The Effect of Relationship Enhancement Program (REP) and Quality of Work Life (QWL) Programs on Marital Conflicts, Marital Instability of Dual-Career Couples

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Introduction
The entry of women into the workplace has changed the traditional roles of the family, which can cause instability and marital conflicts in the dual-career couples. The purpose of the present study sought to study simultaneously the quality of work life and the enrichment of marital life on marital conflicts and marital instability of dual-career couples in Illam.

Method
The design of this research is quasi-experimental, with pre-test, post-test, and follow-up with control group. The statistical population includes all married couples from the city of Illam who were married from the beginning of March 2012 to the beginning of March 2017, and have government jobs. For this purpose, 80 (40 couples) of dual-career couples were selected using multi-stage cluster sampling method and randomly assigned to two groups. The experimental group received Quality of Work Life and Relationship Enhancement programs together, during the 13 sessions of 90 minutes. The instruments of this study were Marital Conflict Questionnaire and Marriage Instability Index.

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Extended Abstract

Results
The results show that simultaneously the quality of work life and the enrichment of marital life training have been able to reduce marital conflicts ($F = 17.78$, $p < 0.01$) and marital instability ($F = 41.03$, $p < 0.01$). The marital life enrichment training reduced family conflict and instability by improving family interaction. The quality of work life training also contributed to the improvement of the work environment, which reduced the contradictions and conflicts in the workplace.

Discussion
Therefore, the simultaneous training of working life quality and enriching marital life prevent overflowing work and family problems. This also improves relationships in the family and work, and as a result reduce marital conflicts and instability. Then, the simultaneous training of working life quality and enriching marital life can reduce dual-career couples’ family conflicts and instability.

Keywords: Quality of Work Life Programs, Relationship Enhancement Program, Marital Conflict, Marital Instability, Dual-Career Couples