

A Systematic Review of Marital Satisfaction and Psychological Well-Being Among Career Women

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Abstract

Marital satisfaction is always related to the psychological well-being of career women. Career women with a high level of work satisfaction will have better marital satisfaction and psychological well-being. This review aims to look for the relationship between marital satisfaction and psychological well-being among career women. Scopus, ScienceDirect and PubMed database was selected to identify relevant articles. Research published between the year 2012 to 2021 was selected to look at the effect of employment on marital satisfaction and psychological well-being and the relationship between marital satisfaction and psychological well-being. The finding shows that employed women will have better marital status compared to those who are housewives. They have greater financial freedom and self-direction. Additionally, emotional stability affects women's marital satisfaction and psychological well-being. Additionally, marital intimacy is critical for marital satisfaction and psychological well-being maintenance. The article's implications are also discussed in terms of how the counsellor might enhance their counselling service to assist career women in achieving optimal psychological well-being and marital satisfaction.

Keywords: Marital satisfaction, psychological well-being, career women.

INTRODUCTION

Throughout the decades, extensive research has been conducted to determine the relationship between a person's marital relationships and the overall quality of that person's mental health and well-being. Many studies have been carried out in an attempt to determine the directionality of this relationship. While evidence exists to support depression both prior to and following low marital quality, empirically supported evidence is a link between the two factors. Marital satisfaction is frequently defined as individuals' attitudes toward their marital relationship (Fincham & Beach, 2010). Marital satisfaction is a mental

stage that consists of contentment, satisfaction, and pleasure shared by each member of a married couple when all parts of their shared life are considered (Bilal & Rasool, 2020; Tavoni & Anisi, 2005). This mental stage will not automatically be fulfilled. It needs commitment from both sides of the couple. Marital satisfaction is critical in the early year of marriage, and this is because the early-stage marital relationship and satisfaction are still in the unstable stage (Gorbanzadeh et al., 2013). The concept of marital satisfaction encompasses numerous components, including sexual fulfilment, getting support from a partner, participating in decision-making

processes, relationships with a partner's family, social support, psychological well-being, and overall life satisfaction (Bilal & Rasool, 2020; Javanmard & Garegozlo, 2013).

There has been extensive research into marriage satisfaction, with many studies finding a link between marital pleasure and psychological well-being. The term "psychological well-being" refers to an image of a person's psychological health that is based on their ability to perform psychological functions (Bradburn, 1969; Muqodas et al., 2020). Psychological well-being is a wide concept that incorporates all aspects of one's daily life that are affected by one's emotions. Individual self-reporting can be used to assess negative psychological well-being in a straightforward manner (Warr, 1978). Psychological well-being is enhanced by feelings of fulfilment and contentment in one's life. In the concept that health is more than only the absence of physical illness, psychological well-being has developed due to the development of psychological health (Ryff, 1989). As Deci and Ryan (2008) explain in their study *Psychological Well-Being*, it is typically defined as a combination of positive emotional experiences such as contentment and optimum performance in one's personal and social life. Psychological well-being has been divided into six dimensions, which are autonomy, environmental mastery, personal growth, positive relationships with others, a sense of purpose in life, and self-acceptance, in order to concentrate on what it takes to be emotionally thriving at one's highest potential level (Ryff, 1989; Muqodas et al. 2020). Marriage satisfaction was found to be an essential and influential component of emotional and psychological well-being. The level of marital satisfaction has a favourable relationship with overall happiness and overall personal health (Renne, 1970).

Career or employed women always relate with marital satisfaction and psychological well-being. Career women who have a certain financial situation will have a good impact on their marital circumstances. This is because their skills outside of the home can help them have a more vital interpersonal interaction with their partner when they return home (Abadian et al., 2021). Besides, working women have demonstrated that job happiness and job

stability are employment achievements that contribute to sexual and marital satisfaction in their relationships with their partners (Abadian et al., 2021). However, they are some negative impact of working women in their relationship. One of the reasons is the extra-marital role that career women play in their families. It is not uncommon for role expectations and limits between family and profession to be out of sync, resulting in tensions and challenges between work and family life (Netemeyer et al., 1996). Females frequently juggle multiple roles in their families, including daughter, wife, mother, sister, and daughter-in-law, while also juggling the roles of subordinate, colleague, and leader in the job at the same time (Lin et al., 2013). Besides, some research also found that Women will have higher working stress and pressure than working men (Lundberg, 1996). So, the working stress will be combined with family stress, which will positively impact women in their life satisfaction, including marital satisfaction. Past research indicated that the joint effect between work and family stress would lead to poor health (Loerbroks et al., 2017; Zhou et al., 2018). Career women will have a positive and negative impact on their relationships and psychological well-being.

As a result, the reviewer examined the association between marital satisfaction and psychological well-being among career women in this review study. The aims of the study will be explored in greater detail in the following section.

Objectives

This study aims to investigate the level of marital satisfaction and psychological well-being among women who work full-time. In this study, the level of marital satisfaction and psychological well-being among women will be examined in greater detail. Following that, different cultural or country studies were used in this review to determine whether or not there is a relationship between marital satisfaction and psychological well-being in the general population. In addition, the factors that influence the psychological well-being of career women will be identified in this review. Following completion of this study, the reader should identify specific strategies and suggestions that a counsellor can use to assist

women in coping with their emotional distress and maintaining their psychological well-being. Based on objective research results, the findings were tabulated systematically. The point of view refers to marital satisfaction and career women's psychological well-being.

Following are some suggestions for an analysis of the contest based on the question:

1. What is the psychological well-being of working women?

The focus was given to the impact of career on women's psychological well-being. What influences of job on women's psychological well-being? We examine the findings of different studies.

2. What is the relationship between marital satisfaction and psychological well-being among career women?

The purpose of this question is to examine the critical relationship between marital satisfaction and psychological well-being in career women. We simply extracted data from a portion of the introductory section's literature review. The findings section will examine the study's findings and data from other studies to determine whether there is a correlation between marital satisfaction and psychological well-being, and if so, how strong it is.

3. What considerations should a counsellor keep in mind when assisting career women in sustaining marital satisfaction and psychological well-being?

Finally, emphasis is placed on the fact that a counsellor should be aware of the importance of assisting career women in sustaining marital satisfaction and psychological well-being. This may be more descriptive or less obvious in the study, but most articles will include a recommendation.

Methodology

The first step in conducting this systematic review is establishing a starting point by selecting a few key terms. The most frequently used terms are marital satisfaction, psychological well-being, and working women, all of which are discussion topics. A specialised search technique is employed in order to locate

or retrieve high-quality literature relevant to the subject. It is advantageous to conduct a systematic review when conducting basic research because it minimises author prejudice. Furthermore, systematic reviews assist scholars in exploring new concepts that emerge from the vast amount of literature that reviewers have combed through. This guide is intended to assist reviewers in determining which journal article or other literature would be the best fit for the subject under consideration. The problem described above helps reviewers better understand what they are looking for in a journal or the literature.

The Search Strategy

First, UPM subscribes database was used for retrieved articles. Three databases were chosen which is Scopus, ScienceDirect and PubMed. To create a list of relevant literature in the database, the key terms marital satisfaction, psychological well-being, and working women were used. To obtain relevant literature, a few inclusions and exclusion criteria were included in the search process. Initial inclusion criteria were based on the year in which the literature was published. We've chosen the most recent ten-year journal to publish in. The years 2012 to 2021 were chosen as the study period. Since most reviewers write in English only, the vocabulary is limited to English words. The social sciences and psychology were the most popular fields of study during the hunt. Only journal articles and academic papers were considered for inclusion in the literature search. The inclusion of only quantitative papers would be appropriate given that this is a quantitative synthesis.

At the outset of the search, a total of 13211 articles were discovered using the key terms marital satisfaction, psychological well-being, and working women. The number of papers was reduced to 5928 after the publication year was restricted. The following restricted criterion was the availability of research articles written in the English language. After excluding all non-English research articles from consideration, there were 4770 remaining. Table 1 below contains a list of all of the inclusive criteria. The exclusive criterion is presented in the following table. 2619 articles were excluded from consideration because they were in a non-relevant subject area. After the

search, only 20 articles have been selected for review.

Table 1. *Inclusion criteria*

Inclusive criteria	Particular	Literature identified	Remaining literature
Key Terms	Marital satisfaction, psychological well-being, and working women	13211	13211
Years	2012-2021	5928	5928
Article type	journal articles and academic papers	4678	4678
Language	English	4670	4670

Table 2. *Exclusive criteria*

Exclusive criteria	Particular	Literature identified	Remaining literature
Subject type	Non-relevant area	2619	2151

When the index contains 30 of the best-fit journal articles, the reviewer is no longer interested in looking for more. However, after screening the abstracts, it is discovered that there are only 20 articles in the search results. After the information was filtered, it was entered into Table 3, which can be seen in the following section. Figure 1 depicts the search flow for the article that the author is looking for in a systematic review from beginning to end. A more simplified representation of how a systematic review search was conducted using the PRISMA figure is visualised in Figure 1, allowing the reader to understand better how the articles were selected.

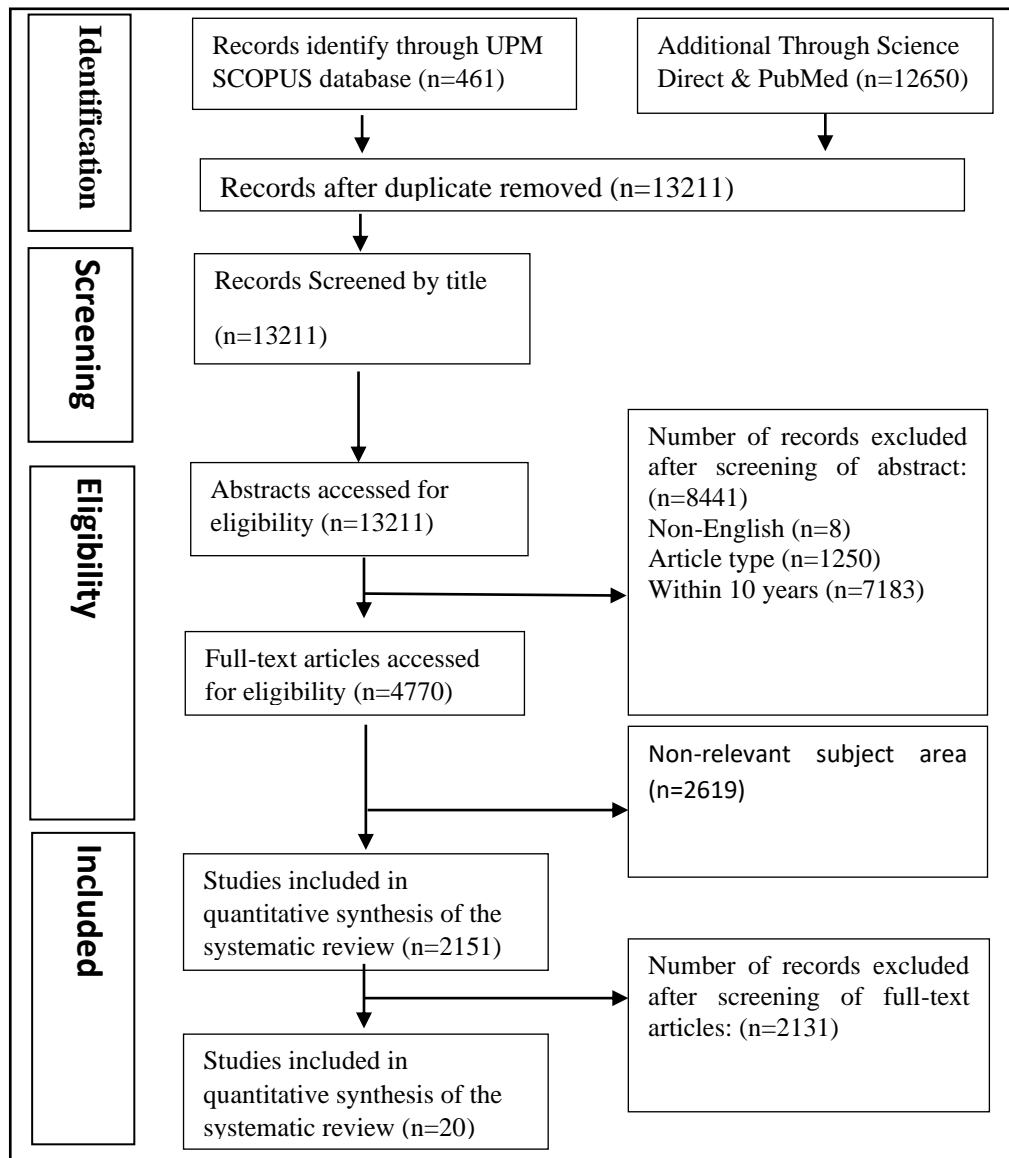


Fig 1. Flow diagram for selection review of studies

Findings of Literature Review

Summaries of twenty articles were presented in Table 3 below. Following the review's

objective, the findings are presented in the following sequences: author(s), year, title(s) of articles, country, and findings that are following the review's objective.

Table 3. Summary of Selection Literatures

Author & Year	Title of Article	Country	Relevant Findings
Justin A. Lavner*, Malissa A. Clark (2016)	Workload and marital satisfaction over time: Testing lagged spillover and crossover effects during the newlywed years	USA	In comparison to partners of individuals with lower workloads, partners of individuals with higher workloads experience a bigger loss in marital happiness over time.
Federica Facchin a*, Laura Buggio b, Paolo Vercellini b,	Quality of intimate relationships, dyadic coping, and psychological health in women with	Italy	Intimate connections were related with decreased psychological health,

Annalisa Frassinetti c, Sara Beltrami c, Emanuela Saita (2021)	endometriosis: Results from an online survey		relationship satisfaction, and dyadic coping ability.
Jaffar Abbasa*, M. Aqeelb, J. Abbasc, B. Shaherc, A. Jaffarc, J. Sundasb, W. Zhangc (2019)	The moderating role of social support for marital adjustment, depression, anxiety, and stress: Evidence from Pakistani working and non-working women	Pakistani	In married working and non- working females, marital adjustment has a negative relationship with depression and anxiety.
Wei Lin, Hong Wang, Lin Gong, Guiying Lai, Xiaoshan Zhao, Hui Ding, Yueyun Wang (2020)	Work stress, family stress, and suicide ideation: A cross- sectional survey among working women in Shenzhen, China	China	Women who had both high job and family stress had a fivefold increased risk of suicidal ideation.
Julan Xie, Yanwei Shi , HongyuMa (2017)	Relationship between similarity in work-family centrality and marital satisfaction among dual- earner couples	China	Marital satisfaction was greater when couple congruence was low-low (vs. high-high) in terms of work-family centrality.
Mahmoud Bahmani a *, Saber Aryamanesh a, Mostefa Bahmani b, Sareh Gholami (2013)	Equity and Marital Satisfaction in Iranian Employed and Unemployed Women	Iran	Correlations between equity and its components and marital satisfaction that are both positive and substantial. Between employed and jobless women, employed women reported greater marital disparity.
Javad Khalatbari a*, Shohreh Ghorbanshiroudi a, Kiomars Niaz Azari b, Nikta Bazleh a , Niayesh Safaryazdi (2013)	The Relationship between Marital Satisfaction (Based on Religious Criteria) and Emotional Stability	Iran	There is a strong correlation between marital contentment and emotional stability.
Mehdi Rostamia* , Azam Taherib, Mansour Abdic, Nahide Kermanid (2013)	The Effectiveness of Instructing Emotion-focused Approach in Improving The marital Satisfaction in Couples	Iran	indicates that the emotion- focused intervention was effective at increasing marital satisfaction markers in couples.
Ayumi Honda , Yasuyo Abe , Yutaka Date , Sumihisa Honda (2015)	The Impact of Multiple Roles on Psychological Distress among Japanese Workers	Japan	Women had significantly more psychological distress (17.8 percent) than men (11.5 percent) . There was significantly less psychological discomfort (OR, 0.27), and those with childrearing or caregiving obligations for elderly parents experienced significantly less psychological distress (OR,

				0.38).
Jaunathan Bilodeau , Alain Marchand , Andree Demers (2020)	Psychological distress inequality between employed men and women: A gendered exposure model	Canada		By determining specific disparities in exposure to work and family stressors and resources contribute to working women's greater psychological discomfort than working males,
Tze-Li Hsu and Anne E. Barrett (2020)	The Association between Marital Status and Psychological Well-being: Variation across Negative and Positive Dimensions	USA		Women have a greater correlation between marital status and psychological well- being than males do.
Seyyedeh Fatemeh Mousavi (2020)	Psychological Well-being, Marital Satisfaction, and Parental Burnout in Iranian Parents: The Effect of Home Quarantine during COVID-19 Outbreaks	Iran		While moms reported much more parental exhaustion than fathers, fathers reported higher marital satisfaction and psychological well-being.
M. Pilar Matud, Marisela López- Curbelo and Demelza Fortes (2019)	Gender and Psychological Well- Being	Spain		Men scored more on self- acceptance and autonomy than women, but women scored higher on personal growth and positive interpersonal relationships. The most significant factor affecting both women and men's psychological well-being was a high level of masculinity.
Sudhint (2017)	Sinha Multiple roles of working women and psychological well-being	India		Working women rated themselves as having a higher psychological well-being than homemakers or unemployed women.
Su-Yeon Choi, Hyoung-Ryoul Kim and Jun-Pyo Myong (2020)	The Mediating Effects of Marital Intimacy and Work Satisfaction in the Relationship between Husbands' Domestic Labor and Depressive Mood of Married Working Women	Korea		Marital intimacy had a significant effect on job satisfaction, and both of these variables were strongly associated with decreases in sad mood scores. Domestic labour performed by husbands did not directly affect married working women's melancholy mood scores, but did so indirectly via impacts on marital closeness and job satisfaction.

Lynn Germeyns and Sara De Gieter (2017)	Psychological Detachment Mediating the Daily Relationship between Workload and Marital Satisfaction	Belgian	Daily detachment is positively associated with marital satisfaction, with one's choice for work-from-home segmentation supporting this link. Additionally, psychological detachment moderated the daily link between workload and marital satisfaction in its entirety.
Katja Margelisch, Klaus A. Schneewind, Jeanine Violette & Pasqualina Perrig-Chiello (2015)	Marital stability, satisfaction and well-being in old age: variability and continuity in long-term continuously married older persons	Switzerland	In older couples, marital pleasure is positively connected with health and very well throughout time, although psychological resilience and marital strain are significant predictors of these outcomes.
Afsaneh Mehrara, Maryam Amidi Mazaheri, Akbar Hasanzadeh (2019)	The survey of quality of life, perceived stress, and its relationship with marital satisfaction in married women working at health centers	Iran	In married, employed women, perceived stress and quality of life can be major indicators of marital satisfaction.
Sang Ah Lee, Eun-Cheol Park, Yeong Jun Jua, Kyu-Tae Hana, Hyo Jung Yoon, Tae Hyun Kim (2018)	The association between satisfaction with husband's participation in housework and suicidal ideation among married working women in Korea	Korea	When women were unsatisfied with their husbands' participation in housework, those with an egalitarian gender ideology or low job satisfaction were more likely to consider suicide.
Annette J Towler , Alice F Stuhlmacher (2013)	Attachment styles, relationship satisfaction, and well-being in working women	USA	Women in cohesive, personal relationships were more likely to report job satisfaction, low workplace conflict, and few health symptoms.

The systematic review was created in order to provide answers to the questions posed by the objectives. These are the findings where they relate to the questions, summarised as follows:

Psychological well-being of working women

Compare with working men & non-working women

One research found that working women will have high psychological distress compare to working men (Bilodeau et al., 2020). According to Honda et al. (2014), Men and women may experience varying levels of stress and psychological anguish due to their work and family roles. The study found that women with multiple roles, such as working women

and family caregivers, will have lower psychological distress than those with only one life role. Workers who were exclusively employed in their current position may have experienced a high level of role submersion (Honda et al., 2014). When they over-committed to their task, they will cause individuals to fall into depression.

Role's conflict is essential to maintain psychological well-being. According to Bilodeau et al. (2020), women will higher psychological distress compare to men is because they expose to work-to-family conflict. Women's work obligations interfere with their family responsibilities more than men's, increasing the level of psychological distress

experienced by women. Women who had unequal roles in the family will have poor well-being such as stress, anxiety, and loss of control over their lives (Mousavi, 2020). Furthermore, Bilodeau et al. (2020) discovered that women in the workplace would have less decision-making authority than men, resulting in women experiencing psychological distress. As a result of having less involvement in decision-making, they have less opportunity to exert control over their work. It will result in women having low self-esteem indirectly (Bilodeau et al., 2020).

Following that, working women reported greater psychological well-being than either homemakers or non-working women did (Sinha, 2017). This is because women employed have two sources of gratification, such as work and family, which allows them to have greater psychological well-being. According to Sinha (2017), women who work as homemakers under traditional roles will be more stressed because of the poor reward value. For working women, the positive effect is mostly from employment. The privileges of job, status, power, position and economic independence are sources for women to maintain their psychological well-being (Sinha, 2017). The result was similar with later research found that women with a higher level of job qualification would have greater well-being than women with a lower level of qualification (Matud et al., 2019). Women who stay at home or work in a manual labour occupation, whether skilled or unskilled, report lower levels of well-being than women with higher job levels.

Low psychological well-being with Work stress & family stress

The working women were linked with work stress and family stress. According to Lin et al. (2015), women with high work stress and family stress levels will have high thoughts of suicide. The stress for working women usually comes from the workplace. It is the critical factor for the high prevalence of suicide ideation (Lin et al., 2015). This is because women put effort and high commitment into their work but get low in rewards. The imbalance causes them to get into a depressive situation and easily link with suicide ideation. Besides, Lin et al. (2015) also state that family stress always came with work stress. The

research found that working women have three-time odds of suicide ideation with family stress. The overload of housework and dissatisfaction with husbands' housework involvement could influence women's psychological distress and predictor of suicidal ideation.

A later study supported the result were done in Korea. Lee et al. (2018), state that Women who adhered to an egalitarian gender ideology or reported low job dissatisfaction were more likely to consider taking their own lives. Women who are married and working who are dissatisfied with their husbands' participation in housework are more likely to consider suicide than women satisfied with their husbands' participation. To alleviate women stress from the dual burden of work and family, they require an environment in which housework is fairly distributed (Lee et al., 2018). However, there is one contradictory result found in this review. Hsu and Barrett (2020) found that employed women and men linked with reduced depressive symptoms but not associated with any good well-being indicators.

The relationship between marital satisfaction and psychological well-being among career women

Marital satisfaction and career women

In the review process, the reviewer found there are few articles regarding marital satisfaction with career women. First, according to Towler and Stuhlmacher (2013), Women who were in stable intimate relationships were more likely to be satisfied with their jobs. Work satisfaction was significantly influenced by marital intimacy (Choi et al., 2020). This is because the satisfaction from the relationship will carry over to the workplace and that there will be little conflict while working (Towler and Stuhlmacher, 2013). The possible reason found is that women who have a stable attachment type are more likely to have excellent social skills, which allows them to operate effectively in personal and professional interactions. It is also found in another two-research show that women Personal development and positive relationships with others are more successful for women compare to men (Matud et al., 2019; Hsu & Barrett, 2020).

Mahmoud Bahmani et al. (2013) found a positive relationship between marital equity

and marital satisfaction. Married couples in equitable marriage will have better marital satisfaction than those who are in inequity marriage. Marital equity is the difference between employed and unemployed women. Women who were employed felt more equal in their marital relationship than those who were not worked (Mahmoud Bahmani et al., 2013).

Another research found that Individuals' work-family centrality and couple similarity in work-family centrality were inversely associated with the level of marital happiness experienced by dual-earner couples (Xie et al., 2017). The research shows that Higher degrees of work-family centrality were associated with poorer levels of marital satisfaction compared to couples that were congruent at lower levels of work-family centrality (Xie et al., 2017). This means that couples whom both are working oriented will experience lower marital satisfaction. Results also show that working women with higher work-family centrality than her husband will have lower marital satisfaction (Xie et al., 2017). One similar result was found in another research. The research found that when comparing partners of individuals with higher workloads at a one-time point to partners of those with lower workloads at the same time point. It is shown that the partners of individuals with higher workloads have more significant reductions in marital happiness by the following time point (Lavner & Clark, 2017).

Significant effect of marital satisfaction and psychological well-being among career women

Next, the reviewer was looking at the relationship between marital satisfaction and psychological well-being. There is some research regarding the emotional stability of couples and their psychological well-being. According to Khalatbari et al. (2013), there is a significant relationship between marital satisfaction and emotional stability. The higher the emotional stability, the better the couple marital satisfaction. The couple who can control their emotional maturity and be calm and real will more easily meet their marital needs (Khalatbari et al., 2013). The result was similar to Rostami et al. (2013) research. Increasing the indices of marital satisfaction in couples is helpful when using an emotion-focused intervention approach. A considerable difference between women and men was

discovered in the study's findings regarding emotion-focused thinking. Women will benefit from emotional-focused thinking and have better marital satisfaction (Rostami et al., 2013). Mousavi (2020) reported that married women as a mother would have a high burnout rate compared to father. The mother who is low emotional control will have lower marital satisfaction compared to the father.

Next, a marriage's satisfaction is related to one's health and well-being (Margelisch et al., 2015). When a couple is in good health, has a low level of emotional loneliness, and has a low level of hopelessness, they will be more happily married and have a higher level of psychological well-being. There was a similar result found by Facchin et al. (2021), the health situation of women will influence their intimate relationship and will associate with psychological well-being. The low level of health situation will negatively impact intimate relationships and poor psychological well-being and health.

Mehrara et al. (2021). Research results show that an inverse relationship between perceived stress and marital satisfaction was statistically significant. Individuals under tremendous stress or who are confronted with petty life concerns are more anxious, feel more powerless, harm their mental health, and ultimately are dissatisfied with their marital relationship (Mehrara et al., 2021). The research found that to maintain good marital satisfaction need to maintaining women emotional side and perceived stress. Germeys and Gieter (2017) found a similar result stated that psychological detachment such as relaxing and away from stress is helping the married couple to increase their marital satisfaction. This is because psychological detachment will help couples engage in positive relational functioning, communication, and behaviour that indirectly impact their marital satisfaction (Germeys & Gieter, 2017). The study also found that the individual level of workload is related to detachment (Germeys & Gieter, 2017). The greater the workload, the lower the detachment will be for the individual. The relationship can relate to marital satisfaction where workload increases, psychological detachment will decrease, and marital satisfaction will decrease.

There is also research that found that marital intimacy is affecting working women mental

health. According to Choi et al. (2020), Marital closeness has been a significant factor affecting women's mental health and job satisfaction in dual-income households. The husband in the house plays a critical role in maintaining working women mental health. When the husband assisted with housework and parenting, the transition between job and family was favourable (Choi et al., 2020). The depression and stress level of the working wife will be lower. Besides, Marital adjustment has a negative relationship with depression and anxiety in married working women and non-working women. The finding shows that women who had a greater sense of marital cohesion and affection experienced less stress and despair due to social support (Abbas et al., 2019).

Implications of the study

There are few suggestions reviewers found in reviewing articles to help out working women maintain their marital satisfaction and psychological well-being. The first suggestion is to build up self-esteem among working women. Greater self-esteem will help reduce psychological distress (Bilodeau et al., 2020). Self-esteem helps working women in building up their confidence in facing problems. When their self-esteem is high, they will have more confidence to control their work to help decrease their psychological distress. So, when working women have lower working psychological distress, it will indirectly increase their marital satisfaction. Therefore, as a counsellor in the counselling session, women need to help working women build up their self-esteem to face their working stress.

Besides, emotional stability is another target for counsellors to help our working women maintain their marital satisfaction and psychological well-being. Emotional loneliness and emotional calm affect marital satisfaction (Margelisch et al., 2015; Khalatbari et al., 2013). Working women will be benefiting from an emotion-focused approach (Rostami et al., 2013). The emotional focus will help women to control their emotions and have better emotional stability. Better emotional will have more excellent in marital satisfaction and working relationship. So, counsellors need to

check the level of coping for their clients in emotional control.

Lastly, counsellors need to check on the marital relationship between working women and their husbands. The review found that marital intimacy is one of the boosters for marital relationships, which means the better the relationship between the couple, the better the marital satisfaction. This is because when the relationship increases, they will be better social support between the couple. When working women need help from emotional, mental or physical, they will quickly get it from their partner. So, marital satisfaction will not decrease. This is because the relationship between them is close and easy to share when the intimacy level is high.

Conclusion

In this review, the reviewer can find that there is an effect of working women on their psychological well-being. Workload, job stress, chance, and decision-making in the workplace have affected working women's psychological well-being. They will become more depressed due to their increased workload and lack of decision-making in their workplace, which will correlate with low relationship satisfaction. Employed women psychological well-being will be affected by their work and will be different with unemployed women and men.

Besides, reviewer also found that marital satisfaction is related to working status. Working women will have better marital status compare to those who are as a housewife. Women who stay at home or work in a manual labour occupation, whether skilled or unskilled, report lower levels of well-being than women with higher job levels. This is because working women will be felt equity in their married. They enjoy greater financial independence and have the ability to direct their own lives.

Additionally, women's marital satisfaction and psychological well-being is influenced by emotional stability. The stronger one's emotional control, the more satisfied one is in marriage. Husband relationship or marital intimacy also serve an important role in marital satisfaction and maintaining psychological well-being.

In conclusion, marital satisfaction is a part of maintaining working women psychological well-being. Lower marital satisfaction will cause low psychological well-being and vice versa. Work stress, workload, marital intimacy, social support emotional control are essential variables to maintaining marital satisfaction and psychological well-being. As a counsellor, one needs to aware when helping employed women in their marital satisfaction and psychological well-being. This paper also discussed the implication of this study on counsellors.

Acknowledgement

This research was sponsored under Putra Grant Project ID: GP-IPM/2021/9695900

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