

**Sources of Marital Conflict, the Relationship between
Conflict Resolution Mechanisms and Marital
Satisfaction among Married People in Jemo-1, Addis
Ababa**

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A thesis submitted to

The School of Psychology Department of Counseling

**Presented In Partial Fulfillment of the Requirements for the
Degree of Master of Arts in Counseling Psychology**

Addis Ababa University

Addis Ababa, Ethiopia

June 2014

Addis Ababa University
School of Graduate Studies

This is to certify that the thesis prepared by Meaza Menber, entitled: *Sources of Marital Conflict: the Relationship between Conflict Resolution Mechanisms and Marital Satisfaction among Married People in Jemo-1* and submitted in partial fulfillment of the requirements for the Degree of Masters of Arts in Counseling Psychology compiles with the regulations of the University and meets the accepted standards with respect to originality and quality.

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Acknowledgments

I would like to express my deepest gratitude and sincere thanks to my thesis advisor, Prof. Habtamu Wondimu, for his critical and scholarly help in advising and correcting this thesis. His corrections and critical remarks from the preparation of the proposal to the completion of the thesis were very useful and constructive.

It is my pleasure to acknowledge Workineh Kebede, instructor in Addis Ababa University, Institute of Psychology, for his constructive comments on the first draft of the research and giving ideas starting from the preparation of the proposal. I owe special thanks also to my friend Fasika Yalew for her critical comment during questionnaire development and translation.

My friend Sindu Abebe and her husband Solomon I owe them an acknowledgement for their unlimited support and giving encouragements throughout the entire times of my study. And my friend Selam Deneke and her husband Dr. Tekalegn for their scholastic discussions and ideas which helped me to develop clear picture of my research.

I also like to thank participants of this research for their dedication to give their personal information. Without their commitment this research would not be factual.

My grandmother, w/ro Alefe Endalew, she deserves my heartfelt thank for raising me valuing education and her love gives me a strength to further my study.

I would like to thank the following individuals for a variety of types of support during my graduate study: Dr. Bekele Shiferaw, Kindie Aycheshm, Liya Fikiru and Liya Abebe.

Abstract

Sources of Marital Conflict, the relationship between Conflict Resolution Mechanisms and Marital Satisfaction among Married People in Jemo-1

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Addis Ababa University, 2014

This research is to explore the major causes of marital conflict, conflict resolution mechanisms, and the relationship between marital satisfaction and conflict resolution mechanism among married people in Jemo-1. This research is mixed type. Using lottery method 160 participants were selected and 6 participants also participated in interview. The findings indicate major causes of marital conflict are money/financial issues, impatience/lack of tolerance, aggressiveness, lack of demonstration of affection, communication issues, in-laws interference, and lack of responsibilities in house hold affairs. Mechanisms use to resolve conflicts are collaborative style, accommodative, and compromise conflict resolution style. Most of the respondents are satisfied in their marriage. The result of spearman correlation indicates that collaborative style of conflict resolution has strong positive relation with marital satisfaction of married partners. And avoiding conflict has an inverse relationship with marital satisfaction. And regression result shows collaborative conflict resolution mechanisms predict marital satisfaction, as well as avoidance conflict resolution mechanism predicts marital satisfaction in a reverse way.

Chapter One: Introduction

1.1 Background of the Study

Marriage has been described mainly as an emotional and legal union of a man and a woman as husband and wife. It is a relationship in which two adults of the opposite sex make to share emotional, physical intimacy, various tasks and economic resources. Marriage involves the coming together of a man and woman to raise a family, and to meet the satisfaction of security and of an enduring affection and companionship (Omari, 1989). According to Bradford, 2002, the virtues cultured between men and women in marriage, and between parents and the children, spread out outward into the community. They extend in married men and women strong habits of devotion to communal life (Bradford, 2002).

This is because, when there is conflict in the home, the consequences are great for the couples themselves, the children of the marriage and to the society at large. Juvenile delinquency, armed robbery, hooliganism, drop-outs, alcoholism etc, are all consequences of marital conflicts. As a result of the role the family unit plays in the overall development of the society, the problem of marital conflicts calls for urgent attention because when the home, which forms the cradle of the society, is settled, the society itself is at peace (Esere&Idowu, 2000).

The need for peaceful coexistence both in the home and in the society at large cannot be overstressed. Peace is related to most social objectives like development, justice, progress, freedom, security, fairness and equity. Peace affects practically every aspect of social existence, at different levels, starting from the home front to the global relationship (Best, 2000).

Because people view the world from a wide variety of perspectives and have different goals, conflict is an inevitable experience for anyone in intimate relationship. In fact the more intimate our relationships, the more chances there are for interpersonal conflict, and marriage

is not exceptional as noted by Defrain and Olson (2000). Conflict, however, it is not just when individual yell, scream, and fight. Conflict is defined as any differences of opinion, ranging from very pleasant and positive discussion to loud and potentially aggressive, negative arguments (Cummings & Faircloth, 2008).

Given that conflict is an inevitable part of being married, one may ask if such conflict is bad or harmful. Conflict in this study does not mean intense anger nor even domestic violence; rather, it refers to the day-to-day conflicts that naturally occur within intimate interactions, including disagreements, dislikes, and tensions. Couples argue about everything, such as personal characteristics and behaviors, perceived inequity in division of labor, as well as unwillingness of one spouse to address a problem or matter. Others reportedly have conflict over power, money, and how time is spent (Olson & Olson, 2000).

Conflict within a marriage is often misunderstood as a characteristic of an unsatisfied or ill-matched couple. In today's modern age, conflict is often looked down upon in interpersonal settings because of its unsettling possibilities and often undesirable outcomes. In the context of marriage, especially, conflict is misrepresented as a poisonous entity rather than an obstacle to help a couple grow. It's important for those in a marriage to understand that conflict, contrary to popular belief, is a neutral unit, and that it's the way one deals with a conflict situation that determines the satisfaction of the couple involved (Kurdek, 1995).

Managing marital conflict is essential to partners' perceptions of their overall relationship satisfaction, marital functioning, and marital longevity (Beach, Bradbury, & Fincham, 2000). Married people use different style to handle conflicts in marriage. Conflict resolution is a

central task in maintaining marital quality for both husbands and wives (Beach & Fincham, 1999).

It has good reasons why work in marriage also intended for children, society wellbeing. Society has a large stake in strengthening marriages. Children should be our central concern and in general they are better when raised by two parents. Marriage also typically improves the health and economic wellbeing of adults, stabilizes community life and benefits civil society. (Ooms, 1998). For couples then who want to make their marriages happy and successful, the question arises as to whether or not conflict can actually be used to strengthen the relationship. In fact, if the conflict is constructive, it can indeed improve or sustain an intimate partnership. Healthy conflict, according to researchers and therapists, can actually help couples discuss issues openly, as opposed to deny problems or hope problems will go away on their own (Hocker & Wilmot 1995). Some suggestions for developing healthy conflict resolution include resisting the silent treatment, avoiding accusations and attacking, avoiding ultimatums, as well as using empathy and good language (Crosby, 1991). Gottman and Silver, (1994) add that healthy fighting also requires staying calm and speaking non-defensively, validating partners' feelings, and practicing and rehearsing such behaviors over time. If couples are able to follow and practice these behaviors, the result is that a couple will feel closer, more trusting of each other, and more satisfied in their relationship. Indeed, happy couples, as compared to unhappy couples, report that upon resolving a conflict feel as if their partner understands them, that they can openly share feelings, and that their partner takes them seriously. Unfortunately, many couples do not learn how to resolve conflict, and sadly, if conflict is not addressed, it will continue to grow. Indeed, unhappy couples report that during conflict, differences never get resolved and oftentimes have serious disputes over unimportant issues (Olson & Olson, 2000).

To ensure the quality of marriage couples need to handle the conflict rise between them in constructive way. The ways conflicts are handled are related with the satisfaction level of spouses in their marriage life.

1.2. Statement of the Problem

For most people, marriage is a vital aspect of life time as well as a relationship which is intended to last for a life time. In spite of the importance of this relationship there is no adequate information that can give people what works for marriage to be a satisfied and long lasting relationship.

Marital conflicts have been seen as the major causes of marital instability which often leads to divorce, desertion, single-parenthood and generally failed marriages (Olson, 2000). This is because a family characterized with crisis, disharmony, and dissatisfaction provide the children with frustration in life which may lead to unhappiness and losses of self concept which can make the children develop personality patterns that interfere with good adjustment and development of poor adjustment which may adversely affect them in adulthood.

Moreover, despite the fact that marital conflict is unavoidable and a daily occurrence, it is often rendered invisible, unrecognized and unattended to thereby receiving little or no attention. Though it is unavoidable it should be reduced and used in a constructive way in a society, otherwise the consequence trial effect is destructive leading to marriage dissatisfaction which also leads to family disorganization (Cummings & Faircloth, 2008). The present shortage in local statistics and lack of systematically documented information on marital conflicts and constructive conflict resolution mechanisms as they have relationship with the quality of marriage needs vital attention.

While past studies have examined various reasons for marital conflicts in married people, and communication barriers relationship to marital satisfaction, no attention has been given to how varied conflict resolution styles are in relation to marital satisfaction.

Therefore, it is against this background that this study is designed to investigate the relationship between marital conflict, conflict resolution mechanism and the relation with marital satisfaction. This study was intended to address the following research questions:

- What are the key reasons for marital conflicts among married couples in Jemo-1 area?
- How married people in Jemo-1 area resolve conflicts among themselves?
- How do conflict resolving mechanisms relate with marital satisfaction in married couples in Jemo-1 area?

1.3. Objective of the Study

1.3.1 General Objective of the study

The general objective of this research is to explore the relationship of marital conflict and conflict resolution mechanisms with marital satisfaction among married couples in Jemo-1.

1.3.2 Specific Objectives of the Study

The specific objectives of this research are:

- To assess the key reasons for marital conflict among married couples in Jemo-1,
- To find out how married people in Jemo-1 area resolve conflicts among themselves.
- To investigate how different conflict resolution styles relate to marital satisfaction

1.4. Significant of the Study

The justification for this study is grounded on the following premises.

1. This study is perceived to be of importance to the field of family and marriage counseling and in particular to the field of martial adjustment
2. The finding for this study may help clarify the relationship between conflict resolution and marital satisfaction, various causes of conflict among partners (psychological, sexual, gender role, socio-cultural, and financial).

3. Identifying the relationship between conflict resolution mechanisms and marital functioning may assist in developing more effective family and marriage life.

1.5. Scope/ Delimitation of the Study

The researcher believes that the problem would have been studied thoroughly. However, due to time and financial constraints the researcher is compelled to be confined to Jemo-1 area only. This research is limited to married couples (not divorced or widowed) and limited to Jemo-1 area. It also focused on expressed conflicts, and conflicts which happen without expression are not recognized in this research like.

1.6. Limitation of the Study

Funding and time constraints kept the current study from having the couple, rather than the individual, be the unit of analysis. If both individuals have participated in the study or surveyed from each couple, the relational level variables could possibly be more accurate. It would be interesting to examine whether or not both partners reported the same satisfaction levels and conflict styles. Instead, the current study had to rely on individual reporting the dynamic for the causes of marital conflict, conflict resolution mechanism, and entire relationship satisfaction level.

Filling out the questionnaire within close proximity to their partners might have caused some participants to respond differently than they would have if their partner was not there with them. More specifically, the responses regarding relationship satisfaction and conflict style, both relational level variables, may have been subject to socially desirable effects. In addition, self-report questionnaires analyzing beliefs or attitudes may be problematic because

participants may be reporting what they believe to be the socially desirable answer rather than their truthful response.

1.7. Operational and Conceptual Definitions

Marriage: In this research Marriage will be considered as a relationship between two members of opposite sex, husband and wife living together, who are married in socially and legally acceptable way.

Conflict: This research will perceive conflict as daily expressed disagreements between married partners, who perceive incompatible goals, scarce rewards, and interference from the other party in achieving their goals (which does not have to escalate in to verbal and physical violence).

Conflict Resolution Style: conflict resolution style is the mechanisms or the way married people handle conflicts in their marriage. Conflict resolution style in this research consists of five different styles namely, Accommodative style, Avoidance style, Competitive style, Compromise style, Collaborative style, and Third Party Interference.

Marital Satisfaction: Marital satisfaction in this research refers to the level of positive feelings by married individuals with regard to dyadic relationship, financial issues, communication, and sexual relationship, on a continuum (from strongly disagree to strongly agree).

Chapter Two

Review of Related Literature

2.1 Marriage

Marriage is commonly defined as a partnership between two members of opposite sex known as husband and wife. However, scholars who study human culture and society disagree on whether marriage can be universally defined. The usual roles and responsibilities of the husband and wife include living together, having sexual relations only with one another, sharing economic resources, and being recognized as the parents of their children. However, unconventional forms of marriage that do not include these elements do exist. For example, scholars have studied several cultural groups in Africa and India in which husbands and wives do not live together. Instead, each spouse remains in his or her original home, and the husband is a “visitor” with sexual rights. Committed relationships between homosexuals (individuals with a sexual orientation toward people of the same sex) also challenge conventional definitions of marriage. Marriage as a social institution is respected and highly approved in most culture of the world population (Olson 2000).

It is usually contracted be going to joy, happiness and merry making for the couple, family members and friends. Marriage, being a social institution, fosters the coming together of two different individuals with mostly, different socio-economic backgrounds to form a family. Probably because of these differences, the marriage institution is set to breed more conflicts than most other social institutions (Alhassan, 1988).

Debates over the definition of marriage illustrate its dual nature as both a public institution and a private, personal relationship. On the one hand, marriage involves an emotional and sexual relationship between particular human beings. At the same time, marriage is an institution that transcends the particular individuals involved in it and unites two families. In

some cultures, marriage connects two families in a complicated set of property exchanges involving land, labor, and other resources. The extended family and society also share an interest in any children the couple may have. Furthermore, the legal and religious definitions of marriage and the laws that surround it usually represent the symbolic expression of core cultural norms (informal behavioral guidelines) and values (Encarta **Encyclopedia**, 2009).

Mental health care professionals often distinguish psychological and emotional well-being as consisting of “feeling happy, hopeful, and good about one. Those in good emotional health feel energetic, eager to get going, and connected to others. Marriage, especially a good marriage, supports mental health. Research demonstrates that a healthy family life, especially where the quality of the husband and wife’s relationship is high, contributes to emotional well- being of both the spouses and children (Gallagher & Waite, 2000).

Carlfred, (1984), as cited by Defrain & Olson, (2000, pp. 56), identified nine characteristics of marriage

- Marriage is a demographic event. Each marriage creates a social unit in society.
- Marriage is the joining of two family and social networks. When individuals marry, they marry not only each other but their partner’s family and friends. Their social network may comprise friends of both partners, but only those friends liked by both partners tend to remain friends of the couple.
- Marriage is a legal contract between the couple and the state or government. Each state or government specifies the rights and responsibilities of the partner
- Marriage is an economic union. A married couple usually becomes a single financial unit for most purposes. As a group, married couples are probably societies most important financial decision makers-buying, selling, borrowing, and sharing resources as one.

- Marriage is the most common and most popular living arrangement for adults. Few people choose to live alone.
- Marriage is the context of most human sexual activity. Most married couples rate sexual activity positively, especially in the early years.
- Marriage is a reproductive unit. Most married couples become parents and see parenting as an important goal and a valued purpose in their lives.
- Marriage is a unit that socializes children (although children can also be raised by single parents, extended families, grandparents, and other caregivers).
- Marriage is an opportunity to develop an intimate, sharing relationship. Although many marriages fail, many others provide a supportive context in which people develop and maintain intimacy.

The relational ties and community assets forged through marriage result in many positive outcomes for society. Marriage is a “seedbed” of pro-social behavior that fosters social connections, civil and religious involvement, and charitable giving. Marriage connects men and women to the larger community and encourages personal responsibility, family commitment, community voluntarism, and social altruism. Marriage is the greatest social educator of children. It is the institution that most effectively teaches the civic virtues of honesty, loyalty, trust, self-sacrifice, personal responsibility, and respect for others. The virtues cultured between men and women in marriage, and between parents and the children, radiate outward into civil society. They deepen in married men and women strong habits of devotion to civic life (Bradford, 2002).

Marriage is by nature a multi-featured institution. Olson defines marriage as the emotional and legal commitment of two people to share emotional and physical intimacy, various tasks,

and economic resources (Olson, 2000). It involves the emotional commitment of both partners which they share through emotional and physical intimacy.

2.2 Why Marriage?

Marriage is a foundation and a good for societies. It is a significant institution to maintain the continual of human kind in a stable, healthy, and productive way. It can be the most nourishing and durable asset in human relationship as pointed out by Olson and Olson, (2000). Holman and Larson (1994) posit that marriage provides the fundamental structure for establishing family relationships which are aimed at expanding the family by creating the next generation. A healthy marriage is characterized by a series of constructive influences and changes in the physical and emotional health of adults and children (Gallagher & Waite, 2000).

Marriage benefits society by building and strengthening human relationships within the home (among spouses and children) and beyond (involving relatives, neighbors, and communities). For this reason, the family has long been understood as the fundamental unit of society, the foundation from which religious, civic, and legal organizations naturally develop and flourish. As shown above, the weight of research supports these beliefs about marriage, demonstrating the benefits for the individual and consequently, for the society.

Every one of us ‘knows’ from our unique personal experiences, about marriage and family. Marriage is an almost universal phenomenon, as is the raising of a family for those who do marry. Almost all of us spend our formative years in a family;

‘Marriage is a significant part in family formation, to maintain the continual of human kind in a stable, healthy, and productive way. Society has a large stake in strengthening marriages. Children should be our central concern

and, in general they are better when raised by two parents. Marriage also typically caters for the health and economic wellbeing of adults, stabilizes community life and benefits civil society (Ooms, 1998).

Despite all the good functions of the family, conflicts, separations, divorces, and violence are recurrent features throughout the world (UN, 1980, 1995 as cited by Habtamu (1998).

Why are there so many divorces and unhappy marriages in our society? First, many people enter marriage with unrealistic expectation. Second, many marry the wrong person for the wrong reasons. Third, marriage is a very difficult type of relationship. Fourth, little time or effort is put into developing the relationship skills needed to maintain a strong marriage. Research carried out by Ambakederemo (2005) as cited by Omozuwa Margaret Osarugue (2013) School of Education College of Education, Ekiadolor-Benin has shown that marriage benefits spouses' health and happiness and that children do better in two parents household than single or no parent household. Marital problem causes marital instability and is anti-development.

2.3 Conflict in Marriage

According to Driscoll and Driscoll (2012), if you are married, you will have conflict. You cannot avoid it because marriage is unconditional commitment to an imperfect person. Given that conflict is an inevitable part of being married, one may ask if such conflict is bad or harmful. Now, I am not referring to conflict that leads to intense anger nor even domestic violence; rather, I am referring to the day-to-day conflicts that naturally occur within intimate interactions, including disagreements, dislikes, and tensions. Interestingly, couples argue about everything, such as personal characteristics and behaviors, perceived inequity in division of labor, as well as unwillingness of one spouse to address a problem or matter. Others reportedly have conflict over power, money, and how time is spent (Olson, 2000).

Because people view the world from a wide variety of perspectives and have different goals, conflict is an inevitable part of intimate human relationships. Intimacy and marriage are bound together in which intimacy breeds conflict. The more intimate our relationships the more chances there are for interpersonal conflicts. Living together as a couple can be one of the most difficult challenges people face in life. The more one knows about another person, the more possibilities there are for disagreements and dislikes (Defrain&Olson, 2000).

Conflict is an inherent part of intimate human relationships. Oftentimes, the more intimate the relationships, the more conflict that arises. But conflict can be seen as an opportunity to learn more about oneself and one's partner; it can be interpreted as precious time to learn to communicate and work as a team. Conflict is not easy and can be scary. But with intent and practice, healthy conflict resolutions can open doors to strengthening relationships and interpersonal satisfaction.

2.4 Causes of Marital Conflict

Couples face many challenges together, including disagreements over money, difficulties in communication, questions regarding past friendships with members of other sex, the complexities of blending two family systems together and dealing with in-laws, sexual relations, the question of whether to have children, and decisions about how to divide household tasks (Olson, 2000). As time passes in relationship, sources of conflict often change. Although conflict may be "normal" in a statistical sense, it does not have to escalate in to verbal and physical violence. According to Around and Pauker, (1987) study on newlyweds, the top five issues generating conflict in married couples are money, extended family, communication style, household tasks, and personal tasks. Studies on marital conflict conducted by various researchers, in a national study of marital therapists who work with couples, Pauker, (1987) identified the most prominent problems reported by couples. The

result of their study demonstrate that poor communication, power struggles, unrealistic expectations about marriage, sexual relationship problems, and difficulties in decision making were the five issues reported by couples.

A national study conducted by Habtamu (1998) that involved most populous nine ethnic groups in Ethiopia reported major sources of conflict are misuse of family income and other economic issues, poverty, committing adultery, poor communication, jealousy, sexual incompatibility, in-laws interference, rumors. And lack of love between the partners, wife beating and husband's drunkenness are also other factors identified as contributing factors for family conflict. Causes of family violence are poor living conditions, poor management of family income, jealousy, husbands coming home drunk, and poor communication (lack of understanding) are the major causes mentioned as a group. However, female participants reported that poor management of family income, jealousy, and husbands' coming home drunk are the main contributing factors to family conflict. It is to be noted that male chauvinism and wanting to dominate also serve as causes of conflict in family.

The major causes of marital conflicts among the married couples of Hosanna residents are the interplay of multiple factors such as gender role factors, psychological factors, sexual factors, socio-cultural and economic (financial) factors in order of ranking (Yacob, 2007). According to Yacob (2007), on his study on major causes of marital conflict and coping mechanisms among selected couples in Hossana town, Hadiya Zone listed the following reasons in ranking for marital conflict are: cultural differences, extra marital affairs, sexual maladjustment, premarital problems, kins' interference, communication problems, social sanctions, the need for dominance, alcohol abuse, persisting stress, temperamental incompatibility, religious differences, insufficient preparation to marriage.

According to Akinade (1997) and Niolon (2003), the most common sources of marital problems include: finance, infidelity, children, in-laws and friends, sex, self-disclosure, privacy etc. Some typical issues that often spark conflict in marriage are:

Money or Finance—regardless of how much money a couple has, it is often the biggest sources of conflicts in marriage. Most times there is argument over how money that comes into the home can be used. It is important for spouses to discuss their values and feelings about money so each partner can try to understand the other. Working out a budget and planning finances usually require negotiation and compromise, but they are important tasks that help couples set priorities and goals for the future -such as training the children, type of school the children should attend, building a house, buying a car, giving to the less privileged or the orphanages, spending money as it comes or spending a little and having large reserve for the other day. Quarrel may arise over knowing one another's pay or financial status. When a partner wants to control the expenditure of the other partner, conflict may also arise (Akinade, (1997) and Niolon, (2003).

At the same time, conflicts over money can occur for many reasons, beyond stresses on marital relationships that stem from objective levels of economic hardship. The fact that families are affluent or have sufficient funds to meet most everyday needs does not preclude money as a serious source of conflict. A well-established principle of interpersonal psychology is that deprivation is relative, rather than absolute, and that conflict between individuals or groups may be greatest in contexts of rising affluence that does not keep up with rising expectations (Myers, 2007). Money is always to some extent limited, and the desires of family members with regard to the expenditure of money can easily exceed the available funds. Moreover, regardless of the amount of available funds, some or many members of the family may feel relatively deprived with regard to the opportunity to spend

these funds or their perceived or real differences between their own access to money and other people's ability to spend funds, including the marital partner. Likewise, family members' perceived social power, relative worth, and feelings of being valued may be significantly affected by the perceived capacity to engage in decision making about money, and this may be linked to money disagreements. Finally, conflicts may occur because of the over expenditure of funds, blaming or hostility between family members as a result of such expenditures, or conflicts regarding proposed spending as over expenditures.

In terms of relative frequency, numerous survey results suggest that money is the most frequent source of spousal conflict as reported by both husbands (Chethik, 2006) and wives. Collected self-report survey data from African American and Euro-American couples during their first and third years of marriage. In a laboratory setting, couples were presented with six common conflict topics and asked to indicate which topics most and least often served as a source of recent disagreements. Consistent across African American and Euro-American couples and both husbands and wives, money was listed as the most common topic of marital disagreement at both reporting periods. However, money may also be among the most "socially acceptable" topics that people can admit arguing about (Argyle & Furnham, 1998). As such, whether money emerges as a leading source of marital conflict in the naturalistic setting of the home, as it did in laboratory contexts, awaits examination.

Communication is an important tool in solving the aforementioned problems relating to finance in homes. If couples could open up and dialogue/discuss among themselves concerning money that comes into the home from both partners and how such money should be expended, then marital problems arising from finance administration would have been well managed if not fully eradicated (Akinade, (1997) and Nolon, (2003).

In-laws—are usually most problematic in the early years of a marriage. In-law issues can trigger conflict within the entire family. Spouses can deal with in-law problems by sharing their feelings and discussing what kind of relationship they want with their in-laws. Expressing negativity about in-laws usually just makes things worse. Problems may arise in marriage as a result of misconception, insecurity and prejudices. A husband may not want to see the wife with her old friends and vice-versa. A mother-in-law may feel insecure because of the presence of the daughter-in-law who she feels now prevents her from enjoying the confidence of her son and blames any disagreement between her and the son on the wife. The wife may enter the marriage with a lot of prejudice about mothers-in-law, gets herself ready to deal with any mother-in-law so she becomes hostile and confrontational to her mother-in-law. Couples should learn to discuss and settle their differences without intrusion from friends and in-laws (Akinade, (1997) and Niolon, (2003).

Sexual factors: In this study it means sexual behavior or sexual act and is an emotional issue. Sexual expression is one of the happiest, most rewarding, and pleasurable experiences in a couple's life. Many spouses are afraid of getting hurt or rejected by their partners so they avoid discussing their feelings about sexual issues. Sex can be a source of marital problems when there is sexual dysfunction in any or both couples or when there is evidence of extra-marital sex. Problems can arise in homes when couples deny their partners of sexual pleasure when the urge for sex occurs. These denials however, can lead to either of the couple having secondary sex partner outside the home, which can cause marital problems that may degenerate to separation and divorce. In order for couples to resolve conflicts about sexual matters, it is crucial that they communicate directly, specifically and lovingly about their needs because it requires mutual agreement as to when and how it should come up (Niolon, (2003).

Child-rearing: The birth of children into homes brings a type of pleasure and sign of fulfillment to the couple. It also helps to strengthen the marriage tie. However, it may also be a major source of marital problems if couples fail to discuss their priority and are not open to accept whatever comes their way in terms of having children in the marriage. Child rearing is a time-consuming task that requires huge amounts of energy. Husbands and wives often have conflicting views on how to parent, based on how they were raised. Whatever decisions and rules parents make, it is important that they are united in front of the children. Otherwise, kids will learn to play one parent off the other, which contributes to further conflict in the marriage. Couples may quarrel over the number of children to have in the family, may have different views about childrens' upbringing, discipline, education, morals, responsibilities, absence of children, sex (male or female), number of children etc. If couples do not reach an agreement on these issues, it may degenerate into marital problems, which may end up in separation and divorce (Akinade, (1997) and Niolon, (2003).

Gender role factors:the different ways in which men and women behave are linked to but not necessarily determined by, their biological sex. Individuals are identified as male or female on the basis of physical structures, which are determined by chromosomes, gonads, and hormones. This labeling occurs at birth and is the first step in the process of developing gender identity, a sense of being male or female and what that means is one's society (Cook, 1997).

The gender role patterns assigned to males and females influence all over roles in life. According to Olson (2000), the traditional view of gender roles in society, males are assumed to be superior to females and to have characteristics that are more desirable. The contemporary view holds that neither males nor females are superior; both have desirable and undesirable traits not based specifically on sex. Traditional view of family was based on two

roles which men's role was instrumental, to be the bread winner, the manager, and the leader of the family and women's expressive role was taking care of the emotional and comforting, one performed by husband and the other by the wife. But a more contemporary view assumed that both sexes are capable and can be successful in a variety of roles at home and at work. Women can be independent, strong, logical, and task oriented; men can be nurturing, sensitive, cooperative, and detail oriented. However, men and women can benefit by learning from each other (Defrain & Olson, 2000).

2.5 Conflict Resolution Mechanisms

The resolution of conflict has long been conceptualized as involving both constructive and destructive process, and research in the area of marital conflict has focused on these two global aspects of conflict management (Beach & Ficham, 1999). Constructive process often include interactions involving cooperation, problem solving behaviors, intentions to learn about other's needs, willingness to talk about disagreements, and a focus on the relationship rather than the individual (Hocker & Wilmot, 1995), and they are associated with high level of marital satisfaction (de Bruyne, & Greeff, 2000). In contrast, destruction process often includes interactions that involve manipulation, coercion, escalation, and avoidant patterns of domination and subordination (Olson & Waite, 2004).

To understand these constructive and destructive aspects of conflict, there is a need to explore spouses' strategies from managing and resolving conflicts. Putnam and Wilson (1982) identified conflict resolution strategies employed across a variety of interpersonal contexts that represent behavioral responses to conflict (i.e. disagreements of differences of opinions) in a relationship. Specifically, they described three styles of conflict resolution: solution orientation, Control, and non-confrontation. Solution orientation resembles the constructive style of problem solving and compromise that couples employ, including direct

communication about conflict, attempts to integrate others' needs, and the act of compromising. Controlling orientation include attempts to dominate the interaction and persistently promote one's own position. Non-confrontation orientation resembles avoidance in that it includes withdrawal from disagreements, use of behaviors such as silence, and the concealment of ill feelings. Researchers have found difference in these conflict resolution styles across cultures (Cai & Fink, 2002).

According to Habtamu, (2005) some of the common actions taken to resolve conflict are beating, kicking the wives out of home, getting angry at wives, discussing the problem and asking for elders' interference are listed by husbands. Calling on elders or relatives, discussing the problem, leaving home and tolerating the problem are the main conflict resolution actions taken by the wives.

Because conflict resolution is so critical, many therapists focus their efforts on understanding and describing useful approaches and identifying counterproductive ones. According to Bruyne and Greef, (2000) this model of conflict resolution identifies five styles:

1. *The Competitive Style:* people who use a competitive style of conflict resolution tend to be aggressive and uncooperative, perusing personal concerns at the expense of the other. Those with a competitive style gain power by direct confrontation and try to win without adjusting their goals and desires. Life is a battle ground for people with this type of conflict resolution style is usually not encouraging to develop intimacy. Communication is forceful and lacking in collaboration. This is often associated with a win-lose mindset (Bruyne & Greef, 2000).

2. *Collaborative Style:* people who use collaborative style of conflict resolution are highly assertive in regard to reaching their goals but have a great deal of concerning the other person. Collaborators tend to burn out on relationship because they invest so much energy into resolving conflict. Another problem with collaborative style is that good collaborators

are powerful and sometimes use their strength to manipulate others. Communication is direct and collaborative. The goal of this style is problem solving and solution finding (Bruyne&Greef, 2000).

3. *The Compromise Style:* people who use compromise style tend to give up something and also expect to relinquish something. It is similar to collaborative style but more focus is placed on finding solutions that best suit both spouses. It is intermediate on both the aggression and cooperative axes (Bruyne&Greef, 2000).

4. *The Avoidance Style:* characterized by non-assertive and passive behavior. Avoiders peruse neither their own concerns nor the concerns of the other person. They side step the issue by changing the subject or withdrawing from conflict. It gives the avoider time to think about whether any good will come from continuing the fight and about whether others could manage the situation better. Communication is dismissive and not acknowledged by one or both spouses (de Bruyne&Greef, 2000).

5. *The Accommodative Style:* it refers to non assertive style where spouse disregards ones' own needs and accedes to the partners' desires. Communication is passive and the intention is to please the other spouse in order to end the conflict peacefully (de Bruyne&Greef, 2000).

2.6 Marital Satisfaction

Marital satisfaction is a mental state that reflects the perceived benefits and costs of marriage to a particular person. The more costs a marriage partner inflicts on a person, the less satisfied one generally is with the marriage and with the marriage partner. Similarly, the greater the perceived benefits are, the more satisfied one is with the marriage and with the marriage partner (Shackelford & Buss, 2000).

For happily married women, the benefits include: more satisfying relationships with their spouses and children; emotionally healthier, experience less depression and are less likely to attempt or commit suicide; wealthier and less likely to remain in or end up in poverty; decreased risk to be victims of domestic violence, sexual assault, or other violent crimes; a decreased risk of drug and alcohol abuse; and are physically healthier and live longer than their unmarried peers.

Happily married men experience many benefits as well, including: are physically healthier, recuperate from illness faster and live longer; emotionally healthier and less likely to attempt or commit suicide; have better relationships with their children, and a more satisfying sexual relationship with their wives; are wealthier, have higher wages and experience an increase in the stability of employment; have a decrease risk of drug and alcohol abuse; less likely to commit violent crimes; and less likely to contract a sexually transmitted disease (Theresa & Richard, 2012).

As discussed above, the evidence from research indicates that children raised in intact families: do better in school; are more likely to attend college and enter the work force in stronger positions; are physically and emotionally healthier; are less likely to be physically or sexually abused; less likely to use drugs or alcohol and to commit delinquent behaviors; have a decreased risk stronger positions; are physically and emotionally healthier; are less likely to be physically or sexually abused; less likely to use drugs or alcohol and to commit delinquent

behaviors; have a decreased risk of divorcing when they get married; are less likely to initiate sexual activity, become pregnant/impregnate someone as a teenager; and are less likely to be raised in poverty Gallagher and Waite, (2000).

2.7. Marital Conflict, Resolution mechanisms and Marital Satisfaction

It is important to remember that if conflict and negativity are unresolved, that the good aspects of a marriage usually diminish. Although some conflict is unavoidable part of human relationship, it is critical for spouses to manage their differences in constructive ways in order for the marriage to be healthy. Most of the time, the more intimate the relationships, the more conflict that arises. But conflict can be seen as an opportunity to know and learn more about oneself and one's partner; it can be interpreted as precious time to learn to communicate and work as a team. Conflict is not easy and can be terrifying. But with intent and practice, healthy conflict resolutions can open doors to know about the partner, strengthening relationships and interpersonal satisfaction (Harper, Sandberg & Schaalje, 2000).

Managing conflicts in marriage is crucial to spouses' perceptions of their overall relationship satisfaction, marital functioning and marital longevity (Beach, Bradbury, & Fincham, 2000). In European and American couples, some researchers have suggested that maintaining a marriage requires that spouses make use of conflict resolution that promotes personal growth, enrichment, and forgiveness (de Bruyne & Greeff, 2000; Beach, Fincham, & Davila, 2004). Years of empirical research documenting the correlates of marital relationship quality have suggested that conflict management is a vital skill for marital satisfaction (de Bruyne et al, 2000).

Conflict in marriage is inevitable. Even the best marriages experience conflict from time to time. The key to success in marriage is how couples handle their conflicts and differences. For couples then who want to make their marriages happy and successful, the question arises as to whether or not conflict can actually be used to strengthen the relationship. The term marital satisfaction has proven to be rather intangible to define, often used interchangeably with the terms marital quality, and dyadic adjustment (Harper, & et al., 2000). Husband's and wife's ability to accommodate each other at any given time is defined as marital quality. Moreover, it can represent a single dimension like communication or perhaps the successful general functioning of a marriage (Harper et al., 2000).

The result from a national survey of happy and unhappy married couples revealed the most common strengths for happy couples regarding conflict resolution (Olson, 2000). The most significant item distinguishing happy couples from unhappy couples was the ability to resolve differences.

Managing conflict is one of the most vital tasks in maintaining a marriage, so identifying what specific conflict resolution styles are linked to change in marital satisfaction is important. Kurdek, (1995) has found in his replication study that each spouse's marital satisfaction is positively related to the frequency with which each spouse uses constructive strategies to resolve conflict, such as agreement, compromise, and humor.

The research literature supports the idea that positive conflict responses, compared with negative responses, will reduce arousal and incompatibility and contribute to a happier and less distressed marriage. The resolution of conflict has long been conceptualized as involving both constructive and destructive process (Deutsch, 1973), and research in the area of marital conflict has focused on these two global aspects of conflict management (Beach & Fincham, 1999). Constructive process often include interactions involving cooperation, problem-

solving behaviors, intentions to learn about the other's needs, willingness to talk about disagreements, and a focus on the relationship rather than the individual (Hocker&Wilmot,1995), and they are associated with high level of marital satisfaction (de Bruyne & Greeff, 2000). In contrast, destructive processes often include interactions that involve manipulation, coercion, escalation, and avoidant patterns of domination and subordination (Olson &Waite, 2004).

To understand these constructive and destructive aspects of conflict, there is a need to explore spouses' strategies for managing and resolving conflicts (Putnam and Wilson, 1982) identified conflict resolution strategies employed across a variety of interpersonal contexts that represented behavioral responses to conflict (i.e. disagreements or differences of opinion).

Marital satisfaction is negatively related both to the frequency with which each spouse uses destructive strategies to resolve conflict (such as conflict engagement, withdrawal, and defensiveness) and to the joint frequency that the wife uses conflict engagement and the husband uses withdrawal. This data is highly reliable because it tested three causal relations involving spouses' conflict resolution styles and marital satisfaction. The findings indicate that conflict resolution styles do cause marital satisfaction and also that change in marital satisfaction is linked to change in conflict resolution styles. Kurdek (1995) admits that a limitation of this study is that no actual observations were made of couples attempting to resolve conflict.

Chapter Three

Method of the Study

3.1. Research Design

The design of this research is mixed approach specifically, Concurrent mixed methods. According to Creswell, (2008) concurrent mixed methods procedures are those in which the researcher converges or merges quantitative and qualitative data in order to provide a comprehensive analysis of the research problem. In this design, the investigator collects both forms of data at the same time and then integrates the information in the interpretation of the overall results. Also, in this design, the researcher may embed one smaller form of data within another larger data collection in order to analyze different types of questions (the qualitative addresses the process while the quantitative, the outcomes). Alternatively, researchers may first survey a large number of individuals and then follow up with a few participants to obtain their specific language and voices about the topic. In these situations, collecting both closed-ended quantitative data and open-ended qualitative data proves advantageous.

Based on the type of correlation it is explanatory correlational design. Explanatory correlational design is conducted when researchers want to explore “the extents to which two or more variables co-vary, that is, where changes in one variable are reflected in changes in the other” (Creswell, 2008). When conducting an explanatory correlational study, researchers typically collect data at one time as their focus is not based on future or past performance of participants. Thus, when analyzing the findings of explanatory correlation research, researchers analyze participants as a single group rather than creating subcategories of participants. Finally, in this type of study researchers collect two scores from each participant as each score represents each variable being studied (Creswell, 2008).

In this research, the researcher collected data at one time on the conflict resolution mechanism and marital satisfaction and analyze two scores from each participant as each score represents each variable studied(marital conflict resolution mechanisms and marital satisfaction).

3.2. Population and Samples

Jemo-1 site is built in Nifas Silk Lafto Sub-city which consists of 400 buildings and consists of 10,064 households expected to accommodate over 50, 000 dwellers. Participants of this research were 166 selected married people living in Jemo-1 (68 male and 92 female for quantitative data and 3 male and 3 female for qualitative data). The sample was not controlled for age, race, educational qualification, or, for whether or not they had children with their spouse/partner.

3.3. Sampling Technique

The researcher selected 40 (10%) sample buildings using multiple sampling from 400 buildings. Lottery sampling method was used to select 40 buildings in Jemo-1. And using available sampling method the researcher selected available and volunteer participants from 40 buildings. The researcher and assistants use the next door in case of samples not being available in home during data gathering and not volunteering to participate in the study. So, the total sample size of participants in quantitative data was 160 married people.

An in-depth interview was conducted with 6 participants (3 male and 3 female) for qualitative case study.

3.4. Variables of the Study

3.4.1. Factors Affecting Marital Conflict

It is a questionnaire which consists of 56 possible factors as causes of marital conflict. In this research cause of marital conflict is used as independent variable. Several factors can cause marital conflict between married couples. Causes of conflict in this study include gender role factors, psychological factors, sexual factors, socio-cultural factors, and economic/financial factors. Some of the questionnaires are developed by the researcher based on a book *Marriage and the Family Diversity and Strengths* 3rded by DeFrain&Olson, (2000) and some of the questionnaires were adopted from Yacob, (2007).

3.4.2. Conflict Resolution Mechanisms

In this research, conflict resolution mechanisms used by married people, to manage conflicts in marriage is used as independent variable of the research. The researcher was employed conflict resolution style identified by de Bruyne and Greef, (2000) which include: The avoidance, accommodative, Competitive, compromise, collaborative, and style of conflict resolution. And third party interference was also included. Possible items incorporated under these conflict resolution styles. And a total of 46 questions were incorporated under this variable

3.4.3. Marital Satisfaction Scale

Marital satisfaction in this research is used as a dependent variable measured by marital satisfaction scale. ENRICH Marital Satisfaction (EMS) Scale was employed to measure marital satisfaction among sample couples. ENRICH (Evaluation, and Nurturing Relationship Issues, Communication and Happiness) Marital Satisfaction (EMS) Scale has been found to be reliable and to have strong correlation with other measures of family satisfaction and consideration of divorce. According to a brief research by Fowers&Olson in 1993, the EMS scale is reliable and valid for the measurement of marital satisfaction. The ENRICH questionnaire is a self-report measure of a couples' marital satisfaction. It is a questionnaire

that measures marital interaction and assesses married couples. It identified relationship strengths and work areas for each couple.

3.5. Data Collection Instruments

The researcher employed close ended questions to collect the primary data from 160 married participants for quantitative data. And an in-depth semi structured interview conducted for 6 married people. Thematic analysis was used to analyze the data.

Regarding Data gathering instruments the description is as follows: demographic characteristics included 6 items, Causes of marital conflict enclosed 56 questions, and conflict resolution mechanisms contained 46 questions and ENRICH Marital Satisfaction Scale included 15 items.

3.6. Data Collection Procedure

The researcher collected quantitative data from 160 participants together with 4 well trained assistants on Saturday March 29 and Sunday March 30, 2014. The data gathering was on a weekend because the researcher believed that these are the days that most people stay in home. By going home-to-home the researcher and assistants gathered data. We went to the selected building and knocked at the doors and asked if they are married or not. As we found married people we told about the research and the objective of the study and asked them if they are willing to participate in the research by responding prepared questionnaire which will take average time of 30 minutes. Then we gave the questionnaire for those who volunteered to participate, and collected it after 30 minutes time. Using this technique the researcher collected 160 questionnaires. During collecting time we checked whether all questions are addressed or not.

The researcher faced challenges during data collection from which the main challenge was there was people who show unwillingness to participate, because there is no any data about

the which house is the house that married people are living or not, some of houses we knocked was not married and we forced to go extra houses to find married people. Shortage of male respondents mostly because of absence from home at data collection time due to this the researcher was forced to take more female respondents than male respondents.

Pilot study was conducted on 20 (10 male and 10 female) married people. The questionnaire was evaluated for reliability and the value of Cronbach's alpha of causes of marital conflict was .89, of conflict resolution mechanisms was .76 and

The ENRICH marital inventory was evaluated for internal consistency and test retest reliability. Internal consistency was 0.86 Cronbach's alpha. Test retest reliability was 0.86 for 115 individuals over four weeks. The ENRICH questionnaire was also valid, concurrent validity is .73 with Locke-Wallace Marital Adjustment Test (MAT: Locke & Wallace, 1995).

The reliability of the original questionnaire was Cronbach's alpha .73

- Before administering EMS it was translated to Amharic and checked by language expert.
- The questionnaire includes 9 positive items and 6 negative items.

Items scored in a negative direction were reversed-scored (i.e. if it is marked 5, it was scored 1: if it is marked 4, it was scored 2: and 3 remained unchanged). Items 1, 4, 6, 9, and 13 constitute the Idealistic Distortion scale. And the remaining items are in the marital satisfaction scale. So, individual scores for the Marital Satisfaction and Idealistic

3.7. Methods of Data Analysis

For quantitative data descriptive statistics were used to describe the percentage scores on demographic characteristics of the sample, key reasons for marital conflict and how married people in Jemo-1 area resolve conflict among themselves. Spearman correlations were used to analyze the relation between marital satisfaction and marital conflict, and marital satisfaction and

marital conflict resolution mechanisms. For qualitative data thematic analysis method was employed by the researcher. A thematic analysis is a process of identifying, analyzing and reporting patterns (themes) within data. It minimally organizes and describes data set in rich detail.

Interview was conducted in Amharic. And the researcher believes the translation might be if it was done by other translator however, due to financial constraints the researcher translate the interview data to English.

The quantitative data were analyzed using SPSS 16.0. Descriptive, mostly percentage was used to compute the demographic distribution of the respondents, causes of conflict, and conflict resolution mechanisms. To analyze the relationship between marital satisfaction and conflict resolution mechanisms the researcher employed correlation coefficient. Variable, conflict resolution mechanism was presented in this research in dichotomous form and marital satisfaction was also presented in five order scale which is ordinal form. So the researcher used Spearman rank order correlation.

Multiple regression conducted identify the variables which contribute toward marital satisfaction.

3.8. Ethical Consideration of the Research

During data collection the researcher and assistants consider ethical issues. First the researcher gets official letter from the school of psychology to show the data collection is authentic from the department. All participants have been asked for their willingness and for those who were not willing to participate we thanked them and leave to the next door. The data collected was used confidentially. The data was only used for its sole purpose. Regarding related literature the researcher acknowledges and cited previous works.

Chapter Four

Results

The major objective of this research is to explore the major causes of marital conflict, conflict resolution mechanisms employed by married couples, and the relationship between marital satisfaction and conflict resolution mechanism among married people in Jemo-1. Results of data analyses for quantitative and qualitative data are described in this chapter. For quantitative data descriptive statistics were used to describe the mean scores on demographic characteristics of the sample, key reasons for marital conflict and how married people in Jemo-1 area resolve conflicts among themselves. Spearman correlations analyzed the relation between marital satisfaction and marital conflict resolution mechanisms. For qualitative data thematic analysis method was conducted.

4.1 Demographic Characteristics

Table 1: Respondents In terms of Sex

Gender	Frequency	Percent
Male	68	42.5%
Female	92	57.5%
Total	160	100%

Table 1 presents demographic data of respondents in terms of sex that 160 respondents have participated in this research, 68 (42.5%) men and 92 (57.5%) women.

For qualitative data, 6 (3 male & 3 female) respondents were participated in in-depth interview. Therefore, the total number of participants for this research was 166 married people (71/42.8% male and 95/57.2% female).

Table 2: Age of Respondents

Age interval	Male		Female		Total	
	No.	%	No	%	No	%
18-22	0	0%	1	1.1%	1	0.6%
23-27	1	1.5%	18	19.6%	19	11.9%
28-32	13	19.1%	37	40.2%	50	31.2%
33-37	33	48.5%	23	25.0%	56	35%
38-42	13	19.1%	11	12%	24	15%
43-47	6	8.8%	1	1.1%	7	4.4%
48-52	2	2.9%	0	0%	2	1.3%
53-60	0	0	0	0	0	0
60+	0	0%	1	1.1%	1	0.6%
Total	68	100%	92	100%	160	100%

** Age of respondents for this research classified in 5 years continues interval.*

Table 3 presents data regarding age of respondents (for quantitative data) which range on the interval of 18-22 years old and above 60 years old. Majority, 56(35%) of the respondents age was from 33-37 years old. Considerable number of respondents 50 (31.2%) of respondents were age of 28-32 years old. The youngest participant 1(0.6%) respondent was age from 18 - 22 years and the oldest respondent was 1(0.6%) above 60 years old.

Participants for qualitative data were ranged 28-46 years old.

Table 3: Educational Status Of Respondents

Educational Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Primary	2	2.9%	6	6.5%	8	5.0%
Secondary	20	29.4%	27	29.3%	47	29.4%
Diploma and skill training	22	32.4%	29	31.5%	51	31.3%
BA/Bsc Degree	20	29.4%	27	29.3%	47	28.8%
MA degree	4	5.9%	3	3.3%	7	4.3%
Total	68	42.5%	92	57.5%	160	98.2%

**respondents who are diploma holder and who take some level of college training counted as same group*

Table 4 shows educational status of respondents. The result shows that majority 51(31.3%), 22(13.75%) male and 29(18.12%) female respondents had completed educational status of diploma. Those with primary educational status formed 2(1.2%) of female respondents and 7 (4.3%) respondents have status of masters degree from which 4(2.5%) were male and 3(1.88%) were female. There was no respondent who reported not attended any form of schooling.

Interview for interview respondents, most of the respondents 3 were first degree holders (1 female and 2 male). The remaining 1 respondent were with educational status of secondary /high school education, 1 diploma and 1 master degree.

Table 4: Number of Years in Marriage

Years in Marriage	Male		Female		Total	
	No.	%	No.	%	No.	%
From 1-3 years	9	13.2	9	9.8	18	11.2
from 3-5 years	14	20.6	28	30.4	42	26.2
from 5 - 7 years	24	35.3	25	27.0	49	30.6
From 7-9 years	9	13.2	12	13.0	21	13.1
From 9- 11 years	9	16.2	8	8.7	17	10.6
From 11-13 years	1	1.5	4	4.3	5	3.1
from 13 -15 years	1	1.5	3	3.3	4	2.5
more than 15years	1	1.5	4	4.3	5	3.1
Total	68	100.0	92	100.0	160	100.0

*years in marriage classified based on 3 years interval

Table 4 presents the number of years respondents have been in the existing marriage. Majority 49 (30.6%) of the respondents were married for years from 5 to 7. Second, 42(26.2%) of respondents are married for years from 3-5 years. Least, 4 (2.5%) of respondents lived for more than 15 years in marriage, 1 (0.6%) was male and 4(2.5%) was female.

Participants of interview, years in marriage ranged from 2 years to 12 years.

Table 5: Number of Children

Number of children	Frequency	Percent
No child	15	9.4%
1	50	31.2%
2	70	43.8%
3	17	10.6%
4	7	4.4%
5	1	.6%
Total	160	100.0

Table 5 shows the number of children that respondents have. A significant number 70(43.8%) of respondents have two children. 50(31.2%) of respondents have one child. 15 (9.4%) have no children. Least 1(0.6%) number of respondents has 5 children.

Participants of interview also asked for the number of children, 4 of them have 2 children and one respondent have 3 children and one respondent has 1 child.

Table 6: Income Provider

	Frequency	Percent
Valid Husband	38	23.8
Wife	2	1.2
Both	120	75.0
Total	160	100.0

The above table shows who income provider for the family is, majority 120(75%) of respondents responded both the wife and the husband are income provider to their family. 38(23.8%) only husband as income provider and 2(1.2%) only wife as income provider.

Interview participants, 5 of the respondents responded that both partners are income provider for the family, only 1 respondent responded it is her husband who is the income provider for the family.

4.2 Major Causes for Marital Conflict

Key reasons for marital conflict was classified in five major categories such as gender role factors, psychological factors, socio-cultural factors, economic/financial factors, and sexual factors.

Table 7: Gender Role Factors of Marital Conflict among Married People in Jemo-1

Gender Role factors	Male		Female		Total	
	No	%	No	%	No	%
One gender dominance	25	36.8	29	31.5	54	33.8
Lack of responsibility in household affairs	31	45.6	32	34.8	63	39.4
Lack of role in decision making	36	52.9	17	18.5	53	33.1
Division of housework and child care role	17	25	37	40.2	54	33.8
Violence or physical abuse	12	17.6	17	18.5	29	18.1

*participants can select more than one cause as a cause of marital conflict.

Table 7 shows gender role factors as a source of conflict between married people in Jemo-1-1 area. The majority 63(39.4%) of respondents illustrated that the major cause of marital conflict in their marriage is lack of responsibility in household affairs (31/45.6% of male and 32/34.8% of female respondents). Second, a considerable number of respondents 54(33.8%) indicated that one gender dominance and division of housework and child care role are

contributors to conflict. The third most significant number of respondents, 53 (33.1%) responded lack of role in decision making as a source of marital conflict. Violence or physical abuse described as the reason for marital conflict by the least, 29(18.1%) number of respondents.

Result of interview shows that there is one (Female-2) participant who reported lack of taking responsibilities in household affairs was the reason which most of the time creating disagreements between them. She stated that,

My husband not wants to take responsibilities in household tasks. We both go to work and we come back from work at the same time. He expects me to handle all responsibilities in home. However, I expect him to support me in some household tasks like house chores especially when there is no housemaid in our home. During this time I have to take care of my 2 sons, going work and at the same time doing household activities (cooking and washing). But he never supports me in any of these activities. So, this is the reason that most of the time disagreements raised between us.

Table 8: Psychological Factors of Marital Conflict among Married People in Jemo-1

Psychological factors	Male		Female		Total	
	No.	%	No.	%	No.	%
Suspicion	25	36.8%	34	37.0%	59	36.9%
Jealousy	29	42.6%	31	33.7%	60	37.5%
Lack of trust	29	42.6%	23	25%	52	32.5%
Vague/lack of demonstration of complaints	26	38.2%	24	26.1%	50	31.2%
Lack of demonstration of affection	39	57.4%	37	40.2%	76	47.5%
Ineffective communication /lack of understanding	38	55.9%	37	40.2%	75	46.9%
Continuous bickering	25	36.8%	23	25%	48	30%
Impatience/intolerance	37	54.4%	41	44.6%	78	48.8%
Strictness	22	32.5%	20	21.7%	42	26.2%
Continuous criticism	16	23.5%	25	26.1%	41	25.6%
Lack of mutual respect	24	35.3%	24	26.1%	48	30%
Emotional distance due to academic /job stress	16	23.5%	19	20.7%	35	21.9%
Lack of companionship consideration	26	38.2%	12	13.0%	38	23.8%
Unexpected psychosocial crisis after marriage	11	16.2%	29	31.5%	40	25%
Unexpected psychosocial improvement after marriage	9	13.2%	13	14.1%	22	13.8%
Aggressiveness	35	51.5%	42	45.7%	77	48.1%

*participants can select more than one cause as a cause of marital conflict.

Table 8 describes psychological factors as a source of conflict between married people in Jemo-1. Most of respondents (78/48.8%) indicated impatience/intolerance as a major reason for conflict. Aggressiveness is also described as a cause of conflict by 77(48.1%) respondents. A second, psychological factor for marital conflict was lack of demonstration of affection by 76(47.5%). Third, ineffective communication and lack of understanding by 75(46.9%) of respondents indicated psychological factor as cause of conflict. Unexpected psychosocial improvement after marriage described as the reason for marital conflict by the least 22(1.8%) of respondents.

Interview result shows that one respondent described psychological factor, aggressiveness as a source of marital conflict. (Male- 2) reported that,

My wife and I couldn't understand each other in most of our arguments. Every time we talk about issues communicating and understanding become uneasy because she shows aggressive behavior. Once a disagreement rises between us we can't communicate properly about the issue because she became aggressive even for simple issues and mistakes she talks to me aggressively. After she became aggressive the disagreement becomes more serious and we lose the main issue and argue about why she become aggressive and talk to me like that.

Table 9: Sexual Factors of Marital Conflict among Married People in Jemo-1

Sexual factors	Male		Female		Total	
	No.	%	No.	%	No.	%
Adultery	24	35.3%	22	23.9%	46	28.8%
Sexual denial	25	36.8%	18	19.6%	43	26.9%
Premarital pregnancy	7	10.3%	9	9.8%	16	10%
Being inconsiderate	30	44.1%	26	28.3%	56	35%
Lack of mutual sexual satisfaction	28	41.2%	17	18.5%	45	28.1%
Inability to archive erection/impotency	21	30.9%	15	16.3%	36	22.5%
Not been virgin	4	5.9%	10	10.9%	14	8.8%
Premarital sexual experience	12	17.6%	10	10.9%	22	13.8%
Not being attractive sexually	16	23.5%	16	17.4%	32	20%
Poor sexual performance	20	29.4%	18	19.6%	38	23.8%
Differences in attitudes and beliefs about sex	29	42.6%	23	25.0%	52	32.5%
Inability to reach orgasm	20	29.4%	19	20.7%	39	24.4%
Pain during sexual intercourse	11	16.2%	10	10.9%	21	13.1%

*participants can select more than one cause as a cause of marital conflict.

Table 9 shows the sexual reasons for conflict to arise between couples in Jemo-1. Items in this table show detail about sexual incompatibility. Most, 56 (35%) of participants pointed out that the major psychological source of conflict is being inconsiderate (30 /44.1% of male respondents and 26 /28.3% of female respondents). Following this differences in attitudes and beliefs about sex mentioned as a cause of marital conflict by 52(32.5%), (29/42.6% of male respondents and 23/25% of female respondents). Thirdly, 46(28.8%) [24(35.3%) of male respondents and (23.9%) of female respondents] of respondents also report that adultery as a

cause of marital conflict in their marriage. Least number, 14 (8.8%) of respondents were reported not being virgin, as a source of marital conflict in their marriage.

Qualitative data shows that sexual denial was one of sexual factors that disagreements arise.

Female-3 reported:

when I feel not having sex because of work load or feeling not good, and any reasons, I say no to my husband's request of making love. As a result the coming days become full of disagreements about every issue that we used to agree about, this time he can't deal with me and every issue create conflict between us.

Table 10: Socio-Cultural Factors of Marital Conflict among Married People in Jemo-1

Social cultural factors	Male		Female		Total	
	No.	%	No.	%	No.	%
In-laws interference	27	39.7%	43	46.7%	70	43.8%
Neighbors interference	14	20.6%	17	18.5%	31	19.4%
Friends interference	18	26.5%	21	22.8%	39	24.4%
Loyal to relatives rather than the partner	25	36.8%	29	31.5%	54	33.8%
Having child before marriage	11	16.2%	5	5.4%	16	10%
Having child outside marriage	14	20.6%	12	13.0%	26	16.2%
Infertility	8	11.8%	18	19.6%	26	16.2%
Age difference	9	13.2%	23	25.0%	32	20%
Religious difference	14	20.6%	20	21.7%	34	21.2%
Difference of educational level	4	5.9%	18	19.6%	22	13.8%
Ethnic/tribal difference	5	7.4%	14	15.2%	19	11.9%
Drug/substance abuse	23	33.8%	25	27.2%	48	30%
Alcohol	22	32.4%	21	22.8%	43	26.9%
Smoking	16	23.5%	20	21.7%	36	22.5%
Gambling	20	29.4%	18	19.6%	38	23.8%
Differences in child rearing	15	22.1%	25	27.2%	40	25%
Passing night outside home due to social or religious reasons	11	16.2%	21	22.8%	32	20%

*participants can choose more than one cause as a cause of marital conflict.

Table 10 shows that socio-cultural factors as a source of marital conflict between couples in Jemo-1. Most of respondents, 70(43.8%), (27/39.7%of male and 43/26.9%of female respondents) indicated that in-laws interference as a socio-cultural cause of marital conflict between married couples in Jemo-1. Loyal to relatives rather than partner was reported as a major source of marital conflict by 54 (33.8%) of the respondents (there was no significant difference between male and female participants). 48 (30%) of respondents report drug/substance abuse as a major cause of marital conflict. However, least number of

respondents, 16 (10%) respond that having a child before marriage as a socio-cultural cause for marital conflicts. According to Male-3's report,

It was in-laws interference and my wife's loyalty to her siblings especially being dependable to her elder sister, cause conflict between us. My wife wants to do whatever her elder sister told her to do without discussing with me which makes me feel not respected by my wife. The major cause of conflict between my wife and I was her elder sister's interference in our marriage. Not only interference of the sister but also my wife's loyalty to her sister make it worse.

Female-3 also reported that:

My husband's loyalty to his relatives causes disagreements between us. When he support his siblings financially without my knowledge and I learn about what he is doing behind my back it irritate me, it is not the supporting part which rise conflict but making it secret from me is the main reason. So every time he did these things we fight about it.

Table 11: Economic Factors as Source of Conflict Between Married Couples in Jemo-1

Economic/Financial factors	Male		Female		Total	
	No.	%	No.	%	No	%
Disagreement on how to use/handle money	41	60.3%	41	44.6%	82	51.2%
Low level of income	11	16.2%	12	13.0%	23	14.4%
Not sharing family resource/money	16	23.5%	12	13.0%	28	17.5%
Unwise use of money and saving problem	34	50%	30	32.6%	64	40%
Not having private residence	9	13.2%	20	21.7%	29	18.1%

Table 11, illustrates the economic factors as a source of conflict between married couples in Jemo-1. The major cause of conflict as reported by most, 82(51%) of respondents were disagreements on how to use/handle money. A considerable number of respondents 64(40%), (34/50% male and 30/32.6% female) responded that unwise use of money and saving problem as a cause of marital conflict. Least number of respondents, 23 (14.4%) responded that low level of income as a source of marital conflict in their marriage.

Female-1 stated:

Most of the time conflicts rise in our marriage due to financial issues. I do not have a job; my husband is the only person who is income provider for our family. His ability to use/handle money was the main cause of conflict between us. My husband spends lots of money drinking with his friends without considering financial problem in our home, this always create conflict between us.

Male-1 said:

There were lots of issues that raise disagreements between us, the major cause is saving problem. I like spending money on recreations and buying things especially clothing and playing materials for our daughter. However my wife believes limited amount of materials and clothing is enough for our child. And it makes my wife angry on me. She wanted to save money as a family and use for more important things like our daughters better education. So every time I bought clothes or materials disagreement happens between us.

Other Factors

Participants were asked about other root causes of marital conflicts, their response include spending too much time on watching foot ball games on TV outside home,11(6.75%) respondents, 9 (5.6%) female respondents and 2(1.25%) male respondents pointed out that this is also the source of disagreements in their marriage.

To summarize the result of this study on sources of marital conflict, key reasons of marital conflict reported by most of the respondents are first money or financial issues (82/51.2%),(Such as how to use/handle money and saving problems).Second, psychological factors such as, impatience/lack of tolerance (78/48.8%), aggressiveness (77/48.8%), lack of demonstration of affection (76/47.5%), and communication issues (75/46.9%),(Ineffective communication and lack of understanding). Third, third party interference, in-laws interference (70/43.8%), and gender role factor, lack of responsibility in household affairs (63/39.4%).

4.3 Conflict Resolving Styles

Table 12: Conflict Resolution Mechanisms Used by Married People in Jemo-1

Gender		Avoidance	Accommodation	Competing	Compromise	Collaboration	Third party interference
Male	N	53	62	47	55	59	28
	%	77.9%	91.2%	69.1%	80.9%	86.8%	41.2%
Female	N	71	83	69	84	75	48
	%	71%	90.2%	75%	91.3%	81.5%	60.9%
Total	N	124	145	116	139	134	76
	%	77.5%	90.6%	72.5%	86.9%	83.8%	47.5%

**participants of this research indicate more than one conflict resolution mechanism*

Table 12 shows conflict resolution mechanisms employed by married people in Jemo-1. Conflict is inevitable experience in marriage. People use different mechanisms to resolve the disagreement or conflict that occurred in their marriage. Most respondents, 145(90.6%) handle the conflict between them and their spouse by using accommodative style of conflict resolution mechanism. 139 (86.9%) of respondents use compromise techniques as a mechanism to solve conflicts. 134(83.8%) of respondents report that they collaborative style of conflict resolution mechanism to resolve disagreements with their partner.

Results of participants in qualitative research, 2 participants (1 male and 1 female) report that they most of the time use collaborative style of conflict resolution mechanisms. Male-1 said that,

I and my partner use discussion whatever and whenever disagreements rose between us. Most of the time disagreements happen; we try to solve the issue quickly. While we discuss I understand my wife and I feel she understands me. We focus on solutions that are for mutual benefits.

Considerable number of respondents, 124 (77.5%) report that they use avoidance style of conflict resolution mechanism to resolve conflicts in their marriage. And the qualitative data shows, 2 (1 female and 1 male) participants report that most of the time avoiding style is the way they handle marital conflict. Female-1 report that:

I prefer being alone and silent. If disagreement happens between my partner and I; I use being silent and I go to sleep, the next day the disagreement is gone/covered up, but other times the unresolved issue would be raised again. Male-2: When conflicts arise with my partner we change the subject and the conflict between us becomes smooth for the time being. Other times when disagreements arise between us I go out of home and drink with my friends.

Least number of (76/47.5%) of respondents uses third party interference to handle conflict in their marriage. Third party interference is also one type of conflict resolution mechanism used by participants in qualitative data. M-3 report that:

Because our problem is not able to communicate properly by ourselves and every time we try to talk the anger rises and we can't control our anger, I tried to solve our problem discussing with religious leaders. However, it is not solving our problems as I want.

Other conflict resolution mechanism stated by respondents was forgiveness. Two female respondents reported that they forgive the fault of the husbands so that conflicts would become smooth and resolved.

4.4 Marital Satisfaction Results

Table 13: Marital Satisfaction Scores

Mean	M	%	F	%	Total	Total %
Below 22.5	0	0%	0	0%	0	0%
From 22,5 – 37.5	3	4.4%	3	3.3%	6	3.75%
From 37.5 – 52.5	4	5.9%	9	9.8%	13	8.13%
From 52.5 – 67.5	37	54.4%	44	47.8%	81	50.6%
Above 67.5	24	35.3%	36	39.1%	60	37.5%
Total	68	100%	92	100%	160	100.0%

**below 22.5 taken as strongly disagree about MS, from 22.5 – 37.5 taken as disagreement about MS, mean 37.5 -52.5=undecided about MS, mean from52.5-67.5 =agree about MS, mean above 67.5 taken as strongly agree about MS.*

The above table illustrates marital satisfaction results based on mean value of Marital Satisfaction Scale. Most, 81(50.6%) of the respondents (37/54.4% of male respondents and 44/47.8% of female respondents) show agreement about the satisfaction of their marriage. 60 (37.5%) of respondents strongly agree about their marital satisfaction. And least 6(3.75%) of respondents (3/4.4% of male and 3/3.3% of female) disagree about their marital satisfaction.

Marital satisfaction scale of participants in qualitative research was 4 of the participants said that they are satisfied in their marriage and 2 participants report show that dissatisfied in their marriage. Which is 4 participants of qualitative study was agree about their marital satisfaction and 2 participants disagree about their satisfaction in their marriage.

Table 14: Positive Items of Marital Satisfaction Scale

No	Positive Items of Marital Satisfaction Scale	Strongly Disagree	Disagree	Undecided	Agree	Strongly Disagree
1	I am very happy with how we handle role responsibilities in our marriage.	4 2.5%	6 3.8%	8 5.0%	51 31.9%	91 56.9%
2	My partner completely understands and sympathizes with my every mood.	5 3.1%	8 5.0%	9 5.6%	60 37.5%	78 48.8%
3	Our relationship is a perfect success.	2 1.2%	6 3.8%	9 5.6%	47 29.4%	96 60%
4	I am very happy about how we make decisions and resolve conflicts.	4 2.5%	7 4.4%	8 5%	64 40%	77 48.1%
5	I am very happy with how we manage our leisure activities and the time we spend together.	1 0.6%	5 3.1%	15 9.4%	35 21.9%	104 65%
6	I am very pleased about how we role responsibilities in our marriage.	4 2.5%	12 7.5%	12 7.5%	40 25.0%	92 57.5%
7	I have never regretted my relationship with my partner, not even for a moment	10 6.2%	15 9.4%	19 11.9%	9 5.6%	107 66.9%
8	I feel very good about how we each practice our religious beliefs and values.	0 0%	6 3.8%	9 5.6%	30 18.8%	115 71.9%
9	My partner and I understand each other perfectly	3 1.9%	7 4.4%	1 0.6%	45 28.1%	104 65%

Table 14 shows that responses for the positive item marital satisfaction, most, 115 (71.9%) of respondents indicated “I feel very good about how we each practice our religious beliefs and values”. Second, 107(66.9%) responded, “I have never regretted my relationship with my partner, not even for a moment”. 104 (65%) of respondents reported that “My partner and I understand each other perfectly” and “I am very happy with how we manage our leisure activities and the time we spend together”. Almost equal numbers (91(56.9%) and 92(57.5%)) of respondents strongly agree about their role responsibility and how they handle their responsibilities in their marriage. Least, 77(48.1%) of respondents reported that, “I am very happy about how we make decisions and resolve conflicts”.

Table 15: Negative Items of Marital Satisfaction Scale

No.	Negative Items of Marital Satisfaction Scale	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	I am not pleased with the personality characteristics and personal habits of my partner.	92 57.5%	12 7.5%	12 7.5%	40 25.0 %	4 2.5%
2	I am not happy about our communication and feel my partner does not understand me.	85 53.1%	50 31.2%	10 6.2%	12 7.5%	3 1.9%
3	I am unhappy about our financial position and the way we make financial decisions	74 46.2%	63 39.4%	10 6.2%	10 6.2%	3 1.9%
4	I have some needs that are not being met by our relationship.	37 23.1%	26 16.2%	24 15.0%	36 22.5 %	37 23.1%
5	I am not satisfied with the way we each handle our responsibilities as parents.	93 58.1%	34 21.2%	18 11.2%	11 6.9%	4 2.5%
6	I am dissatisfied about our relationship with my parents, in-laws, and/or friends.	103 64.4%	29 18.1%	13 8.1%	12 7.5%	3 1.9%

Table 15 presents negative items of Marital Satisfaction Scale. 103(64.4%) respondents strongly disagree that “I am dissatisfied about our relationship with my parents, in-laws, and/or friends”. Second, 93/58.1% of respondents strongly disagree “I am not satisfied with the way we each handle our responsibilities as a parent”. Third, 92(57.5%) of respondents strongly disagree for item “I am not pleased with the personality characteristics and personal habits of my partner”. The raw data of this table shows disagreements on negative items show that they are strongly agree on the positive part if it scored inversely.

4.5 Correlation of Conflict Resolving Mechanisms and Marital Satisfaction

Table 16. Inter-matrix Correlation of Conflict Resolving Mechanisms and Marital Satisfaction

	1	2	3	4	5	6	7
Marital Satisfaction Scale (1)		-.235**	.015	.035	.046	.716**	.103
Avoidance (2)			-.122	.012	.037	-.116	.057
Accommodation (3)				.256**	.330**	.207**	.038
Compromise (4)					.258**	.029	.335**
Competing (5)						.070	.283**
Collaboration (6)							.090
Third party interference (7)							

**= P < 0.1

Table 16 shows the correlation of marital satisfaction and conflict resolution mechanisms. Spearman correlation coefficient from the above table shows that there is high correlation, $r=.716$ at $p=0.01$ level of significance between collaborative conflict resolution mechanism and marital satisfaction.

The qualitative aspect of the study also reveals that the more partners resolve the disagreements in constructive way in their marriage, the happier about their relationship and the more satisfied about their marriage. Male-1 report that:

The relationship between my wife and I become refresh after we had disagreements and we resolve it. It's like our friendship is a fresh start. We become happy and enjoy each other's companionship.

Correlation between avoidance conflict resolution mechanisms and marital satisfaction was found to be negatively significant (law level of significance) $r=-.278$ at $p= 0.05$ significant level for male respondents and ($r=-.207$) at $p=0.05$ significant level for female respondents and $r=-.235$ for total respondents at $p=0.01$. Male-3 stated:

The feeling of disagreements and feeling of lack understanding by my partner always follow me to my job and home. In home the feeling of quarreling and unhappiness round our surroundings. And I can say the inability to resolve disagreements between us on time causes unhappiness in our home. I am not eager to go to home immediately after work.

Sometimes, I go out with my friends.

The Spearman correlation coefficient for the remaining conflict resolution mechanisms like Accommodation, Competing, Compromise, and third party interference with marital satisfaction was not significant.

Table 17: Correlation of Marital Satisfaction and Conflict Resolution Mechanisms Based on Years in Marriage

**for this study the number of years in marriage means the number of years in the present*

Conflict Resolution Mechanisms	1- 3 years (n=18)		3- 5 years (n=42)		5 - 7 years (n=49)		7- 9 years (n= 21)		9 -11 years (n=17)	
	r	P	r	P	R	P	r	P	r	P
Avoidance	-.447	.063	-.304*	.050	-.116	.382	-.332	.142	-.159	.572
Accommodation	-.156	.537	.064	.687	-.119	.371	-.074	.751	.528*	.043
Competitive	-.156	.537	.099	.533	.124	.350	-.317	.161	.214	.444
Compromise	-.037	.884	.064	.687	.080	.545	.119	.607	-.132	.639
Collaboration	.559*	.016	.782*	.01	.771*	0.01	.605*	0.01	.812*	0.01
Third party interference	-.012	.961	.226	.151	.051	.701	-.059	.799	.103	.715

marriage.

r= spearman rank order correlation coefficient, p=significant level, n=number of respondents

**other groups not appeared because of least numbers in the groups (the value of N for groups 11-13, 13-15, and 15 years is < or =5).*

The above table shows correlation between marital satisfaction and conflict resolution mechanisms based on years in marriage. Positive and strong significant correlations were found between collaborative conflict resolution mechanism and marital satisfaction for all groups of respondents. (For the group from 1-3 years in marriage it is $r=.559$, at $p<0.05$, for the group from 3-5 years in marriage $r=.782$, at $p=0.01$, for the group from 5-7 years in marriage $r=.771$, at $p<0.01$, for the group from 7-9 years in marriage $r=.605$, at $p=0.01$, for the group from 9-11 years in marriage $r=.812$, at $p=0.01$).

Avoidance conflict resolution mechanism and marital satisfaction correlated at negatively and low significant level for the group from 3-5 years ($r=-.304$ at $p=0.05$). And accommodation conflict resolution style moderate correlation with marital satisfaction for the group 9-11 years in marriage, $r=.528$, at $p<0.05$ ($p=0.043$) level of significance.

4.6 Regression Coefficient for predicting Marital Satisfaction

Table 18. Regression Coefficient for predicting Marital Satisfaction

Model		Coefficients		
		B	t	P
1	(Constant)	2.110	12.444	.000
	Collaboration	1.167	12.901	.000
2	(Constant)	2.558	11.139	.000
	Collaboration	1.138	12.768	.000
	Avoidance	-.222	-2.822	.005
3	(Constant)	3.122	10.467	.000
	Collaboration	1.188	13.370	.000
	Avoidance	-.245	-3.161	.002
	Accommodation	-.324	-2.874	.005
Model 1- R Square		.513		
Model 2 – R Square		.537		
Model 3- R Square		.560		

*ANOVA table shows model fit and significant.

Prediction equations form the above table:

Prediction equation1

$$[y' = bx + a] \text{ become } y' = 2.111 + 1.167x_1$$

According to this equation variable collaboration conflict resolution style predicts marital satisfaction in a constructive way. So, participants who use collaborative style of conflict resolution mechanisms, it is possible to have satisfied marriage. Using collaborative style of marital conflict resolution leads to marital satisfaction.

Prediction equation 2, is $y' = 2.558 + 1.138x_1 + 0.222x_2$

According to this equation the variable avoidance conflict resolution style has reverse (negative) prediction for marital satisfaction.

Prediction equation 3, is $y' = 3.122 + 1.188x_1 + 0.245x_2 + 0.324x_3$

* The difference of the constant value when the second variable avoidance added shows 0.654.

Competing, compromise, and third party interference are variables which are excluded from the regression coefficient during computing the regression, because the regression coefficients for these variables are insignificant.

Chapter Five

Discussion

Results have been discussed in relation to causes of marital conflict, conflict resolution styles used by married couples, and the relationship between conflict resolution styles of avoiding, competitive, compromising, accommodating, collaborative, and third party interference with marital satisfaction. Effects will be made to discuss the findings in terms of the literature reviewed and the research questions raised.

What are the key reasons for marital conflicts among married couples in Jemo-1 area?

Gender Role factors: The finding illustrates that the major cause of marital conflict is lack of responsibility in household affairs. There is no significant difference between male and female respondents. A considerable number of respondents report, one gender dominance and division of housework and child care role is another gender role factor for the cause to arise conflict between married couples. The third most significant cause reported is lack of role in decision making as a gender role source of marital conflict. However, least number of respondents report violence or physical abuse as reasons for marital conflict.

Psychological factors: Conflict can be raised between married couples because of different psychological factors. The results of this study show that major psychological factors as a cause of marital conflict are impatience/intolerance, aggressiveness, and lack of demonstration of affection.

Sexual factors: findings of the study demonstrate that the major source of conflict between married couples are being inconsiderate, differences in attitudes and beliefs about sex, adultery as a cause of marital conflict among married couples in Jemo-1. This finding is

consistent with Olson, (2000) it is an important aspect of human relations that couples generally have difficult time discussing. When it comes to affection and sexual expression, differences are inevitable.

Socio-cultural factors: In-laws interference, loyalty to relatives rather than partner, and drug/substance abuse are reported as major causes of marital conflict among married couples in Jemo-1

Economic factors: finding of the study shows that disagreements on how to use/handle money, unwise use of money and saving problem are major causes of marital conflict between married couples in Jemo-1. According to Olson, (2000) financial management skills especially differences of philosophy about spending money can cause considerable conflict issues.

A result of this study shows multi-factorial reasons are mentioned as causes of marital conflict faced by married people in Jemo-1. The major causes are money/financial issues Such as how to use/handle money and saving problems, impatience/lack of tolerance, aggressiveness, lack of demonstration of affection, communication issues (Ineffective communication and lack of understanding), in-laws interference (interference of siblings), and lack of responsibility in household affairs. Another source of marital conflict includes spending too much time on watching foot ball games on TV outside home.

This finding is consistent with study of Around & Pauker, (1987); the top five issues generating conflict in married couples are money, extended family, communication style, household tasks, and personal tasks. Studies on marital conflict conducted by various researchers, in a national study of marital therapists who work with couples, identified the most prominent problems reported by couples: poor communication, power struggles, unrealistic expectations about marriage, sexual relationship problems, and difficulties in

decision making were the five issues reported by couples. According to Habtamu, (1998) the major sources of conflict are misuse of family income and other economic issues, poverty, committing adultery, poor communication, jealousy, sexual incompatibility, in-laws interference, and rumors. Lack of love between the partners, wife beating and husband's drunkenness are also other factors identified as contributing factors for family conflict.

What are conflict resolution styles used by married couples in Jemo-1?

The result of the study on conflict resolution mechanisms employed by married people in Jemo-1 shows that most people resolve conflicts in their marriage by using different conflict resolution styles. Collaborative style (the goal is problem solving), accommodative (non-assertive, when spouse disregards one's own needs and accedes the partner's desires) and compromise (give and take) conflict resolution style are mechanisms utilized by most of the respondents. However, least number of respondents uses third party interference (discussing the issue with close friends, relatives, in-laws, religious leader, and advice from family elders) as conflict resolution mechanism. The result shows married couples use different conflict resolution style to solve conflicts in their marriage and need different types of conflict resolution style in different circumstances. According to Hocker& Wilmot, (1998), no one style of conflict resolution is automatically superior to another and there are advantages and disadvantages to all five styles of conflict resolution.

How do conflict resolving mechanisms associate with marital satisfaction in married couples in Jemo-1 area?

Marital Satisfaction

The study examines marital satisfaction of participants using a tool ENRICH Marital Satisfaction Scale (EMS) (Ooms&Olson 1993). The mean results of EMS show majority of participants are satisfied in their marriage life. Only 3.75% of participants reported that they are not satisfied about their marriage.

Table 15 shows that responses for the positive item marital satisfaction, the result illustrates that participants of this study are satisfied about the religious orientation, communication, leisure activities, and equalitarian role on how to handle responsibilities in their marriage. This result is consistent with the related literature by Stinnett, Stinnett, &DeFrain, &DeFrain,(1997) in studies of strong families religious and spiritual values are mentioned repeatedly as an important family strength. Negative item response shows that 23.1% of respondents are not satisfied about their needs meet by their relationship.

Correlation of Marital Satisfaction and Conflict Resolution Mechanisms

For couples who want to make their marriages happy and successful, the question arises whether or not conflict can actually be used to strengthen the relationship. In fact, positive and constructive conflict resolution mechanisms can indeed improve or sustain an intimate partnership. The results of this study indicate that avoiding conflict is inverse relationship with marital satisfaction. The more couples use avoiding conflict resolution mechanisms the less their marital satisfaction. This is consistent with the study by Dildar, Sitwat&Yasin (2013), on a study of marital conflicts and conflict resolutions styles at university of Gujrat and Punjab, Pakistan, their fining suggested that dissatisfied married couples mostly use

avoiding and competitive style. Collaborative conflict resolution mechanisms are strongly correlated with marital satisfaction. The more couples use collaborative style of conflict resolution mechanisms, the more satisfied they are in their marriage. However, the results of this study show that there is no significant relationship between accommodative, competing, compromising and third party interference with marital satisfaction among married couples in Jemo-1 area.

Likewise the correlation between marital satisfaction and collaborative conflict resolution mechanisms show the strong level of relationship for all couples grouped based on the years in marriage. Accommodative conflict resolution mechanism is negatively related with marital satisfaction only for this group. The results of this study is consistent with literature Constructive process often include interactions involving cooperation, problem-solving behaviors, intentions to learn about the other's needs, willingness to talk about disagreements, and a focus on the relationship rather than the individual (Hocker and Wilmot,1995), and they are associated with high level of marital satisfaction (de Bruyne&Greeff, 2000). In contrast, destructive processes often include interactions that involve manipulation, coercion, escalation, and avoidant patterns of domination and subordination (Olson &Waite, 2004).

The results of regression coefficient show that collaboration conflict resolution style predicts marital satisfaction in constructive way. However avoidance conflict resolution style predicts marital satisfaction in the inverse way. The prediction value of other variables are not significant.

Chapter Six

Conclusions and Recommendations

6.1 Conclusions

The purpose of this study was to examine the source of conflicts, styles of conflict resolution mechanisms, and the relationship with marital satisfaction among married couples in Jemo-1.

The results of this study show that multi-factorial reasons are mentioned as causes of marital conflict faced by married people in Jemo-1. The major causes are money/financial issues such as how to use/handle money and saving problems, impatience/lack of tolerance, aggressiveness, lack of demonstration of affection, communication issues (ineffective communication and lack of understanding), in-laws interference (interference of siblings), and lack of responsibility in household affairs. Another source of marital conflict includes spending too much time on watching foot ball games on TV outside home.

While conflicts arise between married couples, people use different conflict resolution style to solve conflicts in their marriage. The result of this study shows most people resolve conflicts in their marriage by using different conflict resolution styles. Collaborative style (the goal is problem solving), accommodative (non-assertive, when spouse disregards one's own needs and accedes the partner's desires) and compromise (give and take) conflict resolution style are conflict resolution mechanisms utilized by most of the respondents. However, least number of respondents use third party interference (discussing the issue with close friends, relatives, in-laws, need solution from religious leader, and take advise from family elders) as a conflict resolution mechanism.

The results of marital satisfaction show that most of the participants are satisfied in their marriage. They are happier about practice of religious beliefs and values of their partner.

The result of Spearman correlation (in table 16) indicates that collaborative style of conflict resolution has strong positive relation with marital satisfaction of married partners ($r=.716$ at $p=0.01$, $n=160$), shows that more collaborative style of conflict resolution mechanisms is related to more satisfaction. Constructive way of handling marital conflicts, whatever the reasons of conflict, relates with marital satisfaction in a positive way. Avoiding conflict has an inverse relationship with marital satisfaction. A Negative correlation ($r=-.235$, $p=0.01$, $n=160$) indicate that more avoiding conflict resolution mechanism is related to less satisfaction.

The result of regression shows that collaborative conflict resolution style leads to marital satisfaction. And avoidance marital conflict resolution style leads marital dissatisfaction. Avoidance marital conflict resolution style predicts marital satisfaction reversely.

6.2 Recommendations

For future studies, researchers could study how married people manage conflict at different stages in their marriage life. The researcher could establish friendship categories such as, early stage of marriage, after having children and after children leaving home. A particular conflict management strategy may be more effective at one stage of marriage than at another stage.

The second suggestion for further research would be experimental research. Providing education on constructive way of resolving conflict and test re-test the effectiveness of conflict resolution on marital relationship between married couples.

The other recommendation is also it would be great providing education on marriage for the community would give knowledge for the society to develop harmony in marital and family relationship.

The least but not the last recommendation is establishing governmental couples and family therapy centers for the community which will give counseling for less charges. And encouraging private counseling and training centers.

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Appendixes

List of participants in Interview

Because participants of this research not agree to use their real names, the researcher use codes to represent participants.

No.	Code of Participants	Sex	Age	Educational Status	Date of Interview
1	Male-1	M	46	Degree	March 30, 2014
2	Male-2	M	42	Masters	April 4, 2014
3	Male-3	M	38	Degree	April 4, 2014
4	Female-1	F	38	High school	March 30, 2014
5	Female-2	F	28	Diploma	March 30, 2014
6	Female-3	F	40	Degree	April 3, 2014

Addis Ababa University

School of Psychology

Counseling psychology

**A questionnaire Prepared to study Sources of Marital Conflict
and the relationship between Marital Conflict resolution
Mechanisms and Marital Satisfaction among Married People in
Jemo-1 area, Addis Ababa**

March , 2014

Self-Report Questionnaire

Dear respondents

This questionnaire is prepared to collect data /information for a research purpose.

The purpose of this research is to study the relationship of marital conflict and conflict resolution mechanisms with marital satisfaction among married couples in Jemo-1 area, Addis Ababa. The response you give will be used for the sole purpose of the study. And it is believed that the result of this study will be significant in finding possible solutions for couples, the family and the society in the area of marital problems

Confidentiality of Research: No personal identifying information will be placed on the questionnaires. You don't have to write you name. This information will be kept confidential.

It is intended to be filled out by the husband or the wife, we thus request you to respond to each item frankly with care and sincerity. And we thank you for your cooperation to participate.

Instruction: please respond to the following items in the space provided.

- . Please attempt to answer all questions
- . Please do not discuss with your spouse (please do privately)

Part I. General Information

1. Gender: _____

2. Age: 18-22 _____, 23-27 _____, 28-32 _____, 33-37 _____, 38-42 _____, 43-47 _____, 48-52 _____, 53-60 _____, 60+ _____

3. Educational status: _____

4. For how long you have been since you are in this marriage? (Years of marriage)

5. Number of children: _____

6. Income provider for the family: _____

Part II. Causes of Marital Conflict

The following Lists are assumed factors (causes) that lead to marital conflicts. Please give your response according to your experience. ✓

No.	Causes of Marital Conflict between Spouse	Yes	No
1	One gender dominance over the other (control over family decisions)		
2	Lack of responsibility in household affairs		
3	Lack of role in decision making		
4	Division of housework and child care (role division)		
5	Violence or physical abuse		
6	Suspicion		
7	Jealousy		
8	Lack of trust		
9	Vague / Lack of demonstration of complaints		
10	Lack of demonstration of affection		

11	Poor (ineffective) communication and lack of understanding		
12	Continuous bickering		
13	Impatience/ Intolerance		
14	Strictness		
15	Continuous criticism		
16	Lack of mutual respect		
17	Emotional distance due to academic or job stress		
18	Lack of companionship consideration		
19	Unexpected psychosocial crisis after marriage		
20	Unexpected psychosocial improvement after marriage		
21	Aggressiveness		
22	Adultery		
23	Sexual denial		
24	Premarital pregnancy		
25	Being inconsiderate		
26	Lack of mutual sexual satisfaction		
27	Inability to achieve erection /impotency		
28	Not being virgin		
29	Premarital sexual experience		
30	Not being attractive sexually		
31	Poor sexual performance		
32	Differences in attitudes and beliefs about sex		
33	Inability to reach orgasm		
34	Pain in sexual intercourse		

35	In- laws interference		
36	Neighbor interference		
37	Friends interference		
38	Loyal to kins (relatives) rather than the partner		
39	Having a child before marriage		
40	Having a child outside of marriage		
41	Infertility		
42	Age difference		
43	Religious difference		
44	Difference of educational level		
45	Ethnic/tribal difference		
46	Drug (subsistence) abuse		
47	Alcohol		
48	Smoking		
49	Gambling		
50	Differences of view in child rearing		
51	Passing night outside the home due to social and religious reasons		
52	Disagreements on how to use/handle money		
53	Low level of income		
54	Unfair allocation of family resources/money		
55	Unwise use of money and saving problem		
56	Not having private residence		
57	Others please specify		

Part III: Conflict Resolution Mechanisms

When disagreements arise between spouses, they use different types of resolution mechanisms in order to settle the dispute. What is your experience in each resolution mechanism? Please put ✓ against each conflict resolution mechanism you usually follow.

No.	List of Conflict Resolution Mechanisms	Yes	No
1	I try to change the subject		
2	I try to go out of home		
3	I prefer to be lonely and keep silent		
4	I sleep and weep		
5	I didn't conform, because no change will come		
6	I prefer to suppress my emotion		
7	I accept my partner's decision with no alternatives		
8	I postpone the issue to other time		
9	I accept my partner's suggestion		
10	I accommodate the wishes of my partner's as far as possible		
11	I believe my partner gives me smart solution		
12	I am open to accept the views of by my partner		
13	I am tolerable(acceptable) not to offend my partner		
14	I try to adjust my views to my partner's views		
15	I am ready to accept the suggested ideas		
16	I don't offend my partners' position		
17	I try to apply my partner's suggestions (recommendations)		
18	I believe that I give rational views so that my partner should accept		

19	I insist my partner to perform what is told, because I'm sure mine is the best way.		
20	I will be annoyed if it is not done by my partner, if not I will do it		
21	I impose my partner to be done things for mutual advantage		
22	I apply force, if my views are so reasonable with no hesitation, must be functional		
23	I believe that my views are so reasonable with no hesitation, must be functional		
24	I believe that what it should be done should also done by my partner		
25	I don't want my idea should be reversible		
26	If I believe that, without consultation of my partner, I do it then I tell		
27	I try to investigate the problems		
28	I try to investigate solution with my partner, equally		
29	I perform what both we agree and also collaborate with my partner		
30	I consider the concern of my partner with the proposed solutions		
31	I discuss transparently		
32	I try to create common understanding conditions		
33	I invite the position my partner, and clearly explain my position too		
34	I and my partner work on consensus/		
35	I try to find differences		
36	I use "give and take" approach		
37	I give priorities of the issues, that are essential to our needs		
38	I give solutions that are helpful for our mutual benefit		
39	I give quick solutions, so we maintain our relation		
40	I make my own effort to come up agreement with my partner, to avoid dispute		
41	I try to satisfy with given solution		
42	I discuss with my kins (relatives)		

43	I discuss with in-laws		
44	I need solution from religious leaders		
45	I share to family elders to take advice		
46	I discuss only with my close friends (confidential)		
47	Others please specify _____		

Part IV: ENRICH Marital Satisfaction Scale Items

This list of items measure how satisfied of dissatisfied is ones marital relationship. Please mark ✓ on the numbers that you think well expresses your marriage.

1= strongly agree, 2= moderately agree, 3= undecided, 4= moderately disagree, 5= strongly disagree

No.	Questions	Response choices				
		1	2	3	4	5
1	My partner and I understand each other perfectly					
2	I am not pleased with the personality characteristics and personal habits of my partner.					
3	I am very happy with how we handle role responsibilities in our marriage.					
4	My partner completely understands and sympathizes with my every mood.					
5	I am not happy about our communication and feel my partner does not understand me.					
6	Our relationship is a perfect success.					
7	I am very happy about how we make decisions and resolve conflicts.					
8	I am unhappy about our financial position and the way we make financial decisions					
9	I have some needs that are not being met by our relationship.					
10	I am very happy with how we manage our leisure activities and the time we spend together.					
11	I am very pleased about how we role responsibilities in our marriage.					
12	I am not satisfied with the way we each handle our responsibilities as parents.					
13	I have never regretted my relationship with my partner, not even for a moment					
14	I am dissatisfied about our relationship with my parents, in-laws, and/or friends.					
15	I feel very good about how we each practice our religious beliefs and values.					

Part V: Interview Questions /semis structured questions for interview

1. What are the major reasons that you and your spouse's marital conflict? (Hint: finance, child rearing, in-laws...)
2. How do you resolve when conflicts arise between you and your spouse? (Hint: avoiding, collaborating, compromising, competing ...)
3. What do you mostly experience after you resolve conflicts between you and your spouse?
4. Do you believe your marital relationship is satisfied? If yes/ no, are there reasons for your marital conditions (satisfaction or dissatisfaction)?

አዲስ አበባ ዩኒቨርሲቲ

ድህረ ምረቃ መርህ ግብር

የሳይኮሎጂ ትምህርት ክፍል

በጀም-1 ነዋሪዎች ዘንድ ትዳርን በሚመለከቱ ጉዳዮች ዙሪያ በተመለከተ ጥናት

ለማድረግ የተዘጋጀ መጠይቅ

የዚህ ጥናት ዋና አላማ በባልና ሚስት መካከል የሚኖረውን ግንኙነት ለማወቅ ሲሆን እርስዎ የሚሰጡት ሀሳብ እጅግ በጣም ጠቃሚና ወሳኝ ስለሆነ በቂ ጊዜ ወስደው አስበውበት በቅንነትና በታማኝነት ምላሽ እንዲሰጡ በአክብሮት እንጠይቅዎታለን።

❖ የሚሰጡት ምላሽ ሚስጢራዊነቱ የተጠበቀ ነው ስለሆነም እባክዎትን

ስምዎን አይጻፉ።

❖ ይህ መጠይቅ የሚሞላው በትዳር ላይ ባሉ ባል ወይም ሚስት ነው።

❖ መጠይቁን በግልጽ ይሙሉት(ለትዳር ጋደኛዎ መልሱን አይግለፁ)።

❖ ጥያቄዎችን በሙሉ ለመመለስ ይሞክሩ።

ክፍል አንድ: ግላዊ መጠይቅ (በባዶ ቦታዉ ይሙሉ)

1. ጾታ: _____
2. ዕድሜ: 18-22 _____, 23-27 _____, 28-32 _____, 33-37 _____, 38-42 _____, 43-47 _____, 48-52 _____, 53-60 _____, 60+ _____
3. የትምህርት ደረጃ: _____
4. በዚህ ትዳር ዉስጥ ምን ያህል ጊዜ ቆዩ: _____
5. ስንት ልጆች አሉዎት: _____
6. የቤተሰቡ የገቢ ምንጭ ማን ነዉ? ባል _____ ሚስት _____ ሁለቱም _____

ክፍል ሁለት: የግጭት ምክንያቶች

ከዚህ በታች በባልና ሚስት መካከል ትዳርን የሚያናጉ የግጭት ሰበቦች/መነሻ ምክንያቶች/ ሊሆኑ ይችላሉ ተብለዉ የተገመቱ ነጥቦች /ጉዳዮች/ ተዘርዝረዋል፡ በርስዎ ልምድ(የትዳር ህይወት ልምድ) መነሻ ምክንያቶች/ሰበቦች/ ናቸዉ ብለዉ የሚሉትን ከተሰጡት አማራጮች መካከል ✓ ምልክት ያድርጉ፡፡

ተ. ቁ	የግጭት ምክንያቶች	አዎ	አይደለም
1	የአንደኛዉ ያታ የበላይነት መንገስ/መታየት/		
2	በቤት ዉስጥ ጉዳዮች የሀላፊነት ስሜት ያለመኖር		
3	የዉሳኔ ሰጭነት ሚና አለመኖር/መወሰን አለመቻል/፡፡		
4	ድብደባ /አካላዊ ጉዳት ማድረስ		
5	የቤት ዉስጥ ስራና በልጅ አስተዳደግ ድርሻ		

6	ጥርጣሬ		
7	ቅናት		
8	አለመተማመን		
9	ግልፅ ያልሆነ ብሶት		
10	ፍቅርን መግለፅ/ማሳየት አለመቻል		
11	ያለመግባባት/የግንዛቤ ልዩነት		
12	የማያባራ ጭቅጭቅ እና ንዝንዝ		
13	ትዕግስት ማጣት/አለመቻቻል		
14	ጥብቅ ቁጥጥር		
15	የማያባራ ነቀፌታ		
16	ያለመከባበር		
17	በስራ ወይም በትምህርት ጫና ምክንያት በስሜት መራራቅ		
18	ያለመፈቃቀድ		
19	በትዳር ምክንያት ያልተጠበቀ ጉስቁልና ዉስጥ መግባት		
20	በትዳር ምክንያት ያልተጠበቀ መሻሻል ማሳየት		
21	ሀይለኝነት ና ቁጣ		
22	ዝሙት/በትዳር ላይ መማገጥ/ዉሽማ መያዝ		
23	ወሲባዊ ግንኙነት መከልከል		
24	ኪጋብቻ በፊት የነበረ እርግዝና		
25	የትዳር ገደኛን ስሜት ያለመጠበቅ/ ግድየለሽ መሆን		
26	በግብረ ስጋ ግንኙነት የጋራ እርካታን አለማግኘት		
27	የወሲብ ብልት አለመስራት		
28	ድንግልና ያለመኖር		

29	ከትዳር በፊት የነበረ ወሲባዊ ግንኙነት ጣልቃ ገብነት		
30	ለወሲብ የሚሰብ (ሴክሲ) ያለመሆን		
31	የወሲባዊ አፈፃፀም ድክመት		
32	በግብረ ስጋ ግንኙነት ላይ ያለ የአመለካከት ልዩነት		
33	በወሲባዊ ግንኙነት ያለመርካት		
34	በግብረስጋ ግንኙነት ወቅት የሚሰማ ህመም		
35	የትዳር አጋር ቤተዘመድ (የአማት፣የምራት ወዘተ ጣልቃ ገብነት		
36	የጎረቤት ጣልቃ ገብነት		
37	የገደኞች ጣልቃ ገብነት		
38	ከትዳር ገደኛ ይልቅ ለሥጋ ዘመድ madelat መሆን		
39	ከጋብቻ በፊት የልጅ መኖር		
40	ከጋብቻ ዉጪ የልጅ መኖር		
41	መካንነት		
42	የዕድሜ ልዩነት/መራራቅ		
43	በሀይማኖት መለያየት		
44	የትምህርት ደረጃ መለያየት		
45	የብሔር ልዩነት		
46	ሱሰኝነት(ጫት እና የመሳሰሉትን መጠቀም)		
47	ሰካራም መሆን		
48	አጫሽ መሆን		
49	ቁማርተኝነት		
50	በልጅ አስተዳደግ ልዩነት		
51	ከቤት ዉጪ ማደር (በሐይማኖታዊ ወይም በማህበራዊ ጉዳዮች)		

52	በገንዘብ አያያዝ እና አወጣጥ አለመስማማት		
53	ዝቅተኛ ገቢ		
54	ሀብትና ንብረትን በጋራ ያለመጠቀም		
55	የቤተሰብን ንብረት ገንዘብን ያለአግባብ መጠቀምና ያለመቆጠብ		
56	የግል መኖሪያ ያለመኖር		
57	ሌሎች ምክንያቶች ካሉ ይዘርዝሩ፡		

ክፍል ሦስት፡ የግጭት አፈታት ስልቶች

ከዚህ በታች የተዘረዘሩት የግጭት አፈታት ስልቶች በትዳር ላይ በባልና ሚስት መካከል ግጭት /አለመስማማት/አለመግባባት ሲፈጠር በጋራ ወይም በተናጠል ለችግሮቻቸው መፍትሔ ናቸው ተብለው ይታመናሉ። በእስርዎ ትዳር ውስጥ ግጭት ሲፈጠር የሚጠቀሙባቸውን የግጭት/የቅሬታ አፈታት ዘዴዎች/ስልቶች ናቸው የሚሉትን ✓ ምልክት በማድረግ ያመልክቱ።

ተ.ቁ	የግጭት አፈታት ስልቶች ዝርዝር	አዎ	አይደለም
1	ዝምታን እመርጣለሁ።		
2	ከቤት ዞር ማለትን እመርጣለሁ።		
3	ብቻዬን መሆን እመርጣለሁ።		
4	እተኛለሁ፣አለቅሳለሁ።		
5	በነገሩ ለመወያየት ግፊት አላደርግም፣ እተወዋለሁ።		
6	ከወይይት ይልቅ በሆዴ አምቁ እይዘዋለሁ።		
7	የአጋሬን ወሳኔ እንዲሁ እቀበላለሁ፣ምንም አማራጭ ስለሌለኝ።		
8	ወዲያውኑ ከመወያየት ለሌላ ጊዜ አስተላልፈዋለሁ።		
9	የአጋሬን መፍትሔ ሀሳቦች አቀበላለሁ።		
10	የአጋሬን መፍትሔ ሀሳብ እና ምኞች ከግምት አስገባለሁ።		
11	ከአጋሬ የሚቀርቡ የመፍትሔ ሀሳቦች ትክክለኛ ናቸው ብዬ አምናለሁ።		
12	የሚሰነዘሩ አመለካከቶችን ሁሉ በግልፅነት ሁኔ እቀበላለሁ ።		
13	በመቻቻል ጉዳዮችን አልፋቸዋለሁ።		
14	የኔን አመለካከት ከአጋሬ አመለካከት ጋር ለማጣጣም እሞክራለሁ።		
15	የሚሰነዘሩ ሀሳቦችን ለመቀበል ዝግጁ ነኝ።		
16	የአጋሬን ሃሳብ አልጋፋም፣አልቃወምም።		
17	የሚቀርቡ የወሳኔ ሀሳቦችን ተግባራዊ ለማድረግ እሞክራለሁ።		
18	የማቀርባቸው ሃሳቦች በእወኔታ ላይ የተመሰረቱ በመሆናቸው ተቀባይነት አላቸው እላለሁ።		
19	የእኔ ሀሳብ ምንጊዜም ትክክለኛ በመሆናቸው እንዲፈፀሙ ጫና		

	አደርጋለሁ		
20	መፈፀም ያለባቸው ጉዳዮች ካልተፈፀሙ እበሳጫለሁ፣ እኔ እፈፅማቸዋለሁ		
21	ለጋራ ጥቅም ሲባል ተፅዕኖ በማድረግ እንዲፈፀሙ አደርጋለሁ፡፡		
22	የእኔ ሀሳብ የተሻለ ሁኖ ከተገኘ እንዲፈፀም ለማድረግ ኃይል እጠቀማለሁ፡፡		
23	የእኔ አመለካከት የተሻለ ሆኖ ስለማገኛቸው ያለምንም መሸራረፍ መፈፀም አለበት የሚል እምነት አለኝ፡፡		
24	መፈፀም/መሰራት ያለባቸው ጉዳዮች መደረግ አለባቸው ብዬ አምናለሁ፡፡		
25	የእኔ ሀሳብ ምንጊዜም እንዲቀለበስ አልፈልግም ፡፡		
26	አንድ ጉዳይ መፈፀም ካለበት እኔ ራሴ ፈፅሜ ለአጋራ እናገራለሁ፡፡		
27	በእኩልነት መርህ ላይ በተመሰረተ መልኩ የችግሮችን መንስኤ እንፈልጋለን		
28	ለችግሮች የመፍቻ መንገዶች ላይ እንስማማባቸዋለን፡፡		
29	የተስማማንባቸውን ሀሳቦች እፈፅማቸዋለሁ፣ እንዲፈፀሙም እተባበራለሁ		
30	የትኩረት ነጥቦችን ግምት ወስኖ ያስገባ መፍትሔ እንፈልጋለን፡፡		
31	በግልፅነት እንወያያለን፡፡		
32	በተቻለ መጠን የጋራ መግባባት እንዲፈጠር እጥራለሁ፡፡		
33	ላጋጠሙን ችግሮች የእኔን አቋም በግልፅ አስቀምጣለሁ፣ የአጋሬም አቋም በግልፅ ይቀርባል፡፡		
34	በድርድር/በስምምነት ላይ የተመሰረተ ወይይት ይከናወናል፡፡		
35	ልዩነታችንን ለማወቅ እሞክራለሁ ፡፡		
36	ችግሮችን ለመፍታት "ሰጥቶ መቀበል" መርህን እጠቅማለሁ ፡፡		
37	ከሚያስማሙን ነጥቦች በመነሳት እንደ ጉዳዩ ሁኔታ በቅደምተከተል እንወያያለን		
38	የምሰጣቸው የመፍትሔ ሀሳቦች ለጋራ ጥቅም እንዲሆን የበኩሌን አስተዋፅኦ አደርጋለሁ፡፡		
39	በአፋጣኝ መፍትሔ በመስጠት ግንኙነታችን እንዲቀጥል አደርጋለሁ፡፡		

40	ሁለታችንም እንድንስማማና እንድንግባባ እንድንችል እጥራለሁ።		
41	የምንወስደው የመፍትሔ ሀሳብ ሁላችንንም የሚያረካ እንዲሆን እሞክራለሁ		
42	ከሥጋ ዘመዶቼ (ወላጅ፣ወንድም፣ እህት) ጋር እወያያለሁ።		
43	ከጋብቻ ዘመዶቼ (አማት፣ምራት፣ ወዘተ...) ጋር እወያያለሁ።		
44	ከሀይማኖት አባቶች መፍትሔ እፈልጋለሁ።		
45	በቤተ ዘመድ ሽማግሌዎች እንዲፈታ አደርጋለሁ።		
46	ከታማኝ ገደኞቼ ጋር ብቻ እወያያለሁ።		
47	ሌላ ካለ ይግለፁ፡		

ክፍል ሶስት፡ የትዳር ደስተኝነት መመዘኛ

እነዚህ ዝርዝሮች በትዳር ዉስጥ ያለ የደስተኝነት ሁኔታን (ደስተኛ ወይንስ ደስተኛ ያልሆነ) ያሳያሉ። የእርስዎ የትዳር ሁኔታ በተሻለ መልኩ ይገልጻልኛል የሚሉትን በተሰጡት ቁጥሮች ላይ ✓ ምልክት በማድረግ ያመልክቱ።

መግለጫ፡ 1 በጣም አልሰማማም፣ 2 አልሰማማም፣3 አልወሰንኩም፣
4 እስማማለሁ፣ 5 በጣም እስማማለሁ

ተ.ቁ	የትዳር የደስተኝነት መመዘኛ ዝርዝር	1	2	3	4	5
1	የትዳር አጋሬ እና እኔ በሚገባ እንግባባለን።					
2	በትዳር አጋሬ ማንነት፣ባህሪ እና ልማዶች ደስተኛ አይደለሁም።					
3	በትዳራችን ዉስጥ ሃላፊነታችንን የምንወጣበት ሁኔታ በጣም ያስደስተኛል።					
4	የትዳር አጋሬ ሙሉ በሙሉ የኔን ስሜት ይረዳኛል/ትረዳኛለች።					
5	እኔና የትዳር አጋሬ በምናደርገው ዉይይት ደስተኛ አይደለሁም፣አጋሬ ይረዳኛል ብዬ አላስብም።					
6	ግንኙነታችን የተሳካለት ነው።					
7	ዉሳኔ በምናስተላለፍበትና ችግሮችን በምንፈታበት መንገድ ደስተኛ ነኝ					
8	ባለንበትን የገቢ ሁኔታ እና ገንዘብ በምናወጣበትን መንገድ ደስተኛ አይደለሁም።					
9	በትዳር ግንኙነታችን ያለተጋራ ፍላጎቶች አሉ።					
10	ትርፍ ሰዓታችንን የምናሳልፍበትን እና አብረን የምንቆይበትን ጊዜ እወደዋለሁ።					
11	በትዳራችን ባለው የሀላፊነት ክፍፍል ደስተኛ ነኝ					
12	እንደ ወላጅ ያለብንን ሀላፊነት በምንወጣበት መንገድ ደስተኛ አይደለሁም					
13	ከትዳር አጋሬ ጋር ያለኝ ግንኙነት ባልኖረ/ባልተፈጠረ ብዬ አስቤ አላዉቅም።					
14	ከወላጆቼ፣ከአጋሬ ቤተሰቦች(አማት፣ምራት)፣ወይም/እና ከጋደኞቼ ጋር ባለን ግንኙነት ደስተኛ አይደለሁም።					
15	ሁለታችንም ባለን እምነት እና በሐይማኖታዊ አተገባበራችን ደስተኛ ነኝ					

ስለትብብርዎ በጣም እናመሰግናለን።

Declaration

I, Meaza Menber, hereby declare that this research entitled “Sources of Marital Conflict and the Relationship between Conflict Resolution Mechanisms and Marital Satisfaction among Married People in Jemo-1, A.A” is my original work. Sources of materials used in this thesis have been acknowledged

Name: Meaza Menber

Signature: _____