

Marital Satisfaction and its Relationship to Family Resilience: A Field Study on a Sample of Married Female Employees in the Education Sector – Saida Province –

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Abstract

The present study aimed to investigate the correlational relationship between marital satisfaction and family resilience, as well as to identify potential differences in these variables based on the seniority of marriage (years of marriage). The study was conducted on a sample of 70 married working women across various educational sectors (Primary and Secondary) in the Wilaya of Saïda.

Utilizing a descriptive-correlational approach, the sample was selected through a random sampling method. The findings revealed that there is no statistically significant correlation between marital satisfaction and family resilience among the participants. Furthermore, the results indicated that there are no statistically significant differences in either marital satisfaction or family resilience attributable to the variable of marriage seniority.

Keywords: Marital Satisfaction, Family Resilience, Married Women, Working Women.

1. Research Problem

It is widely acknowledged that the family is the primary and most significant social institution. Marriage, as one of the oldest legal, social, and religious bonds within this institution, constitutes a fundamental and essential need across religious, social, and psychological dimensions (Wanoughi, 2014). These dimensions play a pivotal role in shaping the nature of the marital relationship; the higher the fulfillment of these factors, the greater the level of satisfaction and the success of the marriage, and vice versa. Consequently, any imbalance in these aspects may negatively impact the level of marital satisfaction.

The latter is defined as "the fulfillment of expectations within marriage" (Awawda, 2019), which encompasses the satisfaction of needs for love, esteem, security, and respect, alongside the fulfillment of innate drives such as the maternal instinct and sexual needs (Al-Mashaqba, 2012). Furthermore, it is viewed as "a pattern of marital adjustment in which both parties aim to build a harmonious relationship... and the ability to effectively manage internal and external challenges" (Abu Asaad & Al-Khatatneh, 2014).

In light of the shifts in social and economic landscapes within society, and following the transition from extended families to nuclear units—coupled with women entering the workforce—the family has come to face numerous conflicts and challenges. This is particularly evident as

contemporary family dynamics are increasingly characterized by instability and flux. Consequently, families have been compelled to adopt various strategies to cope with these crises, viewing adaptation as a core manifestation of family resilience.

The latter is defined as 'a dynamic system that assists family members in adjusting to the shocks and adversities they encounter' (Ziada, 2019). Thus, psychological resilience, protective mechanisms, and positive adaptation are conceptualized as multi-level processes occurring across interconnected systems. Within this framework, family resilience involves applying concepts such as fortitude, adjustment, and stress management through the lens of Family Systems Theory (Henry, Morris, & Harrist, 2015).

Based on the preceding presentation and the review of literature concerning marital satisfaction and family resilience, the current study seeks to address the following problem:

Is there a statistically significant correlation between marital satisfaction and family resilience among a sample of married female workers in the province of Saida?

A- Study Questions:

In addition to the main research question, the following sub-questions were formulated:

- Are there statistically significant differences in marital satisfaction attributable to the length of marriage variable among a sample of married working women in the province of Saida?
- Are there statistically significant differences in family resilience attributable to the length of marriage variable among a sample of married working women in the province of Saida?

B- Study Hypotheses:

General Hypothesis:

There is a statistically significant correlation between marital satisfaction and family resilience among a sample of married working women in the province of Saida.

Sub-Hypotheses:

- There are statistically significant differences in marital satisfaction attributable to the length of marriage variable (marital seniority) among a sample of married working women in the province of Saida.
- There are statistically significant differences in family resilience attributable to the length of marriage variable (marital seniority) among a sample of married working women in the province of Saida.

2. Study Objectives:

The present study seeks to achieve the following objectives:

- To explore the correlational relationship between marital satisfaction and family resilience.
- To identify the significant differences in marital satisfaction and family resilience based on the length of marriage (marital seniority) among working married women.

3. Significance of the Study

The significance of the current study stems from its investigation of highly critical variables, shedding light on a topic of profound societal importance. Furthermore, it reflects the

researchers' endeavor to enrich the community with a study that contributes to fostering these concepts among women, who represent the cornerstone of both the family and society.

The importance of this research is further highlighted by the scarcity of prior academic attention given to this subject within the specific geographical area under study. Additionally, this work seeks to provide a valuable contribution to the existing literature, addressing a gap in this particular field of research.

4. Operational Definition of Study Concepts:

Marital Satisfaction:

It is an internal feeling stemming from the gratification of various marital needs, contributing to a sense of tranquility, joy, and happiness. This feeling motivates both spouses to utilize their energy and capabilities to perform their designated roles more effectively. (Al-Talla & Al-Sharif, 2011)

It is also defined as a process and an outcome of the interaction of four factors: a high level of consensus between spouses, a low level of conflict and negative interaction, a high degree of joint activities, and a minimal number of problems related to emotional and sexual aspects. (Al-Talla & Al-Sharif, 2011)

Operationally: In the current study, it is defined as the score obtained by the participant on the Marital Satisfaction Scale employed herein.

Family Resilience:

It is the process of achieving positive adaptation and adjustment when facing adversity, trauma, tragedies, threats, or significant sources of stress encountered by family members (Ziada, 2019).

It is further defined as the competence and proactive orientation inherent in family patterns, allowing for a deeper understanding of the family's ability to demonstrate positive adaptation when confronting hardships and crises (Walsh, Strengthening family resilience, 1998) (Walsh, 2003)

Operationally: It is defined as the score obtained by the participant in this study on the Family Resilience Level Scale used.

5. Literature Review

- **Ahmed Omar's Study (2013):** This study aimed to develop family resilience among a sample of mothers of children with autism. The study was conducted on a sample of six (06) mothers, with an average age of 26 years, each having one child diagnosed with autism. The researcher utilized a self-developed Family Resilience Scale and adopted an experimental approach. The findings revealed a statistically significant difference between the mean scores of the experimental group on the family resilience scale before and after the program implementation. These differences were in favor of the **post-test** (the better measurement), indicating the effectiveness of the intervention program.
- **Al-Qahtani's Study (2018):** The objective of this study was to verify the effectiveness of a counseling program in developing family resilience among a sample of mothers of children with cerebral palsy accompanied by intellectual disabilities. Additionally, the researcher sought to

identify the program's impact on reducing psychological stress. The sample consisted of (40) participants. The researcher employed both a Family Resilience Scale and a Psychological Stress Scale (both self-developed) and adopted a **quasi-experimental design**. The results indicated statistically significant differences between the pre-test and post-test mean scores of the experimental group, in favor of the post-test for both variables (family resilience and psychological stress). Furthermore, significant differences were found between the experimental and control groups in the post-test, favoring the experimental group in both variables.

- **Ziada's Study (2019):** This study aimed to identify the level of family resilience among a sample of high school students in Irbid, Northern Jordan. The study sample comprised (539) male and female students. The researcher utilized a descriptive analytical approach and applied a Family Resilience Scale. Results showed that the participants exhibited a moderate level of family resilience across the total scale and its various dimensions. Regarding the study variables, the results revealed significant differences in the level of family resilience attributed to gender (favoring females) and grade level (favoring the first secondary grade). Additionally, differences were found based on family status (favoring the presence of both parents) and socio-economic status (favoring the high-income level).
- **(Awawda, 2019):** This study aimed to examine the relationship between marital skills and marital satisfaction, and to identify the levels of both variables among newly married women in the Ramallah and Al-Bireh Governorate. Furthermore, it aimed to explore differences based on several demographic variables. Adopting a descriptive-correlational methodology, the study was conducted on a population of (10,065) newly married women. The researcher utilized a Marital Skills Scale (developed by the researcher) and a Marital Satisfaction Scale.

The findings revealed that: * The overall level of marital skills among the sample was high, while marital satisfaction was moderate.

- There were no statistically significant differences based on age (in favor of older age groups) or educational level (in favor of higher education) regarding marital skills.
 - There were no statistically significant differences in marital satisfaction based on the employment variable.
 - Statistically significant differences were found in marital satisfaction based on age and educational level, favoring older and more educated participants, respectively.
 - A statistically significant positive correlation exists between marital skills and marital satisfaction, with regression analysis indicating that marital skills are a significant predictor of marital satisfaction.
- **Saafan and Al-Azari Study (2020):** The objective of this study was to uncover the relationship between emotional regulation and marital satisfaction among newly married teachers. The study was conducted on a sample of (150) male and female teachers using a psychometric correlational approach. The researchers applied an Emotional Regulation Scale (translated by the researcher) and a Marital Satisfaction Scale (developed by Hala Saqr).

The results indicated:

- A statistically significant correlation between certain dimensions of emotional regulation and marital satisfaction.
 - Statistically significant differences in the mean scores of emotional regulation dimensions based on the gender variable.
 - Statistically significant differences in the mean scores of marital satisfaction dimensions based on the gender variable.
- **(Melhem, Hayajneh, & Arshid, 2020):** This study aimed to identify the levels of marital adjustment and psychological resilience among married teachers, accounting for variables such as gender and years of marriage. It also sought to investigate the predictive power of psychological resilience regarding marital adjustment. After ensuring validity and reliability, two instruments (Psychological Resilience Scale and Marital Adjustment Scale) were applied to a convenience sample of (228) teachers.
- The findings showed:
- High levels of both marital adjustment and psychological resilience among the sample.
 - No statistically significant differences in marital adjustment attributed to gender or years of marriage.
 - Psychological resilience contributed significantly to the prediction of marital adjustment among married teachers.
- **(Kamel & Ali, 2022):** This study aimed to identify the relationship between psychological resilience and marital adjustment among working and non-working wives. It also sought to uncover differences between these two groups based on the study's variables. The study employed a descriptive methodology (correlational and comparative). The sample consisted of (227) participants, divided into working and non-working wives within the same age group (25–45 years). Using psychological resilience and marital adjustment scales, the study concluded that there is a significant correlation between psychological resilience and marital adjustment (including their sub-dimensions) among the study sample.

Commentary on Previous Studies

In terms of Objectives:

The reviewed literature exhibited a clear divergence in research objectives. The study by (Mohamed, Abul-Fotouh, & Omar, 2013) focused on fostering family resilience among a sample of mothers of children with autism. Similarly, Hanadi Al-Qahtani (2018) sought to evaluate the efficacy of a counseling program designed to enhance family resilience in mothers of children with cerebral palsy associated with intellectual disabilities.

In contrast, other research shifted toward descriptive and correlational analysis; (Ziada, 2019) aimed to assess the prevailing levels of family resilience, while (Awawda, 2019) investigated the correlation between marital skills and marital satisfaction. Furthermore, Saafan and Al-Azari (2020) explored the nexus between emotional regulation and marital satisfaction among newlywed teachers. Finally, the studies conducted by (Melhem, Hayajneh, & Arshid, 2020) and (Kamel &

Ali, 2022) both aimed to identify the nature of the relationship between psychological resilience and marital adjustment.

Study Environment

All previous studies were conducted within various Arab environments. For instance, the studies by (Ziada, 2019) and (Melhem, Hayajneh, & Arshid, 2020) took place in Jordan, (Awawda, 2019) in Palestine, and (Kamel & Ali, 2022) in Helwan, Egypt. In contrast, the current study is uniquely situated within the local Algerian environment, providing a specific cultural and social context.

Study Sample

There was a notable variation in the sample sizes of previous research. The smallest sample was recorded in (Mohamed, Abul-Fotouh, & Omar, 2013) study, which involved (6) mothers, while the largest was in (Awawda, 2019) study, reaching (1,065) newly married women. The sample for the current study consists of (70) married women employed in the education sector in the Province of Saïda.

Research Instruments

The questionnaire was the predominant tool across all previous studies. Similarly, the current study employed two specific scales: a scale for measuring Marital Satisfaction and another for measuring Family Resilience.

Methodology

Methodological approaches varied across the literature; (Mohamed, Abul-Fotouh, & Omar, 2013) utilized an experimental design, while Hanadi Al-Qahtani (2018) adopted a quasi-experimental approach. Conversely, the descriptive methodology was employed by (Ziada, 2019), (Awawda, 2019), Saafan and Al-Azari (2020), (Melhem, Hayajneh, & Arshid, 2020), and (Kamel & Ali, 2022). Following this trend, the current study also utilizes the descriptive analytical method.

Key Findings

The results of the reviewed literature showed significant diversity:

- **(Mohamed, Abul-Fotouh, & Omar, 2013)** found statistically significant differences between the mean scores of the experimental group on the Family Resilience scale before and after the program intervention.
- **(Ziada, 2019)** indicated that participants achieved a moderate level of family resilience across the overall scale.
- **(Awawda, 2019)** reported no statistically significant differences in marital satisfaction based on the employment variable; however, significant differences were found regarding other variables. The study concluded a significant correlation between marital skills and marital satisfaction.
- **Saafan and Al-Azari (2020)** identified significant differences in the dimensions of marital satisfaction attributed to the gender variable.
- Hanadi Al-Qahtani (2018) demonstrated significant differences between the pre-test and post-test scores of the experimental group in favor of the post-test for both family resilience and

psychological stress. It also showed significant differences between the experimental and control groups in the post-test, favoring the experimental group.

- Finally, (Melhem, Hayajneh, & Arshid, 2020) and (Kamel & Ali, 2022) both concluded that there is a significant correlational relationship between psychological resilience and marital adjustment among their respective participants.

6. Field Study Procedures

A. Research Methodology:

The current study employs the **Descriptive Analytical Method**, as it is the most appropriate approach for describing and understanding the phenomenon under investigation, and for elucidating the correlation between the study variables.

B. Study Sample and Characteristics:

The study sample consisted of 70 married women employed within the education sector in the city of Saida. Participants were selected using convenience sampling from the original population, which encompasses all married female employees in the education sector in Saida. The following table illustrates the demographic and professional characteristics of the sample:

Table 01: Distribution of the study sample according to the "marital residence" variable

Length of Marriage	Frequency (N)	Percentage(%)
Less than 10 years	28	%57.1
More than 10 years	22	%42.9
Total	50	%100

Based on the table above, it is observed that the research sample consists of 70 female workers, divided into two categories: the first includes those with less than 10 years of marriage, totaling 28 workers (57.1%); the second category includes those with more than 10 years of marriage, totaling 22 workers (42.9%).

C- Research Instruments:

In the present study, the researchers developed two instruments: the Marital Satisfaction Scale and the Family Resilience Scale.

The Marital Satisfaction Scale:

After reviewing the pertinent literature regarding the "Marital Satisfaction" variable—specifically Spanier's (1976) Dyadic Adjustment Scale (DAS) and (Awawda, 2019) Marital Satisfaction Scale—the researchers constructed a concise questionnaire.

The scale consists of (21) positively phrased items, measured on a five-point Likert scale. The responses are weighted as follows: **Always** (5 points), **Often** (4 points), **Sometimes** (3 points), **Rarely** (2 points), **Never** (1 point).

Family Resilience Scale:

After reviewing the literature on family resilience, specifically Walsh's (1998) Family Resilience Framework and the Double ABCX Model of family adaptation by McCubbin and McCubbin (1996) and Patterson (1988), the two researchers developed a 20-item questionnaire. All items are positively phrased to measure the general dimension of family resilience.

A four-point Likert scale was employed for scoring, with the following response options: **Strongly Agree:** (4) points, **Agree:** (3) points, **Disagree:** (2) points, **Strongly Disagree:** (1) point

Higher total scores on the scale indicate a high level of family resilience, whereas lower scores reflect a decline in family resilience levels.

Psychometric Properties of the Research Tools

To verify the psychometric properties of the research instruments, they were administered to a pilot sample consisting of 30 married working women (outside the main study sample).

First: The Marital Satisfaction Scale

1. Validity Indicators of the Marital Satisfaction Scale:

Two types of validity were employed in this study:

1.1. Construct Validity (Internal Consistency): To verify the instrument's validity, internal consistency was assessed using a sample of 30 married working women in the Province of Saida. To calculate this, Pearson's Correlation Coefficient was utilized to determine the correlation between individual items and the total score of the Marital Satisfaction Scale.

Table (02): Internal Consistency Validity of the Marital Satisfaction Scale

Item	Correlation Coefficient	Significance Level (p-value)	Result
01	0.532	0.05	Significant
02	0.431	0.05	Significant
03	0.339	0.05	Significant
04	0.345	0.05	Significant
05	0.340	0.05	Significant
06	0.646	0.05	Significant
07	0.560	0.05	Significant
08	0.135	-	Non-Significant
09	0.489	0.05	Significant
10	0.566	0.05	Significant
11	0.000	-	Non-Significant
12	0.449-	0.05	Significant
13	0.359	0.05	Significant
14	0.508	0.05	Significant
15	0.246	-	Non-Significant
16	0.359	0.05	Significant
17	0.388	0.05	Significant
18	0.427	0.05	Significant
19	0.168	-	Non-Significant
20	0.395	0.05	Significant
21	0.837	0.05	Significant

Table (02) illustrates that the Pearson correlation coefficients between the individual items and the total score of the instrument were statistically significant at the 0.05 level. The correlation

values ranged from 0.339 to 0.837, with the exception of items (8, 11, 15, 19), which were found to be non-significant and were subsequently excluded from the scale.

1.2. Intrinsic Validity: It represents the square root of the reliability coefficient. The calculated value is **0.840**, which is a high value indicating that the scale possesses a high degree of validity.

2. Reliability Calculation: To estimate the reliability of the instrument, **Cronbach's Alpha** coefficient was employed. The results indicated a reliability coefficient of **(0.707)**, which is considered a **good** and acceptable level of internal consistency.

Second: The Family Resilience Scale

1. Validity Indicators of the Scale: Two types of validity were employed in this study:

1.1. Construct Validity (Internal Consistency): To verify the validity of the instrument, internal consistency was tested on a pilot sample consisting of (30) working married women in the Wilaya of Saida. To calculate this, Pearson's Correlation Coefficient was utilized to determine the correlation between the individual items and the total score of the scale.

Table (03): Internal Consistency Validity of the Family Resilience Scale

Items	Correlation Coefficient	Significance Level (p-value)	Result/Significance
01	0.112-	-	Not Significant
02	0.449	0.05	Significant
03	0.463	0.05	Significant
04	0.698	0.05	Significant
05	0.533	0.05	Significant
06	0.684	0.05	Significant
07	0.600	0.05	Significant
08	0.361	0.05	Significant
09	0.344	0.05	Significant
10	0.708	0.05	Significant
11	0.601	0.05	Significant
12	0.626	0.05	Significant
13	0.497	0.05	Significant
14	0.168	0.05	Not Significant
15	0.151	0.05	Not Significant
16	0.700	0.05	Significant
17	0.563	0.05	Significant
18	0.299	0.05	Significant
19	0.672	0.05	Significant
20	0.787	0.05	Significant

Table (03) demonstrates that the Pearson correlation coefficients between the instrument items and the total score are statistically significant at the 0.05 level. The correlation values ranged from 0.344 to 0.787, with the exception of items (1) and (14), which were found to be non-significant and were subsequently excluded from the scale.

1.2. Intrinsic Validity: It is defined as the square root of the reliability coefficient. The calculated value is **0.923**, which is a high value indicating that the scale possesses a high degree of validity.

2. Reliability Analysis: To estimate the instrument's reliability, **Cronbach's Alpha** coefficient was utilized. The results revealed a reliability coefficient of **0.852**, which is considered a good and acceptable consistency level.

Based on the values obtained from the psychometric properties analysis, it can be concluded that the study instruments are highly reliable for data collection.

D. Statistical Methods:

Data were processed using the Statistical Package for the Social Sciences (SPSS v.20). The following statistical tools were employed:

- Descriptive Statistics: Arithmetic means, standard deviations, frequencies, and percentages.
- Inferential Statistics: The Mann-Whitney U test to determine significant differences.

7. Presentation and Discussion of Study Results:

At this stage of the study, each hypothesis will be addressed individually. The statistical treatment methods will be outlined and presented through tables, followed by a detailed interpretation of the data. Subsequently, the findings will be discussed in the context of previous literature and theoretical frameworks.

A- Presentation and Discussion of the First Hypothesis: The first hypothesis states: *"There is a statistically significant correlation between marital satisfaction and family resilience among a sample of married working women in the province of Saida."* To test the validity of this hypothesis, Pearson's Correlation Coefficient was employed to examine the relationship. The results are presented as follows:

Table 04: Illustrates the correlation between marital satisfaction and family resilience among a sample of married working women in the province of Saida.

Sample (N)	Correlation Coefficient (r)	Significance (p-value)	Significance Level (α)	Result
70	0.621	000.	0.01	Statistically Significant

The hypothesis stated that there is a statistically significant correlation between the level of marital satisfaction and family resilience among a sample of married working women. The results revealed that the correlation coefficient was (0.621), which is a significant value at the (0.01) alpha level. As illustrated in the table above, the significance value (Sig.) is (0.000); consequently, we conclude that a significant correlation exists between marital satisfaction and family resilience.

This result can be interpreted by the fact that women possessing a high level of psychological resilience are more capable of managing the pressures and challenges arising from the multiple roles they occupy, both within the family and the workplace. Such resilience enables them to achieve emotional regulation, engage in positive interaction with their spouses, and maintain effective communication channels. This, in turn, contributes to mitigating marital conflicts and enhancing feelings of satisfaction and mutual understanding. Furthermore,

psychological resilience helps working women achieve a work-family balance, which reflects positively on the quality of the marital relationship. Consequently, developing skills related to psychological resilience in married working women is considered an effective strategy for enhancing marital adjustment.

Family resilience, sometimes referred to as family hardiness, is described as the capacity to withstand adversity and emerge from crises and hardships stronger and more resourceful (Walsh, *Strengthening family resilience*, 1998, p. 54). It is nurtured by mutual understanding and harmony between spouses, the extent of psycho-emotional support provided to one another, and the degree of emotional synchrony and harmony between them.

The concept of family resilience—which emphasizes the factors that enable the family to function optimally during crises, while identifying the counter-factors to these stressors—represents two crucial steps in the development of Positive Psychology (Bayat, 2007). This field suggests that every individual possesses certain assets that, if effectively utilized, protect them from mental illness. These include verbal skills, writing, active listening, marriage, work, and positive parenting. By leveraging these strengths, individuals can reach their peak potential, thereby shielding themselves from disorders such as depression. Indeed, focusing on recognizing and skillfully executing one's best traits acts as a buffer against pathology (Al-Fanjari, 2011).

Commonly, family resilience is viewed either as an interaction between a set of risk factors and protective factors (Rutter, 1987), or as a dynamic process indicating the family's strength across different stages of its life cycle and under varying circumstances (Walsh, *Strengthening family resilience*, 1998, p. 54). This latter approach considers the family "adapted" to a crisis when it demonstrates resilience, even if it fails to do so at other times (Mohamed, Abul-Fotouh, & Omar, 2013).

The findings of the present study are consistent with several previous researches. Specifically, they align with the study conducted by (Awawda, 2019), which aimed to investigate the relationship between marital skills and marital satisfaction; her results revealed a statistically significant correlation between these two variables. Furthermore, these results support the findings of (Kamel & Ali, 2022), who established a correlational relationship between marital adjustment and psychological resilience. Similarly, the current study concurs with the research of (Melhem, Hayajneh, & Arshid, 2020), which sought to identify the levels of marital adjustment and psychological resilience among married male and female teachers.

B- Presentation and Discussion of the Second Hypothesis:

The second hypothesis states that: "There are statistically significant differences in marital satisfaction attributable to the years of marriage (marital seniority) variable among a sample of married working women in the Province of Saida." To verify the validity of this hypothesis, the Mann-Whitney U test was employed to examine the differences, and the results were as follows:

Table 05: Differences in Marital Satisfaction based on the variable of Years of Marriage (Length of Marriage) among a sample of married working women in the Wilaya of Saida.

Marital Seniority	N (Sample Size)	Mean	Mann-Whitney U	Sig. (2-tailed)
Less than 10 years	36	25.7	213.5	0.82
More than 10 years	34	25.25		

The table illustrates that the mean rank for the group with less than 10 years of marriage was 25.70, while the group with more than 10 years of marriage reached 25.25. The Mann-Whitney U value was 213.5, with a significance level (p-value) of 0.82, which is greater than 0.01. Consequently, there are no statistically significant differences in marital satisfaction attributable to the years of marriage (marital seniority) variable.

These findings indicate the absence of statistically significant differences in the level of marital adjustment attributable to the length of marriage. This suggests that time, in and of itself, is not a sufficient determinant for the improvement or deterioration of the marital relationship. Marital adjustment is a multi-dimensional construct, influenced more profoundly by the quality of the relationship, the patterns of interaction between spouses, and their capacity to adapt to changing life circumstances, rather than the mere factor of chronological duration.

This can be interpreted by the fact that some couples may develop effective communication and mutual understanding skills early in the marriage, leading to high levels of marital adjustment regardless of the short duration of the union. Conversely, other relationships may persist for many years without significant improvement in the quality of the relationship or the level of dyadic satisfaction between both parties. Furthermore, the longevity of a marriage does not necessarily equate to compatibility; social or economic circumstances may compel the continuation of a relationship despite its diminished quality.

Hence, it can be argued that marital adjustment depends significantly on the extent of mutual understanding, flexibility, and continuous positive interaction between spouses, rather than the mere duration of the marriage. Thus, 'longevity' does not necessarily equate to 'harmony'.

The findings of the present study are consistent with the results of Saafan and Al-Azari (2020), which aimed to investigate the relationship between emotional regulation and marital satisfaction among newlywed male and female teachers; their results revealed a statistically significant correlation between the dimensions of emotional regulation and marital satisfaction.

Furthermore, these results align with the study conducted by (Awawda, 2019), which sought to identify the relationship between marital skills and marital satisfaction. That study concluded that there is a statistically significant correlation between marital skills and marital satisfaction. These supporting findings reinforce the researchers' analytical perspective, which asserts that achieving marital satisfaction among these working women is influenced by a multitude of factors, extending beyond the mere duration or seniority of the marriage.

C- Presentation and Discussion of the Third Hypothesis:

It states that: "There are statistically significant differences in family resilience attributable to the marital seniority (duration of marriage) variable among a sample of married working women in the Province of Saida." To verify the validity of this hypothesis, the Mann-Whitney U test was employed to examine the differences, and the results were as follows:

Table 06: Differences in Family Resilience according to the Variable of Years of Marriage (Marital Longevity) among a Sample of Married Working Women in the Province of Saida.

Marital Longevity	Sample (N)	Mean Rank	Mann-Whitney U	Significance Level (Sig.)
Less than 10 years	36	23.21	227.0	0.23
More than 10 years	34	28.41		

The table reveals that the mean rank for the group with less than 10 years of marriage was 23.21, while the mean rank for the group with more than 10 years of marriage reached 28.41. The Mann-Whitney U value was calculated at 227.0, with a significance level (p-value) of 0.23, which is greater than 0.01.

Consequently, we accept the result indicating that there are no statistically significant differences in the family resilience of these married working women based on the variable of marital seniority (duration of marriage). The researchers attributed these findings to:

Psychological resilience is not automatically influenced by the duration of the marital relationship. This can be explained by the fact that psychological resilience tends to be a relatively stable personality trait that grows and crystallizes through prior life experiences, socialization, and individual characteristics such as emotional intelligence, positive thinking, and self-regulation capacities. Therefore, the "time" factor alone is insufficient to explain the level of resilience unless it is coupled with qualitative experiences within the relationship, such as mutual support, crisis management, and shared development between spouses.

Furthermore, some long-term relationships may be characterized by rigidity and unmanaged challenges, whereas shorter-term relationships might witness positive growth and interaction that bolster resilience. Thus, the impact of a marital relationship on psychological resilience is not measured by its years, but by its quality and the nature of the interactions therein.

Resilience within the family is not necessarily shaped by the passage of time; rather, it is influenced by the quality of interactions, roles, and communication patterns. Family resilience is not a cumulative property acquired automatically over time; instead, it is a product of multifaceted factors related to the psycho-social characteristics of family members and their ability to adapt to daily challenges and stressors.

Moreover, family resilience requires an environment built on mutual respect, negotiation skills, and openness to change. These factors may be present from the early years of marriage or may remain absent even after a long period, which explains the lack of a linear relationship between marital duration and the level of resilience. Ultimately, the quality of family relations, cognitive flexibility, readiness for change, and mutual support among family members are the most influential factors in constructing family resilience, rather than the mere number of years spent in the marriage.

The findings of the current study are consistent with those of (Mohamed, Abul-Fotouh, & Omar, 2013), which aimed to develop family resilience among a sample of mothers of children with Autism. His results indicated statistically significant differences between the mean scores of the experimental group on the Family Resilience Scale prior to the program's implementation and

their mean scores on the same scale following the implementation. These differences favored the post-test measurement, indicating the effectiveness of the intervention.

8. Conclusion

Family resilience constitutes one of the fundamental psychosocial factors contributing to the support of marital adjustment, particularly among women working in the educational field who face overlapping professional and familial pressures. Given that the educational work environment demands significant psychological and emotional effort, it is imperative for women to receive resilient family support. Such support facilitates the redistribution of roles and creates avenues for understanding and dialogue, thereby enhancing the stability of the marital relationship.

The current study has yielded the following results:

- The existence of a statistically significant correlation between marital satisfaction and family resilience within the study sample.
- The absence of statistically significant differences in marital satisfaction attributable to the variable of years of marriage (marital seniority).
- The absence of statistically significant differences in family resilience attributable to the variable of years of marriage.

Based on these findings, it can be concluded that the relationship between family resilience and marital adjustment is a positive correlation. Resilience contributes to fostering mutual understanding between spouses and provides a supportive climate that assists working women in adapting to life's manifold stressors. Conversely, robust marital adjustment provides a fertile environment for developing intra-family resilience by reinforcing values of support, mutual respect, and role complementarity.

In conclusion, the relationship between marital adjustment and family resilience for working women is complementary in nature: higher levels of marital adjustment increase the family's capacity to adapt to work conditions and shared responsibilities. Simultaneously, the presence of family resilience enhances the prospects for success in both marital and professional life.

9. Recommendations and Suggestions

In light of the findings, the following set of recommendations and suggestions is proposed:

A. Recommendations

- Design Family Counseling Programs: Develop specialized family counseling initiatives aimed at enhancing family resilience skills among couples, particularly in households where the wife is employed in the teaching profession, given its pivotal role in supporting marital adjustment.
- Promote Awareness of Marital Understanding: Raise awareness regarding the importance of mutual marital understanding and the necessity of role-sharing, especially in dual-career families, to mitigate stress arising from the intersection of professional and domestic roles.
- Activate the Role of Educational Institutions and Unions: Encourage educational institutions and professional unions to provide psycho-social support for married female teachers through workshops and seminars focused on stress management and achieving work-life balance.

- Foster a Culture of Intra-Family Dialogue: Promote a culture of dialogue within the family unit and provide training for couples on positive communication strategies and family negotiation, thereby contributing to increased harmony and resilience in marital life.
- Provide Structured Social Support for Working Women: Advocate for the implementation of organized social support through flexible workplace policies (e.g., adaptable leave policies and reduced occupational strain) to ensure that professional pressures do not negatively spill over into family life.

B. Suggestions for Future Research

- Conduct Comparative Studies: Perform comparative research between women working in the field of education and those in other professional sectors to measure differences in levels of family resilience and marital adjustment.
- Investigate Mediating Variables: Examine the role of mediating variables—such as social support, emotional intelligence, educational level, and number of children—in the relationship between family resilience and marital adjustment.
- Expand Research Scope to Include Spouses: Broaden the research framework to include the husbands of working women to gain a deeper understanding of family interactions and their impact on resilience and harmony within the household.
- Evaluate Resilience-Based Training Programs: Propose training programs focused on developing family resilience and effective communication, while measuring their efficacy in improving the quality of marital life for working women.
- Analyze the Impact of Professional Experience: Focus on how years of experience in the educational field influence marital adjustment to test the extent to which professional stability affects family balance.

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