

## AN ASSESSMENT OF THE ROLE OF GENDER, SELF-EFFICACY, AND RESILIENCE ON MARITAL ADJUSTMENTS AMONG EMPLOYEES OF THE FEDERAL UNIVERSITY OYE-EKITI, NIGERIA

Ibukun Faith Akeredolu<sup>1</sup>, Adebisi Victory Okere<sup>2</sup>, Tolulope Oluwatoyin Olayiwola-Adedoja<sup>3</sup>,  
Mensah Prince Osiesi<sup>4</sup>, Sylvan Blignaut<sup>5</sup> & Walters Doh Nubia<sup>6</sup>

<sup>1</sup>Department of Guidance and Counselling, Faculty of Education,  
Federal University Oye Ekiti, Oye, Ekiti state, Nigeria. - <http://orcid.org/0009-0008-0029-3217>

<sup>2</sup>Department of Psychology, Arts and Social Sciences, Nile University of Nigeria. - <http://orcid.org/0000-0003-1169-4952>

<sup>3</sup> Department of Guidance and Counselling, Faculty of Education, Federal University Oye Ekiti, Oye, Ekiti state, Nigeria. -  
<https://orcid.org/0000-0003-1914-957X>

<sup>4</sup>Postdoctoral Research Fellow, Department of Postgraduate Studies, Faculty of Education,  
Nelson Mandela University, South Africa. - <https://orcid.org/0000-0002-7660-6127>

<sup>5</sup>Postgraduate Studies Department, Faculty of Education,  
Nelson Mandela University, South Africa. - <https://orcid.org/0000-0002-5514-0604>

<sup>6</sup>Department of Postgraduate Studies, Faculty of Education,  
Nelson Mandela University, South Africa. - <http://orcid.org/0000-0002-7475-4337>

### Abstract

*This study assessed the role of gender, self-efficacy, and resilience on marital adjustments of employees at the Federal University Oye-Ekiti, Ekiti State, Nigeria. The study utilised the ex-post facto research design. The population of the study consisted of all employees at the Federal University Oye-Ekiti, Ekiti State, Nigeria. The simple and purposive sampling techniques were used in selecting 106 employees as the study's sample. An instrument tagged "Self-Efficacy, Resilience and Marital Adjustment Questionnaire" was used in collecting data for the study, with  $\alpha = 0.81, 0.84,$  and  $0.86$  respectively for the instrument's sub-sections. Data was analysed using descriptive statistics and regression analysis at a 5% significance level. Findings indicate high levels of self-efficacy, resilience, and marital adjustments among the sampled employees, and that employees' gender and self-efficacy play a significant role in their marital adjustment levels; yet, employees' resilience played no significant role (contrasting findings of prior research; Ahmad & Jahangir, 2020; Cihan & Aydogan, 2020; Khalaf & AL-Hadrawi, 2022; İlmen & Sürücü, 2022), that found a significant association between resilience and marital adjustment). The study recommends that efforts, especially professional development programmes, and capacity-building workshops, aimed at fostering employees' self-efficacy be made available to employees of the university, counselling units established in all faculties of the university, and employees (both male and female) be advised and encouraged to attend at least one or two counselling sessions every month to foster their marital adjustments cum satisfaction.*

**Keywords:** Gender; Marriage; Marital Adjustment; Self-Efficacy; Resilience; Nigeria.

### Introduction

Marriage is a joining between two individuals (male and female-usually known as couples), wherein one is referred to as the husband (usually the male gender), and the other is referred to as the wife (usually the female gender). It is the foundation of family formation and a means of interpersonal interactions (Khalaf & AL-Hadrawi, 2022). Similarly, it has been termed as the most significant relationship between a man and a woman, serving as a system of communication and interaction, and guaranteeing adults' emotional and legal responsibility (Karadağ & Koçak, 2017). Marriage plays a big role in resolving various societal problems (including sexual, personal, cultural, and social) (Bharambe & Baviskar, 2013; Atoki, Gautam & Atoki, 2024), and has been referred to as the most significant interpersonal relationship between individuals, characterised as the closest, most delicate, and most extensive relationship between a man and a woman (Gupta & Nafis, 2014).

Marriage as a union is laden with several rights and/or responsibilities for these couples, which are expected to be respected by both (Vaishnavi & Shalini, 2020). It seems to be linked with healthier and longer life, lowered crime rates, reduced spread of infectious diseases, happier life, improved financial earnings, better quality of life, benefits accruing from long-lasting companionship, and so on. Marriage necessitates adjustments, including adjusting to social activities, financial situations, childcare, religious beliefs, and relationships with friends and family. According to McDonald et al. (2017), marriage adjustment in families will be improved if couples are forgiving, empathetic, and religious. This illustrates the emotional stability, mental acuity, and social effectiveness of every married person. Husband and wife must

learn to live together to share, compromise, accommodate, adapt, and plan a life together. Couples' ability to remain married could be dependent upon their level of marital adjustment (Bharambe & Baviskar, 2013).

Marital adjustment has been termed as the quality and stability of marriages (Jang et al., 2013), and reflects on the happiness and satisfaction individuals enjoy because of being married, as these individuals communicate healthily and harmoniously while supporting one another in addressing life challenges. Jaleel and Chandola (2023) termed it as the mental condition in which spouses feel generally content and happy in their marriage. The strain of juggling work and personal obligations can be detrimental to the adjustment of a married couple. Work-family conflict has been linked to increased family conflict, decreased life and marriage satisfaction, and decreased levels of happiness within the family (Khalaf & AL-Hadrawi, 2022).

Marital adjustment is necessary for child rearing and the continued survival of the union, otherwise, without it, such marriage would collapse, eventually leading to separation and divorce (Jang et al., 2013; Vaishnavi & Shalini, 2020). The lack or absence of marital adjustment among couples negatively affects their general well-being, and families (both immediate and extended) (Vaishnavi & Shalini, 2020). Psychologists have identified several areas, such as religion, social life, mutual friends and leisure, in-laws, money, sex, children and parenting, personality development issues, child disability, family and cultural background, family roles, stereotyping of sex roles, and values, that married couples need to adjust to (Cavkaytar & Özen, 2010; Jang et al., 2013; Olugbemi & Olawole, 2021; Robles et al., 2014; Vaishnavi & Shalini, 2020; Yavuza & Yıkmış, 2022). Many marriages that have failed, may have been maladjusted to the aforementioned factors. Marital adjustment in relation to couple's gender has been acclaimed to impact marital happiness (Tazkiya & Puspitawati, 2022).

As defined by social values, culture, and customs in society, gender is the distinction between men and women in roles, functions, and tasks that can be constructed and modified at any time based on local conditions (Olawole & Oniemola, 2022; Tazkiya, & Puspitawati, 2022). Gender has also been termed as the state of being male or female and is perceived to be a potent driving force of individuals (Akomolafe, 2022; Osiesi et al., 2022; Sanni et al., 2023), it is the psychological and sociocultural aspects of being male or female (Osiesi & Akomolafe, 2019). Gender-based studies have begun to receive research attention in recent times. Gupta and Nafis (2014) investigated the psychological well-being and marital adjustment levels of working and non-working women. The findings showed that there were no differences between working and non-working women in terms of psychological well-being or marital adjustment. Couples, both males and females, can adapt and persist easily in marriage when they are resilient.

According to Bonanno et al. (2011) and Zeidner et al. (2013), resilience is a dynamic process that involves positive adaptation in the face of experienced negativity. It encompasses a person's capacity to maintain psychological and physical functioning when faced with adversity and stressful life events. It has been demonstrated that resilience is an essential mental skill for reducing stress in a variety of contexts, including marriage (Khalaf & AL-Hadrawi, 2022; Naemi et al., 2018). The results demonstrate the strong positive relationship between adjustment and resilience. Resilient people, particularly those who are married, experience positive emotions that improve their lives and health. In addition to helping to demonstrate the nature of an individual's emotional balance and increasing the degree to which an individual harmonises with both him and the environment, resilience allows a person to express a system of thinking and behaviour in the face of life's challenges and needs. Resilient people have a positive outlook on their relationship's future, faith in their ability to work out a creative solution to their marital problems, the social skills to ask for assistance from others, and a propensity for coming up with and implementing novel coping mechanisms to maintain happy and fulfilling relationships (Bradley & Hojjat, 2017; Naemi et al., 2018).

Because high resilience correlates with high marital adjustment, highly resilient people are more aware of the positive emotions that can be expressed during stressful situations (Khalaf & AL-Hadrawi, 2022). By relying on competence, future optimism, achievement, problem-solving skills, and interpersonal abilities, resilient couples are better able to handle difficulties and assist their spouses in recovering (Hjemdal et al., 2011). Resilience has also been found to help enhance an individual's problem-solving skills and self-esteem (Pinar et al., 2018), and this is particularly true for married couples who are said to be efficacious. Khalaf and AL-Hadrawi (2022) conducted a study to examine if the resilience of married individuals predicts marital adjustment. Results revealed a statistically significant relationship. Cihan and Aydogan (2020) also reiterate the positive and significant impact of resilience on a couple's marital adjustment. The studies of Chtibi et al. (2018), Scali et al., (2012), and Hildon et al. (2010) indicated low resilience levels among their

samples, while the study of Khalaf and AL-Hadrawi (2022) did indicate high resilience in their sample. In the same vein, the studies of Ahmad and Jahangir (2020), Cihan and Aydogan (2020), İlmen and Sürücü (2022) have also indicated that resilience positively predicts marital adjustment among couples. However, in the context of this study, studies that examined the effect of resilience on marital adjustments among university working couples seems sparse, necessitating this current research.

Self-efficacy frequently directs people's behaviour and aids in their preparation for the future (Pradhan et al., 2021). According to Marzano (2012), it is the conviction that one can perform, organise, and execute the actions required to meet performance objectives. It has been described as the driver of people's well-being and their ability to complete a task by Jaleel and Chandola (2023). Another widely accepted definition of self-efficacy is the capacity of an individual to consistently perform well under a variety of stressful conditions (Schwarzer, 1992), as well as a positive emotion that enables people to handle a range of stressors. It largely determines how someone feels, thinks, and behaves (Pradhan et al., 2021). People who perceive their self-efficacy as high adjust to challenging circumstances faster (Akomolafe, 2022; Cattik & Aksoy, 2018). They also communicate with their children more effectively, assume greater responsibility, provide better environments for their development, and use less punishment (Coleman & Karraker, 2000, as cited in Yavuz and Yıkmiş, 2022). Abun and Estrella (2021) studied how the workplace environment mediated employees' work performance and sense of self-efficacy. The sampled workers had a high degree of self-efficacy, according to the findings.

Few studies on marriage adjustment in the literature abound. Carpenter (2018), for example, studied the factors influencing men's marital adjustment during marital therapy. The results show that personality traits were a significant predictor of marriage satisfaction compared to marriage adjustment. The association between couples' self-efficacy and marital satisfaction was investigated by Khorasani et al. (2017). Results show that self-efficacy was higher in women than in men and that it predicted marital satisfaction. Yavuz and Yıkmiş (2022) investigated the connection between marital adjustment and parental self-efficacy. The parents' levels of self-efficacy were found to be average, with no discernible gender difference. This was in line with what Brandão et al. (2017) found. Additionally, it was found that the parents' marital adjustment levels were low, with a significant difference favouring the male parents. Additionally, the study shows a favourable correlation between married adjustment and parents' self-efficacy. These inconsistent findings necessitate further investigation into this subject.

In a study published in 2023, Jaleel and Chandola investigated the connection between women's self-efficacy and marital adjustment. Results show that women's self-efficacy and marital adjustment are positively correlated. Studies show that resilience and overall well-being are positively impacted by self-efficacy (Djourova et al., 2019; Pradhan et al., 2021). The goal of the Banaha et al. (2023) study was to raise the self-efficacy and marital adjustment of infertile women. These studies seem to be tilted toward the female gender, underlining the need for further inquiry into couple's gender perspectives. The results show that these women have a moderate degree of self-efficacy and marital adjustment. In the context of the study, cases of high rate of marital divorce have become worrisome (Muhammad et al., 2019; Ntoimo & Akokuwebe, 2014; Uroko & Enobong, 2022). Despite the importance of prior studies regarding this study's concerns, it appears that none have examined the impact of a couple's gender, resilience, and self-efficacy on their ability to adjust to married life, particularly for those who work in a university setting. Considering this, the current study evaluated the role of gender, resilience, and self-efficacy on employees' marital adjustment at the Federal University Oye-Ekiti in Ekiti State, Nigeria.

### **Research Questions**

1. What is the level of marital adjustments among university employees?
2. What is the level of self-efficacy among the university employees?
3. What is the level of resilience among the university employees?
4. What is the role of gender, self-efficacy, and resilience on the university's employees' marital adjustment?

### **Theoretical Framework**

The theoretical frameworks of self-efficacy, adjustment, and family resilience serve as the foundation for this study. The traits, dimensions, and qualities that make families (couples) resilient to change and adaptable in times of crisis are explained by the Family Resilience theory (McCubbin & McCubbin, 1988). As per Walsh (2016), it refers to the ability of the family, functioning as a unit, to endure and recover from difficult life circumstances, becoming stronger and more inventive in the process. The author makes the case that people—in this case, married men and women—can overcome

challenges they face both inside and outside of their marriages by learning to cope with adversity, maintaining an optimistic mindset, being spiritual and transcendent, adaptable, connected, mobilising social and financial resources, being clear, communicating honestly about their feelings, and working together to solve problems. Their increased self-efficacy is an unintentional consequence of this.

According to Self-efficacy theory, a person's perception of their abilities are important factors in determining successful outcomes. Couples who can persevere through marriage and achieve success are presumed to be competent and capable (Gallagher, 2012). Self-efficacious couples possess a sense of agency that will help them achieve their marital goals, strengthen their resilience, and develop into well-adjusted partners. According to the theory, couples who succeed in their endeavour—like marriage—or who see others succeed in theirs—may have more optimistic and upbeat perspectives on the future and the prospects of their marriage, which strengthens their resilience and levels of marital adjustment. The Adjustment theory is the process through which people keep a balance between their needs and the challenges in their environment. It involves stimuli, investigation, problem-solving, and response to meet needs and attain equilibrium (Agarwal, 2014). Four essential components make up the theory: adaptability, activity, reactivity, and persistence. These components would support a couple's marital adjustment levels, in addition to their resilience and self-efficacy. It is from the foregoing of this theory, that this current study is grounded, as it sought to assess the role of gender, resilience, and self-efficacy on employees' marital adjustment at the university in question.

## **Methodology**

### **Research Design**

This study utilised the ex-post facto research design, as the variables under study have already occurred, and was not manipulated.

### **Population, Sampling Techniques, and Sample**

The population of this study consisted of all employees at the Federal University Oye-Ekiti, Ekiti State, Nigeria. The simple random sampling was used to select employees from two faculties, while the purposive sampling technique was used to select employees who voluntarily agreed to participate in the study by filling out the research questionnaires. In all, only one hundred and six (106) employees took part in the study.

### **Instruments**

An instrument tagged “Self-Efficacy, Resilience and Marital Adjustment Questionnaire (SRM)” was used to collect data for this study. It was divided into sub-sections A, B, C, and D. Section A captured respondents' bio-data such as gender, job cadre, years of working experience, and job status. Section B had ten items that measured respondents' self-efficacy. The researchers adapted the General Self-Efficacy Scale (GSE), developed by Schwarzer and Jerusalem (1995), with ten items placed on a 4-Likert scale of “Not at all true =0”, “Hardly true = 1”, “Moderately true =2”, and “Exactly true =3”. According to the authors, the internal reliability of the scale ranges from 0.79 to 0.90. A pilot test carried out with the instrument on this current study's sample yielded  $\alpha = 0.81$ . Section C had six items measuring respondents' resilience. The Smith et al.'s (2008) Brief Resilience Scale (BRS) was adapted to measure the resilience of the respondents. The scale has six items which were placed on a 4-Likert scale of "Strongly Agree" to "Strongly Disagree". A pilot test carried out with the instrument on this current study's sample yielded  $\alpha = 0.84$ . Section D consisted of forty-seven items measuring respondents' marital adjustment. The Vaishnavi and Shalini (2020) Marital Adjustment Scale was adapted to measure the respondents' marital adjustment. The scale has fifty items which was placed on a 5-Likert scale of "Always =5" to "Never =1". The original scale reliability yields a Cronbach alpha value of 0.80-0.896. However, the pilot test carried out with the instrument on this current study's sample yielded  $\alpha = 0.86$ .

### **Method of Data Collection**

The researchers administered the research instruments to the respondents, which took four weeks. These instruments were retrieved by the researchers, after being filled out by the respondents. The retrieval rate was 96.3%, as a few of the instruments were not returned. For ethical considerations, we obtained respondents' informed consent to participate in the study, assuring them that their responses would be confidentially handled and that they are free to opt-out of the study whenever they desire to, as it is voluntary.

### **Method of Data Analysis**

Data accruing from this study was analysed using descriptive statistics and regression analysis at a 5% significance level.

Respondents Demographics

**Table 1:** Respondents' Demographics

Variable	Classification	Frequency	Percent
<b>Gender</b>	Male	50	41.7
	Female	59	49.2
<b>Years of Working Experience</b>	< 5 years	43	35.8
	6-10years	37	30.8
	> 10 years	29	24.2
<b>Cadre at Work</b>	Junior	61	50.8
	Senior	48	40.0
<b>Job Status</b>	Academic	69	57.5
	Non-academic	40	33.3

Table 1 indicates the demographics of the respondents. As shown, 50 (41.7%) of them were males and 59 (49.2%) were females. Regarding their years of teaching experience, 43 (35.8%) have less than 5 years of working experience, 37 (30.8%) have 6-10 years of working experience, and 29 (24.2%) have above 10 years of working experience. Concerning their work cadre, 61 (50.8%) were of the junior cadre while 48 (40.0%) belonged to the senior cadre. On job status, 69 (57.5%) were academic staff, and 40 (33.3%) were non-academic members of staff.

**RQ 1:** What is the level of marital adjustments among the university employees?

**Table 2:** Employees' Level of Marital Adjustments

S/N	Items (See the Appendix, section D for further information on the items)	Mean	S.D
1	MA1	3.71	1.11
2	MA2	4.09	0.83
3	MA3	3.54	1.07
4	MA4	3.11	1.23
5	MA5	3.27	1.37
6	MA6	3.29	1.24
7	MA7	3.36	1.27
8	MA8	3.00	1.31
9	MA9	3.00	1.37
10	MA10	2.95	1.33
11	MA11	3.03	1.48
12	MA12	2.84	1.23
13	MA13	2.67	1.48
14	MA14	2.82	1.24
15	MA15	3.28	1.16
16	MA16	2.73	1.37
17	MA17	2.68	1.43
18	MA18	3.03	1.29
19	MA19	2.74	1.35
20	MA20	3.56	1.25
21	MA21	3.19	1.31
22	MA22	3.25	1.16
23	MA23	3.09	1.18
24	MA24	3.40	1.22
25	MA25	3.16	1.17
26	MA26	2.56	1.07
27	MA27	3.72	1.13
28	MA28	3.55	1.24
29	MA29	3.16	1.16
30	MA30	3.25	1.20
31	MA31	3.06	1.30
32	MA32	3.16	1.36
33	MA33	3.79	1.03

34	MA34	3.19	1.28
35	MA35	3.10	1.30
36	MA36	2.92	1.25
37	MA37	2.94	1.23
38	MA38	3.10	1.21
39	MA39	3.34	1.22
40	MA40	3.74	1.13
41	MA41	3.57	0.97
42	MA42	3.17	1.29
43	MA43	3.40	1.16
44	MA44	3.03	1.31
45	MA45	3.20	1.42
46	MA46	2.80	1.38
47	MA47	3.49	1.22
<b>Pooled Mean</b>		<b>3.19</b>	

**\*Criterion Mean = 3.00; <3.00 =Low; 3.00 = Moderate; >3.00=High.**

Table 2 indicates the level of marital adjustment of the sampled university employees. As revealed, the employees have high levels of marital adjustment, since the pooled mean score (3.19) is greater than that criterion mean (3.00). Thus, it can be inferred that married employees in the federal university Oye-Ekiti, have high levels of marital adjustment.

**RQ 2:** What is the level of self-efficacy among university employees?

**Table 3:** Employees' Self-Efficacy Level

S/N	Items (See the Appendix, section C for further information on the items)	Mean	SD
1	SE1	1.41	1.23
2	SE2	1.44	1.13
3	SE3	1.60	0.93
4	SE4	1.60	.77
5	SE5	1.46	.92
6	SE6	1.52	1.00
7	SE7	1.54	1.10
8	SE8	1.52	0.98
9	SE9	1.61	0.94
10	SE10	1.65	1.01
<b>Pooled Mean</b>		<b>1.54</b>	

**\*Criterion Mean =1.50; <1.50=Low; 1.50=Moderate; >1.50=High.**

Table 3 denotes the levels of self-efficacy of the university employees. It is revealed, therefore, that the sampled employees had high levels of self-efficacy, as the pooled mean score (1.54) was greater than the criterion score (1.50). Thus, employees in the federal university Oye-Ekiti have high levels of self-efficacy.

**RQ 3:** What is the level of resilience among the university employees?

**Table 4:** Employees' Resilience Level

S/N	Items (See the Appendix, section B for further information on the items)	Mean	SD
1	R1	3.11	.762
2	R2	2.61	.849
3	R3	2.88	.825
4	R4	2.67	.882
5	R5	2.72	.914
6	R6	2.27	.929
<b>Pooled Mean</b>		<b>2.71</b>	

**\*Criterion Mean =2.50; <2.50=Low; 2.50=Moderate; >2.50=High.**

Table 4 indicates the level of resilience of the university employees. As shown, the sampled university employees have high levels of resilience. Therefore, the resilience of employees of the federal university Oye-Ekiti is high.

**RQ 4:** What is the role of gender, self-efficacy, and resilience on the university’s employees’ marital adjustment?

**Table 5: ANOVA** of the role of gender, self-efficacy, and resilience on the university’s employees’ marital adjustment

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	72929.444	3	24309.815	30.515	.000 <sup>b</sup>
Residual	83648.520	105	796.653		
Total	156577.963	108			

  

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	234.785	19.186		12.237	.000
Gender	-12.449	5.492	-.164	-2.267	.025
Self-efficacy	-3.519	.370	-.693	-9.524	.000
Resilience	-1.069	.895	-.086	-1.193	.235

**\*Significant at p<0.05. R=0.68; R<sup>2</sup>=0.47; Adjusted R<sup>2</sup>=0.47; Standard error of the estimate=22.23.**

Table 5 shows that overall, the university’s employees’ marital adjustment, based on their gender, self-efficacy, and resilience had a significant outcome (p<0.05). University employees' gender ( $F_{(3, 108)} = 30.52$ ;  $\beta = -0.16$ ;  $t = -2.27$ ;  $p < 0.05$ ), and self-efficacy ( $F_{(3, 108)} = 30.52$ ;  $\beta = -0.69$ ;  $t = -9.52$ ;  $p < 0.05$ ) plays a significant role on their marital adjustment. However, the resilience of the employees did not have a significant role in their marital adjustment ( $F_{(3, 108)} = 30.52$ ;  $\beta = -0.086$ ;  $t = -1.193$ ;  $p > 0.05$ ). Thus, university employees’ gender and self-efficacy significantly influence their marital adjustment levels.

### Discussion

This study assessed the role of gender, self-efficacy, and resilience on marital adjustment of employees at the Federal University Oye-Ekiti, Ekiti State, Nigeria. Arising from the study’s results, findings indicate that married employees in the university have high levels of marital adjustment. These employees are likely to be enjoying marriages (Jang et al., 2013; Vaishnavi & Shalini, 2020). This finding partially reiterates that of Banaha et al. (2023), which found a moderate level of marital adjustment among their sample. Findings also show that employees in the university have high levels of self-efficacy. This implies that these employees are positively impacting the university by executing their university-ordained tasks. With little or no boredom in their jobs (with their high self-efficacy), these employees can effectively manage their marriages, simultaneously with their university-assigned tasks. The finding agrees with those of Khorasani et al. (2017) who showed the self-efficacy levels of their sample to be high, Yavuz and Yıkmiş (2022), and Banaha et al. (2023) who indicate an average level of self-efficacy in their sample.

Findings have revealed also that the resilience of employees at the university is high. This reiterates the fact that these employees, apart from being highly efficacious, can withstand challenges relating to their jobs at the university or marriages. As a result of their resilience, they are well able to attend to family and work-related demands. The findings agree with that of Khalaf and AL-Hadrawi’s (2022) study, which revealed a high level of resilience in their sample. This finding contrasts with the studies of Chtibi et al. (2018), Scali et al., (2012), and Hildon et al. (2010) studies which indicate low resilience levels among their samples. This could be because the aforementioned studies mainly captured older and divorced adults than those of this current study.

Lastly, the findings of the study revealed that university employees ‘gender and self-efficacy significantly predict their marital adjustment levels. An employee’s gender and consistent capability to effectively function in a wide range of stressful contexts significantly influence their adjustment in marriage. These findings reaffirm the findings of Jaleel and Chandola (2023), Djourova et al. (2019), Khorasani et al. (2017), Pradhan et al. (2021), and Banaha et al. (2023) that revealed the significant role of gender and self-efficacy on the marital adjustments of couples. However, the finding contrasts the findings of Yavuz and Yıkmiş (2022), which indicate the null effect of couples’ gender on their marital adjustment levels, and Khalaf and AL-Hadrawi (2022), Ahmad and Jahangir (2020), Cihan and Aydogan (2020), İlmen and Sürücü (2022) that found a significant association between resilience and marital adjustment.

### **Conclusion and Recommendations**

This study has assessed the role of gender, self-efficacy, and resilience on the marital adjustment of university-married employees in a public university in Nigeria. Upon the findings and discussions of the study, we conclude that employee's gender and self-efficacy significantly impact their marital adjustment levels. The resilience of an employee, on the other hand, does not affect their marital adjustment levels. It implies that couples working in organisations, irrespective of their gender, can favourably adjust to marital demands, once they are efficacious. Practical and self-efficacy provoking tasks can be allotted to these employees. We, therefore, recommend that efforts, especially professional development programmes and capacity-building workshops aimed at fostering employees' self-efficacy be made available to employees of the university, counselling units established in all faculties of the university, and employees (both male and female) be advised and encouraged to attend at least one or two counselling sessions every month to consolidate their marital satisfaction and adjustments. Future research could consider other psychological variables such as well-being, social support, self-esteem, belonging, and organisational related factors' impact on employees' marital adjustments.

### **Study's Limitations**

We acknowledge the potential biases that might have been introduced by these sampling choices, especially in the use of purposive sampling technique, as well as the sample size which is unlikely to be representative of the population, might limit the generalizability of the results.

## References

- Abun, D., Marlene, N. & Estrella, A. P. (2021). Employees' self-efficacy and work performance of employees as mediated by work environment. *International Journal of Research in Business and Social Science*, 10(7):01-15. DOI: 10.20525/ijrbs.v10i7.1470
- Ahmad, S. & Jahangir, M. (2020). Resilience as Predictor of Marital Adjustment among Couples. *Pakistan Journal of Clinical Psychology*, 19, 2, 33-44.
- Akomolafe, O.D. (2022). Gender as Predictor of Students' Classroom Engagement and Academic Self-Efficacy: A case study of Oye-Ekiti Secondary School Students, Ekiti State, Nigeria. *International Journal of Academic and Applied Research*, 6(10), 133-141.
- Atoki, P.L., Gautam, R., & Atoki, A.M. (2024). The Relationships Between Gratitude and Resilience among Nigerian Married Couples. *International Journal of Religion*, 5 (6), 73 – 81. <https://doi.org/10.61707/qdcjap06>
- Banaha, S., Pasha, H., Bakhtiari, A., Omidvar, S., Behmanesh, F., Faramarzi, M., & Esmailzadeh, S. (2023). Effectiveness of Group Psychosexual Training for Marital Adjustment and Sexual Self-Efficacy of Infertile Women: A Randomized Controlled Trial. *Iran Journal Psychiatry*, 18: 3: 275-284.
- Bharambe, K. D., & Baviskar, P. A. (2013). A study of marital adjustment about some psycho-socio. *International Journal of Humanities and Social Science Invention*, 2(6), 8–10.
- Bonanno, G.A., Westphal, M., & Mancini, A.D. (2011). Resilience to loss and potential trauma. *Annual Review of Clinical Psychology*, 7:511-535.
- Bradley, J. M., & Hojjat, M. (2017). A model of resilience and marital satisfaction. *The Journal of Social Psychology*, 157(5), 588-601.
- Brandão, T., Pedro, J., Nunes, N., Veloso, M. M., Costa, M. E., & Matos, P. M. (2017). Marital adjustment in the context of female breast cancer: A systematic review. *Psycho-oncology*, 26, 2019-2029. Doi: 10.1002/pon.4432.
- Carpenter, D.J. (2018). *16PF Couples Counseling Report: Predictors of Marital Satisfaction, Personality Similarity, and Relationship Adjustment of Males in Marital Therapy*. Doctoral Research Project, Florida Institute of Technology, Melbourne. <https://repository.lib.fit.edu/handle/11141/2687>
- Cavkaytar, A. & Özen, A. (2010). *Aile katılımı ve eğitimi*. Akcamete, A. G. (edit). Genel eğitim sınıflarında özel gereksinimi olan öğrenciler ve özel eğitimi (169-201). Kök yayıncılık.
- Chtibi, H., Ahami, A., Azzaoui, F., Khadmaoui, A., Mammad, K. & Elmassioui, F. (2018) Study of Psychological Resilience among Health Care Professionals, in Ibn Sina Hospital/Rabat/Morocco. *Open Journal of Medical Psychology*, 7, 47-57. doi: 10.4236/ojmp.2018.73005.
- Cihan, H. & Aydogan, D. (2020). Relational resilience as a protective factor in marital adjustment of couples with cancer: a dyadic model. *Dusunen Adam The Journal of Psychiatry and Neurological Sciences*, 33:281-288. DOI: 10.14744/DAJPNS.2020.00092.
- Djourova, N. P., Rodriguez, I., Tordera, N., & Gebeyehu, A. (2019). Self-efficacy and resilience: Mediating mechanisms in the relationship between the transformational leadership dimensions and well-being. *Journal of Leadership & Organizational Studies*, 1-15. <https://doi.org/10.1177/1548051819849002>
- Gallagher, M.W. (2012). Self-Efficacy, Editor(s): V.S. Ramachandran, *Encyclopedia of Human Behavior* (Second Edition), Academic Press, 314-320. <https://doi.org/10.1016/B978-0-12-375000-6.00312-8>.
- Gupta, G. & Nafis, P. N. (2014). Does Marital Adjustment and Psychological Well Being Differ in Working and Non-Working Female? *International Journal of Research in Engineering & Social Sciences*, 4 (3), 1-12.
- Hildon, Z., Montgomery, S.M., Blane, D., Wiggins, R.D., & Netuveli, G. (2010). Examining resilience of quality of life in the face of health-related and psychosocial adversity at older ages: what is “right” about the way we age? *Gerontologist*, 50 (1) (2010), pp. 36-47.
- Hjemdal, O., Friborg, O., Braun, S., Kempnaers, C., Linkowski, P., & Fossion, P. (2011). The Resilience scale for adults: Construct validity and measurement in a Belgian sample. *International Journal of Testing*, 11(1), 53- 70. 11.
- Jaleel, U., & Chandola, R. (2023). *Self-Efficacy and Marital Adjustment among Married Women European Chemistry Bulletin*. Research Paper 6107, 12(Special Issue 4), 6107-6113.
- Jiang, Y., Terhorst, L., Donovan, H. S., Weimer, J. M., Choi, C. W., Schulz, R., Given, B., & Sherwood, P. R. (2013). Locke-Wallace Short Marital-Adjustment Test: psychometric evaluation in caregivers for persons with primary malignant brain tumor. *Journal of nursing measurement*, 21(3), 502–515. <https://doi.org/10.1891/1061-3749.21.3.502>
- Karadağ, K. S., & Koçak, A. (2017). The role of inter family communication in marital adjustment: Case of people residing in Konya city. *Journal of Human Sciences*, 14 (2), 1093-1104. doi:10.14687/jhs.v14i2.4072 1096

- Khalaf, M. S., & AL-Hadrawi, H. (2022). Determination the level of psychological resilience in predicting marital adjustment among women. *International Journal of Health Sciences*, 6(S2), 12489-12497. <https://doi.org/10.53730/ijhs.v6nS2.8847>
- Khorasani, N. H., Hosseini, M., Matbouei, M., Khafri, S., Vasli, P., & Vardanjani, A. E. (2017). The Study of Relationship between Self – efficacy and Marital Satisfaction of Couples Referring to the Community Health Centers of Babol in 2015. *British Journal of Medicine & Medical Research*, 19(9): 1-9. DOI: 10.9734/BJMMR/2017/29999.
- İlmen, Z., & Sürücü, A. (2022). The Predictive Relationship between Marital Adjustment, Psychological Birth Order, and Psychological Resilience of Married Individuals. *The Family Journal*, 1-16. <https://doi.org/10.1177/10664807221124256>
- Marzano, R. (2012). Teaching Self-Efficacy with Personal Projects. *Educational Leadership*, 69, 86-87.
- McDonald, J. E., Olson, J. R., Lanning, A. H., Goddard, H. W., & Marshall, J. P. (2018). Effects of Religiosity, Forgiveness, and Spousal Empathy on Marital Adjustment. *Marriage and Family Review*, 54(4), 393–416.
- McCubbin, L. D., & McCubbin, H. I. (1988). Typologies of resilient families: Emerging roles of social class and ethnicity. *Family Relations*, 37(3), 247–254.
- Muhammad, M. U., Bara, S. M., & Sani, U.M. (2019). Socio-Economic Effects of Rampant Divorce in Nigeria: The Northern Muslims Scenario. *Burjis*, 6 (2), 13-27.
- Naemi, A. (2018). Relationship between basic psychological needs satisfaction with resilience and marital satisfaction in teachers. *International Journal of Educational and Psychological Researches*, 4 (2), 78.
- Ntoimo, L., & Akokuwebe, E.M. (2014). Prevalence and Patterns of Marital Dissolution in Nigeria. *The Nigerian Journal of Sociology and Anthropology*, 12(2):1-15. DOI: 10.36108/NJSA/4102/12(0210)
- Olawole, A.O. & Oniemola, F.R. (2022). Statistical insignificant of Gender and personality trait on academic task procrastination reduction using cognitive restructuring and time management training among secondary school students. *Gender & Behaviour*, 20 (2), 19413-19417.
- Olugbemi, O.A. & Olawole. A.O. (2021). The role Belief System, Peer Pressure and Self-Monitoring Skills on Social Adjustment among Senior Secondary School Students. *Gender & Behaviour*, 19 (2), 18238 - 18244.
- Osiesi, M. P. & Akomolafe, O.D. (2019). Students' attitude to mastery learning instructional approach in teaching Mathematics on their achievement in Mathematics in Oyo State, Nigeria. *Journal of Asian and African Social Science and Humanities*, 5 (3), 56-67.
- Osiesi, M. P., Adeniran, S.A., Adekoya, A. F., Akomolafe, O. D., Aruleba, A.L., & Blignaut, S. (2022). Gender Disparities and Teachers' Soft Skills as Determinants of Learners' Attitude towards Learning Mathematics in Ekiti State Primary Schools, Nigeria. *Gender & Behaviour*, 20(4), 20788-20802.
- Pinar, S. E., Yildirim, G., & Sayin, N. (2018). Investigating the psychological resilience, self-confidence and problem-solving skills of midwife candidates. *Nurse education today*, 64, 144-149. 17.
- Pradhan, R. K., Panigrahy, N. P., & Jena, L. K. (2021). Self-Efficacy and Workplace Well-Being: Understanding the Role of Resilience in Manufacturing Organizations. *Business Perspectives and Research*, 9(1) 62–76. DOI: 10.1177/2278533720923484
- Robles, T.F., Slatcher, R.B., Trombello, J.M., & McGinn, M.M. (2014). Marital quality and health: A meta-analytic review. *Psychological Bulletin*, 140, 140–187. doi: 10.1037/a0031859
- Sanni, K.T., Osiesi, M. P., Adeniran, S. A., Blignaut, S., Obateru, O.T., Akomolafe, O. D., Olawole, A.O. (2023). Influence of Students' Personal Variables on Academic Achievement among Undergraduates in the Federal University Oye-Ekiti, Nigeria. *Malaysian Online Journal of Educational Management*, 11 (2), 18-31.
- Scali, J., Gandubert, C., Ritchie, K., Soulier, M., Ancelin, M.L., & Chaudieu, I. (2012). Measuring resilience in adult women using the 10-items Connor-Davidson Resilience Scale (CD-RISC). Role of trauma exposure and anxiety disorders. *PLoS One*, 7 (6) (2012), p. e39879
- Schwarzer, R. (1992). *Self-efficacy: Thought control of action*. Hemisphere Publishing Corp.
- Schwarzer, R., & Jerusalem, M. (1995). *Generalized Self-Efficacy scale*. In J. Weinman, S. Wright, & M. Johnston, Measures in health psychology: A user's portfolio. Causal and control beliefs (pp. 35-37). Windsor, UK: NFER-NELSON.
- Smith, B. W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The brief resilience scale: assessing the ability to bounce back. *International journal of behavioral medicine*, 15(3), 194-200.
- Tazkiya, D.A., & Puspitawati, H. (2022). Marital adjustment, gender role partnerships, and marital satisfaction during COVID-19. *Journal of Child, Family, and Consumer Studies*, 1, (3), p: 196-208.
- Uroko, F. & Enobong, S. I. (2022). Divorce amongst Christian couples in Yoruba land: Challenges and implications. *HTS Theological Studies*, 78(3), 1-8. <https://dx.doi.org/10.4102/hts.v78i3.7562>

Vaishnavi, P., & Shalini, A. (2020). "Development and Standardization of Marital Adjustment Questionnaire". *International Journal of Humanities and Social Science Invention*, 09 (1), pp 34-39.

Walsh, F. (2016). Family resilience: a developmental systems framework. *European Journal of Developmental Psychology*, 13(3), 313–324.

Yavuza, M. & Yıkmış, A. (2022). An investigation of the relationship between parental self-efficacy and marital adjustment levels of parents of disabled individuals. *International Journal of Curriculum and Instruction*, 14(1), 378–403.

Zeidner, M., Kloda, I., & Matthews, G. (2013). Does dyadic coping mediate the relationship between emotional intelligence (EI) and marital quality? *Journal of family Psychology*, 27:795-805.

**APPENDIX**

**Self-Efficacy, Resilience and Marital Adjustment Questionnaire (SRM)**

**Section A**

**Gender:** Male ( ) Female ( )

**Years of Working Experience:** < 5 years ( ), 6-10 years ( ), > 10 years ( )

**Cadre at work:** Junior ( ) Senior ( )

**Employee Job Status:** Teaching ( ) Non-Teaching ( )

**Section B**

**Self-efficacy Scale**

S/N	Items	Not True	Hardly True	Moderately true	Exactly True
1	I can always manage to solve difficult problems if I try hard enough				
2	If someone opposes me, I can find the means and ways to get what I want.				
3	It is easy for me to stick to my aims and accomplish my goals.				
4	I am confident that I could deal efficiently with unexpected events.				
5	Thanks to my resourcefulness, I know how to handle unforeseen situations.				
6	I can solve most problems if I invest the necessary effort.				
7	I can remain calm when facing difficulties because I can rely on my coping abilities.				
8	When I am confronted with a problem, I can usually find several solutions.				
9	If I am in trouble, I can usually think of a solution				
10	I can usually handle whatever comes my way.				

**Section C**

**Resilience Scale**

S/N	Items	Strongly Agree	Agree	Disagree	Strongly Disagree
1	I tend to bounce back quickly after hard times				
2	I have a hard time making it through stressful events.				
3	It does not take me long to recover from a stressful event.				
4	It is hard for me to snap back when something bad happens.				
5	I usually come through difficult times with little trouble.				
6	I tend to take a long time to get over set-backs in my life.				

**Section D**  
**Marital Adjustment Scale**

S/N	Items	Always	Often	Sometimes	Rarely	Never
1	I prefer to fulfil my desires over my spouse's desires.					
2	I satisfy my spouse's need.					
3	I feel that, emotional expressions of my spouse do not match with mine which bothers me.					
4	I feel that, my spouse lacks affection for me					
5	I find it difficult to tolerate my spouse.					
6	I feel that, the lifestyle of my spouse is different from mine which makes me uncomfortable.					
7	Habits of my spouse should be changed to meet my expectations.					
8	I feel bad about the way I communication style with my spouse.					
9	We perceive things differently which leads to a heated argument.					
10	Attitude of my spouse makes me feel uneasy.					
11	I and my spouse have mutual friends which itself creates problem between us.					
12	I do not like when my spouse talks about his/her friends with me.					
13	Religious practice and beliefs of my spouse is difficult for me to follow.					
14	I feel that the values held by my spouse's family are not acceptable to me.					
15	My spouse should accept my tradition/culture					
16	I feel that the values held by my spouse's family are not acceptable to me.					
17	It is difficult for me to adjust with the health conditions of my spouse when he/she falls sick.					
18	I expect my spouse to initiate compromise with me during the time of conflict and I stay back at my point.					
19	If my spouse falls ill, I feel disgusted when I supposed to take personal nursing care for her/him.					
20	I take care of my spouse when he/she falls sick by sacrificing my other works.					
21	I feel that, I have the authority to rule over our problem and keep my spouse submissive.					
22	My spouse should not dominate me while handling financial matters, this bothers me					
23	The way of handling financial matters in marital life contradicts with the way I used to live before getting married which is difficult for me.					
24	I will not spend much from my savings which I earned when my spouse also earns.					
25	Whenever we go out, I expect my spouse to pay the bill even If I have my own income.					
26	It bothers me when my in-laws ask me to do things which I do not know.					
27	I never mind it when my in-laws expect my spouse to do favorable things to them.					
28	I refuse to do whatever my in-laws expect me to do.					
29	It is difficult for me to tolerate when my in-laws interfere in our personal life.					
30	I feel like not considering my in-laws opinion while making important decision just because it will not suit to my opinion.					
31	I refuse to involve in sexual life with my spouse because of the feeling that it might modify my physical appearance.					

32	I feel that, planning for child birth is forced by me or by spouse without mutual agreement					
33	I enjoy intimacy with my spouse.					
34	I feel that, I am not much interested in sexual life which creates problem between us.					
35	I feel that, I should not get compromised with my spouse regarding our sexual life.					
36	It is difficult for me to spare time to take care of our baby.					
37	I feel that, only I am taking care of our children's education which is like a burden carried by me alone.					
38	I prefer to leave my children in day care center/hostel.					
39	I feel that, I should modify my job in order to take care of my children at any cause.					
40	I actively take care of my children even if I feel tired.					
41	I share the household work with my spouse.					
42	I feel that, responsibility of house hold work is like a burden.					
43	I consider and value my spouse's opinion and wishes in order to come to mutual agreement.					
44	I do not like it when my spouse interferes me in handling house hold activities.					
45	The way my spouse handles the household works irritates me.					
46	Whenever argument arises, I want my voice to be high than my spouse's voice.					
47	I am okay with giving up the argument with my spouse to settle down the argument.					