


The role of psychological capital and career success in marital adjustment

Nasrin Mohammadi¹, Seyed Ali Darbani^{2*} & Kamdin Parsakia³

<p>Keywords: <i>Psychological capital, career success, marital adjustment, correlation, regression</i></p> <p>Article Type: Research Article</p> <p>Corresponding author's Email: 1981darbani@gmail.com</p>	<p>Abstract</p> <p>Background and purpose: Career success as the main factor in the health and well-being of employees and a prelude to the occurrence of desirable personal and organizational career outcomes has received the attention of the field of organizational psychology. Therefore, the present study investigated the role of psychological capital and career success in marital adjustment in married students. Methodology: This research is a correlational descriptive method. The statistical population of this research was all employed and married students of Azad University, South Tehran branch, who were studying at this university in the second semester of the 2020-2021 academic year. The sample size was 200 people. They were selected by the available sampling method (voluntarily). Spiner's (1976) Marital Adjustment Questionnaire, Luthans and Olive's Psychological Capital Questionnaire (2007), and Nabi's Career Success Questionnaire (2001) were used to measure the research variables. The linear regression analysis method was used with the help of SPSS software to analyze the research data. Results: The findings indicated that among the components of psychological capital, optimism, hope, and resilience have a significant and direct relationship with marital adjustment. Also, among the variable components of career success, the subjective success component has a significant and direct relationship with marital adjustment. Conclusion: The results showed that psychological capital and job success are effective in the marital adjustment of married students.</p> <p>This article has been published as open access according to CC BY-NC 4.0. All rights to publish this article belong to the author.</p> 
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How to Cite:

Mohammadi, N., Darbani, S. A., & Parsakia, K. (2021). The role of psychological capital and career success in marital adjustment. *International Journal of Innovation in Management and Organizational Behavior*, 1(3), 66-78.

1. M.A., Occupational Counseling, Department of Psychology and Developmental Sciences, Tehran South Branch, Islamic Azad University, Tehran, Iran.
2. ***Corresponding Author:** Faculty Member, Department of Psychology and Counseling, Iran-mehr: The institute for social study and research, Tehran, Iran.
3. Department of Psychology and Counseling, Iran-mehr: The institute for social study and research, Tehran, Iran.

Introduction

Marital adjustment is a friendly bond with mutual understanding and a logical balance between the material and spiritual needs of the spouses. Marital adjustment is the most fundamental pillar of people's mental health in the family system, which is affected by various factors such as financial status, marital age, work status, and religion (Rao, 2017). Marital adjustment and satisfaction are very personal concepts that a person's satisfaction from other aspects of life affects a person's satisfaction and adjustment in marriage (Gol, Narang, and Koradia, 2013). Marital adjustment is a constantly changing process and is considered the ability to compromise and solve problems through which people understand and accept individual differences related to development (McDonald et al., 2018). Marital adjustment is one of the most profound and fundamental factors influencing the enjoyment of life, and the lack of adjustment or marital satisfaction causes pain and discomfort. Adjustment and satisfaction in marriage play a vital role in the lives of couples because it affects their physical and mental health. Marital adjustment improves the ability to deal with problems and stressful factors. It improves the physical and mental health of the couple and, ultimately, society (Riahi and others, 2017). This is while the relationship between occupational factors and marital relations is two-way, in such a way that in some studies, occupational factors such as job stress are considered before marital factors such as marital adjustment (Sadeghi et al., 2018). In some other studies, marital variables such as marital satisfaction have been considered predictors of job factors such as job success (Shokri et al., 2021).

Abele and Spark (2009) have defined career success as a positive psychological predictor of work output or success resulting from work experience. Greenberg and others (2008) consider career success to be any positive and important career event related to a person's work and behavioral goals in the work environment and is meant for people in the form of achieving goals or progress. In this regard, Baroosh (2004) believes that career success includes a set of desirable outcomes for people, which can be classified into several main categories, such as progress, learning, survival, cognitive achievements, quality of life, and work-life balance. According to the main characteristics of job success expressed by Baroosh (2004), the meaning and concept of this variable are aligned with the meaning and concept of the job, which includes two subjective and objective aspects.

In fact, personality traits are considered mood drivers to achieve a goal. In the sense that these traits make a person prone to perform different behaviors in certain situations. One of the most important features that make a person adapt to difficult situations and increase the quality of life is psychological capital. The components of psychological capital have a positive nature and are taken from an utterly positive perspective on human capacities and abilities (Avey, Luthans, Smith, and Palmer, 2010). Retrospective studies have shown that high levels of psychological capital are related to various variables, such as increased

well-being and psychological empowerment (Culbertson, Fullager, & Mills, 2010) and improvement in occupational and social functions (Peng et al., 2016). As a result, it leads to a high quality of life. Also, research evidence has shown that psychological capital and its four components are related to a wide range of health and cognitive behavioral variables, such as satisfaction, commitment, health and well-being performance, and stress perception (Carver, Scheier, and Segerstrom, 2010; Avey, Richard, Luthans, and Matri, 2011). Therefore, having a high psychological capital enables a person to cope better in stressful situations and to be less affected by daily stressful events; as a result, such people have more happiness and psychological health (Datu and Valdez, 2016).

The conducted research revealed that psychological capital, in addition to playing a role in the performance of a wide range of attitudes, feelings and emotions, perception and behavior of people, can also affect people's health level. The results of these researches indicate the role of psychological capital components in improving the level of physical and mental health, which ultimately lead to people's well-being (Stamp and others, 2015; Johnson, 2020; Seloraj, 2015; Luthans et al., 2012; Foroohar et al., 2014; Youssef-Morgan and Luthans, 2015). A high level of people's well-being is also related to improving the level of satisfaction with family life, establishing good relationships, and internal motivation, which itself leads to an increase in happiness, social skills, and a decrease in depression symptoms (Irina, Szleifer, and Ranter, 2007).

In addition to the role of personality in employees' career success, paying attention to the foundation of the family and their level of satisfaction with married life as a factor that can play a role throughout a person's life is an important issue. Because instability in married life and lack of marital satisfaction will negatively affect the individual and society, professional life will not be far from this unfavorable situation. The results of studies (Ardamar and Demirel, 2016; Zandipour and Momeni Javaid, 2013; Shokri and others, 2014; McDowell and others, 2019) have confirmed the relationship between career success and marital relationships. According to the proposed theoretical foundations, this research investigates the relationship between psychological capital and career success with marital adjustment.

Methodology

The method of the present research is of the correlation type. Using this method, the distribution and relationships between predictor variables and research criteria will be investigated in the population. Finally, the multivariate regression method will be used to predict the criterion variable. The statistical population of this research was all working and married students of Azad University, South Tehran branch, who were studying at this university in the second semester of the academic year 2020-2021. The sample size was 200 people who were selected by the available sampling method (voluntarily). Spinner's

(1976) Marital Adjustment Questionnaire, Luthans and Olive's Psychological Capital Questionnaire (2007), and Nabi's Career Success Questionnaire (2001) were used to measure the research variables. To analyze the research data, the linear regression analysis method was used with the help of SPSS software.

Materials

1- Marital Adjustment Questionnaire. This scale was set up by Spanier (1976) to measure the adjustment between husband and wife or people who live together. Factor analysis shows that this scale measures four dimensions: marital satisfaction, marital solidarity, marital agreement, and affection expression (Sharpley and Cross, 1982). This scale is a 32-item tool to evaluate the quality of the marital relationship from the point of view of the husband or wife or both, which can be used to measure overall satisfaction in an intimate relationship by obtaining the total scores (Spanier, 1989). The materials of this tool have different ratings, which give the scores of the scale of three different types of rating scales. Higher scores indicate a better and more compatible relationship. Grading is done based on the Likert scale with two options (yes or no), and items 16, 17, 20, 21, and 22 are scored in reverse. The validity of this scale has been confirmed in many studies (Spanier, 1989). Spanier and Thompson (1982) confirmed the four-factor model of this scale using confirmatory factor analysis. This scale was used as the main research tool in about a thousand studies until 1984 (Spanier, 1985 quoted by Sanai Zaker, 1989). Spanier (1976) estimated the validity of this scale at 0.96, which indicates significant internal consistency. The internal consistency has also estimated the subscales between good and excellent, which include the scale of marital satisfaction 0.94, marital solidarity 0.81, marital agreement 0.90 and expression of affection 0.73. In Iran, this scale was standardized in 1995 by Amoozgar and Hosseinnejad and was implemented with a retest method and with an interval of 10 days on a sample of 120 couples (60 men and 60 women). The correlation coefficient between the scores of the couples during the two implementations was 0.86, the marital satisfaction scale was 0.68, the couple correlation scale was 0.75, the couple agreement scale was 0.71, and the affection expression scale was 0.61. The total validity of the subscales has been reported as 0.94 for marital satisfaction, 0.81 for marital solidarity, 0.90 for marital agreement, and 0.73 for expression of affection (Thanaei, 2000). In this research, to determine the validity of the questionnaire, Cronbach's alpha coefficient was obtained for the total score of 0.80, marital satisfaction scale of 0.68, marital solidarity 0.77, marital agreement 0.73, and affection expression 0.68.

2- Psychological Capital Scale. The psychological capital questionnaire (Luthans and Auliou, 2007) was used to measure psychological capital. This questionnaire has standardized values widely used for structures that measure hope, resilience, optimism, and self-efficacy, and the capability and validity of these subscales have been confirmed. This

questionnaire contains 24 items; each subscale consists of 6 items that the subject answers on a 6-point Likert scale (completely disagree to completely agree). To obtain the score of psychological capital, first, the score of each subscale was obtained separately, and then their sum was considered as the total score of psychological capital. The confirmatory factor analysis results indicated that this test has the factors and structures desired by the test makers. In fact, the factor analysis results confirmed the test's construct validity, and the four-factor model has a better fit with the data and is more compatible with the theoretical model (Lutans and Auliou, 2007). Lutans and others (2007) reported the validity of the questionnaire using Cronbach's alpha method of 0.91. In this research, the reliability coefficient of this questionnaire for each of the subscales of hope, resilience, optimism, and self-efficacy and the whole questionnaire was reported as 0.80, 0.65, 0.72, 0.66, and 0.77, respectively.

3- Career Success Scale. Nabi's job success questionnaire (2001) has 12 items and subjective (7 items) and objective (5 items) success subscales. Subjective career success in this questionnaire means understanding success in work roles and relationships with colleagues, and objective career success means understanding one's success based on financial progress and organizational promotions. In this questionnaire, which is about abilities and possibilities in the field of work, the subject is asked to express their answers to the extent to which they agree or disagree with each item based on a 5-point Likert scale from never (1) to always (5). This questionnaire is evaluated in the subscale of operational success according to 7 items (1, 2, 3, 4, 5, 6, 7) and objective success according to 5 items (8, 9, 10, 11, 12). After obtaining the score of each statement, the total sum of 12 items is the final score of this questionnaire. The career success score of each subject is in the range of 12 to 60. The highest score indicates greater career success. Najari, Kermani, and Farzad (2014) obtained the reliability of the questionnaire with Cronbach's alpha, the reliability coefficient of objective career success was 0.79, and subjective career success was 0.84. In addition, Nasiri, Velikbani, and Farhan (2016) validated the questionnaire using content validity and its validity with Cronbach's alpha coefficient of objective career success of 0.89 and subjective career success of 0.91, confirming the acceptable validity of this tool.

Results

The information collected from the subjects was analyzed by the research tool using appropriate statistical tests, and the research hypotheses were tested. For this purpose, descriptive statistics indices were used to describe and classify the data collected from the sample. Pearson's correlation and multivariate regression were used to test and analyze the hypotheses.

In this research, 56% of the statistical sample were men, and 44% were women; 30% of the sample of the present study, 30% were less than 25 years old, 32% were between 25

and 30 years old, 23% were between 30 and 35 years old, and 15% were more than 35 years old.

Table 1: Descriptive measures of marital adjustment

Variable	Mean	Standard deviation	Min	Max
Marital adjustment	62	11/3	27	86

As seen in the above table, an average of 62 was obtained for the marital adjustment variable.

Table 2: Descriptive dimensions of psychological capital components

Psychological capital components	Mean	Standard deviation	Min	Max
Hope	18/3	3/3	13	20
Resilience	14/2	2/6	9	18
Optimism	16/5	3/8	11	19
Self-efficacy	12/3	2/9	7	17

As seen in the above table, the average of the variable components of psychological capital in students is equal (18.3 hope, 14.2 resilience, 16.5 optimism, and 12.3 self-efficacy).

Table 3: Descriptive dimensions of job success components

Job success components	Mean	Standard deviation	Min	Max
Subjective success	15/2	2/5	8	19
Objective success	13/5	3/6	6	18

As seen in the above table, the average scores of students in the field of subscales of subjective success are 15.2 and objective success are 13.5.

Table 4: Kolmogorov-Smirnov test for the normality of research variables

Index		Kolmogorov-Smirnov Z	Sig
Marital adjustment		0/643	0/651
	Hope	0/730	0/507
Psychological capital	Resilience	0/713	0/832
	Optimism	0/695	0/349
	Self-efficacy	0/434	0/421
Job success	Subjective success	0/723	0/930
	Objective success	0/684	0/359

As can be seen in the above table, the significance level obtained in the Kalmogorov-Smirnov test for all scales is greater than 0.05 ($p < 0.05$). In other words, the distribution of none of the data groups in this table deviates significantly from the normal distribution, and the assumption of normality of the data distribution is properly established for all scales.

Table 5: Summary of regression coefficients for psychological capital and marital adjustment

Predictors	B	β	T	Sig	Tolerance	VIF	Durbin-Watson
Constant	20/532	-	9/355	0/001	-	-	2/13
optimism	0/611	0/365	6/109	0/001	0/656	1/524	
Hope	0/504	0/259	4/427	0/001	0/743	1/346	
Resilience	0/351	0/110	1/898	0/043	0/794	1/259	
Efficacy	0/189	0/115	1/820	0/087	0/584	1/712	

The first main hypothesis of this research was that "job success has a significant effect on the marital adjustment of working people". As seen in the above table, the obtained value (0.482) means that almost 48% of the variance of the marital adjustment variable is explained by the four components of hope, resilience, optimism, and self-efficacy. In other words, these variables explain approximately 48% of the dispersion observed in the marital adjustment variable. The observed R value (0.695) also indicates that the present linear regression model can be used for prediction. In addition, the calculated F ratio (21.255) is significant at the confidence level of at least 99%. Therefore, there is a significant correlation between the studied variables and marital adjustment. Consequently, the evidence is sufficient to accept the main hypothesis. However, by referring to the t-statistics and significance levels, it can be judged that only three variables of optimism, hope, and resilience significantly correlate with the marital adjustment variable.

Table 6: Summary of regression coefficients for job success and marital adjustment

Predictors	B	β	T	Sig	Tolerance	VIF	Durbin-Watson
Constant	14/880	-	**9/742	0/001	-	-	2/021
Subjective success	0/715	0/470	**7/520	0/001	0/696	1/438	
Objective success	0/181	0/092	1/254	0/117	0/959	1/041	

The first main hypothesis of this research was that "job success has a significant effect on the marital adjustment of working people". According to Durbin Watson's statistic in the last column of the above table, which is equal to 2.021 and is in the allowed range of 1.5 to 2.5, the assumption of no correlation between errors cannot be rejected. The errors are not correlated, and regression can be used. As seen in the above table, the obtained value

(0.47) means that job success components explain 47% of the variance of marital adjustment variable. In other words, 47% of the dispersion observed in the marital adjustment variable is explained by this variable. The observed R value (0.690) also indicates that the present linear regression model can be used for prediction. In addition, the calculated F ratio (36.691) is significant at the confidence level of at least 99%. Therefore, it can be concluded that there is a significant correlation between the studied variables and the marital adjustment variable. Consequently, the evidence is sufficient to accept the hypothesis. However, referring to the t-statistics and significance levels, it can be judged that only the subjective success component correlates significantly with the marital adjustment variable.

Table 7: Summary of Pearson correlation test results between psychological capital components and marital adjustment

Dependent variable: Marital adjustment		
Independent variable	Pearson's correlation coefficient	Sig
Optimism	0/671	0 /001
Psychological Capital		
Hope	0/507	0 /001
Resilience	0/430	0 /023
Self-efficacy	0/045	0 /438

As seen in the above table; For the optimism component, a significance level of less than 0.05 was obtained, indicating a significant relationship between optimism and marital adjustment. According to Pearson's correlation coefficient, which is 0.671, this correlation coefficient value indicates a direct, meaningful, and relatively strong relationship between optimism and marital adjustment. In other words, the higher the optimism, the higher the marital adjustment. For the hope component, a significance level of less than 0.05 was obtained, indicating a significant relationship between hope and marital adjustment. According to Pearson's correlation coefficient, which is 0.507, the correlation coefficient value indicates a direct, meaningful, and moderate relationship between hope and marital adjustment. In other words, the higher the hope, the higher the marital adjustment. For the resilience component, a significance level of less than 0.05 was obtained, indicating a significant relationship between resilience and marital adjustment. According to Pearson's correlation coefficient, which is 0.430, this correlation coefficient value indicates a direct, meaningful, and moderate relationship between resilience and marital adjustment. In other words, the greater the resilience, the greater the marital adjustment. For the self-efficacy component, a significance level greater than 0.05 was obtained, which indicates the absence of a significant relationship between self-efficacy and marital adjustment. In other words, self-efficacy has no special effect on marital adjustment.

Table 9: Summary of the Pearson correlation test results between the components of job success and marital adjustment

Dependent variable: marital adjustment			
Independent variable		Pearson's correlation coefficient	Sig
Job success	Subjective success	0/477	0 /021 *
	Objective success	0/156	0 /110

As seen in the above table; For the subjective success component, a significance level of less than 0.05 has been obtained, indicating a significant relationship between subjective success and marital adjustment. According to Pearson's correlation coefficient, which is 0.477, this correlation coefficient value indicates a direct, meaningful, and medium-intensity relationship between subjective success and marital adjustment. In other words, it can be said that the greater the success of the subject, the greater the marital adjustment. A significance level greater than 0.05 was obtained for the component of objective success, indicating the absence of a significant relationship between objective success and marital adjustment. In other words, objective success has no special effect on marital adjustment.

Discussion and Conclusion

This research aims to investigate the role of psychological capital and career success in marital adjustment in married students. The results of statistical analysis showed that psychological capital has a significant effect on marital adjustment in married students. The results of this part of the research are in line with the results of Atashpour et al. (2016), and Muller and Kooij (2019). They found a significant relationship between psychological capital and marital adjustment. The results obtained from the research of Atashpour et al. (2016) showed that the correlation between marital adjustment with self-efficacy, optimism, and resilience was positive and significant, while no significant relationship was obtained between marital adjustment and hope. Among the dimensions of psychological capital, self-efficacy was a predictor of the quality of married life in a step-by-step manner. Therefore, self-efficacy makes people more satisfied with their married life, which helps improve the quality of their married life. The results obtained from the research of Muller and Kooij (2019) showed that improving psychological capital can be useful in treating marital problems and dissatisfaction. This research was conducted on 100 couples who had problems establishing intimate relationships with their spouses. They found that the lack of intimate relationships between women and men is related to the lack of psychological capital components within them. Failure to regulate emotions and feelings and lack of awareness of their feelings were among the reasons for failure in their marital relationships.

Therefore, such couples always feel fear, embarrassment, and shame in intimate and close relationships with their spouses, and because of this, they feel dissatisfied in marriage.

In explaining this issue and why psychological capital is effective in marital adjustment, according to the research conducted and the results of the current research, it can be said that since people with more psychological capital have more inner peace, they can control their negative emotions and can better adapt to their life partner.

The second main hypothesis: the results showed that career success significantly impacts married students' marital adjustment. The present study's findings are in line with the findings of Qatiagi and Mohammadzadegan (2018). Also, this finding is in line with the results of the research of Smith and DeNunzio (2020). The results of Qatiagi and Mohammadzadegan's research (2018), which was conducted on 130 university employees of universities in Qochan city, showed a significant relationship between career success and marital satisfaction. Therefore, using methods to increase career success will play an important role in improving marital satisfaction. The results of Smith and DeNunzio's research (2020) showed that career success significantly impacts all the components of the marital intimacy of couples. The results also showed that income level also significantly impacts all the components of marital intimacy except for sexual satisfaction.

In explaining this issue and why career success is influential in marital adjustment, according to the research conducted and the results, it can be said that Since people with more career success have more income and life satisfaction, they transfer this satisfaction to their married life. Also, by improving their relationship with their spouse, they will interact and compromise more with each other, resulting in better marital adjustment.

The results showed that among the variable components of psychological capital, the components of optimism, hope, and resilience have a significant and direct relationship with marital adjustment. The intensity of this relationship was observed in the relatively strong optimism component, moderate hope component, and moderate resilience component. In the self-efficacy component, no significant relationship was found with marital adjustment.

The results also showed that the subjective success component has a significant and direct relationship with marital adjustment among the variable components of career success. The intensity of this relationship was observed to be moderate. For the component of objective success, no significant relationship was found with marital adjustment.

According to the present study, the more optimism, hope, and resilience in married people, the more likely they are to be compatible in their married life. Furthermore, the more effective success is as one of the components of career success in married people, the more likely he is to be compatible with their life partner.

In every research that is done, there are limitations, which are mainly the obstacles related to the generalization of the results of the research. Like other research based on the

scientific method, this research had a series of limitations. Among these limitations was that the information collected in this research, which was obtained through the distribution of questionnaires, studied married students who were studying in the second semester of the 2020-2021 academic year at Azad University, Tehran South branch. Different results may be obtained at another time and place.

Ethics

This research observed ethical standards, including obtaining informed consent and ensuring privacy and confidentiality. Also, while completing the questionnaires while emphasizing completing all the questions, the participants were free to withdraw from the research at any time and provide individual information. They were assured that the information would remain confidential, which was strictly adhered to.

Acknowledgement

The cooperation of all participants in the research is thanked and appreciated.

Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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