

Emotional Intelligence and Multitasking Ability Predictors of Marital Adjustment of Working Married Individuals

Saima Kalsoom and Anila Kamal

Quaid-i-Azam University, Islamabad. Pakistan

This study aimed to predict marital adjustment from emotional intelligence and multitasking ability. The sample of 222 working married men ($n = 145$) and women ($n = 77$) with age range of (23-70) years and ($M = 38.74$ & $SD = 9.19$) was selected by employing purposive convenience sampling to collect data on three self-report measures i.e., Communication Specific Multitasking Measurement Instrument, Dyadic Adjustment Scale, and Self Report Measure of Emotional Intelligence. Reliability analysis showed satisfactory levels of alpha coefficients and results showed emotional intelligence and multitasking ability as significant positive predictors for marital adjustment. Additionally subscales of emotional intelligence measure i.e., emotional self-regulation and emotional self-awareness predicted marital adjustment significantly. Moreover, emotional self-regulations, emotional self-awareness, and interpersonal skills as subscales of emotional intelligence also positively predicted dyadic cohesion, dyadic consensus, dyadic satisfaction, and affectional expression as subscales for marital adjustment.

Keywords: emotional intelligence, multitasking instrument, marital adjustment, multitasking ability.

Relationships are complex especially marital relation, which is multifaceted process, entails many implicit and explicit challenges for individuals to attain adjustment. An adequate and successful marital relation depends on a stable state of compatibility from both spouses (Roodsari & Khalatbari, 2014). Due to this reason, since last two decades researchers have been doing empirical efforts to understand the link and impact of emotional intelligence on marital adjustment. These researches have explained that the individuals with higher emotional intelligence can be better aware of their own and their spouse emotions can better handle their relationships, resolve their conflicts as compared to others and are able to deal with their marital issues (Haidari, Shahbazi, Ghafourifard, & Sheikhi, 2017; Manjula, Ram, & Reddy, 2016) to attain higher marital satisfaction and adjustment.

Emotional Intelligence EI is defined as the ability to monitor individual's emotions and feelings (Epstein, 1998), to understand feelings of self (as emotional self-awareness) and others (as interpersonal skills), motivating and emotional management well in ourselves (emotional self-regulations) and our relationships abilities (Goleman, 1998). These relationship abilities are also crucial for marital relationship and studies have established the link of marital happiness and

Correspondence concerning this article should be addressed to Ms. Saima Kalsoom, National Institute of Psychology, Center of Excellence, Quaid-i-Azam University, Islamabad. Pakistan Email: saimaphd14@nip.edu.pk
Contribution of Authors:

1. This paper is prepared by Saima Kalsoom based upon her PhD research work conducted under the supervision of Prof. Dr. Anila Kamal
2. The author has contributed since the conceptualization of this research work and through providing technical feedback.

satisfaction with emotional self-awareness, regulations and interpersonal skills (Beirne, 2014; Bloch, Haase, & Levenson, 2014; Campos, Walle, Dahl, & Main, 2011). Emotional intelligence is a set of abilities/competencies to recognize and use emotional information about oneself and others that may leads towards effective and superior performance (Boyatzis & Sala, 2004). Emotional intelligence is essential in an organizational activity and performance for dealing, managing and communicating emotions for self and social skills at large. It guide the individuals to understand, regulate, and manage self-feeling and other's (Abisarma, 2000). In this instance researchers (Anghel, 2016; Lavalekar, 2008) had explained that self-regulatory process differs across gender, men and women's ability to harmonize personal emotions and other's emotions involved in relationships is substantial for personal growth and individual autonomy of each partner, and the development of emotional intelligence of each partner is the best way to preserve the couple's relationship. Similarly, in an indigenous study Ilyas and Habib (2014) reported that working women had higher emotional intelligence than working men in studying the relationship between emotional intelligence and marital adjustment. Moreover, Jalil and Muazzam (2013) pointed out that people with high emotional intelligence are more successful in dealing with stressful conditions, effectively manage emotional challenges and may experience better marital satisfaction and adjustment.

Marital satisfaction is considered in terms of various characteristics i.e., agreement between partners on various matters vital for relationship, contentment and commitment with current state of relationship, expression of love/affection and sex in the relationship, and common interests/activities shared by the spouses (Spanier, 1989; 2001). The institution of marriage is an essential component in the social fabric of every culture. Therefore, the researches have focused to study this link while employing correlational and regression based approaches and found that emotions based abilities are significant for marital happiness and adjustment (Joshi & Thingujam, 2009; Lavalekar, Kulkarni, & Jagtap, 2010; Ortese & Tor-Anyiin, 2008). Moreover, the indigenous literature has also provided the sufficient amount of empirical findings (Batool, & Khalid, 2009a, & b; 2012; Dildar, Bashir, Shoaib, Sultan, & Saeed, 2012) for the said association and explained marital adjustment as the state where as usual feeling of pleasure and contentment is present in husband and wife and with each other (Hashmi, Khurshid, & Hassan, 2007; 2015). However, the link and effect of EI (Bloch et al., 2014; Gross, 2013) components on the sub factors of marital adjustment i.e., cohesion, consensus, satisfaction, and affectional expression is rare in the literature. Therefore, this study was planned to explore this gap by employing analyses on subcomponents of emotional intelligence and sub factors/subscales of marital adjustment.

Certain competencies are required for a healthy and strong human relations but are not in-born instead they are learned with the passage of time. These competencies help people to cope, manage, and handle life demand and stressors (Stephenson, 2008), and from these multitasking ability is one of the most vital. Multitasking skills and abilities are frequently required particularly for individuals performing at paid (workplace) along with unpaid marital roles (domestic) also. Multitasking is the concurrent performance of at least two tasks (Szameitat, Hamaida, Tulley, Saylik, & Otermans, 2015), this covers various situations like temporally overlapping performance of two or more tasks, like driving while talking on the phone, but with frequent switching between tasks even if at a single point in time only one task is performed like constantly switching between writing emails and answering phone calls. Professional duty demands different skills with compassion, kindness, care, patience and presence of mind including shift duties, time pressures, inadequate staffing, etc. sometimes the individuals cannot pay proper attention to their family /spouse leads to marital distress (Manjula et al., 2016). In this aspect, there is a possibility that individuals with better multitasking and emotional intelligence can manage and adjust with their life challenges adequately.

As (Schutte et al., 1998) explained that emotionally, intelligent individuals can cope well with their professional life as well with domestic life where as the individuals who are not emotionally intelligent, incapable of handling their familial life and it can upshot into distressed matrimonial life.

The association of emotions with multitasking is not only less explored, yet under researched especially the role of emotional intelligence with multitasking. However, some studies (Baethke & Rigotti, 2010; Glomb et al., 2011; Gross, 2013; Gutierrez, Ang, Miguel, & Umali, 2016) have taken this link for empirical investigation. The literature from work family conflict, balance, and enrichment (Bianchi & Wight 2010; Schieman et al., 2009), and time use studies on gender equality and inequality (Bianchi et al. 2006; Offer & Schneider, 2011) has also provided the empirical grounds for establishing the conceptual link and association between emotional intelligence, multitasking ability, and marital adjustment. As in one study, Gross and John (2003) said that the differences in emotional regulations of individuals might significantly influence on the wellbeing and social relationships. Thus, role related expectations, changes in life style, and transitions in gender role attitudes may accompanied by role overload, emotional conflicts, clashes, and maladjustment. Therefore, it is very important to study marital adjustment along with emotional intelligence and multitasking ability in the socio-organizational context of Pakistani traditional and patriarchal society. Although the domain specific literature (social and gender psychology) is silent for the said relationship particularly, perhaps due to an evolving nature of the construct of multitasking. However, the literature cited above especially from work family domain is backdrop justification for establishing the rationale of studying emotional intelligence and multitasking for predicting marital adjustment of married working people and women. Therefore, the current study was planned with the following objectives:

1. To study the effect of emotional intelligence and multitasking ability on the marital adjustment of married working individuals.
2. To study the effects emotional self-awareness, emotional self-regulation, and interpersonal skills on marital adjustment of married working individuals.
3. To study the effects of emotional self-awareness, emotional self-regulation, and interpersonal skills on dyadic cohesion, dyadic consensus, dyadic satisfaction and affectional expression of married working individuals.

Hypotheses

1. Emotional intelligence will positively predict marital adjustment and multitasking ability of married working individuals.
2. Emotional self-regulation, emotional self-awareness, and interpersonal skills will positively predict marital adjustment of married working individuals.
3. Interpersonal skills and Emotional self-regulation will positively predict Dyadic consensus of married working individuals.
4. Emotional self-regulation and emotional self-awareness will positively predicting dyadic satisfaction of married working individuals.
5. Interpersonal skills and Emotional self-awareness will positively predict affectional expression of married working individuals.
6. Emotional self-regulation will positively predict dyadic cohesion of married working individuals.

Method

Sample

A sample of 222 working married individuals having at least one child (male = 145) and (female=77) participants with age range (23-70) years and (M = 38.74 & SD = 9.19) were selected from the various public and private organizations at Rawalpindi and Islamabad. Purposive convenience sampling was employed to collect the data. Education level of the participants was up

to Graduation 44, Masters 117, MPhil and PhD 61. Regarding job experience 151 participants were between 5 to 15 years and 63 participants were between 16 to 20 years while 9 participants did not reported about years of job experience. The participants were holding various profession including Teachers = 79, Doctors and Nurses = 29, Bank Managers & Engineers = 24, Government employees = 54, and Coordinators/ others = 34.

Instruments

Communication Specific Multitasking Measurement Instrument (CSMMI) It is developed by Kushniryk (2008) culturally adapted and translated (Kalsoom & Kamal, 2015) version from Urdu to English was used to measure the individual multitasking abilities. It is a 19 item Likert type multitasking questionnaire with the statements (e.g. I often concentrate on completing one task before moving on to another) using a standard five-point scale (1: *Strongly disagree*; 2: *Disagree*; 3: *Neither agree nor disagree*; 4: *Agree*; 5: *Strongly agree*), consisted of three subscales 1. General multitasking ability/attitudes towards multitasking (GMA/ATM) 2. The ability to perform two or more than two primary activities/task simultaneously (ATMTPTS) 3. The ability to perform primary and secondary activities/ task simultaneously (ATPPSTS). Seven items are reverse coded and the score range is 19-95. Reliability for the original English version is .81 (Kushniryk, 2008).

Self-Report Measure of Emotional Intelligence (SRMEI) It is an indigenously (Khan & Kamal, 2010) developed scale. It is five-point liker type 60 items instrument with three subscales i.e.1. Emotional Self-Regulation, 2.Emotional Self-Awareness and3. Interpersonal Skills and eleven sub facets including Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement drive, Self- Awareness, Perceived Self-Awareness, Self-Confidence, Empathy, Sociability and Communication. Reliability coefficients (Khan & Kamal, 2010) range between .65 to .83 for three subscales and .91 for the composite scores on the measure. Response categories are *Always*; 5: *Often*; 4: *Sometimes*; 3: *Rarely*; 2: *and Never*; 1. 27 items are positively phrased whereas 33 are negatively phrased and the score ranged between 60 -300.

Dyadic Adjustment Scale (DAS) Developed by Spanier (1976) and translated by Naseer, (2000). This instrument is having 26 items and four subscales i.e., 1.Dyadic Satisfaction, 2. Dyadic Cohesion, 3. Dyadic Consensus and 4. Affectional expression. Reliability estimates ranged .50 to .89 by Masood (2012) for these four sub scales respectively. The score ranged from 1-124. High scores indicate high and low indicate low marital adjustment. Urdu version is quite sound and stable measure, frequently used in an indigenous research and recently reported reliability for composite scores is .93 by (Masood, 2012).

Procedure

All the participants were approached individually. After taking the informed consent the participants were provided written instructions, demographic information sheet along with the booklet consisted of CSMMI, SRMEI, and DAS. They assured about the confidentiality of their responses. Average time taken for administration for each individual was 15 to 25 minutes. Although all the instruments used to collect the data were self-report measures and the likelihood of social desirability is quite high in this type of data collection method. However, the data was collected through one to one interaction like an interactive session and participants expressed their interest and queries related to the items on the scales, which were elaborated and answered by the researcher that might have minimized the response bias and social desirability during self-ratings. In the end participants were acknowledge for their participation and cooperation in the study.

Results

To analyze the data descriptive statistics, alpha coefficients, and hierarchical regression techniques were used.

Table 1

Descriptive Statistics and Alpha Reliability for all the scores on SRMEI, CSMMI, DAS, and its subscales (N = 222)

Variables	No of item	Alpha	M	SD	Range		Skew	Kurtosis
					Potential	Actual		
SRMEI	60	.90	217.86	25.74	165-275	60-300	-.21	-.66
ESR	27	.91	98.56	17.13	51-129	27-175	-.63	.08
ESA	21	.73	74.50	8.39	55-97	21-105	-.05	-.34
IPS	12	.72	44.79	5.87	27-57	12-60	-.28	-.11
DAS	26	.89	96.03	17.85	48-128	0-131	-.33	-.63
DCON	11	.90	42.46	8.78	8-55	0-55	-.95	1.10
AEX	2	.70	8.25	1.89	2-11	0-11	-.87	.31
DSAT	8	.80	29.47	7.23	10-40	0-40	-.29	-.90
DCOH	5	.81	15.85	5.27	1-24	0-24	-.33	-.81
CSMMI	19	.72	55.13	9.00	28-82	19-95	-.06	.16
GMA/ATM	7	.75	20.23	5.05	9-35	7-35	.22	-.16
APMTPTS	10	.76	24.89	5.60	10-50	10-40	-.44	.07
ATPPSTS	2	.65	10.01	3.31	2-10	4-10	.12	-.47

Note. SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ESA = emotional self-awareness; IPS = interpersonal skills; DAS = dyadic adjustment scale; DCON = dyadic consensus; AEX = affectional expression; DSAT = dyadic satisfaction; DCOH = dyadic cohesion; CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously.

Table 1 represents the alpha coefficients of reliability for the scales and subscales used in the present study. All the scales have quite satisfactory reliability coefficients showing the sufficient internal consistency and stability over time structures. The coefficients of skewness and kurtosis are also in the acceptable range for all the scales and their subscales which explain the normal distribution of the data.

To achieve study objectives the effect of emotional intelligence and multitasking in predicting marital adjustment was explored through hierarchical regression analysis. Here composite score of emotional intelligence, multitasking ability and marital adjustment scales were used, moreover scores on subscales i.e. emotional self-awareness, emotional self-regulation, and interpersonal skills of EI also used to predict marital adjustment as composite.

Table 2

Hierarchical Regression Analysis Predicting Marital Adjustment from Emotional Intelligence and Multitasking Ability (N = 222)

Predictors	B	Marital Adjustment	
		SE	β
Step I			
Constant	11.54	8.60	
Emotional intelligence	.39	.04	.55***

Step II			
Constant	-1.93	10.60	
Emotional intelligence	.39	.04	.56***
Multitasking ability	.24	.11	.12*

Note. For step I: $R^2 = .31$; $F = 97.60^{***}$, for step II: $R^2 = .32$; $F = 51.60^{***}$; $\Delta R^2 = .01$; $\Delta F = .457^*$; * $p < .05$;

** $p < .01$; *** $p < .001$. (df = 1,121)

Results in Table 2 illustrates significant predictive relationship between emotional intelligence and multitasking ability as composite scores. The hierarchical regression reveals emotional intelligence is a significant predictor for marital adjustment in the model and explain 31% variance thus, is the strongest predictor followed by multitasking ability as significant predictor explains 1% of the variance. Beta values indicates that both the predictors are significant and positively related to marital adjustment of married working men and women.

Table 3

Hierarchical Regression Analysis Predicting Marital Adjustment from Emotional Self-awareness, emotional self-regulations and interpersonal skills (N = 222)

Predictors	Marital Adjustment		
	B	SE	β
Step I			
Constant	14.31	9.29	
Emotional Self -awareness	1.09	.12	.51***
Step II			
Constant	11.51	9.09	
Emotional Self -awareness	.79	.15	.37***
Emotional Self -regulation	.26	.07	.25***
Step III			
Constant	5.62	9.53	
Emotional self- awareness	.54	.19	.25**
Emotional self-regulation	.30	.07	.29***
Interpersonal skills	.45	.23	.15*

Note. For step I: $R^2 = .26$; $F = 77.50^{***}$, for step II: $R^2 = .30$; $F = 47.16^{***}$; $\Delta R^2 = .04$; $\Delta F = 12.70^{***}$; for step III: $R^2 = .31$; $F = 33.09^{***}$; $\Delta R^2 = .01$; $\Delta F = 3.78^*$; * $p < .05$; ** $p < .01$; *** $p < .001$. (df = 1,121;)

Results in Table 3 reveals significant predictive relationship between emotional self-awareness, emotional self-regulation, and interpersonal skills. The model in table suggesting that emotional self-awareness as significant and strong predictor explaining 26% variance and emotional self-regulations explain 4% variance than interpersonal as significant predictor explaining 1% variance. Moreover, beta values shows that the prediction is indicative of positive direction. Which means higher the scores on emotional self-awareness, emotional self-regulation and interpersonal skills will predict high marital adjustment.

Role of ESA, ESR, and IPS in predicting relationship with dyadic cohesion, consensus, satisfaction, and affectional expression

Further, in order achieve the third objective the role of subscales of SRMEI in predicting the relationship with dyadic cohesion, consensus, satisfaction, and affectional expression subscales of DAS hierarchical regression was also employed.

Table 4

Hierarchical Regression Analysis Predicting dyadic consensus from interpersonal skills, Emotional self – regulation (N = 222)

Predictors	Dyadic Consensus		
	B	SE	β
Step I			
Constant	14.42	4.13	
Interpersonal skills	.63	.09	.45***
Step II			
Constant	4.09	4.58	
Interpersonal skills	.55	.09	.37***
Emotional self-regulation	.14	.03	.27***

Note. For step I: $R^2 = .17$; $F = 46.73$. ***, for step II: $R^2 = .24$; $F = 35.54$ ***; $\Delta R^2 = .07$; $\Delta F = 20.25$; * $p < .05$; ** $p < .01$; *** $p < .001$. (df=1,121)

Results in Table 4 illustrates a significant positive relationship predicting dyadic consensus from interpersonal skills and emotional self-regulation. Both are significant predictors 17 % variance is explained by interpersonal skills as stronger predictor than emotional self-regulations explain 7% variance. Moreover, beta values shows that both are significant and positively related with dyadic. Which explains that higher scores on interpersonal skills and emotional self-regulation will predict high dyadic consensus in married working individuals.

Table 5

Hierarchical Regression Analysis Predicting dyadic satisfaction from Emotional self-regulation and emotional self-awareness (N = 222)

Predictors	Dyadic Satisfaction		
	B	SE	β
Step I			
Constant	8.45	2.46	
Emotional self-regulation	.21	.02	.50***
Step II			
Constant	-3.00	3.64	
Emotional self-regulation	.14	.03	.34***
Emotional self-awareness	.25	.06	.28***

Note. For step I: $R^2 = .25$; $F = 75.19$ ***, for step II: $R^2 = .30$; $F = 48.95$ ***; $\Delta R^2 = .05$; $\Delta F = 17.18$ ***; * $p < .05$; ** $p < .01$; *** $p < .001$. (df =1,121)

Results in Table 5 reveals significant positive relationship predicting dyadic satisfaction from emotional self-regulation and emotional self-awareness. Both found significant predictors 25% variance is explained by emotional self-regulation as stronger predictor than emotional self-awareness explain 5% variance. Moreover, beta values are positive indicative of the fact that prediction is in positive direction. Which means higher scores on emotional self-awareness and emotional self-regulation will predict high dyadic satisfaction of married working individuals.

Table 6

Hierarchical Regression Analysis Predicting affectional expression from interpersonal skills and Emotional self-awareness (N = 222)

Predictors	Affectional Expression		
	B	SE	B
Step I			
Constant	2.84	.93	
Interpersonal skills	.11	.02	.34***
Step II			
Constant	1.38	1.11	
Interpersonal skills	.07	.03	.23**
Emotional self-awareness	.04	.01	.18*

Note. For step I: $R^2 = .12$; $F = 29.76^{***}$, for step II: $R^2 = .14$; $F = 17.83^{***}$; $\Delta R^2 = .02$; $\Delta F = .02^{***}$; * $p < .05$; ** $p < .01$; *** $p < .001$. (df = 1,121)

Results in Table 6 reveals significant positive relationship of predicting affectional expression from interpersonal skills and emotional self-awareness. Both found significant predictors 12% variance is explained by interpersonal skills as stronger predictor than emotional self-awareness explain 1% variance. Moreover, beta values are indicative of prediction in positive direction which illustrates that high score on both interpersonal skills and emotional self-awareness will predict high affectional expression in married working individuals.

Table 7

Hierarchical Regression Analysis Predicting dyadic cohesion from Emotional self- regulation (N = 222)

Predictors	Dyadic Cohesion		
	B	SE	β
Step I			
Constant	8.49	2.20	
Interpersonal skills	.07	.02	.22**

Note. For step I: $R^2 = .12$; $F = 29.76^* p < .05$; ** $p < .01$; *** $p < .001$. (df = 1,121)

The results in Table 7 illustrates significant positive relation in predicting dyadic cohesion from emotional self-regulation and found as significant predictor explaining 4% variance. Moreover, beta values shows that emotional self-regulation is significant and positively related with dyadic cohesion that explain that high scores on emotional self-regulation will predict high dyadic cohesion in married working individuals.

Discussion

This study was focused to explore the effects of emotional intelligence and multitasking ability on the marital adjustment of working married individuals. To achieve these objectives specific hypotheses were formulated and three instruments were used to collect the data, so first descriptive statistics and reliability coefficients were established. Which has suggested that data is normally distributed and adequate for further analyses. The findings of reliability coefficients for CSMMI on total scores, for subscales i.e., GMA, ATPMTPTS, and ATPPSTS showed satisfactory levels for internal stability and consistency of scores. These coefficients were also consistent with previously established (Kushniryk, 2008) coefficients. For marital adjustment total scores on DAS and on subscales also

showed sufficient and satisfactory proof for the internal consistency, which is consistent with previous research (Masood, 2012). While on the scale of emotional intelligence SRMEI total scores and its subscales also showed stable and internally consistent alpha reliability which is persistent with the previously determined (e.g., Khan & Kamal, 2008) coefficients. Moreover, the coefficients of skewness and kurtosis for the three scales and subscales are also in the acceptable range, which explain the normal distribution of the data (see Table 1) for further analyses.

The results of hierarchical regression showed that emotional intelligence was found to be a stronger predictor for marital adjustment as explain 31% of the variance, while multitasking ability was also found to be a significant predictor for marital adjustment as explain 1% variance only. However, so far, no empirical research evidence was found to be supportive of this prediction and as an initiatory step, these findings are contributory towards the literature on marital health, wellbeing, quality, satisfaction, and adjustment. These results reveals that high scores on multitasking ability scale will predict high marital adjustment of married (having one child at least) working individuals. These findings are similar with the research on multitasking by (Offer & Schneider, 2011) has explained that multitasking in the context of household along with the presence of children is a positive experience (well-being) for couples who have married. Thus, the results of this study also indicated that higher emotional intelligence would lead towards higher marital adjustment of married working men and women. Previous studies have also similar findings predicting marital adjustment from emotional intelligence (Batool & Khalid, 2012; Haidari et al., 2017; Hasani et al., 2012; Jalil & Muazzam, 2013; Joshi & Thingujam, 2009; Moshe & Iris, 2008; Smith, Ciarrochi, et al., 2008; Smith, Heaven et al., 2008; Shanavas, & Venkatamma, 2014; Yazdi, & Glozary, 2009), so the findings have supported the first hypothesis of this study. Although gender variations are also pertinent in lieu of multitasking and emotional intelligence and gender differences may account for the findings of this study also in which the role of spouses for the marital adjustment of working married men and working married women could not be ignored. As Lavalekar in (2008) explained that significant gender differences on marital satisfaction i.e., sexual relations and sharing household responsibilities can be drawn from the socio-cultural influences, which may facilitate in understanding the relationship of one's emotionality and marital relationship. Moreover, Anghel (2016) reported that balancing personal emotions and other emotions between women and men involved in stable relationships is significant for personal growth and individual autonomy of each partner and the development of emotional intelligence of each partner is the best way to reserve the couple's relationship. However, for the participants of this study adjustment at work spheres might have also contributed towards the emotional intelligence and marital adjustment of the working married individuals as a spillover effects. Therefore, multiplicity of roles might have enhanced and enriched the adjustment from one domain to another for the married working individuals in Pakistani socio-organizational context.

Although only few studies are available on the sub scales of emotional intelligence cited in the introduction section, provided evidences as predictor for marital adjustment. However, the results of this study i.e., hierarchal regression analysis on the subscales of emotional intelligence i.e., emotional self-awareness, emotional self-regulations, and interpersonal skills also revealed that these three are significant positive predictors for marital adjustment as composite scores (see Table 3). Results revealed emotional self-awareness as significant stronger predictor explained 26% variance and emotional self-regulation explained 4% variance than interpersonal skills explained 1% variance significantly. Moreover, beta values indicated prediction in a positive direction, which means high scores on these three predictors, resulted in high marital adjustment of married working individuals. These findings supported the second hypothesis of this study and added in the similar findings of previous studies in a way that emotional- regulation is taken as critical element for the success of

interpersonal relations in general and studies have built this association with marital satisfaction/adjustment (Baloch et al., 2016). However the results of this exploration are not in harmony with the previous studies (Lavalekar, et al. 2010; (Manjula, Ram, & Reddy, 2016; Shahid & Kazmi, 2016). Instead the results revealed emotional self-awareness (consistent with Baloch et al., 2016; Beirne, 2014) as positive significant and stronger predictor for marital adjustment than emotional self-regulation. These finding are very vital for the collectivistic culture of Pakistan due to the fact of being sensitive of individual's needs. It is essential to be aware, accept and understand oneself first in order to understand by their spouses in dyadic relations. Moreover, it is also important that gender disparities may have contributed towards the current findings along with the level of individuals skills and abilities of emotional awareness, regulation, and interpersonal skills as Anghel (2016) reflected that significant associations of marital satisfaction following subcomponents of emotional intelligence i.e., balancing of personal emotions and balancing emotions of others. It is likely that personal growth and individual autonomy of an individual i.e., the development of emotional intelligence of each partner/individual in marital relation is an important approach to maintain a healthy relationship and to obtain marital adjustment.

Further emotional self-regulation, emotional self-awareness and interpersonal skills were also analyzed to predict the dyadic consensus, satisfaction, affectional expression, and cohesion as sub factors of marital adjustment scale. These results showed that interpersonal skills and emotional self-regulation were found as positive and significant predictors for dyadic consensus explaining 24% variance collectively and higher variance was explained by interpersonal skills 17% as stronger predictor than emotional self-regulations. These results explain that higher interpersonal skills and emotional self-regulations of married working individuals would increase their consensus in their marital relations. Moreover, emotional self-regulation and emotional self-awareness were also found significant and positive predictors for dyadic satisfaction explaining 30% variance collectively and emotional self-regulation as stronger predictor explained 25% variance in the model than emotional self-awareness. Which explain that higher emotional self-regulations and emotional self-awareness would increase dyadic satisfaction in married working individuals in their marital relations. While, interpersonal skills and emotional self-awareness were found as significant and positive predictors for affectional expression explaining 13% variance collectively higher variance 12% was explained by interpersonal skills as stronger predictor than emotional self-awareness of married working individuals. However, only emotional self-regulation significantly predicted dyadic cohesion explaining 4% variance. Which means higher emotional self-regulation of a married working individual would also increase the mutual cohesion in their marital relation. These findings are similar with previous researches (Beirne, 2014; Bloch et al., 2014; Campos et al., 2011) and supported the hypothesis number 3, 4, 5 and 6th of this study.

To conclude it is important to note that multitasking ability positively and significantly predicted the marital adjustment of married (having one child at least) working individuals. Further, emotional intelligence and emotional self-awareness was found to be a stronger predictor for marital adjustment of married working individuals than emotional self-regulation and interpersonal skills. The findings of current study also revealed the distinctive individual role of emotional self-awareness, emotional self-regulation and interpersonal skills in predicting the dyadic consensus, satisfaction, affectional expression, and cohesion as sub factors of marital adjustment of married working individuals. Moreover, more broadly the association of emotional awareness, regulation, and effective use of interpersonal skills along with multitasking ability suggested the increase in adjustment of marital relations might enhance adjustment in working relations due to the fact of spillover effect from one to another domain/ sphere.

Limitations and Suggestions

The first limitation of this study was self-report measures used to collect data in which the causality is not assured, and common method variance may limit the generalizability. Therefore, in future longitudinal studies are suggested to conduct. Relatively small sample size limited from two cities only is another limitation so large and nationwide representative sample should be taken in future researches.

Although social desirability is an important aspect for studying construct through self-report measures but social desirability might be higher while employing both couples instead married individuals because married individuals have to report their own feeling and perceptions distinctively. However, while taking rating from both spouses may create desirability effect and response bias in the presences of each other, and hindrance to self-disclosure in the collectivistic, traditional, and patriarchal culture specifically may cause limitation to generalizability. Instead of married individuals, data from couples should be taken for future researchers to study multitasking and emotional intelligence as predictor of marital adjustment especially.

Another limitation might be that individual gender differences in emotional intelligence are quite important which may account for marital adjustment of individuals and towards their spouses as well. Therefore, future studies should focus this aspect while considering men and women as separate unit of analyses for studying marital adjustment, multitasking ability and emotional intelligence.

Implications

In spite having some limitations, the current study does have certain implications for having an adaptive value of emotional intelligence and multitasking abilities of married working individuals not only in their marital life but in profession setting also. The predictive role of sub factors of EI i.e., emotional self-awareness, emotional self-regulations, and interpersonal skills for marital adjustment is very vital to understand the complex nature of marital relationship more precisely. In addition, it might be suggested that specific counselling and training programs on EI, its three factors and multitasking abilities would be helpful for individual's better marital adjustment specifically. However, as an initial empirical effort, this study has provided the basic understanding regarding the associational nature of emotional intelligence and multitasking ability apart from experimental and organizational psychology where multitasking has been used as significant predictor for organizational performance in the western cultures. Although these findings are primary based upon nuanced model but yet significant, new, and contributory in the overall literature of psychology.

References

- Abisamra, N (2000). The relationship between emotional intelligence and academic achievement.in eleventh graders. *Research in Education. FED.* 620-661.
- Anghel, T.C., (2016). Emotional intelligence and marital satisfaction. *Journal of Experiential Psychotherapy*, Vol. 19, 3 (75). Retrieved from https://jep.ro/images/pdf/cuprins_reviste/75_art_3.pdf
- Arshad, M., Abbas, I., & Mahmood, K., (2015). Emotional intelligence and marital adjustment among professionals of different organizations. *Research on Humanities and Social*, 5(1), 2224-5766.
- Baethge, A., & Rigotti, T. (2010). *Work interruptions and multitasking. A comprehensive overview of theories and empiricism under particular consideration of age.* Forschung Project F 2220, Berlin
- Batool, S. S., & Khalid, R. (2009a). Emotional intelligence: A risk factor for depression. *Journal of Pakistan Psychiatric Society*, 6, 65-72.

- Batool, S. S., & Khalid, R. (2009b). Role of emotional intelligence in marital relationship. *Pakistan Journal of Psychological Research*, 24(1-2), 43-62.
- Batool, S. S., & Khalid, R. (2012). Emotional Intelligence: A predictor of marital quality in Pakistani couples. *Pakistan Journal of Psychological Research*, 27(1), 65-88.
- Beirne, M. (2014). The Role of Emotional Awareness in Couple Relationships. *Irish Association for Counseling and Psychotherapy*, 14(4), 14-17
- Bianchi, S.M., Robinson, J. P., & Milkie, M. A. (2006). *The Changing Rhythm of American Family Life*. New York: Russell Sage Foundation.
- Bianchi, S. M., & Wight, V. R. (2010). The long reach of the job: Employment and time for family life. In K. Christensen & B. Schneider (Eds.), *Workplace flexibility: Realigning 20th-Century jobs for a 21st-Century workforce* (pp. 14-42). Ithaca, NY: Cornell University Press.
- Bloch, L., Haase, C. M., & Levenson, R.W., (2014). Emotion regulation predicts marital satisfaction: More than a wives' Tale. *American Psychological Association*, 14(1), 130-144 1528. doi: 10.1037/a0034272
- Boyatzis, R.E., Sala, F., (2004). *The Emotional Competence Inventory (ECI)*. In G. Glenn (Ed.), *Measuring emotional intelligence, Common ground and controversy* (pp.147-180).
- Campos, J. J., Walle, E., Dahl, A., & Main, A. (2011). Conceptualizing emotion regulation. *Emotion Review*, 3, 26 -35. doi:10.1177/ 1754073910380975
- Dildar, S., Bashir, S., Shoaib, M., Sultan, T., & Saeed, Y. (2012). Chains do not hold a marriage together: Emotional intelligence and marital adjustment (A Case of Gujrat District, Pakistan). Retrieved from [http://idosi.org/mejsr/mejsr_11\(7\)12/22.pdf](http://idosi.org/mejsr/mejsr_11(7)12/22.pdf)
- Epstein, S. (1998). *Constructive thinking, the key to emotional intelligence*. Westport, CT, Praeger Publishers/Greenwood Publishing Group.
- Field, A., (2013). *Discovering statistics using IBM SPSS statistics* (4thed.). Sage Publications Ltd.
- Goleman, D. (1998). *Working with emotional intelligence*. New York: Bantam Book
- Glomb, T. M., Duffy, M. K., Bono, J. E., & Yang, T. (2011). Mindfulness at work. *Research in Personnel and Human Resources Management*, 30, 115-157
- Gross, J. J., & John, O. P. (2003). Individual differences in two emotion regulation processes: Implications for affect, relationships, and wellbeing. *Journal of Personality and Social Psychology*, 85, 348-362. doi:10.1037/0022-3514.85.2.348
- Gross, J. (2013). *Emotion regulation: Taking stock and moving forward*. Advance online publication.
- Gutierrez, A. M. J., Ang, E.K. S., Carlos, P. M. A., & Umali, J.C. (2016). *A multi-dimensional study on the relationship of emotional intelligence to the multitasking ability of nursing students: A structural equation modeling 3 approach*. Paper presented at the DLSU Research Congress.
- Hashmi, H. A., Khurshid, M., & Hassan, I. (2007). Marital adjustment, stress and depression among working and non-working married women. *Internet Journal of Medical*, 2(1), 19-26.
- Hashmi, H. A., Khurshid, M., & Hassan, I. (2015). Emotional intelligence and marital adjustment among professionals of different organizations. *Research on Humanities and Social Sciences*, 5(1).
- Heidari, M., Shahbazi, S., Ghafourifard, M., Sheikhi, R.A., (2017). Prediction of Marital Satisfaction Based on Emotional Intelligence in Postmenopausal Women. *Journal of Menopausal Medicine*. 23:196-201. pISSN: 2288-6478, eISSN: 2288-6761 <https://doi.org/10.6118/jmm.2017.23.3.196>
- Ilyas, S., & Habib, S., (2014). Marital satisfaction and emotional intelligence among different professionals. *International Journal of Scientific & Engineering Research*, Volume 5, Issue 11, 302-307. ISSN 2229-5518

- Joshi, S., & Thingujam, N. S. (2009). Perceived emotional intelligence and marital adjustment: Examining the mediating role of personality and social desirability. *Journal of the Indian Academy of Applied Psychology, 35*, 79-86.
- Jalil, T., & Muazzam, A., (2013). Emotional intelligence as a predictor of marital adjustment to infertility. *International Journal of Research Studies in Psychology, 2*(3), 8.
- Khan, R. A. (2008). *Development and validation of self-repost measure of emotional intelligence for heart patients and healthy individuals* (Unpublished PhD Dissertation). National Institute of Psychology, Quaid –i- Azam University Islamabad, Pakistan.
- Khan, R. A. & A. Kamal. (2010). *Self-Report Measure of Emotional Intelligence Scale: Manual*. Islamabad, Pakistan: National Institute of Psychology, Quaid-e- Azam University.
- Kushniryk, A., (2008). The development of a communication specific multitasking measurement instrument. Unpublished Research: 30th Annual Research Symposium College of Communication and Information Carolyn Brown P. Memorial University Center. Knoxville: University of Tennessee.
- Lavalekar, A. (2008). Gender-wise comparison on emotional intelligence and marital satisfaction. *Gender and Behaviour, 5*(2), 1388-1405. doi: 10.4314/gab.v5i2.23395
- Lavalekar, A., Kulkarni, P., & Jagtap, P. (2010). Emotional intelligence and marital satisfaction. *Journal Psychological Research, 5*, 185-194. Retrieve from <http://www.jpip.org/admin/Uploads/149~01-11-10~1288601631>.
- Manjula, S., Ram, R.M., & Reddy, M.P. (2016). Emotional intelligence as a predictor of marital satisfaction. *Journal of Science, 16*(6), 307-311.
- Masood, S. (2012). *Gender preferences with reference to gender role attitudes and marital adjustment among pregnant mothers* (Unpublished M.Phil. Dissertation). National Institute of Psychology. Quaid –i-Azam University. Islamabad, Pakistan.
- Naseer, S. (2000). *Marital adjustment and stress among traditional couples and dual-career couples* (Unpublished M.Phil Dissertation). National Institute of Psychology, Quaid-i-Azam, University, Islamabad, Pakistan.
- Offer, S., & Schneider, B., (2011). Revisiting the gender gap in time-use patterns: multitasking and well-being among mothers and fathers in dual-earner families. *American Sociological Review, 76*(6), 809-833.
- Ortese, P. T., & Tor-Anyiin, S. A., (2008). Effects of emotional intelligence on marital adjustment of couples in Nigeria. *IFE Psychologia, 16*(2), 101-112.
- Roodsari, A.F., Khalatbari, J., (2014). Effectiveness of Emotional Intelligence Training on Marital Satisfaction among Mothers of Elementary Students in Rasht City. *Reef Resources Assessment and Management Technical Paper, 40*(1), 228-236.
- Schieman, S., Milkie, M. A., & Glavin, P. (2009). When work interferes with life: Work–nonwork interference and the influence of work-related demands and resources. *American Sociological Review, 74*, 966–88.
- Schutte, N. S., Malouff, J. M., Hall, L.E., Haggerty, D.J., Cooper, J.T., Golden, C., Dornheim, L. (1998). Development and validation of a measure of emotional intelligence. *Personality and Individual Differences, 25*(2), 167-77.
- Shanavas. P., & Venkatammal, P. V. (2014). A study on determinants of marital adjustment. *International Interdisciplinary Research Journal (IV), 261-269*.
- Shahid, H., & Kazmi, S.F., (2016). Role of Emotional Regulation in Marital Satisfaction. *International Journal for Social Studies, 2*, 4.
- Spanier, G.B., (1976). Measuring dyadic adjustment, New scales for assessing the quality of marriage and similar dyads. *Journal of Marriage and the Family, 1*, 15-28.
- Spanier, G. B. (1989, 2001). *Dyadic Adjustment Scale (DAS)*. North Tonawanda, NY: Multi-Health Systems, Inc.

- Stephenson, K. (2008). *Emotional intelligence in relationships*. Retrieved from http://couplescounselling.suite101.com/article.cfm/emotional_intelligence_in_relationships
- Szameitat, A.J., Hamaida, Y., Tulley, R.S., Saylik, R., & Otermans, P.C.J., (2015). Women are better than men—Public beliefs on gender differences and other aspects in multitasking. *PLoS ONE*, 10(10), e0140371. doi:10.1371/journal.pone.0140371.

Received: Feb 1st, 2018

Revisions Received: Nov 9th, 2018