

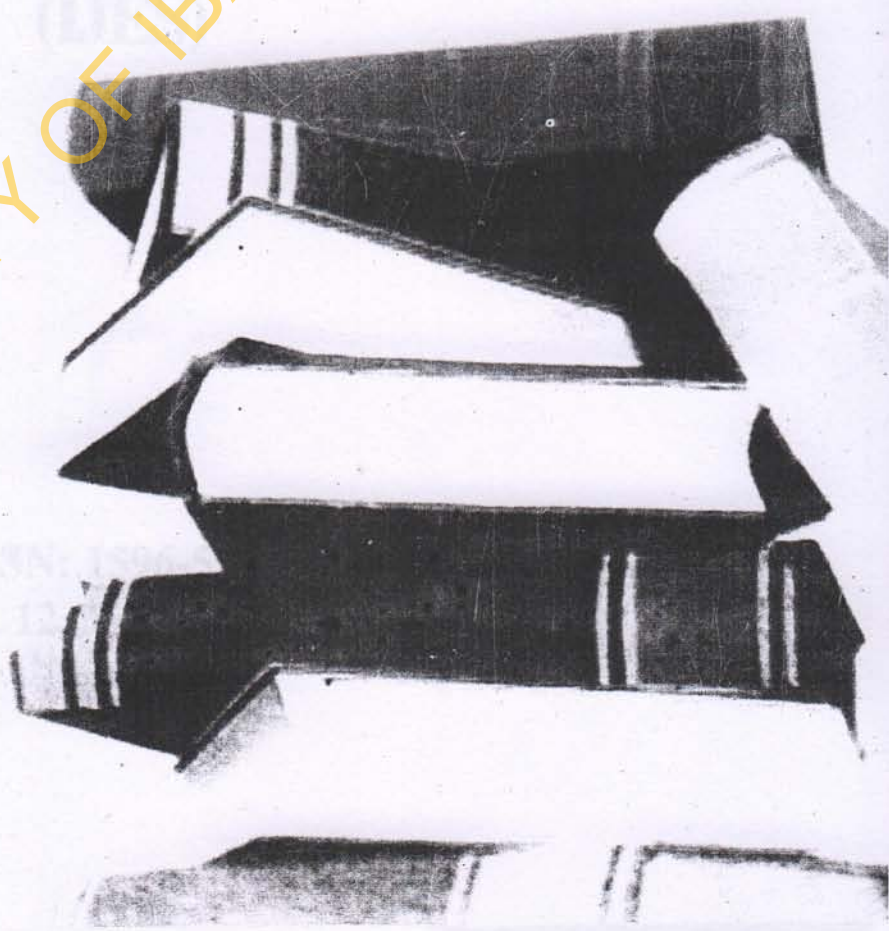
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Editorial Comments

Volume 12, No 1, 2015 of the Ibadan Journal of Educational Studies publishes articles in various areas in the field of education. This current edition has sixteen (16) articles, most of which are research based.

Among the articles in this volume are: Influence of social studies' teachers exposure to post-qualification professional development on the performance of senior high school students in social studies. A case study of the central region of Ghana; improving equity and access to university education in Nigeria; Demographic variables and ICT access as predictors of information communication technologies' usage among science teachers in Federal unity schools in Nigeria; Knowledge and attitude of adolescents towards sickle cell disease in public secondary schools in Oyo state; Pre-service teachers awareness and attitude towards user-generated content as a collaborative learning tool; Influence of social adjustment, emotional intelligence, academic self-efficiency, perceived social support and personal factors on academic stress of medical students in a Nigerian university; Expanding the frontiers of school librarianship through training of personnel: Abadina Media Resource Centre's contribution; Lecturers' perception of academic staff strike actions in Nigerian universities; A need for students' grading scale in physical education classes; Predictive capacity of some psychological variables on creativity potentials among undergraduates of the University of Ibadan, Ibadan, Nigeria; Psychological predictors of reproductive health information seeking behaviour of in-school adolescents in Ibadan North Local Government; Principals' Leadership styles and leader member-exchange (LMX) as predictors of organizational commitment of secondary school teachers in Oyo State; Impact of job relocation on marital satisfaction of couples in Ibadan; Creative drama for socialization of students towards community development in Nigeria: A case of the International School, Ibadan; Using emotional intelligence to facilitate adjustment of university freshmen. Challenges and prospects of meeting the educational demands of learners with special needs in Nigeria.

Prof. S.O. Salami

Editor-In-Chief

Ibadan Journal of Educational Studies

GUIDELINES FOR SUBMISSION OF ARTICLES FOR IBADAN JOURNAL OF EDUCATION STUDIES (IJES)

The editorial board of Ibadan Journal of Educational Studies (IJES) is seeking articles for the next edition of the journal. The guidelines for submission of research and position based article in all areas of education would be as follows:

1. The manuscript should be precise and not more than 12-15 typewritten pages in double space A4 white paper and should include quoted materials and references.
2. The article must be preceded by an abstract of not more than 150 words typed single-line spaced.
3. Separate cover paper should indicate author's/authors' name, status and contact address.
4. Table and figures should be closed and logically presented and be included within the 12-15 pages A4 paper.
5. The reference should be APA (American Psychological Association) format e.g
 - Ogundele B.O. and Folarotimi A.A. (2008). Effectiveness of Health Education Intervention on Knowledge of Strategies for Student Nurses in Lagos State. *Ibadan Journal of Educational Studies*. 5(1), 1-17.
 - Hameed, T.A. and Adebukola, K.T. (2008). Psychological Risk Factors as Predictors of Youth Violence among In-Secondary Educational Studies. 5(2), 1-27.
6. Titles of Journals should not be abbreviated.
7. Materials submitted for publication in IJES should not be submitted for another journal.
8. Articles which do not conform to the above specification will be returned to the author(s).
9. Submitted articles must be accompanied with a sum of **Five Thousand Naira (#5,000.00)** as assessment fee.

All correspondence should be addressed to:

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10. Articles are accepted throughout the year but published twice a year.– January and June.

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Impact of Job Relocation on Marital Satisfaction of Couples in Ibadan

C. C. Asuzu and O. Oduyebo

Dept. of Guidance and Counselling, University of Ibadan, Ibadan

Abstract

This study investigated the impact of job relocation on marital satisfaction. A total of 225 respondents participated in the study made up of 50 police officers, 66 civil servants, 58 soldiers and 51 bankers, 149 males and 66 females. The participants comprised 160 junior staff, 58 senior staff and 7 executives/managers. 60.7% of the respondents agreed that the distance in location affected their sexual satisfaction, 82.7% agreed that it affected their love and affection for their spouse, 67.6% agreed that it affected their communication level, 63.8% agreed that it affected their happiness in marriage, 71.5% agreed that it affected their commitment in marriage, 56.9% agreed that they have conflict on many issues due to distance and 82.7% agreed that it affected their family finances. A significant linear relationship was found between job relocation and all the indices of marital satisfaction (sexual satisfaction, family finances, love and affection, communication level, couples' happiness, commitment in marriage and conflict between couples). Based on the findings, it was recommended that decision makers should consider the marital implication of organizational decisions of job relocation on the family of employees before making transfer for health and well-being of the members of the family.

Introduction

Marriage, the union between a man and a woman is held in high esteem by both religion and culture of different societies. The union is expected to help the spouse complement one another. It is also meant to help the emotional stability of the individuals involved. Marriage experts have asserted that closeness between couples is essential for marriage to be strong. The closer they are to one another, the more they communicate, have fun together and do many other things in common (Rebior & Leipert, 1992). Rebior and Leipert (1992) posited that marriages in which husband and wife are closer do experience stronger bond of love and affection. Regular sexual intercourse between couples they concluded has been known to enhance the strength of marriage.

In spite of the role of closeness between couples as an ingredient in strengthening the marital union, couples find themselves separated every now and again by work. Couples are often involved in the world of work where they earn a living and spend quality time pursuing advancement in their chosen area of career. Sometimes, one of the couple or both are self-employed in which case they can control events relating to how much time to spend at work or how far and how long they can travel away from home. In most cases however, one or both couple is an employee in an organisation in which they have no say in these issues but

rather the organisation determines how much time employees spend at work, how far and how long they can travel away from home in line with the goals and objectives of the organisation. This shift in the centre of decision making affect many things around the worker because decisions are made with utmost consideration for the organisations success and less for individuals comfort or happiness (Baron, 1986). When individuals are not happy at work, it has a way of affecting happiness at home and hence marital satisfaction. People with good marriages have been known to be happy people, (Murphy and Murphy, 1996) and happiness is a very vital ingredient in productive performance of individuals at work. When the home is good and lovely, the man and woman will go to work energetic all other things being equal. There have been several studies examining the possible positive effects of marital satisfaction on job performance. Rogers and May (2003) found that marital quality has a long term influence over job satisfaction. But when the demands of the job negatively affect marital quality or satisfaction, the quality of service delivered on the job itself will invariably be affected negatively.

As part of the strategies to get higher quality services from employees and in order to position the organisation for success, organisations often embark on a reshuffling of their members of staff. This process most times involves involuntary transfer of members of staff from one geographical location to another. Such transfer often disrupts the much needed physical closeness and emotional intimacy between husband and wife which may impact on their marital satisfaction. In a study of transfer among military officers, Faber, Willerton, Clymer, MacDermid, and Weiss (2008) reported that depending upon the nature of the deployment, service members' spouses, parents, siblings and others worry about their safety, especially if they know little about the member's location or duties. Spouses report finding it stressful to perform all the adult duties in the family by themselves. For example, in one study of 346 spouses the geographical separation caused by deployment was negatively related to psychological well-being, physical well-being, and marital satisfaction (Burrell, Adams, Durand, and Castro, 2006). Job relocations are often thought to be detrimental to the family and the ability to maintain friendships (Brett, 1982; Calabrese, 1989; Kelly, 1996; Lagrone, 1978; Long, 1986; Shealy, 2003). Marital satisfaction, consistent spousal employment, and family financial status may also be affected (Burrell, 2006).

Geographical mobility may affect families. The two most common forms in U.S. society are job related moves and transfers and work-related travel (Zinn & Eitzen 1999). In general, the worker who moves has an easier time adjusting than his or her spouse and children. Geographical relocation in countries such as Italy, Spain, Portugal, Greece, Ireland, and France includes older people being left behind while younger people go searching for work (Eurolink Age, 1995).

Work-related travel can also have a significant impact on family life. For example, the majority of U.S. workers, works and lives in different places. Commuting can make fulfilling family-related roles, such as companionship with spouse and children, household responsibilities, and attending family and school functions difficult as it extends the workday. Frequent or extended absences of family members can make it difficult for them to perform their family roles and obligations and may lead to estrangement from their families, such as is in Singapore because of the economic strategy of internationalisation (Chia 2000). Studying the impact of job relocation on marital satisfaction is therefore the crux of this study.

Purpose of the Study

The purpose of this study is assess the impact of job relocation on marital satisfaction of married couples in Ibadan

Hypothesis: There is no significant relationship between job relocation and the indices of marital satisfaction

Methodology

Research Design

This study adopted the survey research design in which questionnaires were used to collect data from the respondents.

Participants

The sample for this survey was selected from the workers' population in four sectors which are: the police, army, the civil service and banks. The participants were randomly selected from the Police Headquarters, Eleyele, 81 Battalion Army Barracks, Mokola; Federal Secretariat; Afribank, Dugbe; First Bank Dugbe all in Ibadan, Oyo State. A total of 250 people were given questionnaire and only 225 responded. The respondents consisted of police officers (50), civil servants (66), soldiers (58) and bankers (51). The questionnaires were administered to them at their different places of work. A total of 149 males and 66 females participated in the study. A total of 160 of them were junior staff, 58 senior staff and 7 executives.

Instrumentation

The Comprehensive Marital Satisfaction Scale (CMSS) was used to determine the marital satisfaction of the respondents. Blum and Mehrabian (1999) reported a test-retest reliability of the scale over a 6weeks interval to be .83 and an internal consistency alpha of .94. A 4-point likert scale was adopted in this study ranging from 1 for strongly disagree to 4 for strongly agree. A typical item in the 26-itemed instrument is 'If I were marrying again, I would pick my present spouse'.

Procedure

The head officer in each office visited was contacted before the questionnaires were administered to the participants. The participants were informed about the purpose of the study after which they were given a day to complete the questionnaire. They were assured that participation was voluntary and all responses will be treated with utmost confidentiality.

Method of Data Analysis

The Pearson Product Moment correlation analysis was used to analyse the data collected.

Results

A total of 225 people responded. Of this number 50 were police officers, 66 civil servants, 58 soldiers and 52 bankers. A total of 159 males and 66 females participated. 160 of them were junior staffs, 58 senior staff and 7 executives/managers. 60.7% of the respondents agreed that the distance in location affected their sexual satisfaction, 82.7% agreed that it affected their love and affection for their spouse, 67.6% agreed that it affected their communication level, 63.8% agreed that it affected their happiness in marriage, 71.5% agreed that it affected their commitment in marriage, 56.9% agreed that they have conflict on many issues due to distance and 82.7% agreed that it affected their family finances.

Hypothesis: There is no significant relationship between job relocation and the indices of marital satisfaction

Table: 1 Correlation of relationship between job relocation and the indices of marital satisfaction

	Location	Sexual satisfaction	Family finance	Love & affection	Communication	Couples' happiness	Commitment in marriage	Conflict btw couples
Location	1.000	.794**	.875**	.879**	.820**	.832**	.880**	.811**

Note: N= 225, ** $p < 0.01$

The above table shows there are significant linear relationships between job relocation and all the indices of marital satisfaction (sexual satisfaction, family finances, love and affection, communication level, couples' happiness, commitment in marriage and conflict between couples) ($p < 0.01$).

Discussion

The union between a husband and his wife is expected to give each of them a sense of fulfilment and satisfaction (Heylighen, 1992). This study has

shown that a significant linear relationship exist between location distance in marriage due to job transfer and the indices of marital satisfaction such as sexual satisfaction, family finances, love and affection, communication level, couples' happiness, commitment in marriage and conflict between couples. Sex has been shown to be one of the major causes of marital crisis and ultimately divorce (Katu, 1986). People who are not sexually satisfied may be tempted to engage in extra-marital affairs and this has implications for Human Immuno-deficiency Virus and Acquired Immuno-deficiency syndrome (HIV/AIDS) transmission as well as the transmission of other sexually transmitted diseases.

Katu (1986) apart from seeing sex as important in marriage also sees finance as a major factor in determining a stable marriage. Distance location between couples affect the finance of the family as the cost of keeping two homes, making phone calls in order to keep in touch and travelling expenses erode the limited finance of the home in the face of other responsibilities. This alone may lead to stress in the family and may strain the relationship between couples.

Smalley and Trent (1989) posit that marriage is first and foremost for companionship. Affection between couples is a major factor in companionship. When couples are not affectionately disposed to one another, their relationship may be strained, which may result in divorce. Kephart (1972) stated that esteem and companionship existing between partners further cement marriage and when these are absent, the marriage is likely to witness a divorce. The findings of this study are in agreement with the popular adage that 'out of sight is out of mind'. Once partners are not affectionately disposed to each other, their relationship losses its spark and marital dissatisfaction is the result.

Communication is essential in marital co-existence (Mallum & Mallum, 1991). When communication is lost between husband and wife, misunderstanding sets in and it is only communication that can make things right again otherwise, the end product is divorce. Physical distance often bring about communication gap as seen in this study because issues of deep concern are not addressed as and when due or are swept under the carpet to be potential causes of conflict. Communication being the life line of marriage has a rippling effect on other factors of marital satisfaction and as such should not be handled with levity.

This study shows a significant linear relationship between couples location distance and happiness in marriage. When people are not happy in marriage so many other aspects of their lives like work will also be affected. Kerkhof (1959) noted that workers productivity is affected by internalised factors such as marital unhappiness among other factors. Also, Herzberg, Mausner and Snyderman (1959) noted that the presence or absence of certain factors such as marital happiness affects workers' job satisfaction. This implies that the productivity of individuals who are transferred away from their spouses will directly or indirectly be affected.

The result of this study also revealed that relocation distance has significant relationship with commitment in marriage. This implies that the farther and longer couples are away from each other the more their commitment to each other may dwindle. The oneness between couples may thus be destroyed making them to develop independent spirit instead of fostering the spirit of interdependence that is expected in a good marriage. Mallum and Mallum (1991) citing Otite and Ogionwo (1981) noted that marriages are contracted to last until death. This requires couples to be committed to each other as this is the staying power in marriage.

Physical distance between couple brought about as a result of relocation on the job is seen to have significant linear relationship with conflict between couples. Disagreement in marriage is normal. It has been observed by marriage experts that marriage union is a relationship where couples quarrel and settle and we need physical closeness to settle quarrels and resolve conflicts. Though conflict is a normal part of life, if not properly addressed it could lead to negative consequences. When couples disagree frequently, and not settling they may more likely experience divorce. It was recommended based on the findings that decision makers should consider the marital implication of organizational decisions of job relocation on the family of employees before making transfers for the health and well-being of the members of the family.

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