

*The obstacles facing women in balancing between work and home
and its relationship to marital compatibility
(Field study in Duhok City)*

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ABSTRACT:

This research aims to identify the obstacles that women face in the balance between work and family and their relationship to marital compatibility in the center of Duhok city, through the answer to the research questions which are represented for knowing the most prominent obstacles and the level of marriage compatibility also the nature of the relationship between the obstacles and the marital compatibility, the researcher dependent to the descriptive analytic method to gain the answers for the research questions , the sample size of the research was (376) units in the age between (23 to 61) from married female employees in government departments in the center of Duhok City, the tool of the research have two scale , first scale about women's work built by a researcher which include (58) questions in three dimensions, which is (the obstacles facing women in social dimension, the obstacles facing women in psychological dimension, the obstacles facing women in economical dimension), also the researcher adopted a scale from the (Asma Ibrahim's PhD thesis in the title (occupational pressures and their relationship to marital compatibility among working women), the most important findings of the research it show that there is negative relationship between the obstacles that face women's work and their marital adjustment.

KEYWORDS: obstacles, women's work, marital adjustment

1. INTRODUCTION

Most of the human sciences have been interested in studying the role of women in social, cultural, economic, and political life in society, because women are an important social weight, in addition to the diversity of functional areas in which it participates, and the seriousness and importance of duties, it holds a prominent role in the

social formation of the society, it takes on the duties of wife, mother, and housekeeper in the house.

Furthermore, under the requirements of the modern world, the percentage of working women has recently increased, as work has become one of the first things that women consider to meet many of the new life demands, whereas this issue was not widely discussed previously, as the first woman's work was primarily domestic, taking care of her children and running the household is her natural job, and she only worked outside the home when necessary to satisfy the demands of the growing family when she was the breadwinner. Despite the high percentage of female engagement in many spheres of public life, whether by choice or necessity, some societies still believe that a woman's primary function is to be a wife and mother and that a man's responsibility is to work outside the home and provide for his family, Perhaps this broads interest in the topic of women's work and its relationship to marital adjustment in the society and the importance for both gender and for couples specially for women herself for finding the balance, hence we attempt to conduct a field study on the married women who are working in the governments' departments in the center of Duhok city

2. Research problem

Determining the research problem is considered one of the main conditions for doing any research in the methodological study, because choosing and statement of the problem is a key phase in the research process, as it serves as a start point for the following processes.

Social and technological advances have enabled women to take an active role in all domains of work, this is the result of greater interest in women's education and equal opportunities as men. The research problem focuses on the relation of the working women with marital compatibility and the effect of the hours of working of women outside the home on marriage compatibility and the extent to which this compatibility differs among the working woman according to the woman's career and residence.

Research Problem can be described and determined by the answering the following question:

What are the obstacles that women face in balancing between work and home?

What is the relationship of a woman's work to her marital adjustment?

What is the effect of demographic variables on the women working such as (Marital status, number of children, place of residence, place of work, years of experience, amount of monthly income? and educational level).

3. Research Importance

The theoretical importance of research:

This study has scientific importance through its subject, it is a sociological research that is concerned with an important segment namely working women, identifying the patterns of the family of some houses in which women take care of their affairs and how her work outside the home affected the regulation of her home and affected family relationship and her relation with her husband and the compatibility of her marriage.

The theoretical importance of the research lies in revealing the relationship between women going out to work and their marital compatibility in the light of the variables: workplace and the time of working because poor marital compatibility results in negative and dangerous results that harm the individual and the family, given the status and importance of the family, and this research derives its importance from his interest by studying an important segment of society, which is half of society, educator and caregiver for the other half, especially after the increases in the number of female workers, and the multiplicity of their roles. After all, the imbalances between human and economic development have led to a diminished role of women in civilized growth in developing countries.

Practical Importance:

- There are few sociological types of research and studies on such topics in Duhok city, so this study may be restricted to rich the scientific library as a previous study for subsequent studies on the subject that matters to women's work and effect on the marriage adjustment.
- Raising awareness of the appropriate solutions that enable women to overcome the obstacles and difficulties, also giving instructions which shown from recommendations of people that have experienced in this matter and make a lesson for themselves in their life.

4. Research Goals The aim of the study is as follows:

1. The most prominent obstacles that women face in balancing work and home.
2. Significance of differences in marital adjustment according to demographic variables.
3. The nature of the relationship between obstacles and marital adjustment among the member.

5. Research limitation

The framework of this research was determined by the following determinants:

1. **Time Limitation:** This research was conducted in the year 2021-2022. The time range extended from 1/3/2022 to 1/6/2022

including the period of distribution questionnaire, collecting and classifying data, and obtaining research results.

2. **Spatial Limitation:** It means the area in which the study is taking place, and the departments of government in the center of Duhok city have been identified as the spatial field for this study, which consists of (22) government departments.
3. **Human Limitation:** It means the group of individuals or groups on whom the study is conducted, this research category to the women workers in the departments of Government in the Center of Duhok City (400) married women were chosen.

6. Basic concepts for research

Current study research includes many basic variables, those are (Obstacles, women's work, and marital adjustment) so we will define those concepts from a different perspective as follows:

Obstacles:

Obstacle's word came from many different definitions in dictionaries, The obstacles are defined as a physical barrier that prevents the achievements of the goal, but that does not mean the physical obstacles are the basis, but the social and cultural obstacles are often of great importance as beside the physical obstacles appear behavioral trends stemming from the standards and norms that determine the behavior individuals in exploiting and investing the available material means. (Hassouna, 1972)

Obstacles mean -Anything which stands in the way of progress, obstacles, or clogging of any kind that prevents the achievement of the desired goal (Albarwari, 2012).

(Horbeti) ideas about the obstacles see that "anything in the way that stops the process of progress and makes it difficult. (Maarouf, 2001)

There is other who follow other definitions of social obstacles, they mean the barriers and restrictions that society places in front of some of its groups and sects. (Alrushdan, 1999) As for the procedural definitions of social and political obstacles, they are those factors in the social and political field that constitute obstacles, difficulties, or restrictions that stand in the way of the process of social integration between individuals and groups, and lead to obstructing the process of dialogue and provokes a conflict between individuals and groups, and reflected in the responses the sample members on the paragraphs contained in the questionnaire used as research. (Albarwari, 2012)

The scientific definition of obstacles: includes the assumptions of instability and immutability and meaning includes the urgent need to restore harmony in the social system or the human personality to reach a state of balance as the goal behind it. (Al-zahrani, 2011)

Procedural definition: it is the lack of transportation and nurseries, the interference of the husband or parents to control the income of the working woman, the husband's lack of responsibility for the children and mixing, and the woman's inability to reconcile the burdens of external work and the burdens of domestic work, the wife's feeling of guilt towards her children, the husband's dissatisfaction with the wife work and the lack of adequate income. (Atef, 2005)

Women's work

- A. Political work is defined as all the work of a political nature and represented in leadership work, belonging to a political party, participation in elections, and a nomination for membership in parliamentary councils.
- B. Social work is defined as those works of social nature, represented by participation in humanitarian organizations, women's unions, social service, and performing functional work in formal and informal institutions. (Al-Barwari, 2013)

There are multiple definitions of work, some see it as a duty of every individual capable of it without distinguishing between men and women, and others see it as a right of the individual, whether he is a man or a woman. The source of all production, wealth, and civilization, is the mental or muscular effort that the individual makes intending to satisfy his material and moral needs at the same time. Concerning the definition of women's work, some saw it as a natural right for women and a sacred duty and honor to be performed on equal terms and opportunities.

(Afaf, 1998)The Economic and Social Commission for the West Asian States (ESCWA) had defined women's work: An expansion in the increase of production, the progress of society, and the well-being of the family) For women: work is not just an economic activity whose goal is to earn to live, but it is also an existential activity for a person related to building his personality from its various aspects: mental, social, cultural, and other aspects. (Hamid, 1999) Necessary for human existence, related to various aspects of his life, personal, economic, social, and developmental together. The importance of human work in building and developing societies is evident by adding a civilized and human dimension to the work of its members and with the participation of women, who are an essential part of society's production, through their important contributions to it, in historical stages. Work is a great human value that develops in the individual various aspects of his personality, as it develops his senses, awareness, intellectual abilities, and social relations. (Boumediene, 2016-2017)

Marital adjustment

The ability of the spouses to coexist together in unity and harmony without any disagreement, and to be an incompatible relationship. You and your partner must agree, adapt to each other's lifestyles, cooperate on your goals, and be in tune with the other's personality. If you do not agree with your partner's ideas, suggestions, or points of view, this is a sign that both of you are incompatible, and it is necessary to look for appearance adjustment between you and your partner if you are serious about getting the best out of the relationship.

"The degree of harmony and mental, emotional, and sexual communication between spouses, which help them to build stable and profitable relationships, and to feel contentment and happiness, and help them achieve marital expectations and face the difficulties, problems, and conflicts related to their shared life" (Alquraiti, 1998)

"Adjustment in marriage between couples (husband and wife) is an important process that inter into all aspects of life and its arteries. Aspects of psychological compatibility, as the happy person is happy in his home, even if all people want to be happy. Therefore, the spouses must be satisfied with each other, their choices and agreement in the general view of life, their tolerance, mutual respect between them, and their ability to establish normal relations with others, in addition to their satisfaction with the sexual relationship between them. Which contributes to the existence of marital adjustment between them ". (Ali, 2008)

Marital adjustment is the ability of each spouse to perpetuate the resolution of the many conflicts that, if left, will destroy the marital life. (Rogers.C.R, 1972)

The couple's feeling of contentment, happiness, sympathy and mutual trust between them and the ability of each of them to solve the problems facing them (.S.H, 1992) Marital harmony is a growing process despite the state of stagnating that is the result of daily marital conflicts and tension. Emotional expression. (Spainer, 1976)

As (Iman Mahmood) in her study sees and defines It is relative freedom from conflicts and relative agreement between spouses on vital issues related to their common life, such as respect for family, and friends and optimal exploitation of available material resources, as well as participation in joint work and activities, exchanging emotions and creating a degree of intellectual and cultural communication between them, which it helps them to face various obstacles in life and achieve a reasonable amount of happiness"

Theories explaining the work of women:**1. Marxist Theory**

Marxists are considered advocates of women's rights, as they move from discussing Domestic work including an analysis of the situation of women as a reserve army for labor, **Marx, Engles**, in the light of historical materialism and dialectical materialism paid special attention to the subject of women's oppression and acknowledged their subordination and oppression as a result of human societies economic growth. By embracing the two conceptions and the formation of private property, Engles provided a thorough account of the forces that contributed to discrimination between sexes. He argues, that " the rise of enmity between men and women under the monogamous system was similar to the first disharmony and the first-class animosity that occurred in history", and that men's oppression of women was accompanied by first-class oppression, highlighting the crucial role of women in the production process in light of the tribal system, which gained her status of the growth of productive forces and the establishment of the work divide system.

2. Gender Equality Theory

This theory investigates the origins of sexual inequality and claims that male dominance is funded by the phenomena of the sexual division of labor, Due to" the technological sophistication of the hunting process and the simplicity of the labor carried out by women, " as well as the relative stability of women in one area while carrying and caring children, according to some study, stemming from a critique of biological determinism and social theory, of an evolutionary nature, which sees sexual division as a major factor in this differentiation, and whose roots run through all phases for human development. The advancement of women, which are socio-political and functional movements that demand a general and comprehensive change in the status of women in society, and have adopted the principle of equality between men and women, because they face life between men and women, because they face social life men and access their economic resourced, as well as the use of contraceptives the husband's participation in child care and household chores, and have adopted the principle of equality between men and women, because they face, Due to the nature of cultures and the concepts and beliefs they have about women and their duties, which also range from one civilization to another, it becomes evident to us that there is a vast disparity in view about women and their function within society.

3. Functional Constructivism Theory:

Parsons is regarded as one of the leaders of this movement, which sought to explain the significance of labor between the sexes, in which men are limited to work, production, and the performance of all

economic activities. In a social and political system where women's roles are restricted to domestic work, the influence of functional theory on American women, as well as the overall balance of the social system, she found herself in the center of a consumption society that emancipated her from the responsibilities of home while also making her feel inadequate, psychological reassurance, particularly among the upper class, which the "Philippines" referred as the Farra class in his hypothesis. The career viewpoint is founded on the belief that women's roles are limited to being a wife and a guardian within the family structure, it highlights Pete's status as a man's accessory. (Haqiqi, without edition) As a result, the functional theory validates women's subjugation and restriction of their employment inside the confines of their families to ensure extrapolation and equilibrium of the social system as a whole.

4. Social System Theory:

Parsons started to shift his research on the social structure from a focus on social and contextual action to a focus on status and role and considering them as the basis for analyzing the social system, the concept of the role refers to what the individual does, and the concept of the status relates to the status of the individual of the role and the characteristics of the role and status are defined socially. (Issa, 2008) As interaction and communication take place through the role and position, the social system as a communication network consists of the primary elements represented in the concept of role and position, and this enables the analysis of the family system by attempting to address the roles in it and the position of each role. Men are committed to work and production, as well as the practice of all economic, social, and political activities, according to Parsons, which argues about the importance of dividing works between sexes. While the woman's role is confined to a family function and system balance, the functional approach is more expansive. It is predicated on the premise that a woman's duty as a wife and homemaker is limited to the family unit. (Othman, 2014)

The functional perspective of the family, in which the woman's role is restricted to domestic matters, achieving balance inside the family system has changed with women leaving for work, which may not be able to achieve balance and stability within the family system due to double job, which necessitates working women seeking strategies to adapt to their double job situation and maintain family system balance.

Obstacles in women's work and its impact on the marital compatibility:

There are a number of obstacles that face women in work and have the impact on the marital Compatibility, here we will talk about three most important obstacles that face women such as social,

psychological, economic obstacles, and showing how those obstacles have impact on the marital compatibility,

Social obstacles such as

- The Lack of a developed service sector to care for the children of a working mother.
- Weak Cooperation between men and women within the family.

Some men's poor understanding of the role of women at work.

- The opposition of some families to the participation of women in work.
- Interfering with family, neighbors and friends in family affairs, and the power of the husband against the wife and the marriage of a man to another woman and he neglect his first wife. (Zaki, 2008)

Economic Obstacles such as:

- Discrimination between men and women in nomination for promotion.
- The Lack of financial incentives for some professions, such as health and technical.
- Women do not get job opportunities in some parliamentary work.
- A large number of demands by a wife and the husband's greed for his working wife's salary, and the husband's excess neglect at the expense of the family and the material level difference between the two families varies greatly.
- Lack of development and training opportunities for women.

Psychological Obstacles such as:

- The extent to which the work is suitable for the woman's personality, abilities and skills.
- The quality and conditions of work performance.
- The boring routine work or the harsh and difficult work contributes to mental health of women.
- Excessive stress and too much jealousy on the spouses.

Those obstacles that we mentioned above have a huge impact on the women's marital compatibility, Marital compatibility, like all other matters, is subjected to what strengthens and supports it, as well as to what hinders it, and this is a natural thing, but rather a requirement of marital compatibility, there must be some problems and obstacles between the spouses, but it is important that you solve these problems in an appropriate manner in a timely manner (Mohammed Ahmed Bayoumi, 2003) the marital compatibility is based on the mutual relationship between the couples, and that each of them has its own characteristics and methods of marital treatment. Therefore, a happy life is not without some differences, which, through the understanding of the couples, turn into a good supporters and assistant in marital compatibility, the spouses can resolve such differences and obstacles as far as achieving marital compatibility.

Research Procedures

Research Method: This research is one of the (analytical descriptive research) that depends on collecting facts and interpreting them to derive its results.

Research Community: The current research community consists of all married women employees in government Directorates, in the center of Duhok City.

Research Sample: the size of the research sample (376) units, from the married employees' women, within the age group (20⁺), distributed in (22) government directorates in the form of a Questionnaire, as a result, the researcher used (Stratified random sample) to select a sample that is consistent with the study's subject. The required information for this category of female employees, and the characteristics of the sample units, as shown in table (1):

Table (1) Research Sample Characteristics

General Characteristic	Number	Percentage
Age category	37.56	6.62
21-30	40	10.64
31-40	244	64.89
41-50	75	19.95
51-60	17	4.52
Marital status		
Divorced	4	1.06
Married	367	97.60
Widow	5	1.30
Education		
Primary school graduate	17	4.52
Secondary school graduate	25	6.65
High school graduate	76	20.21
Institute graduate	106	28.19
College Graduate	146	38.83
Postgraduate	6	1.60
Residency		
Rural	13	3.46
Urban	345	91.76
Community	18	4.79
Children no.		
1-2 Children	217	57.71
3-4 Children	128	34.04
4-5 Children	20	5.32
>5 children	11	2.93
Monthly income		
up to 250	31	8.25
250-500	87	23.14
500-750	115	30.59
750-1000	90	23.94
>1000	53	14.10

Research tool: to achieve the aims of the current research, the researcher relied on building two scales to collect data from the study sample units, as follows:

- The researcher formulated (58) questions for the scale of the obstacles to women's work, benefit from reviewing the literature and previous study to construct and formulate some paragraphs of the scale, it included three dimensions (the obstacles facing women in the social field, the obstacles facing women in psychological field, the obstacles facing women in economical field).
- For the marital compatibility scale, the researcher formulated (45) questions that adopted the scale from (Asma Ibrahim's Ph.D. Thesis) in the sociology department of Muhammad Khider University, titled (occupational pressures and their relationship to marital compatibility among working women)- a field study on a sample of nurses and teachers in the Tolga, Biskra Province- 2015.
- Using triple alternatives for both scales, first (agree, neutral, disagree) for the second scale (Always, Sometimes, rarely) and the following weight was given (3,2,1) for both scales.

Scale Validity

The two scales were presented in their initial form to several specialists in sociology and psychology, to assess the degree of appropriateness of the two scales' paragraphs, and their representation of the research topic, where the percentage of approval of the paragraphs was adopted at (85%).

Scale Reliability

The researcher used (The Test-Retest Method) for calculation reliability for both scales, repeating the scale for the same sample after (14 days) in both scales, where the value of the correlation coefficient of the scale of obstacles in women's work was in social dimension (0.7589) psychological dimension (0.7893), economic dimension (0.7141), in the scale of marital compatibility were (0.9233), after correcting them with a Cronbach's Alpha.

Presentation of results and discussion of research goals:

First goal: The most prominent obstacles that women face in balancing work and home:

The researcher followed the statistical analysis process for the items included in the obstacles of women's work scale, to show the mean and the standard deviation of each factor of all three obstacles (social-psychological, economic obstacles).

Table (2) Social obstacles facing women in balancing work and Home in Duhok city

Social obstacles (376)	Mean	Std Dev	Min	Max
S1	2.15	0.89	1.00	3.00
S2	2.13	0.87	1.00	3.00
S3	1.70	0.83	1.00	3.00
S4	2.20	0.88	1.00	3.00

S5	2.15	0.90	1.00	3.00
S6	1.62	0.80	1.00	3.00
S7	2.11	0.92	1.00	3.00
S8	1.97	0.90	1.00	3.00
S9	1.72	0.88	1.00	3.00
S10	1.47	0.77	1.00	3.00
S11	1.66	0.81	1.00	3.00
S12	1.87	0.83	1.00	3.00
S13	1.88	0.82	1.00	3.00
S14	1.75	0.82	1.00	3.00
S15	2.33	0.85	1.00	3.00
S16	1.42	0.74	1.00	3.00
S17	2.57	0.77	1.00	3.00
S18	1.97	0.88	1.00	3.00
S19	1.85	0.85	1.00	3.00
S20	1.94	0.85	1.00	3.00
Social score	38.4	7.15	24	58

Table (3) Psychological obstacles facing women in balancing work and Home in Duhok city

Psychological obstacles (n=376)	Mean	Std Dev	Min	Max
P1	2.43	0.79	1.00	3.00
P2	2.36	0.83	1.00	3.00
P3	2.41	0.80	1.00	3.00
P4	2.30	0.87	1.00	3.00
P5	2.28	0.89	1.00	3.00
P6	2.44	0.80	1.00	3.00
P7	2.44	0.82	1.00	3.00
P8	1.62	0.82	1.00	3.00
P9	1.40	0.72	1.00	3.00
P10	1.97	0.89	1.00	3.00
P11	2.16	0.86	1.00	3.00
P12	1.44	0.74	1.00	3.00
P13	1.47	0.76	1.00	3.00
P14	2.06	0.88	1.00	3.00
P15	2.23	0.83	1.00	3.00
Psychological score	31.01	6.20	15	45

Table (4) Economic obstacles facing women in balancing work and Home in Duhok city

Economic obstacles (n=376)	Mean	Std Dev	Min	Max
E1	1.78	0.88	1.00	3.00
E2	2.20	0.89	1.00	3.00
E3	1.93	0.88	1.00	3.00
E4	1.58	0.81	1.00	3.00
E5	1.66	0.85	1.00	3.00
E6	2.32	0.86	1.00	3.00

E7	1.79	0.89	1.00	3.00
E8	2.17	0.88	1.00	3.00
E9	2.11	0.81	1.00	3.00
E10	2.10	0.90	1.00	3.00
E11	1.40	0.72	1.00	3.00
E12	1.39	0.71	1.00	3.00
E13	2.25	0.88	1.00	3.00
E14	2.41	0.80	1.00	3.00
E15	2.25	0.88	1.00	3.00
E16	1.43	0.74	1.00	3.00
E17	2.54	0.77	1.00	3.00
Economic score	33.301	6.00	17	51

Second goal: The Significance of differences in marital compatibility according to demographic variables: (Age Group, Education level)

1. Significant differences according to Age Group of women:

To achieve this goal, the sample member has been divided into four groups according to their ages, the first group consisted of women whose ages ranged between (21-30) years, while the second group consists of women aged between (31-40), and the third group their age between (41-50), the women's age of group four (51-60). Their data were treated statistically using the mean and standard deviation, table (5) explains that:

Table (5) Comparisons of Marital compatibility among women in different age groups

Source	DF	Sum of Squares	Mean Square	F Ratio	p-value
Age category	3	4129.147	1376.38	7.4920	<0.0001
Level	Number	Mean	Std Dev		
21-30	40	108.03	10.52		
31-40	244	97.41	13.28		
41-50	75	101.01	15.33		
51-60	17	98.88	15.39		

To make a comparison in the level of marital compatibility between different ages, the data were treated using (ANOVA) one-way analysis as a statistical method, and it's statistically significant at the level of (0.05).

2. Significance difference according to the level of education:

To achieve this requirement, the mean square of marital compatibility was calculated for women in each level of education, after dividing them into the five levels, their data were treated statistically using the mean and standard deviation, and table (6) shows that:

Table (6) Comparisons of Marital compatibility among women with different education

Source	DF	Sum of Squares	Mean Square	F Ratio	Prob > F
Education	5	1043.675	208.735	1.0406	0.3934
Level	Number	Mean	Std Dev		
Primary school graduate	17	95.00	17.10		
Secondary school graduate	25	98.64	14.72		
High school graduate	76	100.72	14.07		
Institute graduate	106	100.25	13.72		
College Graduate	146	97.82	14.01		

Third goal: The nature of the relationship between obstacles and marital compatibility among the sample members:

To achieve this goal, the correlation coefficient between the variables of the obstacles to the women's work and marital compatibility was calculated, Bivariate regression was performed for statistical analyses, and the results showed that the relationship between the variables of obstacles and marital compatibility among the sample members is negative and statistically non-significant at the level of significance (0.05).

Table (7) Correlations of obstacles and marital compatibility among the sample members

Outcome	Factors			Total score
	Social dimension	Psychological dimension	Economical dimension	
Marital compatibility				
r-value	-0.0593	-0.0339	-0.0328	-0.0251
p-value	0.2653	0.5243	0.5373	0.6370

The outcomes of this table show the correlations between obstacles to women's work and marital compatibility, the outcome refers that there is a negative relationship between all three factors with marital adjustment.

Research Results:**The most important findings from this research it shows that:**

- There is a negative relationship between the obstacles to women's work and marital adjustment.

- There is a significant difference in the factor of the age group of women, it appears that whenever the years of marriage get higher, the marital compatibility will be greater.

Research Recommendations

Based on the results of the current research, we present several recommendations, as follows:

- Opening workshops and educational pieces of training courses specialists for women and families to familiarize women with skills required how she can find a balance and deal with their different roles in their home and their workplace.
- Depth scientific studies of the impact of women's work on themselves and the detection of accompanying disturbances in the role conflict between work and home.
- Paying attention to the privacy of women in the matter of pregnancy, childbirth, and childcare, and not making it a reason for not paying attention to their professional development, as well as taking into account the holding of courses in places close to her, so she can attend and develop her capabilities.

Research Suggestion

- The researcher suggests conducting a comparative study about the quality of life between women employees in the government directorate and women employees in the private sector.
- Providing childcare services and nurseries to take care of children at the time of the women's work so that she can be assured of her child in these roles while she is at work and be able to perform her job role to the fullest.

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المعوقات التي تواجه المرأة في التوازن بين العمل والبيت وعلاقتها بالتوافق الزوجي (دراسة ميدانية في مدينة دهوك)

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الملخص

يهدف هذا البحث الى التعرف على المعوقات التي تواجه المرأة في التوازن بين العمل والأسرة و علاقتها بتوافق زوجي في مدينة دهوك من خلال الاجابة على أسئلة البحث المتمثلة بمعرفة أبرز المعوقات و مستوى التوافق الزوجي و طبيعة العلاقة بين المعوقات و التوافق الزوجي لدي عينة من الأفراد و اعتمدت الباحثة على المنهج الوصفي التحليلي للحصول على إجابات أسئلة البحث ،حجم العينة البحث بلغت (٣٧٦) من الفئة العمرية (٢٣ الى ٦١) من موظفات متزوجات في الدوائر الحكومية في مدينة دهوك و أداة البحث تكون من مقياسين حيث المقياس الأول تم بنائه من قبل الباحثة و يتكون قياس عمل المرأة على (٥٨) فقرة عبارة عن اسئلة بثلاثة ابعاد وهي (المعوقات التي تواجه المرأة في المجال الاجتماعي، المعوقات التي تواجه المرأة في المجال النفسي، المعوقات التي تواجه المرأة في المجال الاقتصادي) وكانت بدائل هذا المقياس ثلاثة و هي (أوافق، محايد، لاوافق) و لمقياس التوافق زوجي قامت الباحثة بتبني مقياس أطروحة دكتوراه ل (م. أسماء إبراهيمي) بعنوان (الضغوط المهنية وعلاقتها بالتوافق الزوجي لدى المرأة العاملة في ولاية بسكرة) و يتكون هذا المقياس من (٤٥) فقرة و بدائل هذا المقياس هم (دائماً، أحياناً، نادراً) و تم نشر الأداتين في (٢٢) دائرة في مركز مدينة دهوك و من أهم النتائج التي تم التوصل إليها البحث هي وجود علاقة سلبية بين المعوقات التي تواجه المرأة و التوافق الزوجي.