

Work-Life Balance, Communication, and Marital Satisfaction among Married Couples in
Nakawa Division, KCCA

Peace Musiimenta

18/U/GMCP/19868/PD

A Research Dissertation Submitted to the Director Research and Graduate Training in Partial
Fulfillment of the Requirement for the Award of Master of Counselling Psychology Degree of
Kyambogo University

October, 2022

DECLARATION

I, Peace Musiimenta do hereby declare that this is my original work and has never been submitted to any University for the award of any academic qualification.

Signature: 

Date: 

Peace Musiimenta

APPROVAL

This dissertation titled, "Work-life balance, Communication and Marital satisfaction among married Couples in Nakawa Division: KCCA" has been submitted with my approval in partial fulfillment of the requirements for the award of the Degree of Masters of Counselling Psychology Degree of Kyambogo University.


Supervisors:

Dr. Henry Kibedi

Sign: 

Date: 23/8/2022

Assoc. Prof. David Kani Olema

Sign: 

Date: 23/08/2022

DEDICATION

This dissertation is dedicated to my dear parents, siblings and all beloved friends for their continuous encouragement and support.

ACKNOWLEDGEMENT

First, I would love to praise the almighty God for keeping me well and healthy throughout my study time at Kyambogo University. I am heavily indebted to my supervisors Dr. Henry Kibedi and Assoc. Prof. David Kani Olema for their tireless guidance and support during the writing of the dissertation. Additionally, I wish to extend my special thanks to my family members the Sabiiti's, George, Anthony, and Timothy they are the source of inspiration and supported me when things were tough. Last but not least, I sincerely appreciate the efforts of the respondents from Nakawa Division for taking their time to provide the necessary information that assisted in the compiling of this dissertation.

Table of contents

DECLARATION	ii
APPROVAL	iii
DEDICATION	iv
ACKNOWLEDGEMENT	v
LIST OF TABLES	ix
LIST OF FIGURES	x
LIST OF ACRONYMS	xi
CHAPTER ONE	1
INTRODUCTION	1
Background	1
Statement of the problem	5
Purpose	6
Objectives	6
Scope	6
Content Scope	6
Geographical Scope	6
Time Scope	7
Significance of the Study	7
CHAPTER TWO	10
LITERATURE REVIEW	10
Introduction	10
Theoretical Review	10
The spillover stress theory	10
Empirical review	12
Work-life balance among married couples	12
Marital satisfaction among couples	14
Relationship between work-life balance and marital satisfaction	15
Moderating effect of communication on work-life balance and marital satisfaction	16
CHAPTER THREE	18
METHODOLOGY	18
Introduction	18
Research Design	18

Study setting.....	18
Population and sample	19
Sample selection	19
Data collection Techniques	20
Data Collection instrument	20
Validity and Reliability of the Instrument	21
Validity.....	21
Reliability.....	22
Data Collection Procedure	22
Data Management	23
Data analysis	23
Ethical Considerations	24
CHAPTER FOUR.....	25
PRESENTATION, ANALYSIS, AND INTERPRETATION OF RESULTS	25
Introduction.....	25
Demographic information of respondents	25
Work-life balance, Communication and Marital Satisfaction among couples in Nakawa Division.....	27
Objective one: Level of work- life balance among couples in Nakawa Division	28
Objective Two: Level of Marital satisfaction among couples in Nakawa Division	28
Objective Three: Relationship between work- life balance and marital satisfaction.....	28
Objective Four: Moderating effect of communication on relationship between work-life balance and marital satisfaction	30
CHAPTER FIVE	32
DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS.....	32
Introduction.....	32
Discussion	32
Objective one: work-life balance level among couples in Nakawa division	32
Objective Two: Level of Marital satisfaction among couples in Nakawa division	33
Objective Three: Work- life balance and marital satisfaction	35
Objective Four: communication’s effect on work- life balance and marital satisfaction	36
Study limitations	37

Conclusions	37
Recommendations for Action	38
Areas for Further Research	39
REFERENCES	40
Appendix 1: Questionnaire for Respondents	51
Appendix 2: CVI and <i>Cronbach's Alphas</i>	57
Appendix 3: Research Work Plan	58
Appendix 4: Research Budget	61
Appendix 5: Letter from Authority	62
Appendix 6: Plagiarism Clearance Certificate	63

LIST OF TABLES

Table 1: Socio-Demographic traits of Study Participants.....	26
Table 2: Gender differences on work-life balance, marital satisfaction and Communication.....	27
Table 3: Correlations results of variables in the study.....	29
Table 4: Simple linear regression of work-life balance on marital satisfaction	29
Table 5: Regression analysis of predictors on marital satisfaction	30

LIST OF FIGURES

Figure 1: Conceptual framework 8

LIST OF ACRONYMS

CDC: Center for Disease Control

CDO: Community Development Officer

ILO: International Labour Organization

KCCA: Kampala Capital City Authority

MS: Marital Satisfaction

S.A: South Africa

UBOS: Uganda Bureau of Statistics

U.S: United States

UNDP: United Nations Development Programme

WLB: Work-Life Balance

WIPL: Work Interference with Personal Life

PLIW: Personal Life Interference with Work

WPLE: Work Personal Life Enhancement

ABSTRACT

Marital satisfaction is important as an indicator of a marriage's quality and its likelihood to meet the needs of the couple and their family. Inability to balance Work with Family Life may affect marital satisfaction. Changes in work conditions and life roles influenced by various economic, social and cultural factors had increased marital discord, spousal abuse and divorce rates in Nakawa division, KCCA. This study set out to examine how work-life balance and communication influenced marital satisfaction. The study assessed levels of work-life balance, communication and marital satisfaction. the degree to which work-life balance influenced marital satisfaction and how communication would modify the relationship between work-life balance and marital satisfaction among couples in Nakawa Division. The study adopted a cross-sectional correlational survey design where data was collected using a structured self-administered questionnaire among 372 married couples from various walks of life. The findings indicated that couples in Nakawa had good WLB and marital satisfaction. They got quality time from work and other life roles and met their marital roles. Despite their busy work schedules, respondents had good relations, made family decisions together and strove to meet each other's emotional, sexual and material needs. Work-life balance had a significantly positive relationship and predicted marital satisfaction, ($\beta = .43, p < .001$). So, balancing work and other life roles led to better marital relations and marital bliss. Communication contributed (R^2 Change = 0.42) more to the predictive potential of WLB on, MS, implying that good communication increases marital satisfaction. The influence of WLB on marital satisfaction can be enhanced through interventions that target improved communication among couples. Professional marital counsellors and religious institutions should strengthen marital communication skills training for working couples.

CHAPTER ONE

INTRODUCTION

Background

Historical background

Since the inception of the human family, the institution of marriage has been significantly influencing people's quality of life. In Genesis 2:18, God blessed the marriage of Adam and Eve and indicated that the good companionship, support, and intimacy they would get from it, would enable them fill this earth and subdue it. Thus, marriage is supposed to be a source of rest and peace as long as the married couple take care to fulfill their marital responsibilities (Genesis 2:27-28).

Socially, marriage has been built on the principle of love, loyalty, and consideration relationship, so that strong families can serve as a foundation for strong communities (Ayub, 2010), and similarly, family relationships have been and still are the most important building blocks of society. Families, *inter alia*, provide the pillars of love, care, security, income and prosperity that make strong societies (Ayub, 2010). Give the role of a stable family studies on how marital satisfaction can be platform for the wellbeing of people from one generation to the next have increased (Shahabadi & Montazeri, 2019). Hence a study on the role played by work-life balance, communication on marital satisfaction the Ugandan context was timely so that we can have information to contribute to more successful marriages and healthy families.

Conceptual background

The study's core concepts were marital satisfaction, work-life balance and communication. Ellis (1992) described marital satisfaction as the feeling of fulfillment and joy that spouses have when they take into account every facet of their marriage (as cited in Bahari, 2015). Other scholars brought in relationship based issues such attitude towards marriage, meeting personal needs, family, friends, and work-life balance in the perception of marital

satisfaction (Shahabadi & Montazeri, 2019). Then Lavner (2016), looks at marital satisfaction as the level to which a couple is satisfied overall, with the specific aspects of their marriage. In this study, satisfaction was perceived as couples being happy with and actively doing their marital duties because they feel the marriage meets their needs.

In today's modern life, working and the family have taken a Centre stage. As a result, maintaining a balance between work and family obligations is essential for married people to be happy (Hilliard, 2017). Work-life balance refers to a person fulfilling their home and work roles with little role conflict (Stone & Shackelford, 2007). The presence of tolerable degree of conflict between work and non-work obligations defines WLB (Kaur, 2014). When demands from work and family are incompatible conflict will occur, influencing the levels of satisfaction among the couples (Byrne, 2005, p.54). According to Kalliath and Brough (2008), work-life balance is the idea that a person can grow while still pursuing their current objectives in life . In this study, WLB was taken to be a working married person feeling that he/she fully does both work and non-work activities in such a way that promotes individual and family wellbeing. Communication has been referred to as a fuel for relationships. According to Baghipour (2010), effective communication skills are extremely important in predicting marital satisfaction since they play a major role in marriage . Hence Lavner, et al (2016) defines communication as the ability to effectively convey meanings and messages, particularly in marriage. In this study, communication was perceived in relation to marriage as a couple being able to freely and regularly share their feelings on their marriage and other aspects of their lives.

Theoretical background

This research was guided by the Spillover stress theory. According to the theory, people carry over their emotions, attitudes and behaviors from their employment to their homes and vice versa. (Belsky et al., 1985). Theoretically, spillover is perceived in multi-dimensional aspects of work and family relationships (positive and negative), positive spillover shows

fulfillment and success in one area, which may then lead to fulfillment and success in another area. While a negative spillover in one area may bring about problems and despair into another area (Xu, 2009). Work-life balance is generally thought to promote job satisfaction. Ahmad (2008), noticed that if an individual neglects or prefers one life area to others, there was an impact on those other life aspects. For instance, spending a lot of energy on work could result in conflicts with family, which then affects the effectiveness at work (Ahmad, 2008). Following the spillover stress theory, effective communication is a tool spouses use to manage the pressures of work-life balance and make the right decisions. Ineffective communication builds upon the stress pile-up with negative consequences on marital satisfaction (Carroll et al., 2013).

Global background

Despite the fact that marriage is one of the most significant life events (Zare & Jafarabad, 2015), issues of divorce and separation, among others, affect this institution greatly. In western cultures, 78% of men and 83% of women got married before the age of 40 respectively. However, more than 20% of first marriages ended in divorce as a result of work-related issues, 16% of workers in the United State of America reported having difficulty in balancing family and work among others and 48% of marriages were dissolved within the first 20 years according to 2006-2010 data from the United States Government's National Survey of Family Growth carried by CDC (Copen et al., 2012).

Regional background

Failed marriages were one of the key drivers of family instability in the Western world as well as in Africa which are considered to be more traditional and more stable (Bigombe & Khadiagala, 2004), with 23,710 divorces in South Africa, 26.6% of these as result to work-related issues among spouses. Yet the same forces that engender significant vistas for marriages have also produced multiple constraints. However, there is still a paucity of information about marital challenges in Africa including in Uganda (Clark & Otto, 2015).

Despite the paucity, in a study according to (Clark and Otto, 2015), it was found that on average a third (33.4%) of marriages will have terminated by this point with a quarter (25.0%) ending through a divorce and 8.4% ending through death of a spouse. In some countries like Ghana, comparable percentages are even higher like 33.2% in 2008 (Clark Otto, 2015).

National background

According to UNICEF (2015), in Uganda, as is the case in most of Sub Saharan Africa, marriage is seen as a vital means through which family was formed and accorded women and men social status, to an extent that unmarried men and women were viewed as abnormal, incomplete, with little or no respect in the mainstream society (UNICEF, 2015). As per the NPHC (2014), the main report Uganda registered 65% of Ugandan adults as being married or cohabiting while 22% had never married. A significant 7% of married Ugandans were either separated or divorced (UBOS, 2016). Couple's emotional and behavioral issues have an impact on both their marriage and overall quality of life. This may eventually be reflected in the family environment having a lower quality of life (Canel, 2013).

Contextual background

Nakawa is a division of Kampala district with a traditional context. The division has undergone some social and cultural changes over the last two decades. These changes were caused by various economic, social, and cultural factors and these changes have led to family structure changes, marriage unsustainability, and divorce rate (UBOS, 2016). Therefore, given that there hasn't been any research in this area, it's important to examine how satisfied married couples in Uganda are. The current study sought to study the effects of work-life balance, and communication on marital satisfaction among couples in Nakawa Division of Kampala City.

Statement of the problem

Marriage has been perceived as a divine gift to mankind that results into happiness and life success for the couple (Asif & Saim, 2018). Marital satisfaction is an important indicator of the quality of the marriage and its likelihood to meet the needs of the couple and their family (Lavner, 2016). However, conflict with other life roles such as work, due to globalization, technology, and a high-pressure economy are threatening the marital bond leading to ineffective work-life balance (Ayub, 2010). Inability by couples to balance Work with Family Life has affected the Love, loyalty and unity in their relationships, reducing the prospect to fortify their marriage.

Uganda as a country has a large proportion of adults (65%) who are legally married or cohabiting (NPHC census, 2014). While this would be counted as a bonus to family stability, UBOS (2016) shows that most of these work overtime, and husband and wife rarely have quality time together. In Nakawa division, KCCA, the 2016 UBOS statics show that close to 48.8% of married persons above 18 years, making about 66.9% working persons of the population of the area, struggle to cover just their basic needs and some couples are holding down two jobs just to get by. The UNDP (2020), report reveals that the consequences of COVID-19 have forced the working population in the urban areas of Uganda to redefine their mode of work, which has pushed both spouses to work overtime, sacrificing the time to cultivate the art of living and enlarge the comforts and satisfactions of wellbeing. This state of affairs has resulted into more marital violence and spousal abuse (JohnBosco & Ggoobi, 2020). Considering this situation, there was need for empirical information on the levels of WLB, communication and marital satisfaction, the extent to which WLB was related to MS and how communication would improve the relationship between work-life balance and MS, to support change interventions for couples in Nakawa division.

Purpose

The purpose of this study was to examine the relationship between work-life balance (WLB) and marital satisfaction (MS) and how communication would have modified this relationship so as to provide information needed by interventions to enhance marital satisfaction among married couples in Nakawa division.

Objectives

The study was guided by the following objectives:

1. To assess the levels of work-life balance among couples in Nakawa division.
2. To determine the level of marital satisfaction among couples in Nakawa division.
3. To analyze the relationship between work-life balance and marital satisfaction.
4. To examine the moderating effect of communication between work-life balance and marital satisfaction.

Scope

Content Scope

The main emphasis of the study was how communication and WLB affected marital satisfaction. Work-life balance was perceived as a gratifying and harmonious arrangement of a person's commitments at work and in his or her home (Wickramasinghe, 2010). Marital satisfaction was taken to be objective feeling of pleasure in spouses when they look at all aspects of their marriage (Bahari, 2015). The constant exchange of information, messages between couples through speech, writing, talking on the phone, the display of facial emotions, and other means were used to measure communication (Ledermann et al., 2010).

Geographical Scope

The research was carried out in Nakawa Division, one of the 5 urban councils of KCCA Kampala, Uganda's capital city. The division has 359,700 people living in 22 parishes organized in 6 informal settlements: Banda, Bukoto 1, Kinawataka, Mambo-Bado-Kisenyi

Luzira and Naguru. This area was studied because it had a mixture of people from the major economic statuses of Uganda. This enabled collecting information from a variety of respondents, which would provide a more representative state of affairs with regard to the issues that were being studied.

Time Scope

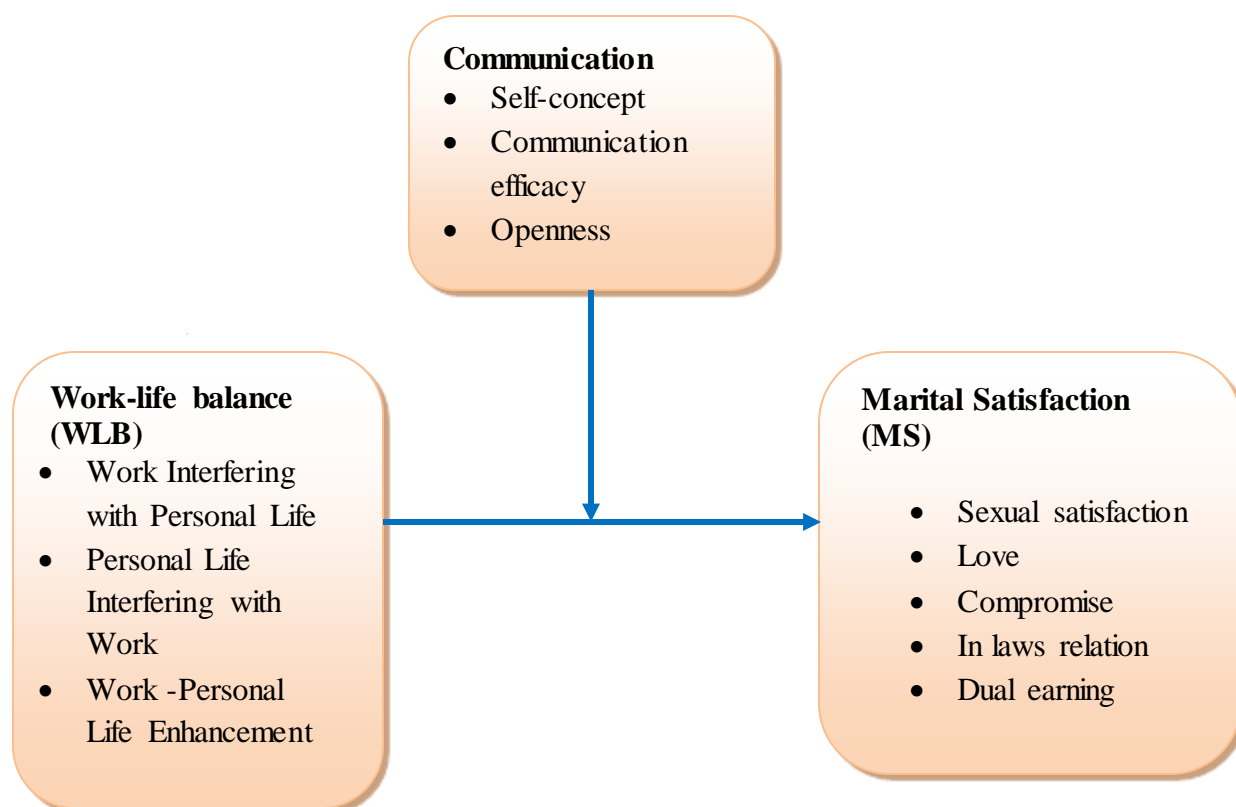
This research considered the time period of February 2020 to May 2021. This was the COVID-19 pandemic period where reports on work, life and family strain had increased and so it was appropriate to capture work life balance, communication and marital satisfaction issues and effectively explore the research questions.

Significance of the Study

1. The study generated findings to contribute to increasing knowledge on how communication and work-life balance impact marital satisfaction among married couples.
2. The study contributed literature to the existing information for future researchers interested in learning more about the impact of communication and work-life balance on marital satisfaction.
3. The study findings aimed at increasing knowledge of professionals practicing marriage and relationship Counselling and those intending marital or family counselling on the impact of communication and WLB on the level of marital satisfaction among married couples.
4. The study may enable key stakeholders like ministries of gender, labour and social development, public service, religious leaders and families to design evidence-based programs, policies, and litigations aimed at supporting families achieve marital satisfaction.

Figure 1: Conceptual framework

The variables in the study are conceptually represented graphically below in Figure 1.1 along with their relationships. It highlights the relationship between the variables the study.



The relationship between, work life balance, communication and marital satisfaction.

The conceptual framework above illustrates the relationship between, work life balance, communication and marital satisfaction. WLB may influence MS positively or negatively. Work-life balance influences marital satisfaction negatively when a working mate devotes more time to work and no quality time on nurturing the marital relationship, resulting into lack of fulfillment due to failure to effectively meet marital roles such as sexual and material needs (Ayub, 2010; Brockwood, 2007).

Alternatively, WLB can have a positive influence on MS when working person finds quality time to devote to building and sustain their marital relationship, resulting into feelings that marriage has love and care. Marital communication plays a key role in determining

whether the influence is positive or negative. Communication can increase Self-Control, the ability to control emotions, Social support, where one can talk to others and look for social connections to help him survive a difficult time. Poor communication can harm the relationship between work-life balance and marital satisfaction due to lack of understanding, care and failure to meet each other marital needs (Randall & Bodenmann, 2009). Effective communication provides openness, integrity and understanding leading into better mutual benefit from the marital bond by the couple.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This chapter examined existing knowledge in the body, identified gaps in the body and provided relevant theoretical and empirical review on the issues that were being studied.

Theoretical Review

The role work-life balance and communication have in maintaining satisfaction in marriage and life in general has attracted a lot of research (Lavner, 2016). The spill-over stress theory offers insightful information on perspective principles of WLB and communication that apply to MS, plus key turners of the theory and how it relates to the study being discussed.

The spillover stress theory

The study of work-life balance and marital satisfaction can benefit from the holistic framework provided by the spillover stress theory, which allows the investigation of a wider variety of variables and the interactions between them (Dainton, 2014). The spill-over stress theory argues that an individual's experience in one domain (for instance, work) is transferred and therefore interferes with the other individual's domains (for instance, family) does cause a negative strain (Lavner et al., 2016). Workplace and financial stress are two examples of external stressors since they cause conflict in people's relationships and social situations, which could eventually affect the partnership. As opposed to that, stress related relational conflicts, tensions, and health issues that occur between partners, and worries about a partner as they go through tough times are examples of internal stressors (Randall & Bodenmann, 2009 cited in Simpson, 2017). The focus of this model was on the effects of small extrinsic stress on relationship outcomes as opposed to analyzing significant life events.

The theory had interesting views that related to this study. The theory's fundamental significant premise is that work and family are two distinct domains that influence each other, and the married couple's lives in both positive and negative ways (Yucel, 2017). The second

assumption is that work and family or personal life relationship is reciprocal (Minnotte et al, 2015). This implies that work and family affect one another in a marital multidirectional manner. For instance, work may interfere with personal life, referred to as work interference with personal-life (WIPL), personal-life interference with work (PLIW), and with positive spill-over on personal or work resulting into work-personal life enhancement or enrichment (cited in Agha et al., 2017).

Another useful assumption of the theory that applied to this study is that Spill-over, which is transmission of strain in one area of an individual's life to another, can stifle other important life roles if not well controlled (Bakker et al., 2009). Thus, the study conceptualized one's work life-marital satisfaction conflict as a form of spillover stress. Various Studies have confirmed spillover stress effects between work and other life roles of people (Bakker et al., 2009; Allen et al., 2000; Amstad et al., 2011).

For example Allen et al. (2000), examined the effects of work-family conflict with an emphasis on work outcomes including job satisfaction and engagement at work (Halbesleben et al., 2009). Other studies have concentrated on the potential link between work-family conflict and non-work outcomes including marital satisfaction (Allen et al., 2000; Amstad et al., 2011) and well-being. This research employed the use of the spillover stress theory about WLB; to examine how work-life balance does affect marital outcomes.

Based on the spill-over stress theory, work and other responsibilities were therefore seen as having an impact on marital satisfaction through a variety of mechanisms, including decreased time spent together, poor marital interaction, increased risk for physical and psychological harm, and a higher likelihood of expressing problematic personality traits.

Empirical review

Work-life balance among married couples

Work-life balance is perceived as the association between paid and unpaid lives of workers (Ganesh & Krishnudu, 2018). The need for working people to be able to maintain this balance has become a real concern due to the increasing personal needs and expectations (Wanyama, 2019). Thus work-life balance has gained increased attention from international and national policy agendas (ILO, 2011). In Uganda, the current economic pressures, due to the increasing cost of living have heightened the need for working couple to be mindful about balancing paid work and family duties (SEMA, 2020). Studies reveal that the form of job, work intensity and greater opportunities in the service sectors can all have a significant impact on how well work and other responsibilities coexist (Lee-Ross, 2010). In a study by Hillard (2017) among services workers in the US food industry, it was discovered that long hours of work, night shifts and social changes demanded more than the available time from employees reducing the amount of time they gave to their families. Sar et al. (2017) also discovered that the high demands of work and the need for couples to maintain a decent standard of living continued to blur the lines between the personal life and the work-life. This situation resulted into tremendous stress and pressure in the lives of employees and thus negatively affecting their health and recreation.

Studies show that what is currently perceived as WLB is becoming more of work-family conflict due to work increasing its demands for more time that was originally given to the family and other life roles (Williams & Alliger, 1994 cited in Dalai, 2015). Thus research on the conflict between work and non-work conflict, the challenges of effectively managing this conflict and psychological problems that have resulted and how they negatively influence family life and a couple's marital satisfaction has increased (Allen et al., 2000; Michel et al., 2009). Carroll et al. (2013), showed that in a world where both couples are working, the strain between family-life and work relationship worsens, reducing the quality of marriages. This

agrees with Fellows et al. (2016), who discovered lately that couples who have been married for five years or fewer cited balancing work and family as the most challenging issue, even ahead of the frequency of personal collections and financial strains. In another study, similar findings unveiled that work-life balance has a significant effect on work-related factors, Lakshmi (2011), found that a good work-life balance reduces stress and leads to positive levels in non-work-life activities and turn builds one's self-esteem and morale both at the workplace and at home. However, failure to achieve work-life balance leads to depression and a working individual may lose his or her self-image at work and home resulting in a sense of estrangement (Lakshmi, 2011).

Thus studies from different parts of the world (Kumari, 2012; Maiya et al., 2013; Wanyama, 2019), confirm that married couple with increased work roles experience pressure and stress which makes it hard for them to give enough time to the relationship. Individuals with a good proactive mental attitude are likely to have an ability to cope with unusual working hours, which enables them to be in a position to balance aspects of family, friends, pets, leisure, and unpaid home activities. A life dominated by work, where people work more hours than they desire can negatively impact other important life activities. A significant positive correlation therefore exists between WLB and general life satisfaction. Studies on the level work-life balance and its effect on the quality of life in Uganda have been scanty. The only recorded study was done by Salome et al. (2017), nurses at Mbarara Regional Referral Hospital in Uganda. The findings revealed that longer working hours have greatly affected the quality of care and love they gave to their spouses. Close to 19.4% of respondents reported that long working hours made them weak so as to devote enough time to their relationships and 14.8% mentioned that their stress resulted into poor communication in their marriage, putting the marriage in verge of collapse. Given the increasing work pressure due to the 24/7 economy that has developed in Urban centers in Uganda and the difficulty of balancing work and personal responsibilities that has increased in many sections of urban dwellers, it was

imperative to investigate the level and aspects that contribute to work-life balance among married couples in Nakawa Division.

H_{a1}: A low work-life balance existed among couples in Nakawa division

Marital satisfaction among couples

Marital satisfaction involves feelings of contentment with the marriage, because it provides the anticipated needs and mates are able to resolve conflicts sufficiently (Ayub, 2010). Studies show that factors that contribute to marital satisfaction are shifting from in-law relationships to work-related ones. Several studies are showing that the communication patterns of working couples have a role to play in marital satisfaction. Sher and Baucom (1993), found out that very busy spouses found it hard to deliver positive messages, often misunderstood the other, more frequently used negative messages, and often preferred self-distancing in their relationship. In a related study by Gottman (1994), it was discovered that the gap between working couples increased, when the working mate failed to understand the aspirations and tastes of the non-working spouse. In another study, Kluwer et al (1996), found that when both couples were working, they become financially stable; they enjoyed a higher standard of living but reduced marital satisfaction. This was due the fact that work pressures reduced intimacy among the couple. Additionally, it has been discovered that couples with two incomes who believed their spouses did more than their fair share of labor were happy in their marriages (Shahabadi & Montazeri (2019).

According to literature, a common indicator of marital satisfaction is compromise. While it may not be required to agree on every aspect of life, it can be exhausting to do so as the relationship progresses and partners come to an understanding about things like money, the home environment, parenting, and relationships with others in their lives. For partnerships to succeed, there must be a certain level of agreement, and this typically necessitates a disposition to make concessions (Ayub, 2010). In a study by Naderi et al. (2015), it was shown that greater levels of marital satisfaction among couples were largely due to factors such as

empathy, compromise, and forgiveness. Further, Naderi (2017) found out that the age of couples, contributed to an increase in marital satisfaction. Sexual satisfaction was a significant additional component that was connected to marital satisfaction. Typically, sexual satisfaction is defined in terms of one's partner's sexual interest, frequency of sex and its accompanying activities (Donnelly, 1993). In a study by Ayub (2010), Sexual activity was seen as essential to marital fulfillment and sexual inactivity as a key indicator of other issues in the marriage.

Thus, feelings that emotional, sexual and financial needs are being met by the partner, even when he/she has demanding work roles are key indicators of marital satisfaction among working couples (Ziaee et al, 2014). However, incidences of marital discord among married couples in Nakawa Division were on the increase (JohnBosco & Ggoobi, 2020). This state of affairs was an indicator of problems in marital satisfaction in this group. The known indicators were mainly from the western world, which had real differences in culture and socio-economic conditions. A study was needed to collect context information on the levels of marital satisfaction and aspects that contributed to it among married couples in Nakawa Division.

H_{a2}: Couples in Nakawa division did not have sufficient marital satisfaction

Relationship between work-life balance and marital satisfaction

The time spent on work and the ability to manage the work-life has been connected to the quality of life of working people. Contravening demands between work and family have been said to cause a negatively influence a couple's marital satisfaction (Allen et al., 2000; Michel et al., 2009; Fellows et al., 2016). For example, Ashwini (2018), using the Pearson product-moment correlation found that work-life balance and marital satisfaction were positively correlated among dual-earner families. Hillard (2017), also discovered that no significant marital satisfaction existed among individual who were incapable of managing work and personal life. In this situation, pressure of work was usually shifted to home life, especially on family members who in turn reacted by making it difficult for the employees to concentrate on work due to lack of peace at home (Allen et al., 2000).

Panisoara and Serban (2013) discovered that in order to sustain satisfying lives, people in paid labor must balance work and non-work obligations, regardless of whether they have family commitments. This was probably the case because Agha et al. (2017), demonstrates how relationship tension brought on by work can influence marital satisfaction by raising anger and social withdrawal. Therefore, as had been earlier mentioned by Minnotte et al. (2013), an imbalance of a life dominated by work has negatively affected other life activities, the contributed to a person's life satisfaction and increased the work-couples' conflict which in turn reduced marital satisfaction. A study by Thomas et al. (1984), had also pointed out that two- professional marriages had a high level of marital conflict, due to higher strong personal achievements and needs, exhaustive work schedules, and several role responsibilities. Therefore, Jaga and Bagraim (2011), affirm that a person's experiences in one area are typically carried to other areas, like as marriage, where they cause interference.

Given the difficulties that have been cited above in balancing work and marriage responsibilities, even more stable developed countries, questions arose on the current state of affairs in Nakawa division in KCCA. There was need for current and more context relevant information on how work-life balance has influenced marital satisfaction and the aspects of each variable that were significant among married couples in Nakawa division in KCCA.

H_{a3}: There was a significant relationship between work-life balance and marital satisfaction

Moderating effect of communication on work-life balance and marital satisfaction

Evidence continues to show that communication plays a key role in the relationship between work-life balance and marital satisfaction. From the 190 studies review from 1980 to 2002 regarding work and personal-life, marital pleasure has been proven to rise with efficient couple communication (Eby et al., 2005 cited Carroll et al., 2013). A key contribution of communication in the work-life balance, and marital satisfaction relationship increased Spouse

support. One element of efficient communication that helps mitigate the consequences of workload on a relationship is spouse support (Lavner, 2016). Brock and Lawrence (2008) studied the role of spousal support in moderating the impact of stress spillover on marital satisfaction. They discovered that spousal support did mitigate the negative impacts of role stress on women's marital satisfaction. Bakker et al (2009) also discovered that the impact of work-holism on the partner's marital satisfaction was moderated by communication.

The facets of communication encumbered in the relationship between work-life balance and marital satisfaction have been brought to the fore by researchers. In a study by Carroll et al. (2013) constructive communication was found to increase understanding and care by non-working mates who increased marital satisfaction. It was discovered that effective communication enables the mates who were facing stress at work to be able to adapt and effectively care for other marital roles (Gordon, et al , 2012). Conversely ineffective communication increased the stress pile-up and further damaged the quality of marriage (Voydanoff, 2014). Minnotte and Bonstrom (2015) discovered that the work-family relationship is reciprocal i.e.; work-family can relate negatively and vice versa, but the nature of effects largely depended on the quality of communication. Constructive communication made a positive influence on one's personal and family life (WPLE), resulting into better marital satisfaction. Kim et al. (2007) also found that more positive communication evoked positive emotions that contributed to better marital satisfaction. These positive emotions resulted from the assertiveness, generating solutions and openness that the couple exhibited.

In conclusion in spite of the increasing importance of work-life balance, there is still a dearth of empirical research on work-life balance, its effect on marital satisfaction and the moderating impact of communication on both in the context of Nakawa as a division. This study will therefore aim to address the same.

H_{a4}: communication moderates the relationship between work-life balance and marital satisfaction.

CHAPTER THREE

METHODOLOGY

Introduction

This chapter portrays the procedures and processes that were followed in conducting the research. Research design, study setting, population and sample, sample selection, data collection techniques, data collection instrument, and ethical considerations were explained.

Research Design

A cross-sectional correlational survey design was used, and the design enabled data collection from various study participants in a short period of time (Setia, 2016). This research design allowed collection and quantifying of relevant factual information from various study participants in the same study period, thus enable corroborative and more synergistic utilization of data (Levy, 2017). The researcher focused on adults who were married and employed, residing in the same area of study. Participants who were below 18 years of age, the unmarried, single parents, widowed and unemployed were excluded.

The design was adopted because of its relational nature of the study hypotheses and the need to measure and analyze the magnitude and direction of relationships among the study variables (Pandey & Pandey, 2015). Quantitative approaches were used to measure and analyze the magnitude, direction of causal relationships among the study variables (Pandey & Pandey, 2015). Thus this design suited well the intentions of this study.

Study setting

The area of study was Nakawa Division located in Kampala District. The existence of living quarters, usually crowded together, was an indication of both high population and housing density where a large number of people lived on a small piece of land. This setting was preferred because it's a densely populated metropolitan urban center which means abundance and a diverse number of couples of different cultures, from all parts of the country engaging in

various activities to make ends meet (Madinah et al., 2015). Nakawa's proximity to Kampala made transportation accessible to the researcher.

Population and sample

Tarsi and Tuff (2012) defined a population as a group of persons of the same species living and inside a given area code. Individuals of a population usually relied on the same resources, susceptible to similar constraints, and depended on the availability of others to persist over time (Tarsi & Tuff, 2012). The population for this study comprised of who were married, employed, residing in Nakawa division KCCA. The accessible population includes participants who were residing in Banda, Bukoto 1, Butabika, Kinawataka, Mambo-Bado-Kisenyi Luzira, and Naguru. The study population was thus 47,659 married persons out of a total of 359,700 people in the settlements of Nakawa (UBOS, 2019).

Sample selection

Study sample was selected using multi-stage sampling. The researcher targeted persons who met the inclusion criteria, who were literate in English and willing to take part in the study at LC1 level. The LC1 secretary for women affairs was used to help in selecting participants who were willing and able to provide credible information. Respondents who were willing to participate in the study and provide useful information were selected using convenience sampling (Taherdoost, 2017). This method helped the researcher to select variety of participants, who were representative enough, thus reducing bias (Taherdoost, 2017).

The Krejcie and Morgan (1970) sample determination guide was used to determine the sample size. According to Krejcie and Morgan (1970), a sample of 381 was representative from the population of 47,659. Therefore, a total of 381 participants completed the questionnaires, but 372 returned fully completed instruments making the actual sample size to be 372 respondents. This gave a response rate of 97.6% which was good enough for research purposes.

Data collection Techniques

A survey method was utilized in data collecting. The method was adopted because it enabled the researcher to gather information from a large number of respondents, who were targeted as individuals (Creswell, 2013). Data was collected from primary sources and Structured, self-administered questionnaires (SAQs) were used. The SAQ was written in English as the official language of the country in order to target a cross sectional of respondents.

The questionnaire was used to encourage spot data collection, ensure assurance of anonymity, and produce large amounts of information. For the researcher to gather very specific data structured questions were used, and to avoid hasty responses which increase on the level of correctness in collected data. Self-administered questionnaires were distributed by the researcher with the assistance of two research assistants. In each LC1 that was visited, the researcher remained available to provide any needed guidance to respondents as they completed the instruments.

Data Collection instrument

A Standardized and adapted instrument was used to gather data. This was of importance because the standard instruments available had been developed and used in other countries, where environments were a bit different from the area of research. Standardized instruments were needed, since the study variables (WLB, communication and MS) are standard variables in the world. The instrument had 4 sections, and a likert scale was used to measure the variables.

Demographic variables were measured in Section A of the questionnaire (see *appendix 1*). These include age, gender, number of years in marriage, occupation status, education level and religious affiliation.

Section B measured the independent variable WLB. The variable was measured using 15 items on a scale of 1= strongly disagree to 4= strongly agree. The items were adopted from the original instrument as developed by Fisher-McAuley et al, (2003). Work-life balance was measured through the assessment of three-factor dimensions of WLB i.e. work interference

with personal life, Personal-life interference with work, and work/personal life enhancement. Earlier studies (Kaur, 2014; Wanyama, 2019) had shown that the instrument had a good face and content validity. The self-report pilot study results on a sample of 16 married couples from Kyambogo University indicated that the Cronbach's alpha coefficient of the scale for this pilot trial sample was .873. Despite using a sample of 16 participants in the pilot study from Kyambogo University, they were not considered in the main study findings.

Section C measured the moderating variable Communication. This variable was measured using 15 items on a scale of 1= never to 4= always. The items were adapted from the Interpersonal Communication Inventory by Bienvenu (1971). A self-report pilot study results on a sample of 16 married couples from Kyambogo University gave a Cronbach's alpha coefficient of .819. Section D measured the dependent variable MS, and this variable was measured using 27 items on a 4-point scale of 1= strongly disagree to 4= strongly agree. The items were adopted from Ayub (2010), and the marital satisfaction scale had been shown to have good validity and a fairly stable factorial structure in earlier studies (Canel, 2013; Haris & Kumar, 2018). The self-report pilot study results on a sample of 16 married couples from Kyambogo University gave a Cronbach's alpha coefficient of .914.

Validity and Reliability of the Instrument

Validity

The instrument was tested first to ensure its content and face validity. Validity is an extent to which the research results are related to the study variables (Loewen & Gonulal, 2015). Good validity implies that there is a significant causal relationship between variables and results. To ensure validity, item interpretation consistency was analyzed. The items found unclear were eliminated. Any misunderstandings and inadequacies were eliminated (Sarantakos, 2005). In regard to the face validity, simple words were used in the research instrument, and were related to the research problem.

In connection with content validity, the researcher matched the main variable items (independent and dependent variables) with the conceptual framework (see conceptual framework). The instrument items were evaluated on a scale on which 1 = relevant, 2 = quite relevant, 3 = somehow relevant, and 4 = not relevant. A content validity test was used to establish the instrument validity. The content validity index was measured using the formula: Content validity index (CVI) = Number of items declared valid/Total number of items. The two supervisors from Kyambogo University evaluated the questionnaire and the results were above the recommended 0.7, value as recommended by Arya *et al* (2018) [see *appendix 2*]. Given that the questionnaire items were adopted, the construct validity of the scales had been tested and operationalized in prior studies.

Reliability

The uniformity between the components of a measuring device is referred to as reliability (Huck, 2007). If a scale's elements fit together and measure the same construct, it will be considered reliable if it has high internal dependability consistency (Huck, 2007, Robinson, 2010). Whitley (2002) and Robinson (2010) say that a Cronbach Alpha coefficient of .70 is a good measure of internal consistency. A self-report pilot study results on a sample of 16 married couples from Kyambogo indicated that all the three scales had Cronbach Alpha values higher than .70, implying that the instrument had satisfactory internal consistency to be used in research (*see appendix 2*).

Data Collection Procedure

After approval, the researcher went to the field. Using the authority letter from the university, the researcher introduced herself to the town clerk of Nakawa division, KCCA. She first explained the purpose of the research and its potential benefits and then requested for permission to sample respondents from each of the settlements in the division. With the help of the CDO, the researcher visited LC1 offices in each settlement and requested for the Chairperson and LC1 secretary for women to help the researcher in selecting the respondents.

The CDO and secretary for women helped the researcher to identify the participants, who meet the inclusion criteria. The researcher stressed the importance of secrecy when speaking with the target respondents about the data they gave. The researcher then collected data. Data collection took a period of three weeks.

Data Management

The completed questionnaire was corrected and screened for any inaccuracies. The incomplete questionnaires were discarded to avoid inconsistencies. As a researcher coding of un-coded responses in the questionnaire was done to assist in the proper data analysis, where the coded data was analyzed using a computer-based program statistical package for social sciences known as SPSS version 20.0. The sum of the numbers corresponding to the replies on each of the items measuring the variable yielded the scores for each variable. This action transformed the measurement of variables to an ordinal scale and as recommended by (Saunders et al., 2009) enabled the calculation of descriptive statistics. WLB was measured on a scale of 15 to 60 and values \Rightarrow 45 meant that respondents did not have good WLB. Communication was measured on a scale of 15 to 60 and values \Rightarrow 45 meant that respondents did not have effective communication. Marital satisfaction was measured on a scale of 27 to 108 and values \Rightarrow 81 meant that respondents did not marital satisfaction.

Data analysis

Data were examined at the univariate, bivariate, and multivariate levels using a statistical tool for social scientists (SPSS). The analysis used descriptive statistics, specific means, and standard deviations to show the amounts of the variables in the sample at the univariate level to test the hypotheses and assess the strength and direction of the association between the variables at the bivariate level, Pearson's correlation coefficients and linear regression were used. A multi-regression analysis was used to establish the effect of work-life balance, and communication on marital satisfaction.

Ethical Considerations

The researcher diligently ensured that this research was conducted with integrity, honesty and truthfulness. Ethical considerations laid down by Kyambogo University were fully complied with. Basing on the recommendations of Cooper and Schindler (2010), the procedures underlying social science research ethics were followed during data collection. The specific ethical standards that were considered are discussed in detail below.

First, research participants had the option to decline to participate because participation was optional. As a result, before giving out the study questionnaires to participants, the researcher obtained their agreement, explained the goal of the study, and provided them with a confidentiality guarantee. In addition, before providing individuals questionnaires to complete, the researcher explained the anticipated time frame for data collection to them. Unauthorized disclosure of study findings sometimes damages the esteem and reputation of subjects. However, the researcher addressed this by restricting its accessibility to only authorized persons with need to know, hence confidentiality ensured.

Additionally, before the research process began, the respondents received explicit information on how they would be handled throughout, how risks would be managed, and the advantages of participating in this study. Participants were given enough time to reflect on the information they provided so as to minimize coercion and undue effect.

CHAPTER FOUR

PRESENTATION, ANALYSIS, AND INTERPRETATION OF RESULTS

Introduction

This chapter centers on study discoveries. The chapter contains response rate, socio-demographic traits of study participants, and presentation of study discoveries as per the study objectives. Data was analyzed utilizing quantitative approaches; descriptive statistics, Pearson correlation, and regression analysis.

Demographic information of respondents

Response rate of study participants was collected using a structured questionnaire to capture any differences and similarities in views over Work-life balance, Communication and Marital Satisfaction among couples. Gender, age, duration of marriage, employment status, education, and religious affiliation from respondents was considered in table 1.

Table 1: Socio-Demographic traits of Study Participants

Variable	Category	Total (f, %)	Male (f, %)	Female (f, %)
Age	18-24	9	2 (22%)	7 (78%)
	25-31	106	51 (48%)	55 (52%)
	32-38	108	67 (62%)	41 (38%)
	39-45	66	29 (43%)	37 (56%)
	46+	83	59 (71%)	33 (40%)
Duration in marriage	1-3	115	58 (50%)	57 (49%)
	4-6	78	45 (57%)	33 (42%)
	7-9	60	33 (55)	27 (45%)
	10-12	49	17 (34%)	32 (65%)
	13+	70	46 (65%)	24 (34%)
Occupational status	self-business	70	30 (42%)	40 (57%)
	private sector	131	83 (63%)	48 (36%)
	government sector	140	77 (55%)	63 (45%)
	Unemployed	26	6 (23%)	20 (76%)
Education Attainment	primary level	3	2 (66%)	1 (33%)
	O-level certificate	4	2 (50%)	2 (50%)
	A- level certificate	17	5 (29%)	12 (70%)
	Diploma certificate	58	20 (34%)	38 (65%)
	Bachelors' degree	197	113 (57%)	84 (42%)
	Master's degree	76	46 (60%)	30 (39%)
	PhD	17	11 (64%)	6 (35%)
	Religious Affiliation	Catholic	63	38 (60%)
Anglican		127	60 (47%)	67 (52%)
Islam		39	20 (51%)	19 (48%)
Pentecostal		68	44 (64%)	24 (35%)
Seventh-day Adventist		34	19 (55%)	15 (44%)
Orthodox		6	2 (33%)	4 (66%)
Unaffiliated		5	3 (60%)	2 (40%)
Other religions		28	11 (39%)	17 (60%)

Table 1, findings indicate that majority respondents were aged 32-38 years and male (62%) were more than females (38%) in this category. Thus, majority were mature men and likely to have sufficient life experience in the issues that were being investigated to provide reliable responses. Concerning education, the majority of respondents had bachelor's degrees again larger group of males in the category (57%) was higher than that of females (42%). Generally, the findings on Socio-demographic characteristics of study participants indicate that men were more than women, so it was likely, the same trend would follow with regard to WLB, MS and communication.

Work-life balance, Communication and Marital Satisfaction among couples in Nakawa

Division

Table 2: Gender differences on work-life balance, marital satisfaction and Communication

Variable	Total (<i>M, SD</i>)	Male (<i>M, SD</i>)	Female (<i>M, SD</i>)	T-test
Work-life balance	28.55 (9.87)	30.78 (9.72)	25.98 (9.44)	$t=4.82; p < .001$
Marital satisfaction	46.25 (15.64)	47.96 (15.37)	44.28 (15.76)	$t=3.62; p < .001$
Communication	30.51 (8.69)	32.01 (9.04)	28.71 (7.95)	$t=2.28; p < .05$

Key M= mean, SD= standard deviation, $p < .001^{***}$, $p < .05^*$

The results in table 2 were analyzed utilizing descriptive statistics, and it shows that participants had a mean Work-life balance of 28.55 ($SD=9.87$), and men had higher scores than women and a significant difference of $t(370) = 4.82, p < .001$. The mean value for Marital satisfaction was 46.25 ($SD=15.64$), with men reporting higher satisfaction than women $t(370) = 3.62, p < .001$. The score for communication was 30.51 ($SD=8.69$) and men had a higher score than women, $t(370) = 2.28, p < .05$. The standard deviations of the variables

were generally high, indicating a wider variation in the perception of respondents on the occurrence of the variables.

Objective one: Level of work-life balance among couples in Nakawa Division

There is low level of work-life balance was analyzed using descriptive statistics as WLB scores were 28.55($SD=9.87$) (see table 2). Frequency analysis was used and aspects with mean response ≤ 2 implied that respondents disagreed that they were having challenges with balancing work and other life roles.

Objective Two: Level of Marital satisfaction among couples in Nakawa Division

With the second hypothesis of there is low level of marital satisfaction among married couples in Nakawa Division was assessed using descriptive statistics. The scores for marital satisfaction were 46.25 ($SD= 15.64$) (see table 2). Frequency analysis was used and aspects with mean response ≤ 2 implied that respondents disagreed that things were not going well in their marriage, and they were satisfied with their marital life.

Objective Three: Relationship between work-life balance and marital satisfaction

The third objective was to examine a relationship between work-life balance and marital satisfaction. The researcher hypothesized a significant relationship between work-life balance and marital satisfaction. The analysis was made using Pearson correlation coefficient.

Table 3: Correlations results of variables in the study

Variable	1	2	3	4	5
1-Duration in marriage	1				
2-Education levels	.251**	1			
3-Work-life balance	ns	ns	1		
4-Communication	ns	.106*	.444**	1	
5-Marital satisfaction	ns	.115*	.427**	.777**	1

Key; $p < .01$ **, $p < .05$ *, $p < .001$ ***, ns = not significant

Results in table 3 show that, education level attained under socio-demographic characteristics has a significant positive correlation ($r = .251$ **, $P < .01$), this implied that couples had a clear understanding of the attributes to achieving marital satisfaction. The results revealed that work-life balance, communication on marital satisfaction were significantly correlated with work-life balance having a significant positive relationship ($r = .427$ **, $p < .01$) on marital satisfaction. This implied that both predictor variables significantly and positively predict marital satisfaction among married couples in Nakawa division.

Simple linear regression analysis was done to ascertain the contribution of work-life balance to marital satisfaction where work-life balance mean scores were regressed against mean scores of marital satisfaction.

Table 4: Simple linear regression of work-life balance on marital satisfaction

R	R ²	Ad R ²	B	Beta	F Stat	Sig.
.427 ^a	.182	.180	.676	.427	82.289	.000

The results in table 4, show 18.2% change in marital satisfaction can be accounted by work-life balance from $R^2 = .182$. This implies that ($\beta = .427$, $p < .001$) significant impact on marital satisfaction is due to proper work-life balance among married couples in Nakawa division.

Objective Four: Moderating effect of communication on relationship between work-life balance and marital satisfaction

A hierarchical regression was used to examine the contribution of predictor variables on marital satisfaction. The primary analysis all the socio-demographic characteristics were not significant predictors of marital satisfaction expect education. Therefore, education was entered in the model. In this analysis, regression was used to assess the main effect of education, work-life balance, communication, plus (work-life balance*communication interaction) on marital satisfaction.

Table 5: Regression analysis of predictors on marital satisfaction

Model	Predictors	R ²	ΔR ²	B	P- value
	Main effect				
Model I	Education	.012	.012	.115	.026
	Main effect				
Model II	Education			.105	
	Work-life balance	.193	.189	.424	.000
	Main effect				
Model III	Education			.036	
	Work-life balance			.103	
	Communication	.614	.611	.728	.000
	Main effect				
Model IV	Education			.033	
	Work-life balance			.092	
	Communication			.724	.000
	Wlb*Comm	.616	.611	.045	.189

a. Dependent Variable: Marital satisfaction

The findings in table 5, show that in (model I), the effect of education on marital satisfaction was 12% ($\beta=.14$, $P<.05$), after adding work-life balance in the (model II) a positive significant relationship exists between work-life balance and marital satisfaction ($\beta=.42$, $P<.05$), and the effect increased to 19% by 7% (R^2 Change= 0.07). Communication was then added to the (model III) it predicted a significant positive relationship between work-life balance and

marital satisfaction ($\beta=.73$, $P<.05$), contributing to 61% by 42% (R^2 Change= 0.42). In model (IV), work-life balance and communication have a significant impact on marital satisfaction while the interaction relationship between work-life balance*communication has no significant impact on the dependent variable, implying the interaction has no direct effect on how work-life balance and communication contribute to on marital satisfaction.

Thus, communication contributing to about 42% increase in the predictive power of work-life balance on marital satisfaction and the increase was significant. This implies communication is a very vital component in determining whether working married people can have quality marriages. Therefore, good communication does significantly moderate the relationship between the variables by increasing understanding, hence reducing problems in the marriage, leading to higher marital satisfaction.

CHAPTER FIVE

DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

Introduction

This chapter presents discussion of study findings, conclusions and recommendations, which examined the levels of work-life balance, communication and marital satisfaction among married couples in Nakawa division, extent to which work-life balance was related to marital satisfaction and how communication would modify the relationship between work-life balance and marital satisfaction, so as to sustain marital satisfaction among working couples. In the first section, a detailed discussion of results was based on objectives of the study and hypotheses. Limitations of the study were presented secondly, and in the last sections study conclusions, recommendations for action and further study are deliberated.

Discussion

Objective one: work-life balance level among couples in Nakawa division

The study findings revealed a significant level of work-life balance among couples in Nakawa division was assessed. Though the life context of married couples had indicated that they face real work challenges, they were never the less able to maintain sufficient work-life balance ($M=28.55$, $SD=9.87$). Respondents were able to do their work roles and non-work roles, especially the family. This, therefore, means that couples in Nakawa Division did not allow work roles to crowd out important non-work aspects of their lives, such as marriage and family. This was a surprising finding in the current difficult economic situation in Uganda, due to the consequences of COVID-19 that made working conditions difficult and increased the likelihood of paid work competing with family roles. This finding contradicts Wanyama, (2019) who had said that married couples facing economic difficulties usually throw away other life roles in favour of work. The couples in Nakawa division were able to resist this pressure. Therefore, it is possible for working couples to remain nurturing their marriage and

family amidst turbulent working conditions. It is likely as was concluded by Sar et al. (2017), that married couples in Nakawa division have effective buffers, such as strong values and social ties that have enabled them to absorb the hassles and pressures from the difficult economic situation in Uganda.

The findings also revealed that respondents continued to effectively cater for their important personal needs, amidst difficult work conditions. Findings agree with Fellows et al. (2016), who discovered that as couples continue to meet their personal needs, they are less likely to be affected negatively by work challenges. Hence a couple caring for their personal needs is a good cushion for challenging work schedules. Also Ganesh and Krishnu (2018) point to another very important support for working couples that may have been beneficial to couples in Nakawa division. They say that when working couples effectively match work and personal activities, they are usually in a good mood at the workplace, which mood is eventually transferred to the family when they go back home. It was also revealed that respondents did not allow work to prevent them from being involved in recreational and refreshing activities. This, according to Salome et al. (2017) might have enabled working couples in Nakawa Division to always maintain the needed psychological energy to give to family life activities, allowing them to meet their life roles, hence achieving work-life balance. Therefore, keeping a balanced attention on marital roles can prevent work from having a potentially unbalancing effect on the marital life of married couples.

Objective Two: Level of Marital satisfaction among couples in Nakawa division

With regard to the second objective, a significant level of marital satisfaction was revealed among married couples of Nakawa division. It was found out that despite the life challenges they face, married couples in Nakawa division in KCCA were satisfied with their marriages ($M=46.25$, $SD=15.64$). Respondents maintained good relations, made family decisions

together and strove to meet each other's emotional, sexual and material needs. They also amicably discussed their financial problems and had normal sex life.

This finding concurred with Ayub (2010) who said that working couples can have marital satisfaction despite their heavy work demands, when they resolve conflicts quickly and amicably so that their mates feel that they are valued. Therefore, in line with Shahabadi and Montazeri (2019), when working couples find time and strive to meet each other needs, they can maintain satisfying marriages, even when they face challenging work conditions.

It was surprising to find out that couples in Nakawa were able to amicably discuss their financial problems and maintain normal sex lives. According to Naderi (2017), the first thing to negatively affect marital satisfaction of working couples is failure to have a normal sex life and lack of financial satisfaction especially when one of them or both are facing life challenges. But Ashwini's (2018) argues that when these two aspects are protected, they can act as a strong safeguard from the stressful working life, hence reducing marital tension. Another advantage of couples maintaining normal sex life and financial satisfaction that may have benefited couples in Nakawa division, according to Ziaee et al. (2014), seeing love and unity in their marriage and eventually being able to deal positively with the partner. Willingness to accommodate the wishes of their spouses when they make a mistake was mentioned as a practice that helped couples maintain marital happiness. This was also evidenced among couples in Nakawa division by their agreeing that they were satisfied with the frequency with which they engage in sexual activity, and were feeling relaxed and fulfilled after sex. Because they valued each other and strove to meet each other's emotional needs, the married couples in Nakawa division kept forward momentum in their marriage, thus maintaining adequate balance and satisfying marriages.

Objective Three: Work-life balance and marital satisfaction

The study examined the relationship between work-life balance and marital satisfaction, and the findings revealed a significant positive correlation ($r=.427^{**}$, $p<.01$) and work-life balance positively predicted ($\beta = .43$, $p < .001$), marital satisfaction of married couples in Nakawa division. This means that maintaining good work-life balance for couples in Nakawa Division enhances their marital satisfaction. This finding resulted from the high willingness among couples to understand and expend effort in meeting each other's needs. This is in agreement with Minnotte et al. (2013), who affirmed that taking care of each other's needs, even when facing some pressures may increase the likelihood of the couple enjoying their relationship due to the fact they mutually benefit from it and accomplish their roles.

Also, Ashwini's (2018), recent work confirms the above conclusion, that greater communication among working couples sometimes by use of modern communication technology such as WhatsApp, Twitter, increases satisfaction among separated partners by time and distance. Therefore, as was pointed out by Bahari (2015), the ease of communication that existed between working couples in Nakawa division enabled them to absorb the pressures of work and other life demands leading to better relationship commitment and stability. It is likely that as indicated by Asif and Saim (2018), when working couples use modern communication technology with each other even when one is at the place of work, helps a couple, to maintain security which increases satisfaction with the relationship. Hence when working couples apply what they know about maintaining good relations with each other, they are able to control personal weakness that damage marital satisfaction ; such as being a one-track mind or an extremist who gets totally involved, in many things while neglecting important marital responsibilities. This practice enables them to effectively keep their adult life roles in their place, promoting better marital satisfaction.

Objective Four: communication's effect on work-life balance and marital satisfaction

In the last objective of the study, the researcher examined the modifying effect of communication on work-life balance and marital satisfaction. Findings revealed that communication increased the contribution of work-life balance to marital satisfaction by about 42 %. This means that communication is a very important factor in determining whether working married people can have quality marriages. It was discovered that effective communication increased understanding, respect and support; aspects enabled the couple to reduce and cope with problems in the marriage, leading to higher marital satisfaction.

This means that good communication contributes to achieving proper work-life balance and marital satisfaction among couples in Nakawa Division, due to the willingness of the couple to solve their problems quickly so as to protect their marriage. The finding agrees with Asif and Saim (2018), who discovered effective communication among working couples increases their levels of love for their partner and the conversational quality increases communication and the commitment to the relationship. As indicated by Minnotte and Bonstrom (2015), this happened among couples in Nakawa division probably because of the low psychological aggression that was in the communication. The findings were also in agreement with Randall and Bodenmann (2009) who discovered that good conversation flow and effective conversation enable the couple to enjoy their relationship even when they have work pressures because they understand each other and effectively accomplish their roles. Therefore, as indicated by Maiya et al. (2013), positivity, assurances and openness that are enabled by communication, enable working couples to maintain relationships and achieve marital satisfaction also communicating understanding to each other and solving marital conflicts that may even be caused by work-life pressures.

Study limitations

Although this study made theoretical and practical contributions on how work-life balance can contribute to marital satisfaction among married couples, there were some limitations to the study. Cross-sectional data was applied in the study and collected only at one point in time. Therefore, suggestions on causality should be perceived with care, for they may not have been very definite. Future research could examine these aspects using longitudinal study designs that provide sufficient time and methodology to make definite conclusions.

Secondly, the self-report nature of data that was used usually has some self-report bias. It was not possible to completely avoid this method bias, which may have influenced correlations among the variables. Thus, future researchers might need to explore additionally into more objective ways to measure the variables used in this study for instance using qualitative ratings. Thirdly, the study sample consisted of only married couples from a small area (one urban division) of the country. This may have affected the generalizability of the outcomes of this study, and with a small study sample, it's difficult to absolutely generalize the results, therefore I recommend increasing the sample size in future studies. Future researchers can try to replicate this study among married couples in different regions under occupational groups of Uganda.

Conclusions

The findings have overwhelmingly supported the perspective that married working couples can actually maintain appropriate work-life balance even when are facing work pressure from work and other life roles. Effective communication does contribute to understanding, respect and support from either mate, which leads to better marital satisfaction among working couples. While work-life imbalance was a factor in many failed marriages among working people in different parts of the world, effective communication does reduce this threat in Nakawa division, KCCA and Uganda at large. Through effective communication, working couples in

Nakawa division were able to maintain love, care, and commitment to each and accomplish most of their marital roles. This reduced infidelity, insecurity and lack of trust, which have always negatively affected the quality of marriages among working couples.

Therefore, frequent open communication, promotes openness, positivity, and enhances self-disclosing behaviours which increase, trust, commitment among couples. This reduces on the negative outcomes on the quality of marriage among working couples. Frequent and good quality communication gives every partner opportunity to say what they want and also seek to know more about the needs of the other. Subsequently communication leads to better role accomplishment leading to marital satisfaction. Effective communication aimed at understanding the other and solving relationship problems enables the couple to understand each and expend effort in meeting each other's needs. The willingness to understand and expend effort in meeting one's needs may increase a likelihood of the couple enjoying their relationship even when they have work and family related pressures due to the mutually benefit and accomplishment they derive from it.

Recommendations for Action

There is need to maintain or even improve the positive modifying effect of communication on work-life balance. This could be achieved if the following suggestions are considered;

Effective communication was a key in maintaining marital satisfaction among working couples. Professional marital counsellors need to promote the art of effective marital communication in working couples.

Working couples need to be helped to sharpen their skills of using modern, interpersonal communication such as emails, WhatsApp and other models to communicate with partners at appropriate times to affirm and strengthen their commitment.

To reduce conflict and anxiety that usually increases infidelity among dissatisfied working couples, couples need to learn how to effectively communicate assurance, love, positivity and role accomplishment.

Working Couples need to learn how to engage in pleasant interactions with their mates while at work to show and even enhance commitment to the relationship, thus a strong virtual among married couples.

Working couples also need to learn how to share tasks, especially with their very busy mates to be an indicator of continued interest in the relationship. This implies a commitment and growth among couples in their marriages.

Areas for Further Research

The findings point to the need for further research in the following areas:

A study is needed to establish the role of social cultural values in maintaining work-life balance and marital satisfaction among working couples.

Further research should be done on the appropriate model of work-life balance - communication for working couples in Uganda.

REFERENCES

- Agha, K., Azmi, F. T., & Khan, S. A. (2017). Work-life Balance: Scale Development and Validation. In: M. L, Heras, N. Chinchilla, & M. Grau (Eds.). *The Work-Family Balance in Light of Globalization and Technology* (pp. 109-130). Cambridge Scholars Publishing, Newcastle upon Tyne: UK.
- Akhtar, D.M.I. (2016). Research design. *Research Design*, 2(1-2),68-79.
- Allen, M. (Ed.). (2017). *Intergenerational Communication* (pp. 762-766). Thousand Oaks: SAGE Publications, Inc.
- Allen, T. D., Herst, D. E., Bruck, C.S., & Sutton, M. (2000). Consequences Associated with Work-to-family Conflict: A Review and Agenda for Future Research. *Journal of occupational health psychology*, 5(2), 278-308.
- Amstad, F.T., Meier, L.L., Fasel, U., Elfering, A., & Semmer, N. K. (2011). A meta-analysis of work-family conflict and various outcomes with a special emphasis on cross-domain versus matching-domain relations. *Journal of occupational health psychology*, 16 (2), 51-69.
- Ashwini, U.R. (2018). Work-life balance and Marital Satisfaction among working men and women. *International Journal of Research and Analytical Reviews*, 5 (4).988-992.
- Asif, A., & Saim, S. (2018). Trust and marital satisfaction among single and dual-career couples. *Journal International*, 2, 1-17.
- Ayub, N. (2010). Development of marital satisfaction scale, *Pakistan Journal of clinical psychology*, 9 (1), 19-34.
- Ahmad, A. (2008). Job, family, and individual factors as predictors of work-family conflict. *The Journal of Human Resource and Adult Learning*, 4(1), 57-65.

- Baghipour, Z. (2010). The Influence of Education of Communication Skills on Marital Adjustment among married university, master's thesis, Shahid Bahonar University of Kerman.
- Bahari, Z. (2015). Role of the lifestyle on marital satisfaction. *Counselling culture and psychotherapy*, 6 (22), 125-145.
- Bahari, Z. (2015). Role of the lifestyle on marital satisfaction. *Counselling Culture and Psychotherapy*, 6(22), 125-145.
- Bakker, A.B., Demerouti, E., & Burke, R. (2009). Work-a holism and relationship quality: A spillover- crossover perspective. *Journal of Occupational Health Psychology*, 14 (1), 23-33.
- Belsky, J., Perry-Jenkins, M., & Crouter, A. (1985). The work-family interface and marital change across the transition to parenthood. *Journal of Family Issues*, 6, 205-220.
- Bienvenu Sr, M. J. (1971). An interpersonal communication inventory. *Journal of communication*, 21 (4), 381-388.
- Bigombe, B., & Khadiagala, G. M. (2004). Major trends affecting families in Sub-Saharan Africa. *Alternatives. Cuadernos de Trabajo Social*, 12 (1), 155-193.
- Bodenmann, G., & Cina, A. (2006). Stress and coping among stable- satisfied, stable- distressed and separated/ divorced Swiss couples: A 5-year prospective longitudinal study. *Journal of Divorce and Remarriage*, 44 (1-2), 71-89.
- Bodenmann, G., Ledermann, T., Blattner-Bolliger, D., & Galluzzo, C. (2006). The association between everyday stress, critical life events, and sexual dysfunction. *Journal of Nervous and Mental Disease*, 194 (1), 494-501.
- Bradbury, T.N., & Lavner, J.A. (2012). How can we improve preventive and educational interventions for an intimate relationship? *Behaviour therapy*, 43 (1), 113-122.

- Brockwood, K.J. (2007). Marital satisfaction and the work-family interface: An overview, 14 (1-4). Retrieved April 16, 2020 (<https://workfamily.sas.upenn.edu/wfrnrepo/object/8e1qilou2bu5vf0u>)
- Brown, S.L., Manning, W.D., & Payne, K.K. (2017). Relationship quality among cohabiting versus married couples. *Journal of family issues*, 38 (12), 1730-1753.
- Byrne, U. (2005). Work-life balance: Why are we talking about it at all. *Business Information Review*, 22 (1), 53-59.
- Campbell, C.S. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53 (6), 747-770.
- Canel, A.N. (2013). The Development of the marital satisfaction scale (MSS). *Educational Sciences: Theory and Practice*, 13 (1), 97-117.
- Carroll, S.J., Hill, E.J., Yorgason, J.B., Larson, J.H., & Sandberg, J.G. (2013). Couple communication as a mediator between work-family conflict and marital satisfaction. *Contemporary Family Therapy*, 35 (3), 530-545.
- Chilman, C.S. (1980). Parent satisfaction, concerns, and goals for their children. *Family Relations*, 29 (3), 339-345.
- Clark, S., & Brauner-Otto, S. (2015). Divorce in sub-Saharan Africa: Are unions becoming less stable. *Population and Development Review*, 41 (4), 583-605.
- Copen, C.E., Daniels, K., Vespa, J., & Mosher, W. D. (2012). First marriages in the United States: Data from the 2006-2010 National Survey of Family Growth. *National Health Statistics Reports*, 22(49), 1-22.
- Croyle, K.L., & Waltz, J. (2002). Emotional awareness and couples' relationship satisfaction. *Journal of Marital and Family Therapy*, 28 (4), 435-444.
- Dainton, M., & Aylor, B. (2014). Patterns of communication channel use in the maintenance of long distance relationships. *Communication Research Reports*, 19, 1-17.
<https://doi.org/10.1080/08824090209384839>

- De Beer, P.J. (2016). *The relationship between communication and high levels of marital satisfaction: A systematic review*, Doctoral dissertation, North-West University, South Africa, Potchefstroom Campus.
- Dolai, D. (2015). Measuring work-life balance among the employees of the insurance industry in India. *International Journal of Advanced Research in Management and Social sciences*, 4 (5), 140-151.
- Doumas, D.M., Margolin, G., & John, R.S. (2003). The relationship between daily marital interaction, work, and health-promoting behaviours in dual-earner couples: An extension of the work-family spillover model. *Journal of Family Issues*, 24 (1), 3-20.
- Eby, L.T., Casper, W.J., Lockwood, A., Bordeaux, C., & Brinley, A. (2005). Work and family research in IO/OB: Content analysis and review of the literature (1980-2002). *Journal of Vocational Behavior*, 66 (1), 124-197.
- Ekot, M.O., & Usoro, C. (2006). Marital conflict and Resolution strategies of couples in Abak Local Government Area of Akwa Ibom State. *JIS*, 4, 88-98.
- Ellis, B.J. (1992). The evolution of sexual attraction: Evaluative mechanisms in women. In J.H. Barkow, L. Cosmides, & J. Todds (eds.), *The adapted mind: Evolutionary Psychology and the Generation of Culture*, 267-288. Oxford University Press.
- Emily, A. S., & Todd, K.S. (2007). Marital atisfaction. *Marital Satisfaction*, 7/24/2007, 541–544.
- Esther, O. (2016, February, 20th). Know your hood. Nakawa, *a thriving business town*, New Vision article, Kampala slum profiles: Nakawa, (pp.14).
- Evans, L. (2002). An exploration of district nurses' perception of occupational stress. *British Journal of Nursing*, 11(8), 576-585.

- Fellows, K. J., Chiu, H. Y., Hill, E. J., & Hawkins, A. J. (2016). Work-family conflict and couple relationship quality: A meta-analytic study. *Journal of Family and Economic Issues*, 37 (4), 509-518.
- Fisher-McAuley, G., Stanton, J., Jolton, J., & Gavin, J. (2003). Modelling the relationship between work-life balance and organizational outcomes. *At the Annual Conference of the society for industrial-organizational psychology. Orlando* (pp. 1-26).
- Ganesh, C. N., & Krishnudu, C. (2018). Impact of occupational stress on the work-life balance of bank employees concerning Rayalaseema region of Andhra Pradesh. *JEM*, 8(5), 658-669.
- Gordon, A. M., Impett, E. A., Kogan, A., & Oveis, C. (2012). To Have and to Hold : Gratitude Promotes Relationship Maintenance in Intimate Bonds. *Journal of Personality and Social Psychology*, 103(2), 257–274. <https://doi.org/10.1037/a0028723>
- Gottman, J.M (1994). The relationship between marital processes. *Journal of Personality and Social psychology*, 62 (6), 989-1002.
- Gottman, J.M. (1994). *The relationship between marital processes and marital outcomes*, Hillsdale, NJ, England: Lawrence Erlbaum Associates.
- Gravetter, F.J., & Forzano, L. A.B. (2011). Research methods for the behavioural sciences. Cengage learning. *Stamford, CT*, 147-148.
- Green, S. G., Bull Schaefer, R. A., MacDemid, S. M., & Weiss, H. M. (2011). Partner reactions to work-to-family conflict: Cognitive appraisal and indirect crossover in couples. *Journal of Management*, 37 (3), 744-769.
- Halbesleben, J. R., Harvey, J., & Bolino, M. C. (2009). Too engaged? Conservation of resources view of the relationship between work engagement and work interference with family. *Journal of Applied Psychology*, 94 (6), 1452-1465.

- Harris, F., & Kumar, A. (2018). Marital satisfaction and communication skills among married couples. *Indian Journal of Social Research*, 59 (1), 35-44.
- Hawkins, D. N., & Booth, A. (2005). Unhappily ever after: Effects of long-term, low-quality marriages on well-being. *Social Forces*, 84 (1), 451-471.
- Hill, E. J. (2005). Work-family facilitation and conflict, working fathers and mothers, work-family stressors and support. *Journal of Family Issues*, 26 (6), 793-819.
- Hillard, T. (2017). Keeping Love Alive : Communication Modes , Relational Satisfaction and Communication Satisfaction in Long-Distance Dating Relationships. *Honors College Capstone Experience/ Thesis Projects*, Paper 674
https://doi.org/http://digitalcommons.wku.edu/stu_hon_thesis/674
- Huck, S. W. (2007). Reading statistics and research (pp. 74-102). New York: United States of America.
- Jaga, A., & Bagraim.J. (2011). The relationship between work-family enrichment and work-family satisfaction outcomes. *South African Journal of Psychology*, 41(1), 52-62.
- JohnBosco, L.,& Ggoobi, N. S. (2020).COVID-19 and the Rising levels of Domestic Violence in Uganda. *Gateway Research Centre*, Uganda, 1-9.
- Kaur, B. (2014). Maintaining Work-Life Balance: A pragmatic approach, *Global journal of finance and management*, 6 (1), 47-52.
- Kim, H. K., Capaldi, D.M., & Crosby, L. (2007). Generalizability of Gottman and colleagues' affective process models of couples' relationship outcomes. *Journal of Marriage and Family*, 69 (1), 55-72.
- Kluwer, E. S., Heesink, J. A., & Van de Vliert, E. (1996). Marital conflict about the division of household labour and paid work. *Journal of Marriage and the Family*, 58 (4), 958-969.
- Kumari, L. (2012). Employee's perception on work-life balance and its relation with job satisfaction in Indian public sector banks. *International Journal of Engineering and Management Research*, 2(2), 1-13.

- Lavner, J.A., Karney, B.R., & Bradbury, T.N. (2016). Does couples' communication predict marital satisfaction, or does marital satisfaction predict communication? *Journal of Marriage and Family*, 78 (3), 680-694.
- Ledermann, T., Bodenmann, G., Rudaz, M., & Bradbury, T.N. (2010). Stress, communication, and marital quality in couples. *Family Relations*, 59(2), 195-206.
- Lee-Ross, P. (2010). Lacking balance: Work-life employment practices in the modern economy. *Personal Review*, 33(4), 418-429.
- Locke, H.J. (1968). *Predicting adjustment in marriage: A comparison of divorced and happily married groups*. New York: Greenwood.
- Loewen, S., & Gonulal, T. (2015). Exploratory factor analysis and principal components analysis. In P. Luke. *Advancing quantitative methods in second language research*, (182-212). Routledge 711 third avenue, New York, NY.
- Madinah, N., Boerhannoeddin, A., Noriza Binti Raja Ariffin, R., & Michael, B. (2015). Decentralization of Kampala city administration in Uganda: Implications for top and bottom accountability. *SAGE Open*, 5(3), 1-13.
- Maiya, G. U., Devi, E. S., & George, A. (2013). Perceptions and attitude towards quality of work-life balance among nursing teachers. *International Journal of Humanities and Social Science Invention*, 2(3), 52-54.
- Markman, H.J., Rhoades, G.K., Stanley, S.M., Ragan, E.P., & Whitton, S.W. (2010). The premarital communication roots of marital distress and divorce: The first five years of marriage. *Journal of Family Psychology*, 24(3), 289-298.
- Michel, J.S., Mitchelson, J.K., Kotrba, L.M., LeBreton, J.M., & Baltes, B.B. (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. *Journal of Vocational Behavior*, 74(2), 199-218.

- Minnotte, K.L., Gravelle, M., & Minnotte, M.C. (2013). Workplace characteristics, work-to-life conflict, and psychological distress among medical workers. *The Social Science Journal*, 50(4), 408-417.
- Minnotte, K.L., Minnotte, M.C., & Bonstrom, J. (2015). Work-family conflicts and marital satisfaction among US workers: Does stress amplification matter. *Journal of Family and Economic Issues*, 36(1), 21-33.
- Naderi, L., & Nory, A. (2016). The prediction of marital satisfaction of couples in Isfahan is based on empathy and forgiveness. *Knowledge & Research in Applied Psychology*, 16 (4), 69-75.
- Naderi, L., Molavi, H., Nory, A. (2017). The prediction of marital satisfaction of couples in Isfahan is based on compromise, empathy, and forgiveness. *Knowledge & Research in Applied Psychology*, 16 (4), 69-75.
- Panisoara, G., & Serban, M. (2013). Marital status and work-life balance. *Procedia-Social and Behavioral Sciences*, 78, 21-25.
- Proulx, C.M., Helms, H.M., & Buehler, C. (2007). Marital quality and personal well-being: A meta-analysis. *Journal of Marriage and Family*, 69(3), 576-593.
- Randall, A., & Bodenmann, G. (2009). The role of stress on close relationships and marital satisfaction. *Clinical Psychology Review*, 29, 105-115.
- Robert, B. & Wolfe, D. M. (1960). *Husband and Wives: The Dynamics of Married Living*. New York: Free Press.
- Robinson, J. (2010). *Triandis' theory of interpersonal behaviour in understanding software privacy behaviour in the South African context* (Doctoral dissertation, University of the Witwatersrand).
- Russell, R. J., & Wells, P. A. (1994). Predictors of happiness in married couples. *Personality and Individual Differences*, 17(3), 313-321.

- Salome, S., Ndie, E. C., & Ofuti, W. (2017). Workplace stress-induced among nurses at Mbarara Regional referral hospital, Southwest Uganda. *Journal of Nursing and Care*, 6(5), 2-4. Doi: 10.4172/2167-1168.1000424.
- Sar, S., Mohanty, A. K., & Dash, M. (2017). An empirical study on critical issues of work-life balance: A study of IT sector. *International Journal of Economics Research*, 14(14), 275-284.
- Sarantakos S. (2005) *Social Research, Third Edition*: Palgrave MacMillan, Hound Mills UK.
- Schulz, M.S., Cowan, P.A., Pape Cowan, C., & Brennan, R.T. (2004). Coming home upset: Gender, marital satisfaction, and the daily spillover of workday experience into couple interactions. *Journal of Family Psychology*, 18(1), 250-263.
- Setia, M.S. (2016). Methodology series module 3: Cross-sectional studies. *Indian Journal of Dermatology*, 61(3), 261-264. Doi: 10.4103/0019-5154.182410
- Shahabadi, A.Z., & Montazeri, M. (2019), A Survey of factors related to marital satisfaction among married women in Taft City, Iran. *Social Behavior Research & Health*, 3 (1), 309-321.
- Sher, T. G., & Baucom, D.H. (1993). Marital communication: Differences among maritally distressed, depressed, and non-distressed couples. *Journal of Family Psychology*, 7(1), 148-153. <https://doi.org/10.1037/0893-3200.7.1.148>
- Shree, R. M. (2012). Work-life balance & marital satisfaction of critical care nurses in private hospitals at Coimbatore. *International Journal of Management and Social Sciences Research*, 1(2), 23-44.
- Simpson, J.A. (2017). Stress and its associations with relationship satisfaction Ashley K Randall and Guy Bodenmann 2. *Current Opinion in Psychology*, 13, 96-106.
- Statistics, U. B.O. (2016). The national population and housing census 2014-main report. *Kampala: Uganda Bureau of Statistics, Uganda*.
- Stevenson (2001). *The place of attachment in human behaviour*. Hmde (Ed), USA, pp. 1-352.

- Suleyman, M., & Zewdu, A. (2018). Determinant factors for couple communication and marital stability among adults in Assela Town, Oromia Region, Ethiopia. *Global Journal of Human- Social Sciences Research*, 18(2), 31-42.
- Taherdoost, H. (2017). Sampling methods in research methodology; how to choose a sampling technique for research. *International Journal of Academic Research in Management (IJARM)*, 5(2), 18-27.
- Tarsi, K., & Tuff, T. (2012). Introduction to population demographics. *Nature Education Knowledge*, 3(11), 3-9.
- Terry, T.M. (2001). *In-laws and marital relationships*. California State University, San Bernardino: CSUSB Scholar publishers.
- Thomas, S., Albrecht, K., & White, P. (1984). Determinants of marital quality in dual-career couples. *Family Relations*, 33 (4), 513-521.
- Uganda Bureau of Statistics (web). <https://www.ubos.org/explore-statistics/20/>
- UNDP Uganda (2020). *Socio-economic impact of COVID-19 in Uganda: short, medium, and long-term impacts on poverty dynamics and SDGs using scenario analysis and system dynamics modelling*. COVID-19 Policy Brief #1. April 2020. Kampala.
- UNICEF. (2015). *Ending child marriages and teenage pregnancy in Uganda*. Kampala: United Nations Children's Fund Uganda Country office.
- Voydanoff, P. (2014). *Work, family, and community: Exploring interconnections*. New York, NY: Psychology Press.
- Wanyama, L. (2019). Work-life balance, occupational stress and job satisfaction among employees of Holy Cross Orthodox Mission Hospital (Doctoral dissertation, Makerere University).
- Wickramasinghe, V. (2012). Supervisor Support as a Moderator between work schedule Flexibility and Job stress. *International Journal of Workplace Health Management*, 5(1), 44-55.

- Williams, K.J., & Alliger, G.M. (1994). Role stressors, mood spillover, and perceptions of work-family conflict in employed parents. *Academy of Management Journal*, 37(4), 837-868.
- Wolfram, S. (1987). *In-laws and out-laws: Kinship and Marriage in England*. London. Croom Helm.
- Xu, L. (2009). View on the work-family link between marital status and the work-family conflict model. *International Journal of Business and Man Marital statement*, 4(12), 229-233.
- Yucel, D. (2017). Work-family balance and marital satisfaction: the mediating effect of mental and physical health. *Society and Mental Health*, 7(3), 175-195.
- Zare, B., & Jafarabad, S. (2015). The study of marital satisfaction and its determinants on married women and men in Tehran city. *Women's Studies Sociological and Psychological*, 13(1), 111-140.
- Ziaee, T., Jannati, Y., Mobasheri, E., Taghavi, T., Abdollahi, H., Modanloo, M., & Behnampour, N. (2014). The relationship between marital and sexual satisfaction among married women employees at Golestan University of Medical Sciences, Iran. *Iranian Journal of Psychiatry and Behavioral sciences*, 8 (2), 44-51.

Appendix 1: Questionnaire for Respondents

Dear Sir/Madam,

I am currently pursuing an academic program at Kyambogo University. As part of the program, I am conducting a study on the "Relationship between work-life balance, communication and marital satisfaction among married couples in Nakawa division: Kampala district." You are part of a representative sample of 381 respondents. I believe the results will be of value to you as individuals of Nakawa Division and the rest of the academic world.

Your honest opinion about the topic and the variables are therefore critical to the success of this study. I recognize the value of your time and I sincerely appreciate your efforts. Responses are anonymous and all information provided will be held in confidence. Please respond to the following questions as soon as possible to enable me to accomplish the study in time. Please do not consult with anyone while completing this questionnaire.

Thank you for your time,

Musiimenta Peace

(Research Candidate)

Section A: Background information

Please answer as required by ticking/ circling in the appropriate alternative.

1. Gender:(a) Male (b) Female
2. Age: (a) 18-24 (b) 25-31 (c) 32-38 (d) 39-45 (e) 46 and above
3. Duration in marriage (years): (a) 1-3 (b) 4-6 (c) 7-9 (d) 10-12 (e) above 12
4. Occupational status:(a) self-business (b) private sector (c)Government sector (d) Unemployed
5. Education level attained : (a) primary level (b) O level certificate (c) A level certificate (d) Diploma certificate (e) Degree certificate (f) Masters (g) PhD
6. Religious affiliation: (a) Catholic (b) Anglican (c) Islam (d) Pentecostal (e) Seventh-day Adventist (f) Baptist (g) Orthodox (h) Unaffiliated (i) Traditional African religion (j) Other religions

Section B: Work-life balance

This section is assessing the rate at which work affects one's personal life. Please answer each question according to the way you feel at the moment, and honest answers are necessary. The assessment is rated using a four-Likert scale as shown below anchored on strongly agree, agree, disagree, and strongly disagree rated from 1-to 4. Please be as frank as possible, since your answers are confidential. The **strongly agree** column represented by 4 is to be used when *your option or answer strongly supports the statement or is in agreement with the statement*. **Agree** on column represented by 3 is to be used if *your option fairly supports the statement*. **Disagree** column represented by 2 is to be used if *your option is not supporting the given statement*. **Strongly disagree** represented by 1 is to be used if *your option or answer is not fully supporting the statement*. Read each question carefully, and answer according to the way you feel at present. Use a tick in one of the four blanks on the right to show how the question applies to your situation.

Strongly disagree	Disagree	Agree	Strongly agree
1	2	3	4

SN	How often do you experience /feel about the following?	RESPONSES			
		1	2	3	4
1	My personal life suffers because of work				
2	My job makes my personal life difficult				
3	I neglect personal needs because of work				
4	I put my personal life on hold for work				
5	I miss personal activities because of work				
6	I struggle to balance work and personal activities				
7	I am unhappy with the amount of time given to my personal activities.				
8	My personal life drains me of the energy for work				
9	I am too tired to be effective at my workplace				
10	My work suffers because of my personal life				
11	It is hard to work because of my issues				
12	My personal life interferes with my energy for my job				

13	My job hinders me from pursuing personal activities				
14	I am usually not in a better mood at my workplace because of my personal issues				
15	My work does not enhance my mood				

Section C: Communication

The questions refer to one's personal view, not any other family members or relatives. Please answer each question according to how you feel at the moment. Please do not consult with anyone while completing this questionnaire. Remember that the value of this form will be lost if you change any answer during or after this response. Honest answers are very necessary and please be as frank as possible since your answers are confidential. Put a tick in one of the three blanks on the right to show how the question applies to your situation. The **Always** column can be used when the question can be answered as happening *all the time or on every occasion*. The **Sometimes** column can be used when the question can be answered as happening *on certain occasions or in certain cases but not always*. The **rare** column can be used when the question can be answered as happening *not often* or seldom. The **Never** column can be used when the question can be answered as *not at all, certainly not, or not in any circumstances*.

Never	Rarely	Sometimes	Always
1	2	3	4

SN		RESPONSES			
		1	2	3	4
1	My spouse cannot understand my point of view				
2	When we disagree on any matter with my spouse, we rarely talk about it.				
3	I never assume my partner knows what I am trying to say without me explaining what I really mean.				
4	Our little disagreements often turn into contentious debates.				
5	I am fed up with my spouse's constant complaints about things.				
6	I am not aware of how my tone of voice negatively affects my				

	spouse.				
7	When something in our relationship worries me, I rarely talk to my spouse about it.				
8	My spouse constantly criticizes me.				
9	When my partner has hurt my feelings, I do not discuss them with him/her?				
10	We cannot succeed in quarrelling without getting angry with each other.				
11	When a problem arises between me and my partner, we cannot discuss it without getting angry?				
12	Generally, I find it hard to trust my partner.				
13	I feel my partner wishes I was a different kind of person.				
14	I pretend to listen to my spouse when actually I am not.				
15	While having a discussion is it difficult for you to see things from your spouse's point of view?				

Section D: marital satisfaction scale

Please answer each question as quickly as you can according to the way you feel at the moment, and honest answers are necessary. Please be frank as possible, since your answers are confidential. The **strongly agree** column represented by **4** is to be used when *your option or answer strongly supports the statement or in agreement with the statement*. **Agree** column represented by **3** is to be used if your option *fairly supports the statement*. **Disagree** column represented by **2** is to be used *if your option is not supporting the given statement*. **Strongly disagree** represented by **1** is to be used *if your option or answer is not fully supporting the statement*. Read each question carefully, and answer according to the way you feel at present. Use a tick in one of the four blanks on the right to show how the question applies to your situation.

Strongly disagree	Disagree	Agree	Strongly agree
1	2	3	4

SN	How often do you experience /feel about the following?	RESPONSES			
		1	2	3	4
1	I am not satisfied with my marriage and my spouse				
2	I think that the relationship with my partner is not a success.				
3	I have always regretted my relationship with my spouse.				
4	My partner does not understand and sympathize with my every mood.				
5	I am not happy about how we make decisions and resolve conflicts.				
6	When my partner and I disagree, we resort to conflict.				
7	My partner deals negatively when I make a mistake.				
8	I rarely try to accommodate the wishes of my spouse.				
9	When we quarrel, I and my spouse usually fail to find a mid-way.				
10	There are some serious problems we cannot cope with in our marriage.				
11	Sometimes the conflict between us continues for several days.				
12	I am unhappy about our financial position and the way we make financial decisions.				
13	I have failed to progress socially/ professionally as a result of my spouse's limited support for me.				
14	I am not satisfied with how we both practice our work roles and responsibilities.				

15	Our financial position is threatened due to low earnings.				
16	I am unhappy with how we handle both our finances in our marriage.				
17	I and my partner both don't contribute to family finances.				
18	My partner does not support me to work and contribute to the finances of the family?				
19	We always have problems due to our families/ in-laws.				
20	My partner does not support my relationship with my family.				
21	My partner discourages me from strengthening my relationship with his family.				
22	I have difficulty sticking to some of the traditions and customs of my spouse's family.				
23	I am dissatisfied with our relationship with my partner, and in-laws.				
24	If my spouse's family did not interfere with our marriage, we would have a happier relationship.				
25	I am not satisfied with my spouse as a sexual partner.				
26	After sex, I do not feel relaxed or fulfilled.				
27	I am not satisfied with the frequency with which my spouse and I engage in sexual activity.				

END

THANK YOU FOR YOUR COOPERATION.

Appendix 2: CVI and Cronbach's Alphas

Content validity index (CVI) of Instruments

Evaluator	Questionnaire
Supervisor 1	0.82
Supervisor 2	0.83
Average	0.83

Source: Pilot data (2021)

Reliability Coefficients (Cronbach's Alphas) For the Questionnaire

Variable	No. of items	Alpha (α)
Work-life balance Scale	15	.873
Communication scale	15	.819
Marital Satisfaction scale	27	.914
Full instrument	57	.869

Source: Pilot data from the field 2021

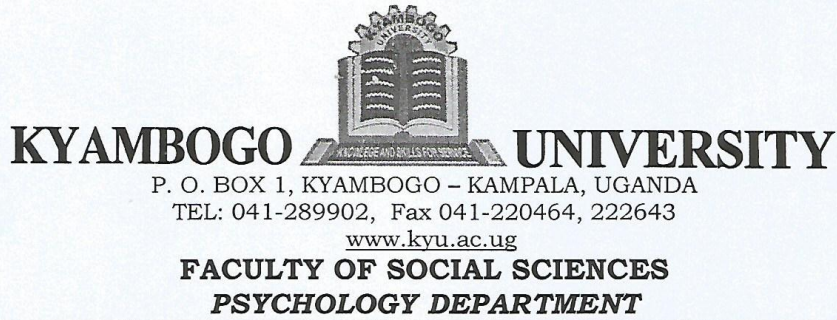
Appendix 3: Research Work Plan

Activities	Jan 2020	Feb.	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan 2021	Feb	Mar	Apr	May
Selecting topic																	
Agreeing a topic with supervisors																	
Literature research																	
Proposal writing																	
Review proposal with supervisors																	
Proposal submission																	
Getting introductory letter																	
Permission from Nakawa Division Head quarters																	

Appendix 4: Research Budget

	Unit	Unit cost	Total cost
Transport to get introductory letter	3	10,000	30,000
Transport to meet supervisor and agree on the topic	4	15,000	60,000
Literature research	6	80,000	480,000
Proposal writing	6	50,000	300,000
Transport during proposal review with supervisor	10	15,000	150,000
Proposal submission	1	100,000	100,000
Transport to get permission from Nakawa Division	3	60,000	180,000
Printing and distributing questionnaires	500	1,000	500,000
Collecting questionnaires	6	70,000	420,000
Data processing	5	20,000	100,000
Data analysis	2	300,000	600,000
Report writing	4	100,000	400,000
Transport during report review with supervisors	6	15,000	90,000
Report printing and submission	7	30,000	210,000
Total			3,620,000

Appendix 5: Letter from Authority



12th March, 2020

TO WHOM IT MAY CONCERN.....
 NAKKAWA DIVISION HEAD OFFICE.....

Dear Sir/Madam,

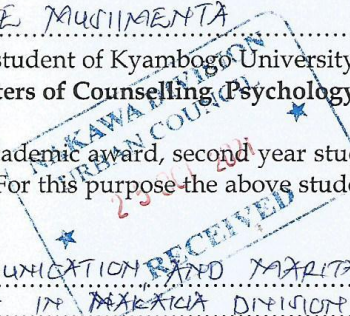
RE: INTRODUCTORY LETTER

Grant
 25/05/2021
 Permission granted.

This is to introduce the bearer PEACE MUKIMENTA Reg.No. 18/U/C/MCP/19868/PD who is a student of Kyambogo University Department of Psychology, pursuing a Degree of Masters of Counselling (Psychology Year II.

As part of the requirements for their academic award, second year students carry out a research project in their field of study. For this purpose the above student would like to collect data on research project entitled:

WORK-LIFE BALANCE, COMMUNICATION AND MARITAL SATISFACTION AMONG MARRIED COUPLES IN NAKKAWA DIVISION, KCCA.

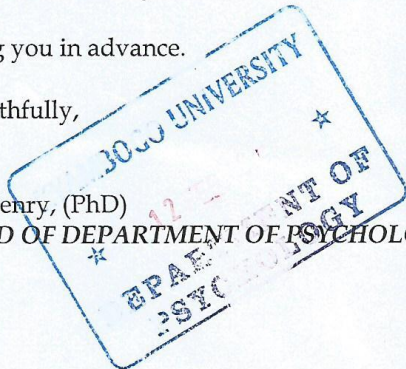


I request that you give her/him opportunity to access the relevant information from your organisation. Any information obtained will be used for academic purposes only.

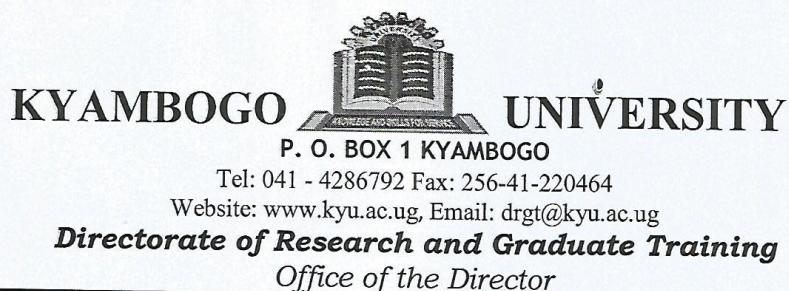
Thanking you in advance.

Yours faithfully,

Mwabe
 Kibedi Henry, (PhD)
 Ag. HEAD OF DEPARTMENT OF PSYCHOLOGY



Appendix 6: Plagiarism Clearance Certificate



APPENDIX 7: PLAGIARISM CLEARANCE CERTIFICATE

NAME OF STUDENT: Musiimenta Peace
REGISTRATION NO: 18/U/GMCP/19868/PD
DEPARTMENT: Psychology
FACULTY /SCHOOL: Education

I MUSIIMENTA PEACE do hereby declare that the proposal/Dissertation of the above mentioned student titled: Work-Life balance, communication, and marital satisfaction among married couples in Nakawa Division: KCCA, has been subjected to anti plagiarism software (turnitin) and found to have similarity index of 17% against the Senate threshold of 20%.

Name of Declarant: MUSIIMENTA PEACE

Signature..... *M. Peace*

Designation: Student

Date: 15th August, 2022