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# The Prediction of Marital Disaffection based on Developmental Family Function and the Comparison of These Variables in the Couples of Employed Group and Unemployed Group(Housewives) in Ilam City

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## ABSTRACT

The purpose of this study was to predict marital disaffection based on developmental family function and compare these variables in couples in employed and unemployed groups in Ilam city. The present study is correlational with respect to its purpose and implementation method. The statistical population of this study is all couples referring to counseling centers of Ilam city during winter 2017. Based on convenience sampling method, first of all, among the couples who were eager to participate in the study with the necessary qualifications such as 1) at least having high school diploma 2) age range from 20 to 40 3) passing of at least one year of marriage, 248 couples (124 women and 124 men) with the necessary qualifications were selected for this study. The instruments used in this study were Marital Disaffection Scale (Painez, 1996) and Family Function Questionnaire (Epstein et al, 1983). Inferential statistics (independent sample T-test, multivariate analysis of variance (MANOVA), Pearson correlation coefficient and Multivariate analysis of regression were used to analyze the data. The results of this study showed that there is a reverse and significant relationship between marital disaffection and developmental family function at 95% confidence level. Also, in the second hypothesis, there is a significant difference between the mean of six components of developmental family function in couples of employed and unemployed groups. According to the results, the mean of six components in couples of employed group is higher than unemployed group. The results of the third hypothesis of the study which suggest that there is a significant difference between the mean of marital disaffection in the two groups of employed and unemployed is accepted. The mean of marital disaffection in the couples of unemployed group is higher than couples of employed groups. Therefore, the variable of developmental family function predicts couples' marital disaffection.

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## Introduction

Each individual starts his/her marital relationship with love and in a natural form and his/her initial guesses and assumption are effective in order to maintain and sustain this relationship. But sometimes after a while, the wife or husband or both of them may be doubtful and skeptical about the depth and form of their relationship, and if they do not see necessary balance between

their expectations of life and the realities of their marital life, they will suffer from disillusionment and disaffection (Sadati et al., 2014; cited in Khavasi, 2013). In fact, the couples find out that their spouses' behavior is not what they had expected, and after the creation of feeling of disillusionment, they compare their spouses before and after the marriage (Kayser, 1993), after that negative emotions become dominant, it leads to loss of initial enthusiasm, emotional attachment, commitment, and disaffection (Pokorska & et al, 2013). The family is the core of community health and couples' relationships is the core of family health. Marriage seems to be a very pleasant relationship but the increasing number of divorces indicates that marital satisfaction is not easily gained, or it is accompanied by at least a variety of problems. Statistics published in the country show that the divorce rate is 12.5%, that is, there is one divorce for every seven marriages. According to the same statistics, Kermanshah is one of the most vulnerable and risky provinces in the country, so that the marriage to divorce ratio is 6.4 to 1 (Organization for Civil Registration, 2010; cited in Arefi, Navabinejad, Shafiabadi, and kiamanesh, 2014). Various studies have confirmed that people are generally happier and healthier when they get married (Arefi et al., 2014). Based on the opinion of marital counselors, when the marital life is longer, the degree of mutual satisfaction will decrease. While in terms of marital life, marital satisfaction must increase and happiness and vitality must grow in the common life of couples (Ismailbeigi and Gholamrezaee, 2009). Also, by the passage of time and passing through different stages of family development and couples' relationships, there will be changes in the family context. Therefore, one of the purposes of this study is to examine the effect of the passage of time on the way of the reaction of couples' relationships. According to Kayser (1993), disaffection is a gradual breaking down of an emotional attachment, a decline in caring about the partner, and a sense of apathy and indifference toward one's spouse, and it includes three phases:

1) Disillusion and disappointment; the main feature of this phase is disillusion. At this phase, the disaffected person ruminates disillusion in dead silence (1993, Kayser). In fact, during this phase couples separate from one another and thoughts of divorce and separation, or being with a better partner increase (mazzarantani, 2011).

2) Between disappointment and disillusion, anger and hurt: The clearest feeling at this phase is the feeling of hurt and it seems that this is due to the relapse of negative and harmful behaviors to couples because it is difficult to ignore the spouse's mistakes which it was easy in the first phase (1993, Kayser).

3) Apathy and indifference: emotional and physical distance is a characteristic of the last phase of the disaffection process. Unlike the previous phase, anger and hurt diminish to some extent, and emotional coldness significantly increases. Also, there are not regeneration behaviors of the previous phases in this phase because couples blame their spouse for causing problems (Kayser 1993). Formerly, in the studies, the term "burnout" which is more appropriate for the field of occupational issues has been used instead of "disaffection". In this study, the term "disaffection", taken from the book "When Love Dies" (Kayser, 1993), was used and that seems to be more suitable for marital relationships. Various factors play a role in the incidence of marital disaffection; one of them is "family function" that has not been directly addressed in marital disaffection.

In the field of family function, according to the fact that the family is the emotional and social unit and it is a center for growth and healing, change and transformation, and the pathology of the members and the relationships among them, and also the family is the binding factor and the social equilibrium(balance) requisite and the main pillar of the society, which has function in each era and generation and this function usually manifests itself in the patterns of interaction of its members, and the effectiveness criterion of the family is not about lack of stress, conflict, and problem in it. But it is about the extent of the family's ability in performing the duties and functions. Thus, the ineffectiveness and damage to family in carrying out its tasks and functions

will lead to damage to couples (Ebadatpour, Navabinejad, Shafiabadi and Falsafinejad, 2014). Several studies show that the prevalence of marital disaffection has increased. The most important factors in marital disaffection are family performance and marital satisfaction of spouses. The ineffectiveness and stress in the family can cause many problems in couples' behavioral and psychological adaptations. According to the importance of family function in helping members to cope with various problems, including stress triggers and the transfer of the quality of family life into the context of marital system, it seems that the ineffectiveness of family function (here is the function of couples) disrupts adaptation and marital satisfaction and, in a gradual process, imposed tensions lead to weakness, erosion and disillusion of couples' relations. So the increase in the number of couples with the problem, the upset at the balance of families, the creation of disruption to couples' relations, and the increase in the divorce rate in recent years have been causes for concern for all experts in sociology and psychology. Psychological studies on couples show that less than half of them reach the degree of satisfaction (Gattis & et al, 2004). In spite of the economic improvement of the family, women's employment also leads to changes in the management and role of family members because the employed women spend limited hours at home. Often in families in which the woman is employed, men are more involved in housework, and the husband and wife come to understanding on many issues, and the positive impacts of this behavior on other members of the family are seen, but unfortunately, a percentage of men still have this idea that the main responsibilities of women are housekeeping and parenting, and although they are aware of the impact of their spouses' work and income on eliminating the bottlenecks of the material life, they expect women to do all the housework alone. This increasing pressure changes doing these two responsibilities of employed women to physical and emotional problems, depression, and disappointment and perhaps it can be argued that one of the factors of dissatisfaction and disaffection of employed women in marital life is the same issue (Nasaji, 2006). It is important to find factors that significantly affect marital satisfaction and avoidance of dissatisfaction about marriage, separation, and divorce (Bradbury et al., 2000). Conflict in marital relations occurs when couples have different degrees of independence and solidarity in cooperation and shared decision (Callian, 2009). Disagreements and the lack of mutual misunderstanding in the family are common and each family, without exception, deal with this issue. But sometimes it leads to intense conflicts. Nowadays, families deal with a wide variety of conflicts and disagreements that these disagreements make the function of the family as the first and oldest social unit poor and unhealthy. A unit whose main task is to create spirit and healthy personality becomes a factor in emotional, behavioral, and personality differences (Abdullahi, 2005; cited in Sadaghpour and Hojatkah, 2015). Given the importance of the family, this fact that a person's satisfaction with marital life is considered as his/her satisfaction with the family and thus it facilitates the development, superiority and material and spiritual progress of the society. Accordingly, the purpose of the present study was to predict marital disaffection based on developmental family function and compare these variables in couples in Ilam city.

### **Hypotheses of the Study**

Hypothesis 1: There is a relationship between developmental family function and marital disaffection in couples.

Hypothesis 2: There is a difference between developmental family function in couples that the woman is employed (employed group) and in couples that the woman is a housewife (unemployed group).

Hypothesis 3: There is a difference between marital disaffection in couples that the woman is employed (employed group) and in couples that the woman is a housewife (unemployed group).

Hypothesis (predictor): Developmental family function can predict marital disaffection in couples.

### **Methodology**

The method of this study is applied and its implementation is descriptive and correlation type. The statistical population of this study is all couples referring to counseling centers of Ilam city during winter 2017. Based on convenience sampling method, first of all, the couples who were eager to participate in the study with the necessary qualifications such as 1) at least having a high school diploma 2) age range from 20 to 40 3) passing of at least one year of marriage entered in the study. 248 couples (124 women and 124 men) with the necessary qualifications were selected for this study. In this study, the predictor variable is developmental family function and criterion variable is marital disaffection.

### **Instruments of the Study**

1. Marital Disaffection Scale: Marital Disaffection Scale is a self-assessment tool developed by Painez in 1996 with three components of mental, emotional, and physical weakness (Painez, 1996; translated by Shadab, Fatemeh, 2002). The reliability coefficient of this scale was calculated and it was 0.76 in a period of one month with a test-retest method. Also, the reliability of this scale was calculated using Cronbach's alpha method in the range of 0.91-0.93 (Painez, 1996; translated by Shadab, 2002). To assess the validity of this scale, the Enrich Marital Satisfaction Questionnaire was used. The correlation coefficient between these two questionnaires was -0.40, which was significant at the level of  $p < 0.001$  (Molazadeh, 2010).

2. Family Assessment Device: The instrument used in this study is a family-centered Family Assessment Device developed by Epstein & et al., 1983. The purpose of this instrument is to measure the family's performance based on the McMaster's model. This model defines the structural, occupational and interactive characteristics of the family, and identifies six dimensions of family's performance.

#### **Reliability and Validity of the Family Assessment Device**

After the development of this test by Epstein & et al, 1983, it was performed on a sample of 503 people. The alpha coefficients for its subscales were reported between 0.72 and 0.92 so that it suggests the relatively good internal consistency for this instrument. The calculation of the validity of FAD also showed that this makes possible to distinguish members of non-clinical and clinical families in its seven subscales. The results of this study were significant at the level of 0.001. In Iran, Mirenayat (1999) obtained the alpha coefficients of the subscale of the instrument for measuring Family Assessment Device from 0.72 to 0.92, so it suggests the relatively good internal consistency for this instrument. In Amini's study (2000), the alpha coefficients for the whole scale and the subscales of problem solving, communication, roles, affective responsiveness, affective involvement, behavior control, and general functioning were reported as 0.61, 0.38, 0.72, 0.64, 0.65 and 0.81, respectively.

### **Data Analysis**

the SPSS software version 23 was used to analyze the data. Finally, the results were presented in the form of inferential statistics (independent sample T-test, multivariate analysis of variance (MANOVA), Pearson correlation coefficient and Multivariate analysis of regression.

### **Findings**

#### **Inferential Statistics**

Hypothesis 1: There is a relationship between developmental family function and marital disaffection in couples.

Table 3: Correlation coefficient between marital disaffection and dimensions of developmental family function

		Developmental family function							Total score of developmental family function
		Attention and regulation	intimacy	Mutual interaction	Shared social problem solving	Generating representation and ideas	Logical thinking	discipline	
Marital Disaffection	Pearson correlation coefficient	-0.444	-0.536	-0.493	-0.499	-0.317	-0.457	-0.408	-0.573
	Sig.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

N= 248

Table (3) presents the correlation between marital disaffection and the dimensions of developmental family function. It is seen that the values of Pearson correlation coefficient between marital disaffection and dimensions of attention and regulation, intimacy, mutual interaction, shared social problem solving, generating representations and ideas, logical thinking, discipline and total score of developmental family function at the level of  $P < 0.05$  are significant, therefore, the null hypothesis is rejected and the hypothesis of the study that there is a relationship between marital disaffection and the dimensions of developmental family function is accepted. Therefore, there is a reverse and significant relationship between marital disaffection and developmental family function at the confidence level of 95%. Because they are at the range of 0.35 to 0.65<sup>1</sup>, so their severity is at the average level.

Hypothesis 2: There is a difference between developmental family function in couples that the woman is employed (employed group) and in couples that the woman is a housewife (unemployed group).

Table 4: Levene's test for homogeneity of the variance of the scores of the dimensions of developmental family function in employed and unemployed groups

Subscale	F	Df 1	Df 2	Sig.
Attention and Regulation	1.323	1	246	0.251
Intimacy	0.541	1	246	0.463
Mutual Interaction	1.191	1	246	0.276
Shared Social Problem Solving	0.293	1	246	0.589
Generating Representations And Ideas	0.355	1	246	0.553
Logical Thinking	1.170	1	246	0.283
Discipline	0.649	1	246	0.423

According to Table (4), the results of Levene's test for the equality of variances scores of the dimensions of developmental family function in the employed and unemployed groups shows that the significance level is greater than 0.05, so the assumption of equality of the variance of the variables is confirmed.

Table 5: Multivariate analysis of variance. Comparison of mean scores of components of developmental family function in employed and unemployed groups

The source of differences	Coefficient	Value	F	Hypothesis Df	Error Df	Sig.
Group	Pillai's Trace	0.092	3.482	7.00	240.0	0.001

<sup>1</sup> The correlation ranges between 0.35- 0.65 is moderate so that it can predict up to 40% (Biabangard, 2005).

	Wilks' Lambda	0.908	3.482	7.00	240.0	0.001
	Hotelling's Trace	0.102	3.482	7.00	240.0	0.001
	Roy's Largest Root	0.102	3.482	7.00	240.0	0.001

Table (5) shows the significance of the effect of the independent variable of the group (being an employed woman or a housewife) in seven components of developmental family function for couples of two employed and unemployed groups. As shown in Table (5), all of the four tests of Pillai's Trace, Wilks' Lambda, Hotelling's Trace and Roy's Largest Root are significant at the level of  $P < 0.01$  and it can be concluded that the independent variable of the group has a significant effect on at least one of the seven components of attention and regulation, intimacy, mutual interaction, shared social problem solving, generating representations and ideas, logical thinking, and discipline.

Table 6. tests of between-subjects effect in comparison of the mean of components of developmental family function in employed and unemployed groups

Source of difference	Dependent variable	Sum of squares	df	Sum of squares	F	Sig.
Group	attention and regulation	29.823	1	29.823	5.714	0.018
	intimacy	189.875	1	189.875	21.712	0.001
	mutual interaction	41.952	1	41.952	4.758	0.030
	shared social problem solving	89.520	1	89.520	10.735	0.001
	generating representations and ideas	8.907	1	8.907	1.428	0.233
	logical thinking	28.452	1	28/452	6.666	0.010
	discipline	34.129	1	34.129	8.223	0.004

Table (6) shows the results of significance or insignificance for between-subjects effects in comparison of the mean scores of the seven components of developmental family function. As shown, in the group's source of difference, the obtained values of F are significant at the level of  $P < 0.01$  for the six components of attention and regulation, intimacy, mutual interaction, shared social problem solving, generating representations and ideas, logical thinking, and discipline. Thus, the null hypothesis of the study is rejected and the hypothesis of the study that there is a significant difference between the mean of six components of developmental family function in couples of employed and unemployed groups is confirmed. According to Table (6), the mean scores of six components in couples of employed group are higher than the couples of unemployed group.

Hypothesis 3: There is a difference between marital disaffection in couples that the woman is employed (employed group) and couples that the woman is a housewife (unemployed group).

Table 7. Comparison of marital disaffection between employed and unemployed groups

Variable	Group	N	Mean	Standard Deviations	Leven's f	PF	T	df	Sig.
Marital disaffection	Employed	124	52.99	18.741	1.926	0.166	-2.729	246	0.007
	Housekeeping	124	59.11	16.515					

Independent sample T-test was used to compare the mean of marital disaffection between employed and unemployed groups. To carry out this analysis, first, it was examined with Levene's test in order to know that the variance level of this variable at the error level of 0.05 is equal in two groups. Therefore, as shown in Table (7), the obtained test results were used by assuming the equality of variance of the two groups.

According to Table (7), the obtained t- value is -2,729 which is significant at the level of  $P < 0.05$ . Therefore, the null hypothesis is rejected and the hypothesis of the study that there is a significant difference between the mean of marital disaffection in employed and unemployed groups is accepted. In other words, the mean of marital disaffection in couples of unemployed group is higher than the couples in employed group.

Hypothesis (predictor): Developmental family function can predict marital disaffection in couples.

Table 8. the prediction of marital disaffection by developmental family function

	Model							
	B	SE	$\beta$	t	P	R	R2	F
Marital Disaffection					0.001	0.631	0.398	53.738
Fix Model	185.933	10.870		17.106	0.001			
Developmental Family Function	-0.565	0.068	-0.453	-8.312	0.001			

Table (8) shows the prediction of marital disaffection by developmental family function in couples. The results of simultaneous multiple linear regression analysis showed that multiple linear regression coefficient for marital disaffection and predictive variables was significant ( $R=0.631$ ,  $R^2 = 0.398$ ,  $F(3, 244) = 53.738$ ,  $0.013$ ,  $p < 0.01$ ). Accordingly, the multiple correlation coefficient between the linear combination of predictive variables and marital disaffection of couples is 0.63, and these predictive variables, together, explain the variance of the marital disaffection of couples. As shown in Table (8), as the standard deviation of the scores of developmental family function is added one unit, the scores of marital disaffection decreases by the amount of 0.453 of standard deviation.

### **Discussion and Conclusion**

The purpose of this study was to answer the question of whether developmental family function has the potential to predict marital disaffection in couples or not. Based on the results of the study, the relationship between marital disaffection and the dimensions of developmental family function is accepted, and there is a reverse and significant relationship between variables of marital disaffection and developmental family function at the confidence level of 95%, but their severity is at the average level. In line with the results of this study and in the examination of findings of the study, Neilz, (2015) introduces three factors of the great burden of responsibility, controversial claims (demands) and family commitments among the factors that lead to the intensification of marital disaffection. In the field of family function, Heejeong and Nadine, 2008, in a study entitled "marital conflicts" depressive symptoms of depressive and functional impairment" came to this conclusion that marital conflict directly led to increases in depression and functional impairment and they have effect on couples' physical and psychological health and this factor also intensifies the family impairment. Several studies show that the prevalence of marital disaffection has increased. The most important factors in marital disaffection are family function and couples' marital satisfaction. The inefficiency and stress in the family can cause many behavioral and psychological problems in couples. The results of the study "the relationship between family function and self-control in couples with marital disaffection " by Mazidi Mohammadi (2015), the results showed that there is a negative and significant relationship between family function and self-control and marital disaffection, but there was no significant relationship between family function and self-control. The components of marital disaffection, physical fatigue, emotional and psychological weakness

have a negative and significant relationship with family function and vice versa. There is a negative and significant relationship between self-control and marital disaffection and its components and vice versa. Also, self-control and family function (roles) are able to predict marital disaffection. Also, the results of the study by Ebadatpour (2014), "The mediating role of family functions for individual tolerance, and spiritual beliefs and marital disaffection", showed that family function, Individual tolerance, and spiritual beliefs have a negative and significant effect on the reduction of marital disaffection. The results of path analysis showed that family function, individual tolerance and spiritual beliefs predict marital disaffection and the model fits well. According to the importance of family function in helping members to cope with different difficulties including the stressful triggers and the transfer of the quality of family life into the context of the marital system, it seems that the ineffectiveness of family function (here is the function of couples) impairs marital satisfaction and balance, and in a gradual process, imposed tensions lead to weakness, burnout and disillusion in couples' relationships. In explaining the results of this hypothesis, it can be said that family's health and well-being depends on the continuation of the relationship between the couple and the marital relationship is the central core of the family system and disruption within it is a serious threat for the family survival. Due to marital problems, many families are in danger of disorganization and disintegration and as the house is where life begins, lack of having favorable relations will have devastating effects on children. If the factors of family structure are impaired, they will cause problems in family function and undesirably affect the child's personality. So partners' satisfaction with marital relations is considered as family satisfaction and overall satisfaction with life (Pantea, 2013; cited in Abbasi Esfajir et al., 2017). Everyone knows that family is the heaven of peace and a place to flourish talents. Individuals within the family are affected as well as affecting others. Of course, the prosperity of the members of the family is affected by the inner performance of family. Due to various explanations to identify the causes of mental disorders, family therapists have examined the dynamics of interaction within the family and they believe that the occurrence of mental problems due to any reason should be investigated in a person's network of relationships and compromises he does (Franklin & Haferbray, 2000).

Hypothesis 2: There is a difference between developmental family function in couples with an employed woman (employed group) and couples with a housewife (unemployed group). The results of the study showed that the mean of six components of developmental family function was significant between couples in employed and unemployed groups and according to the results, the mean of the scores of six components is higher in the couples of the employed group than unemployed group. This finding is in line with all the findings from previous studies which suggest that better family performance is for employed women. For example, (Kolik, 2001; Kowaiski, 1988), Sokoloski and Hendric (1999), (Bernard; 1998), (Coltrane,2000) in their study note that employed women have higher levels of self-esteem and because of financial independence, they have more decision-making power in their families, therefore, they are more involved in family regulation and have better family performance than housewives. On the other hand, they noted that expressing emotions (passionate love and interest), family decision-making, having clear roles for members, and collaboration in the affairs of life in families that both couples are employed lead to better performance than the families in which the woman have the traditional role of housekeeping. Also, Tichenor (2005) in his studies reached to this conclusion that the balance and equilibrium of housework (division of family tasks) among employed couples result in desirable family function; on the other hand, he pointed out that the imbalance in the responsibilities and duties assigned to family life, unclear duties, and the unequal division of life affairs lead to undesirable performance in families that the women are mostly unemployed. Hartung & Rogers (2000) noted that employed women with high job commitment also have a high commitment to their lives and their families.



Hypothesis 3: There is a difference between marital disaffection in couples that the woman is employed (employed group) and in couples that the woman is a housewife (unemployed group). The results of the study indicate that the mean of marital disaffection in the couples of unemployed group is higher than employed group. It means that marital satisfaction is higher among married women than married unemployed (housewife) women. This finding is in line with all the previous findings, including the studies of Abbasi Asfjir et al., (2017), SadeqPour and Hojjatkah (2015), Naderi and Azadmanesh (2012), Navidi (2005). Also, in men's view, women's employment means performing non-traditional roles and commitments. In these marriages, the man experiences less stress because he is not alone responsible for family financing. This way of life affects the quality of marital relations as well because in these marriages there is more interaction between men and women in power and decision making (Nazari, 2007). Shared decision making leads to greater respect between husband and wife in relation to one another and it brings them closer together. Both of them feel that they are worthy and competent because they experience a fair relationship (Sekaran, 1986). Khojesteher Mehr et al., (2006) state that women's employment reduces marital satisfaction and increases the spouse's neurosis. The results of this study are not in line with the study of Owen & Orther (1983). They concluded that unsatisfied people with marital life are those who have traditional husbands and non-traditional and employed women. To explain these findings, it can be said that according to the increasing number of employed women in the society and the changes that have taken place, and the change in gender roles and, consequently, the change of culture in the family and society, women have been able to cope with family and personal problems caused by employment with their employment and development of new identities, development of self-confidence and autonomy, and they can have positive effects on family and community's attitudes towards their employment, and this improves their relationships with their partners, but unemployed women avoid issues that create conflicts because they do not have a particular way to solve their conflicts and they wait for time to solve their problems. In this way, the important issues remain unresolved. Unemployed women are more likely to respond to problems quickly and do not spend enough time to answer cognitive responses. They have a lot of time and opportunity for behaviors such as reproach, constant blame, mind-reading, having defensive status, and severe criticism of the spouse during their discussions, which are the main contributors to conflicts and disaffections with marital relationships (Sadeghpour and Hojjatkah, 2015). In general, the results of this study showed that there is a significant relationship between developmental family function and marital disaffection in couples with employed women and couples with housewives. Also, the results showed that women's employment can improve developmental family function and reduce marital disaffection in relation to their husbands; and it is considered as a rewarded for them.

### **Suggestions for Further Study**

It is suggested that similar studies can be carried out in other societies since increases in the domain of such studies can prevent many family problems and psychological and social harm and this study can be replicated in the other regions and with other age groups in order to generalize of the findings. Other samples with different variables, such as higher education, in different cities, with variables such as depression, happiness, etc. can be examined, and the practical suggestions of this study are:

- Helping family counselors and couple therapists recognize the causes of marital satisfaction and solve marital problems better and maintain the marital relationship of couples.
- Achieving a satisfactory marital life requires a number of features, including the ability to trust others and to collaborate with them.
- Identifying the dimensions of couples' intimacy and attempt to reduce marital disaffection through education, counseling and other health interventions.

Identifying the variables related to developmental family function and marital disaffection and trying to improve these variables by increasing the level of family function and reducing the marital disaffection in a space with tranquility and trust.

Because employed women, as well as men who have employed wives have high marital satisfaction, so enough attention should be paid to conflict and the causes of this issue should be addressed.

-Given the increases in changes in the society and women's employment, it is better for men and women to be trained to understand their spouse's moral characteristics better and understand each other's mental conditions.

-In counseling centers, couples should be taught that women's employment does not cause problems for families, but it helps marital satisfaction and reduce disaffection.

-one of the most important reasons for couples' referrals to counselors and family therapists is the reduction and lack of marital satisfaction and increases in marital disaffection. The rise in the divorce rate and even higher divorce rates than marriage rates and the existence of conflicts and upset in couples' relationships have increased researchers' motivation to find suitable solutions to deal with this social phenomenon. Several studies have shown that unsustainable and unstable marriages, increase psychological and physical problems in the husband and wife. It also increases these problems in their children.

Based on the assessment of marital disaffection phases, therapists can hold appropriate therapeutic programs for helping couples who are subject to disaffection. Considering the confirmation of study hypotheses, especially the role of women's employment in reducing marital disaffection, the results of this study can be used in order to improve the process of couple therapy and prevent the process of disaffection among couples.

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