered when $p < 0.05$.

Results:

Socio-demographic Characteristics	Studied staff members	
	N	%
• Age		
• 20-≤20	0	0.00
• 20-≤30	29	27.37
• 30-≤35	42	39.62
• 35-≤40	10	9.41
• 40 and more	10	9.41
Mean ± SD		33.49±7.811
Duration of marriage		
• 1-≤0	12	11.32
• 0-≤10	80	75.19
• 10-≤15	3	2.83
• 15 and more	6	5.66
Academic progress:		
• Instructor	10	9.41
• Assistant lecturer	30	28.30
• Lecturer	50	47.17
• Assistant professor	11	10.38
• Professor	0	0.00
Residence		
• Rural	66	62.26
• Urban	40	37.74
• Years of Experience		
• 1-≤0	60	56.60
• 0-≤10	31	29.20
• 10-≤15	10	9.43
• 15-≤20	0	0.00
• Job of husband:		
• Employee	70	65.50
• Academic	20	18.87
• Not work	11	10.38
• Number of children:		
• No	0	0.00
• One	16	15.09
• Two	61	57.00
• Three and more	24	22.74

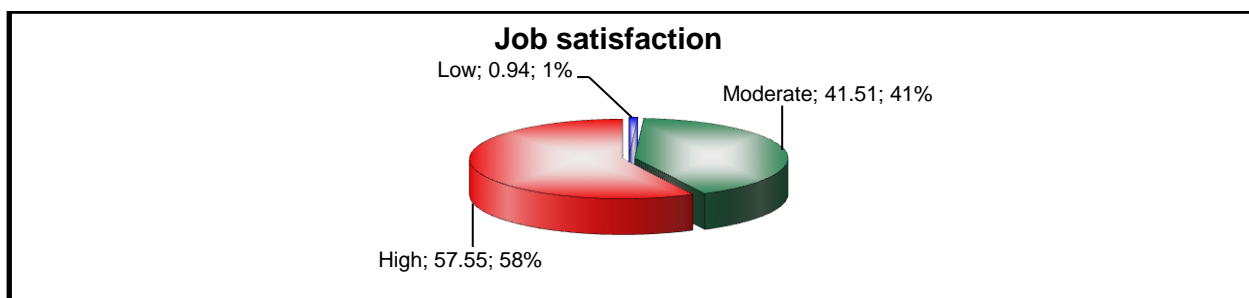


Figure (١): Total score of job satisfaction of the studied staff members and their assistants.

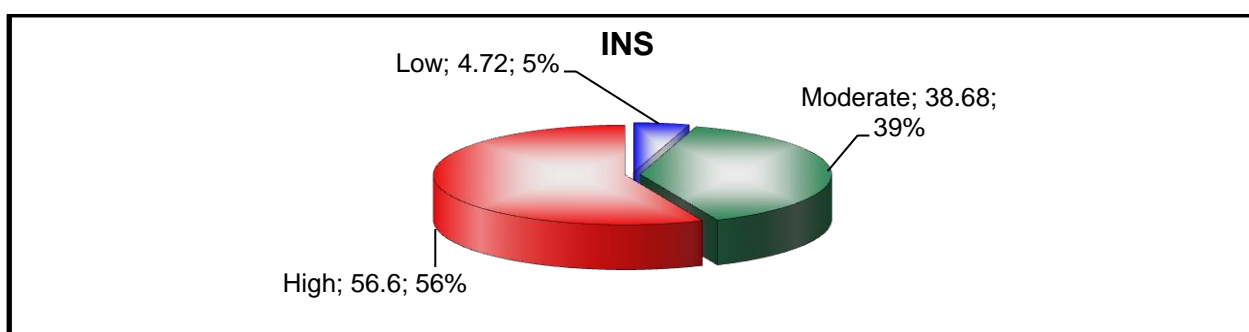


Figure (٢): Total score of marital satisfaction of the studied staff members and their assistants.

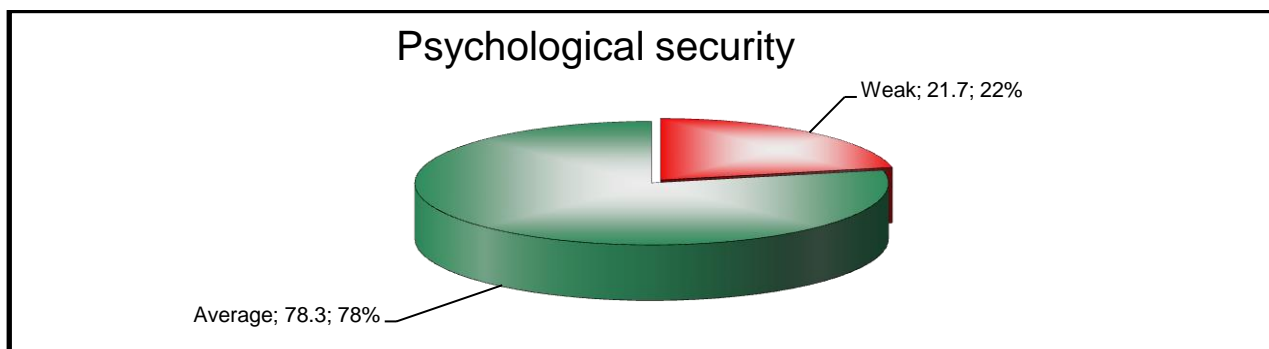


Figure (٣): Total score of psychological security of the studied staff members and their assistants.

Table (٢): Job satisfaction of the studied staff members having different social characteristics .

Socio-demographic characteristics		N	Job satisfaction			F or T	ANOVA test	
			Mean	±	SD		test value	P-value
Age	٢٠-≤٢٥	٥	٨٢.٠٠٠	±	٢٠.٥٤٧	F	٤.٣٢٩	٠.٠٠٣*
	٢٥-≤٣٠	٢٩	٧٥.٥١٧	±	٨.١٩٧			
	٣٠-≤٣٥	٤٢	٦٩.٧١٤	±	٩.٦٥٣			
	٣٥-≤٤٠	١٥	٨٠.٣٣٣	±	٢.٩٦٨			
	٤٠ and more	١٥	٧٦.٣٣٣	±	١٨.٦١٩			
Duration of marriage	١-≤٥	١٢	٦٨.٢٥٠	±	٢٠.١٣٢	F	٦.٩١٠	<٠.٠٠١*
	٥-≤١٠	٨٥	٧٥.٧٦٥	±	٧.٥٧٩			
	١٠-≤١٥	٣	٥٢.٣٣٣	±	٤.٠٤١			
	١٥ and more	٦	٧٧.٠٠٠	±	١٤.٦٩٧			
Academic progress:	Instructor	١٥	٧٩.٣٣٣	±	١.٩٥٢	F	٣.٩٧٠	٠.٠١*
	Assistant lecturer	٣٠	٧١.٣٣٣	±	٧.٩٨٠			
	Lecturer	٥٠	٧٦.١٠٠	±	١٠.٩٠٦			
	Assistant professor	١١	٦٧.٥٤٥	±	١٨.٦٣٥			
Years of Experience	١-≤٥	٦٠	٧٣.٥٨٣	±	١٠.٣٦٥	F	٢.٥١٩	٠.٠٦٢
	٥-≤١٠	٣١	٧٣.٤٨٤	±	١٢.٩٨٤			
	١٠-≤١٥	١٠	٧٥.٠٠٠	±	٥.٢٧٠			
	١٥-≤٢٠	٥	٨٧.٠٠٠	±	٠.٠٠٠			
Job of husband	Employee	٧٠	٧٤.٨٥٧	±	١٠.٠٥٢	F	١.٥٣٣	٠.٢٢١
	Academic	٢٥	٧٥.٢٠٠	±	١٣.٦٥٣			
	Not work	١١	٦٨.٩٠٩	±	٨.٣٧٢			
Number of children	No	٥	٧٠.٠٠٠	±	٧.٢٤٢	F	٠.٤٨٥	٠.٦٩٣
	One	١٦	٧٣.٥٠٠	±	٩.٠١٨			
	Tow	٦١	٧٥.٢٤٦	±	١٢.١٤٦			

	Three and more	٢٤	٧٣.٤١٧	±	٩.٩١٧			
Residence	Rural	٦٦	٧٥.٠٣٠	±	٦.٩٩٩	T	٠.٨٥٩	٠.٣٩٣
	Urban	٤٠	٧٣.١٥٠	±	١٥.٣٩٠			

Table (٣): Marital satisfaction of the studied staff members having different social characteristics.

Socio-demographic characteristics		N	Marital satisfaction			F or T	ANOVA test	
			Mean	±	SD		test value	P-value
Age	٢٠-≤٢٥	٥	٨٩.٠٠٠	±	١٩.٥٤٥	F	٤.٤٤٧	٠.٠٠٢*
	٢٥-≤٣٠	٢٩	٨٣.٠٠٠	±	٢٠.٤٤٢			
	٣٠-≤٣٥	٤٢	٩٦.٧٣٨	±	١٠.١٤٨			
	٣٥-≤٤٠	١٥	٩٥.٦٦٧	±	١٣.٢١١			
	٤٠ and more	١٥	٩٠.٣٣٣	±	١١.٤٧٥			
Duration of marriage	١-≤٥	٦	٩٧.٣٣٣	±	١١.٤٣١	F	١.٢٦٣	٠.٢٩١
	٥-≤١٠	٨٥	٩١.٣٠٦	±	١٥.٨٨١			
	١٠-≤١٥	٣	٧٧.٦٦٧	±	١.٥٢٨			
	١٥ and more	١٢	٩٣.٩١٧	±	٩.٨٨٥			
Academic progress:	Instructor	١٥	٩٥.٠٠٠	±	٤.٤٧٢	F	٢.٣٣٢	٠.٠٧٩
	Assistant lecturer	٣٠	٨٦.٣٣٣	±	٢١.٨٠٤			
	Lecturer	٥٠	٩٤.٤٠٠	±	١١.٢١٤			
	Assistant professor	١١	٨٨.١٨٢	±	١٤.١٩٠			
Years of Experience	١-≤٥	٦٠	٩٢.٦٦٧	±	١٢.٦٨٥	F	٨.٩٧٢	<٠.٠٠١*
	٥-≤١٠	٣١	٨٦.٤٥٢	±	١٧.٥٩٧			
	١٠-≤١٥	١٠	١٠٨.٥٠٠	±	١.٥٨١			
	١٥-≤٢٠	٥	٧٦.٠٠٠	±	٠.٠٠٠			
Job of husband	Employee	٧٠	٩٣.٨٥٧	±	١٣.٢٨٥	F	٤.٩٩٨	٠.٠٠٨*
	Academic	٢٥	٩٠.٦٠٠	±	١٩.٨٦٠			

	Not work	11	79.091	±	1.447			
Number of children	No	0	107.000	±	0.041	F	2.104	0.104

Table (4): Psychological security of the studied staff members having different social characteristics .

Socio-demographic characteristics		N	Psychological security			F or T	ANOVA test	
			Mean	±	SD		test value	P-value
Age	20-≤ 25	0	140.000	±	20.070	F	0.728	<0.001*
	25-≤ 30	29	102.483	±	21.774			
	30-≤ 35	42	141.743	±	26.047			
	35-≤ 40	10	170.000	±	3.381			
	40 and more	10	101.767	±	3.994			
Duration of marriage	1-≤ 5	12	146.000	±	7.187	F	0.828	0.481
	5-≤ 10	80	100.007	±	24.300			
	10-≤ 15	3	130.000	±	2.000			
	15 and more	6	107.767	±	10.714			
Academic progress:	Instructor	10	101.767	±	9.37	F	1.116	0.346
	Assistant Lecturer	30	143.767	±	27.707			
	Lecturer	00	102.980	±	23.382			
	Assistant Professor	11	100.818	±	7.167			
Years of Experience	1-≤ 5	60	148.033	±	20.072	F	0.288	0.834
	5-≤ 10	31	101.419	±	18.909			
	10-≤ 15	10	100.000	±	17.338			
	15-≤ 20	0	107.000	±	0.000			
Job of	Employee	70	147.314	±	20.714	F	1.773	0.170

husband	Academic	٢٥	١٥٧.٠٠٠	±	٢٥.٧٦٣			
	Not work	١١	١٥٠.٨١٨	±	٢٢.٢١٢			
Number of children	No	٥	١٣٥.٠٠٠	±	٤.٥٤٦	F	٦.٣٤٤	<٠.٠٠١*
	One	١٦	١٤٠.٨١٣	±	١٠.٠٦١			
	Two	٦١	١٥٧.٤٥٩	±	١٨.٨٤٩			
	Three and more	٢٤	١٤٠.١٢٥	±	٣٠.٣٣٢			
Residence	Rural	٦٦	١٤٥.٣٩٤	±	٢٣.٧٣٤	T	-٢.٧٩٦	٠.٠٠٦*
	Urban	٤٠	١٥٧.٥٠٠	±	١٧.٤٩٧			

Table (٥): Correlation between job satisfaction, marital satisfaction and psychological security of staff member.

Correlation	r	P-value
Marital satisfaction & Job satisfaction	٠.٣٦١	٠.٠٣٥*
Psychological security & Job satisfaction	٠.٤٥٦	<٠.٠٠١*
Psychological security & Marital satisfaction	٠.٤٥٨	<٠.٠٠١*

were living in rural communities (٦٢.٢٦%) (Table ١).

Results

The result of the current study showed that the mean age of the studied subjects was ٣٣.٤٩±٦.٨١١ years. The majority of them (٨٠.١٩%) were married since ٥-١٠ years and they

The results revealed that more than half (٥٧.٥٥%& ٥٦.٦%) of the studied subjects had high levels of job and marital satisfaction meanwhile only ٠.٩٤%& ٤.٧٢% had low job satisfaction and low

marital satisfaction (Figure ١ and ٢).

The majority of the studied subjects (٧٨.٣%) had moderate level of psychological security (Figure ٣).

There are statistical significant differences between levels of job satisfaction for the staff members having different ages, duration of marriage and different academic progress. as $P\text{-value} < 0.05$ (Table ٢).

There are statistical significant differences between levels of marital satisfaction and age, years of experience, and job of husband of the studied subjects and marital satisfaction scale as $P\text{-value} < 0.05$ (Table ٣).

The results revealed that While there is a highly statistical relationship between age, number of children, residence of the studied subjects and psychological security scale as

$P\text{-value} < 0.05$ (Table ٤). There is a highly statistical correlation between psychological security and job satisfaction (Table ٥).

DISCUSSION

The current study aimed to assess the correlation between marital satisfaction, job satisfaction and psychological security among staff members of Benha faculty of nursing. The results of this study showed that there is a significant correlation between marital satisfaction, job satisfaction and psychological security. These results are consistent with finding of Janning's (٢٠٠٦) and Tazekand et al., (٢٠١٣) who stated that there is a significant relationship between marital satisfaction and job satisfaction among employees.

This also consistent with the study by Banaian et al. (٢٠٠٦) entitled "the relationship between psychological health and marital satisfaction in married women. It

showed that there was significant statistical relationship between marital satisfaction and psychological health in women and the women with high psychological well-being have better marital satisfaction. Depressed mood, loss of energy, a sense of lack of pleasure in life activities and caused decline in individual and social function in marriage that were manifested by relational and marriage problems. This may be due to the increase in marital conflicts and problems that can significantly decrease job satisfaction. Improving marital satisfaction can significantly increase job satisfaction thus increasing psychological security.

Also it may be due to the importance of family and job as a two major important domain areas of life. There is a highly significant relationship between age, duration of marriage and academic progress and job

satisfaction among the teaching staff members. This is in the same line with Maghsoodi et al.,(۲۰۱۱) and Mirfardi. et al.,(۲۰۱۰)who showed positive significant statistical relationship between educational level and job satisfaction. It is also consistent with Ayodele et al., (۲۰۱۴), who found a significant contribution between job satisfaction an educational attainment.

Marital satisfaction was an essential and influential component of emotional and psychological well-being, and it had a positive association with general happiness and perception of overall individual health. Furthermore, higher marital satisfaction is negatively associated with “heavy” drinking of alcoholic beverages and feelings of isolation and depression. Positive psychological well-being was related to lower mortality in both healthy and diseased populations,

independently of negative affect. Positive moods such as joy, happiness, and energy, as well as characteristics such as life satisfaction, hopefulness, optimism, and sense of humor were associated with reduced risk of mortality in healthy populations, and predicted longevity, controlling for negative states (Diener & Chan, 2011).

A lack of work-life balance has been shown to have a negative impact on certain aspects of psychological security. Working overtime has been shown to correlate with higher levels of anxiety and depression and with a lack of work-life balance. Jang (2009) found a positive correlation between work-place flexibility and work-life balance, which was related to positive well-being. The majority of work-life balance has focused primarily on how these issues affect women. Research has demonstrated that

many women feel cultural and social pressure to meet idolized images of being a “supermom” (Halrynjo, 2009). This role aspiration focuses on excelling at both areas, without adjusting to the challenges of balance. This may be particularly true for women working full-time. While they still may struggle with work-life balance issues, it should be noted that women who are working part-time and maintaining responsibility for the care of home and children report more satisfaction and happiness than those working full-time or not working at all (Buehler and O’Brien, 2011).

While these findings are contrary to Tazekand et al., (2013) who stated that there is no a significant relationship between age, duration of marriage and level of education. There is significant statistical relationship between job of husband and job marital

satisfaction among staff members. This may be returned to that appropriateness of educational level and homogeneity between partners can be a positive and influential factor in couple's mutual understanding, because it provides sufficient motivation and appropriate cultural atmosphere for verbal and spiritual communication between couples, which creates grounds for deeper cultural and intellectual convergence. Many studies have shown positive significant statistical relationship between educational level and job of husband and marital satisfaction (Banaiean et al., 2006). However, it does not mean lack of this will result in incompatibility and lack of understanding between couples, because such factors are interpreted based on the intellectual and epistemic background of the woman and the

man. The findings of this study also revealed that there is no significant relationship between psychological security and academic achievement, this is contrary to Alnawasreh,(2016), who stated that the availability of psychological security support and increase academic progress and improve the educational performance. While there is a significant relationship between rural residence, number of children especially two children and level of psychological security.

CONCLUSION

In this study, there was a significant correlation between job and marital satisfaction and psychological security. More than half of the teaching staff members had level of job and marital satisfaction and the majority of them had moderate level of psychological security.

RECOMMENDATIONS :

Based on the results from the current research, it is recommended to:

- Carry out this research in other organizations and population to promote interest in the social, psychological and social prestige and appreciation to a faculty member and allow it to perform its role to the fullest.
- Work on the improvement and development of incentives and promotions system of faculty members in universities to maintain the level of their sense of psychological security and their job satisfaction.
- This research can be conducted in other organizations and comparison can be made between levels of job, marital satisfaction and psychological security.

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