



# Predictive values of self-concept and family relations on marital stress among working class married women nurses in a state university teaching hospital in Nigeria

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## Abstract

The study examined the predictive values of self-concept and family relations on marital stress among working class married women in a state University Teaching Hospital in Nigeria. A total of 118 female workers participated in the study. The ages of the participants ranged from 25 to 50 years with a mean age of 33.93 and standard deviation of 7.11. Three instruments were used in the study. They include, a 50-item scale developed by Omoluabi (1994) to measure issues that cause misunderstanding among couple and their stress reactions, a 25 item scale developed by Hudson W. (1982) to measure the general evaluation of one's self-concept and a 25 item scale developed by Hudson W. (1982) to measure the degree of interpersonal relationships in the family. The study is survey and the study design is correlational design, and hierarchical multiple regression was adopted as the appropriate statistical tool for data analysis. The results indicated that Self-concept predicted marital stress among working class women at  $\beta = .57$ ;  $t = 8.44$ ,  $P < .05$  significant level. The second result showed that Family relations predicted marital stress among working class women at  $\beta = .37$ ;  $t = 5.42$ ,  $P < .05$ . In conclusion, the findings of the study have shown that self-concept and family relations are among the significant predictors of marital stress among working class married female nurses drawn from the studied area, with self-concept isolated as the most potent positive predictor. Based on the findings of the study. The researcher recommends that Psycho-education in respect to marital stress preparedness should be carried out in orientation of new workers (married women) in various health institutions in Nigeria.

**Keywords:** Self- Concept; Family Relations; Marital Stress

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## 1. Introduction

According to Drucilla (2011) marriage is a social union or legal contract between individuals that create kinship. Marriage is a social union ordained by God with legitimacy to sexual relationship and reproduction (Sarker, 2007). Marriage is the state of being united with a person of the opposite sex as husband or wife for the purpose of companionship, procreation and maintaining a family (Johnson, 2007; James 2010). Marital stress on the other hand is the spousal unresolved conflict, disaffection, misunderstanding, quarrel and fighting which may lead to separation or divorce in marriage (Nichosen and Smith, 2010). However, marital stress has generated concern in this contemporary society and this is associated with separation, divorce, and widowhood (Sarah, 2008; Amina, 2008).

The emergence of modern society through post colonialism has brought changing roles and positions of women in different countries of the world including Nigeria (Abayomi, 2012). This transformation seems to have affected the traditional roles of women badly because in the past perhaps, majority of women marry before the age of 15 years with less or no academic achievement, just for the sole purpose of child bearing and companionship or for helping the husband in their farm work. In those days, role expectation of women in traditional Igbo society does not include working to earn money or formal education, but Igbo woman were called *Oriaku* or *Odoziaku* (meaning eaters of husbands' wealth) because their activities are confined to the family and have more guilt when they are not meeting up with role expectations in the family (Myer, 2008).

Recently, the trend has greatly changed because it is believed that women rarely marry before the age of 17 years especially within the South-east geopolitical zone of Nigeria. In many families today, some enroll into skill or computer training, and others into school, engage in professional careers, and or fulltime farming/trading in order to provide for or compliment the family's income (Targema, 2009). In essence there are cases when they serve as bread winners of their families. Hence, the name has changed as women are now referred to as *Okpata aku* (wealth earners) (Iwasaki, 2010). This categorization of labour in the family in terms of gender roles has almost disappeared in the country as women educational attainment in Nigeria has increased over the years.

Consequently, gender inequality in formal employment has always had downward trend in the country (Wusu and Abanihe, 2007). The economic recession prevailing in the country is gradually making it a norm for women to make significant contributions to the household budget in order to take adequate care of the family needs (Dalack, 2007). Thus women are increasingly taking up responsibilities that were traditionally for men. Nevertheless, female dominated responsibilities in the family such as household chores, informal and formal socialization of children and childbearing are rarely shared by men. Subsequently, the involvement of women in formal employment was made possible through the possession of the necessary skills and education by the women. Thus, until women became serious human resources with all manner of qualifications just like their male counterparts, they were not considered to be major contributors to the economic force in Nigeria (Anugwom, 2009). However, this additional responsibility on women may have increased social expectations of them with its attendant stress (Veenboven, 2007). It could be concluded that

marriage challenges may also occur due to differences in role expectations, cultural backgrounds, family relations, social status, age gap and self-concept.

Hence, the present researchers intend to ascertain how self-concept and family relations can predict marital stress among working class married women. Marital stress is the spousal unresolved conflict, disaffection, misunderstanding, quarrel and fighting which may lead to separation or divorce in marriage (Nichosen and Smith, 2010). For instance, working class women who handle financial family responsibilities may suffer from inevitable stress because they have to perform two roles. Firstly, a mother and housewife, and secondly as an employee which demand their time and energy. Their employment not only affects their entire personality but also their family relationship and they are also liable to face marital crisis which can result in psychological distress (Anugwom, 2009; Nichosen and Smith, 2010). Perhaps most of these working class women suffering from severe stress may blame deteriorating spousal relationship on sex roles, in-laws, relatives, children, friends or neighbours. These working class women are in the labour force for reasons related to complex changes in demographic, economic, and social realms (Ordu and Igbude, 2006).

These benefits however, are sometimes compromised by factors related to labour force inequities and even women who are in potentially upwardly mobile positions have more limited opportunities for promotion and advancement than do men (Stoppler, 2010).

There is an evidence that employment creates its own stress within many marriages, due to the frequently increased independence of working class married women, conflicts in scheduling home and employment responsibilities, and the tension surrounding pressure for alterations in marriage and family role functions (Aluko, 2009). No wonder, it is observed that some career women in the society are either single, separated or women who have exceeded child bearing age (Abayomi, 2012). Only few number of women can combine the traditional roles of mothering, cooking and housekeeping with rigors of excelling in their respective professions or careers. Hence it could be deduced that handling a relationship can be a tricky and often a tasking issue than ever. Looking at the growing rate of divorces, court cases for alimony, physical abuses and single parents in the society. Stressful situations in daily life such as work-related, partner-related and/or family-related, or interpersonal problems may cause psychological and medical problems and may also lead to somatic conditions (Ann, 2009). As well as changes in immune function which working class married women are never immune to (Cohen, 2012).

According to Bodenmann (2010), stress has been implicated to increase the likelihood of arguments and divorce, and to decrease the quality of relationships among couples. It is also known that individuals are influenced by the rate of their partner's coping strategies (Kraemer, 2011). For instance, a stressed partner may bring his or her concerns home after a hard day job, which is likely to have a negative impact on the other spouse or partner. Stress then may emanate from the process of appraising events which may be harmful, threatening or challenging, and increases the likelihood of arguments and divorce, decrease relationship quality, marital conflict, stability and breakdown (Bodenmann, 2010).

As regards to the above, marital stress is likely to occur when the material, psychobiological and sexual needs are not met among married couples. This form of stress seems to be the most challenging than other types of stress just because it's so personal in as much as many people think of marriage as a comfort zone

for relaxation (Annmarie, 2009). Couples may argue frequently without reaching to a conclusion as difficulties persist. Communication, affection/intimacy and sexual problems may also arise leading to arguments, infidelity, domestic violence and substance abuse (Cohen, 2012).

Marital stress among working class married women may also be fueled by lack of adequate adjustment in a marital relationship, which may depend on some predictors such as self-concept and family relations of this working class married women. Self-concept according Roggers (1951) and Goffman (1959) is a collection of belief about one's nature, unique qualities, opinion, preferences and attitudes organized in a systematic pattern, towards one's personal existence. While Rosenberg (1979) defines self-concept broadly as "the totality of an individual's thoughts and feelings having reference to himself as an object". In essence, it is the sum of how we think of ourselves, behave and act out our various life roles or one's mental image/picture of oneself (Maessineero and Wilson, 2012). Self-concept is global and multidimensional, incorporating the beliefs, feelings and memories a person has of one (Baumeister, 2008). An individual's self-concept may change with time as reassessment occurs, which may lead to identity crises in extreme cases (Kennedy and Bissada, 2010).

According to Tiedemann (2000) self-concept develops approximately at the age of 3years. While Leflot, Oghena and Colpin (2010) suggest that self-concept develops around age 7 or 8, as children are developmentally prepared to begin interpreting their own feelings, abilities and interpretations of feedback they receive from parents, teachers and peers about themselves. In spite of different opinions about self-concept development, researchers agree on the importance of self-concept, in influencing people's behaviors, cognitive and emotional outcomes such as level of happiness, anxiety, marital stress, social integration and life satisfaction (Marsh and Martin, 2011; Enukorah, 2010).

Another factor that is considered in this research which may predict marital stress is family relations. Families are people related by blood, marriage, law or custom with common interest (Vaitilongam, 2008). Family relations are the issues of interpersonal relationships in the family as the members relate with one another (Lesmin and Sarah, 2008). The family is the most important institution where the foundations of the future generations' position within society are laid and where informal support and care are exchanged (Smith, 2010). Every one hopes to have appropriate family relationship within the family, but the rise in the labour force participation of women seems to have a host of potential implications for various aspects of solidarity within family relationships. It has been shown for instance that the labour force participation of women influences both when relationships are formed and the onset of parenthood, with the effect on parenthood apparently being the most pronounced (Hina, 2007). If a woman works, this also affects how solidarity within the relationship with her partner is expressed (Elliot and Vaitilongam, 2008). Since time immemorial, the family relationships are an important dynamic part of the glue/bond that holds family together and traditionally has been one of the key determinants of social cohesion in the society. But the important social developments; such as the increasingly 'fragile' nature of relationships, social and spatial mobility, and individualization have had a major impact on the position of the family within society (Barrera, 2007).

Family relationships involve the ties between parents and children and ties between brothers and sisters. Children are highly dependent on their parents when it comes to their well-being and opportunities for personal development. The principal feature that distinguishes family relationships from others is that it is derived through birth (Elliot, 2008). Parent-child relationship nonetheless creates bonds that cannot easily be broken (Sarker, 2007). The fact that family relationships are 'emphasized' means there will always be a formal tie and Children are born into relationships with other family members, and they can do nothing about it. While partner relationships- are achieved rather than ascribed; they are not blood ties. At the same time, partner relationships are the building walls of all other family relationships. Emotional solidarity includes both the feelings partners or couples have for each other (love, affection), and the degree to which individual psychological problems reveal themselves within partner relationships.

The more partners or couples are receptive to each other's problems, and the more they understand and help each other in this respect, the stronger the solidarity and union between them. Since couples today are placing greater demands on personal relationships, it is sometimes felt that partners should be each other's best friend as well as each other's partner. In some cases, partner relationships can even become more or less 'therapeutic' in nature (Proulx, 2007). The style of marital stress management affects the stability of partner relationships and can even be of influence, not only on the wellbeing of the partners concerned, but also on the well-being of children that are born in that union (Choi, 2008).

Since families form social networks, family members share a past that is alien to outsiders, and that is a perpetual source of solidarity and union between these members. Hence, it can be isolated that the relationships between parents and children complete the relational triangle at the nucleus of the family. However, these relationships are usually conciliated by other factors such as genetic, behavioural factors and the wider social environment (O'Connor, 2006). Cordial/ appropriate relationships between parents and their children are important for the individual well-being of the family (Sarah, 2008).

The unifying force of relationships lies in the willingness of relatives to support their individual interests in part if not entirely to a collective interest or the interests of others in the relationship (Amina, 2008). Solidarity encompasses various domains such as; economic solidarity, social solidarity and emotional solidarity: economic solidarity concerns how relatives express their economic and instrumental bonds (Proulx, 2007). In the case of parent-child relationships it might include family arrangements relating to their respective responsibilities, financial matters (pocket money, savings, supplementing the family income), and opinions regarding the participation and role of the children in decisions affecting the family. Social solidarity is the way people express their social bonds: the activities they share, the friends and acquaintances they keep in common, Finally, emotional solidarity revolves around emotional reciprocity not just the affection or dislike that family members might feel for one another, but also the degree to which people actually express these emotions and how far people can depend on one another for help in difficult situations as a family.

Therefore the problem statement of this study is that the problem of marital stress can be predicted by poor self-concept and uncordial family relations. These variables may have been responsible for the break down of orders in various families. When there are poor family relations in a family, there are also probability that there will be a poor sexual relationships, and more especially among working class women. In a

situation of this magnitude, there may be high possibility of infidelity, family quarrelling and divorce. Such situations are usually prominent among working class female nurses in Nigeria. Based on this premise the following research questions arises:

- Will self-concept significantly predict marital stress among working class married women nurses?
- Will marital relations significantly predict marital stress among working married women nurses?

### 1.1. Purpose of the study

The general purpose of this study is to determine how self-concept and family relations will significantly predict marital stress among working class married women. Specifically, this study is aimed at determining:

- Whether self-concept will significantly predict marital stress among working class married women nurses
- Whether family relations will significantly predict marital stress among working class married women nurses

### 1.2. Operational definition of key study variables

- Marital stress in this context can be defined as the spousal unresolved conflict, disaffection, misunderstanding, quarrel and fighting which may lead to separation or divorce in marriage (Omoluabi, 1994; Nichosen and Smith, 2010).
- Self-concept in this context refers to the collection of belief about one's nature, unique qualities, opinion, preferences and attitudes organized in a systematic pattern, towards one's personal existence (Roggers, 1951 and Hudson, 1982).
- Family relations are the issues of interpersonal relationships in the family as the members relate with one another (Hudson, 1982; Lesmin and Sarah, 2008)).
- Working class women refer to women that are married with formal employment.
- Nurses are individuals trained specially for caring of the sick people in hospitals. They carry out medical and surgical routines under the directives of the medical doctors. In this context they are lincensed and registered nurses in Nigeria.

### 1.3. Hypotheses

- Self-concept will significantly predict marital stress among married working class women nurses.
- Family relations will significantly predict marital stress among married working class women nurses.

## **2. Methods**

### **2.1. Participants**

A total of 118 working class female nurses from Enugu State University of Science and Technology Teaching Hospital, Enugu State Nigeria, served as participants in the study. The participants were selected through probability sampling technique (ballot paper) without replacement. The ages of the participants ranged from 25 to 50 years with a mean age of 33.93 and standard deviation of 7.11 and a minimum of SSCE level of education.

### **2.2. Instruments**

Three instruments were used in this study. They include a 25 item scale developed by Hudson (1982) to measure the level of self-concept an individual. It was organized in a 5point likert format ranging from rarely to a good part of the time; Hudson (1982) provided the original psychometric properties for American samples while Onighaiye (1996) provided the properties for Nigerian samples. Hudson (1982) obtained a coefficient alpha of .93 and a two-hour test-retest coefficient of .92. While Onighaiye (1996) obtained concurrent validity with SCL -90 by Derogatis (1973) in scale C – interpersonal sensitivity = .46; scale D – depression = .38. Discriminant validity with Ego Identify Scale (EIS) by Tan (1977).

The second instrument was a 50 item Marital Stress Inventory by Omoluabi (1994) developed to measure the causes of stress among couples and to evaluate their stress reactions., Omoluabi (1995) provided the original psychometric properties for Nigerian samples. Omoluabi (1995) obtained Cronbach alpha coefficient of .92, Spearman-Brown split-half coefficient of .92, Gutman split-half coefficient of .92, and Beta coefficient of .96. A concurrent validity coefficient of .32 was obtained by correlating Marital Stress Scale with Marital Satisfaction Index by Hudson (1982).

The third scale was Index of Family Relations Scale (IFR), a 25 item scale developed by Hudson (1982) to measure the type of relationship existing in a family which could be either appropriate or poor family relations. Hudson (1982) provided the original psychometric properties for American samples while Anumba (1995) provided the properties for Nigerian samples. Hudson (1982) obtained an alpha coefficient of .95. Elusiya (1994) obtained a divergent validity coefficient of .006 by correlating family relations scale and MMPI Psychopathic Deviate Scale (PDS) by Hathaway and McKinley (1967).

Also a pilot study was conducted by the researcher in order to obtain the reliability of the instruments using alpha reliability. 30 working class married women from Redeemer Hospital Abakpa Nike were used in the pilot study. An alpha co-efficient of 0.71 was obtained under self-concept scale, 0.85 under family relations scale, and 0.62 under marital stress scale and overall reliability index of 0.86.

### **2.3. Procedure**

Before the commencement of the research in the University hospital, an assess introductory letter from the Head, Department of Psychological Medicine, Ebonyi State University, Abakaliki, a copy of the proposal and a consent form was presented to the Chief Medical Director and to the chairman Ethics and Research Committee of the hospital seeking for research permission. After a review of these documents, Ethical Clearance Certificate was obtained from the hospital management.

Furthermore, the consent form was issued to the participants that we sought for their voluntary participation in the study and each copy of the questionnaire had short introductory letter stating the purpose of the study. On the agreed date, the researcher went to the hospital and administered the questionnaire after creating rapport. The researcher also advised the participants to be honest on their responses to the instruments as confidentiality was assured. Out of 125 questionnaires distributed only 118 were utilized while the remaining 7 questionnaires were not properly filled and as such were discarded.

#### 2.4. Design and statistics

The research was a survey research while the design was correlational design. Based on the research design, multiple regression was adopted as the appropriate statistical tool to test the two hypotheses postulated. This is so because of its suitability in testing two independent predicting variables on an outcome variable. Lastly, the result was analyzed at  $P < .05$  level of significance, at an appropriate degree of freedom using SPSS version 17.0.

### 3. Results

**Table 1.** Mean and standard deviation scores on self-concept and Family relations as predictors of marital stress among working class married women at ESUT Teaching Hospital Enugu

Source	N	Mean	Std. Deviation
Family Relations	118	43.12	6.91
Self-Concept	118	40.54	7.84
Marital stress	118	81.51	17.32
Total	354	165.17	32.07

The data presented in Table 1 showed that the respondents have mean scores of 43.12 in Family relations and standard deviation of 6.91. in Self-concept, they obtained mean scores of 4.54 and a standard deviation of 7.84. In Marital stress they obtained mean scores of 81.51 and a standard deviation of 17.32. A grand mean of 165.17 and a grand standard deviation of 32.07 were however obtained for all the hundred items (100). It indicates that self-concept and family relations are potent predictors of marital stress.



**Table 2.** Summary table of hierarchical multiple linear regression on self-concept and family relations as predictors of marital stress.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-8.759	5.041		-1.737	.085
	Self -Concept	1.255	.149	.568	8.444	.000
	Family Relations	.913	.169	.365	5.418	.000

a. Dependent Variable: Marital stress

Table 3 indicated that the first hypothesis which stated that self-concept will significantly predict marital stress among working class married women was confirmed at  $\beta = .57$ ;  $t = 8.44$ ,  $P < .05$  significant level. This indicates that self-concept positively predicted marital stress among working class married women. The second hypothesis which stated that family relations will significantly predict marital stress among working class married women was also confirmed at  $\beta = .37$ ;  $t = 5.42$ ,  $P < .05$ . This showed that family relations are among the potent and significant predictor of marital stress among working class married women

#### 4. Discussion

The study examined self-concept and family relations as predictors of marital stress among working class married women nurses. In this study, the result indicated that self-concept is the most potent positive predictor of marital stress among working class married women nurses. This result is in line with the findings of Erol and Orth (2013), they noted that a husband's or wife's feelings of self-concept predicted his/her spouse's marital stress. That is, spouse's self-concept reduces partners' marital stress. This pattern would imply that romantic partners not only benefit from their own but also from their partner's self-concept. In this case, it is perhaps possible that self-concept should be conceptualized as a necessity between partners (Robinson and Cameron, 2012). However, because self-concept is a rather stable personality trait developed early in childhood, we may assume that a person's feelings of self-worth will influence her subsequent challenges in marital life (Kenny et al., 2006). Claude (2014) conducted a study which investigated the relationship between self-concept and marital stress. The result confirms also that there is a relationship between self-concept and marital stress, Furthermore Kavanagh, Fletcher, and Ellis (2014) found out that an individual's self-concept is positively related to the couple's marital stress.

In the same vein, the marital stress of women is largely determined by the roles of wife and mother. These roles are central to most women's lives and family relationships and determine the quality of life for their members. This is true because delinquent or disordered behavior, substance abuse, and other disorders of living are considerably lower in some families (Aluko, 2009). There is also no doubt that parental upbringing may influence mediation of self-concept as a fairly stable psychological/personality trait. Therefore, people

who have stable and encouraging parents may generally develop self-concept which may be associated with better coping with duties of a normal worker and a wife and mother.

Also, "Family relations which are the second variable considered in this work predicted marital stress among working class women". This finding is in line with other studies done in this area for example; Omoniyi-Oyafunke and colleagues (2014) conducted a study focusing on identifying effects of family relations on marital stress in Abeokuta Metropolis, Ogun State. The study established that family relations are more likely to predict marital stress which adversely affected children born in the family. In another study by Abayomi (2012) entitled "Role Conflict and marital stress among Women in Intercontinental Bank Plc, Lagos State". The questionnaire was constructed to elicit reasons why women engaged informal employment, the challenge they face and the consequences on their families. It was discovered that majority of the women in formal employment in their youthful age between 20-29 years, experienced lesser marital stress and appropriate family relations than older adults.

Even among the Indian population a study conducted by Cherlin, (2010), regarding the marital stress and family relations among employed and unemployed married women. The result showed that working class married women are facing constant mental tension, worry, having clashes over monetary issues, clashes due to husband's suspicious nature and so on, and in a greater extent to that of non-working married women. We can say that working married women due to their added responsibilities of job may suffer from more severe cause of stress at home or in their work place.

In another study conducted by Miriam (2007) exploring the relationship between marital stress and family relations. Result indicated highly significant relationship between marital stress and family relations. The findings of the results also show that family relations are a significant predictor of marital stress, even as compared to non-working class married women. Abdul (2013) conducted a study which focused on the influence of family discord on marital stress of female nurses who are working in private hospitals. The result of the findings showed that women, who are employed, have to face the problems of dual role and it has influence on marital and family life. Professionals like nurses are much prone to have stress from marital relationship, as they are engaged in a stressful job which has complications in regard with shifts, long hours of duty and low payment. This segment has been considering as professionals but the benefits in the form of kind and consideration is low, especially nurses who are employed in private hospitals.

Generally, in the conventional sex role, a woman has her identity fashioned around the roles of wife and mother. The wife's social standing, economic status, and life style are reflections of her husband's occupational standing. She is dependent on him for economic survival and considers the partner in the relationship as head of the family. The traditionalists point out advantages of this partnership relationship. In contrast, feminist analyses of marital roles proposed quite different implications. Overinvestment in the role of wife prevents women from developing their capacities and from acquiring a sense of autonomy and self-worth (Sarker, 2007). The powerful negative implications of women's reliance for one's identity, status and economic survival are heavy to conventional house wife in a precarious position. With rates of divorce on the increase, marital dissolution is a potent source of stress for women (Abamihe, 2007). The dissolution of marriage often leads not-only to the loss of a partner, but mothers also bear the brunt of their children's

adjustment to divorce, since children are usually left in maternal custody. In some circumstances, a woman's performance in her parental role may be enhanced by her involvement in work (Archer, 2008). Marital stress may result from role ambiguity, role conflict, and role overload (Targema, 2009). The conflicts in these two areas create specific limitations and tensions for many women and the core of the stress experienced by these women is that they are expected to meet all traditional obligations at home and family and are not expected, to lessen significantly the extent of that obligation, if they must, or choose, to enter the labor force. Since the lacking world has evolved as if its employees had no families, jobs and work standards are generally structured without reference to parental obligations. Because of the structure of work, men continue to have minimal time for families because jobs do not permit it, and many working mothers are somehow expected to continue to shoulder full responsibility for family while also absorbing the responsibilities of employment. Contrary, there are some conceptions that some women who earn more than their spouse tend to lord it over or expect role swap with consequent conflict. Again some may intimidate their male spouse due to their occupation of more prominent/ influential position which may negate the socio-cultural/religious belief that women should be loyal and co-operative with their husbands emphasizing partnership not competitiveness. Finally, the role of parent's in-laws in interfering and constituting a source marital stress or conflict may be another potential possible factor that may contribute to marital challenges, although this research is not a cause-effect one but association.

## **5. Conclusion**

The findings of this study showed that self-concept and family relations are among the significant predictors of marital stress among working class married women nurses drawn from the studied area. The result of the study further isolated self-concept as the most potent positive predictor of marital stress and the family relations as a salient predictor of marital stress. It is therefore the opinion of the reserchers that working class married women especially the nurses should posses adequate self-concept in their various working place no matter the nature of enviromental stress they are confronted with. Working class individuals with positive self-concept irrespective of their gender will cope with debilitating marital stress provided they have positive family relations. Married working class women, especially the nurses in eastern Nigeria with high or positive self- concept could be able to manage marital stress, matain a cordial family relationships and excel in their various working careers.

### **5.1. The implication of the study**

The study of this magnitude will go a long way in sensitizing the employers of labour and the general populace on the need to train the working class married women, especially the nurses, to have and maintain a good self-concept and a cordial family relationship in their various work environments irrespective of the marital stress they are experiencing at home. When working married women maintained a positive and high self-concept, they will eventually succed in their various chosen careers. The provoked impication of this study is that periodic workshops on stress management should be instituted in private and governmental

establishments, especially the hospitals in order to cushion the ravaging effects of marital stress among working class married women. Cordial marital relations should also be encouraged among working class married women nurses irrespective of the nature of marital stress they are going through emanating from their daily stressful job demands.

## 5.2. Limitations

The study was to a significant degree a sample population of married female nurses; hence the result of the study cannot be generalized to all married women in other works of life. Despite the constraints, the objective of the study was achieved. In view of the scope, recommendation and limitations of the study the researchers suggest that similar studies be carried out among other married women in other works of life so that findings can be compared and possibly generalized.

## 5.3. Recommendation

Based on the findings of this study, the researcher recommends that Psycho-education in respect to marital stress preparedness should be carried out in orientation of new workers (married women nurses) to enable them manage the stress associated with their marriages and work also more research energy should be channeled towards unraveling other factors that are related to marital stress among working class married women other than self-concept and family relations.

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