

# A Comparative Study To Assess The Attitude Of Working Men And Women (Age 20-40 Years) Towards Marriage In Delhi NCR

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## Abstract

Marriage is a cornerstone of society, playing a significant role in shaping individuals' lives and contributing to the fabric of communities. Over the past few decades, profound shifts in societal norms, cultural values, and economic landscapes have reshaped perceptions and attitudes towards marriage, particularly among working individuals, whose professional lives often intersect with their personal aspirations and relationship dynamics. For Nursing Personnel, understanding marital status is important because of its influence on psychological and physical well-being. A comparative study was undertaken to assess the Attitude of working Men and Women (Age 20-40 years) towards Marriage in Delhi NCR. A Comparative survey design was adopted for the study. The data was collected, using a 7-point Likert Scale via Google Forms. 100 men and 100 women were selected from MNC, School, Hospital and Society of Delhi NCR. A standardized tool, "The Marital Scale" (Park and Rosen) was used. The data was tabulated and analyzed using descriptive and inferential statistics. The findings of the study showed that a predominance of respondents in the 26-30 age, with a considerable educational attainment of graduates (46%) and postgraduates (41%). Hindu (54%) and Christian (36%) affiliations were most common, with nuclear families (48%) prevailing over joint ones (33%). In the private sector, 64% were employed, with a majority (61%) earning below Rs. 50,000 monthly. Preference for partners of the same caste or religion was evident in 59% of respondents. The study revealed that men have more positive attitude towards marriage as compared to women. Men displayed a slightly higher mean attitude score (174.8) than women (167.31), with a significant mean difference of 7.56. However, no significant association was found between attitudes towards marriage and demographic variables.

**Keywords:** Attitude, Marriage, Working Men and Women

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## I. Introduction

Marriage has long been a fundamental institution in human societies, traditionally viewed as a crucial milestone in adult life.

<sup>[1]</sup> Historically, marriage was shaped by social, economic, and familial considerations rather than personal choice, with partners often selected based on strategic alliances rather than romantic love. As noted by Henry James and Edith Wharton, the choice of a marriage partner was meticulously considered, reflecting broader societal norms. <sup>[2]</sup>

In recent decades, attitudes towards marriage have undergone significant changes. The conventional sequence of marriage, home establishment, and family life is increasingly being replaced by a trend towards marrying later in life or choosing to remain single. The proportion of unmarried youth has risen markedly, reflecting shifts in societal norms and personal priorities. <sup>[3]</sup> Contemporary marriage now includes diverse forms of partnerships, such as same-sex and inter-caste marriages, challenging traditional notions of a lifelong union between a man and a woman.

The rise of dual-income households and increased professional opportunities for both men and women have introduced new dimensions to marriage. The evolving roles within marriage, as described by sociologist Koos, now intersect with professional responsibilities and personal aspirations. This shift is particularly evident among working individuals, whose attitudes towards marriage are influenced by a complex interplay of cultural beliefs, socio-economic factors, and personal experiences. <sup>[4]</sup>

Yadav (2018) study findings revealed that majority of youth had moderate and favorable attitude towards marriage in India. Male respondents showed moderate attitude level towards marriage compared to female respondents. Some of the male and female respondents showed unfavorable attitude towards marriage

and changing trends in marriage. <sup>[5]</sup>

Despite these changes, there is a notable lack of comprehensive studies exploring the attitudes of working men and women towards marriage. Understanding these attitudes is crucial, given their impact on relationship dynamics, well-being, and societal trends. This research aims to fill this gap by examining the evolving perceptions of marriage among working individuals, shedding light on the factors shaping their views and providing insights for social policy and relationship support services.

### **Statement**

“A Comparative Study to Assess the Attitude of working Men and Women (Age 20-40 years) Towards Marriage in Delhi NCR”.

### **Objectives:**

- To assess the Attitude of working Men and Women (Age 20-40 years) towards Marriage in Delhi NCR.
- To seek association of Attitude of working men and women towards Marriage with Selected demographic variables.

## **II. Methodology:**

- **Research Approach:** Quantitative Research Approach
- **Research Design:** Comparative Survey Design
- **Sample:** Men and Women (Age 20-40 years) working in selected MNC, School, Hospital and Society of Delhi NCR.
- **Sample Size:** 200
- **Sampling Technique:** Purposive Sampling Technique
- **Tool:** Demographic Variables, Standardized tool The Marital Scale
- **Validation:** Tool Validated by 09 experts

**Ethical Clearance:** The Ethical committee of Holy Family Hospital, New Delhi.

### **Procedure Of Data Collection:**

- Formal permission was obtained from the selected MNC, School, Hospital and Society of Delhi NCR.
- Permission for main study was obtained in December. Data collection was start from 15/01/2024-31/01/2024.
- 50 samples each were selected form MNC, School, Hospital and Society.
- The researcher introduced self and about the study to the subject and took informed consent from them through Google Form.
- The marital scale 7-point Likert scale was used by the researcher.
- Each subject took 15-20 minutes for filling the Google Form.

## **III. Major Findings:**

### **Findings related to Frequency and percentage distribution of demographic variables of the working men and women of selected MNC, School, Hospital and Society.**

- Majority of respondents fall within the 26-30 age group comprising 35% of the total, closely followed by 29% falling between 20-25 years. Additionally, 22% were aged 31-35 years while 14% were in the 36-40 age group. This suggests a concentration of respondents in the young to mid-adult age ranges.
- Gender distribution was evenly split, with 100 male (50%) and 100 female (50%) respondents.
- In terms of education, 46% of respondents both male and female were graduates, while 41% held postgraduate degrees. A smaller proportion had diplomas (10%) or Ph.D. qualifications (3%).
- Regarding religion, the majority identified as Hindu (54%), followed by 36% as Christian, 8% as Muslim, and 2% as Sikh.
- Family structure varied, with 48% living in nuclear families, 33% in joint families, 9% residing alone, 9% in hostel or PG accommodations, and 1% in extended families.
- Occupationally, 64% of respondents were employed in the private sector, while 25% worked in corporate positions and 9% held government jobs. A small minority (2%) were self-employed or business owners.
- Regarding monthly income, the majority of working individuals comprising 122 respondents (61%) earned less than Rs. 50,000 per month. Furthermore, 44 individuals (22%) earned between Rs. 50,001-1,00,000 monthly, while 15 respondents (7%) earned between Rs. 1,00,001-2,00,000. Additionally, 12 individuals (6%) earned above Rs. 3,00,000 and 7 respondents (4%) earned between Rs. 2,00,001-3,00,000 monthly.
- The majority, comprising 105 individuals (53%) of working men and women were single while 79 individuals (39%) were married. Additionally, 14 individuals (7%) were in a committed relationship and 1 person (0.5%)

was divorced or widowed.

- In terms of parental status, the majority totaling 163 respondents (81.5%) had married parents who were living together. Furthermore, 18 respondents (9%) had widowed parents, 7 individuals (3.5%) had parents who were married but living separately or were single parents and 3 respondents (1.5%) had divorced parents. Additionally, 2 individuals (1%) reported that their parents were deceased.
- Among the working men and women, the majority comprising 121 individuals (60%) were unmarried while 79 individuals (40%) were married.
- Regarding the type of marriage among the married respondents, the majority comprising 57 individuals (72%) had arranged marriages, while 11 individuals (14%) had love marriages and another 11 individuals (14%) had love-cum- arranged marriages.
- Concerning the marriage preferences of unmarried working individuals, the majority totaling 32 individuals (27%) preferred love-cum-arranged marriages while 29 individuals (24%) preferred love marriages. Additionally, 23 individuals (19%) preferred arranged marriages, 21 individuals (17%) had no specific preference for marriage and 16 individuals (13%) had no plans to get married.
- In terms of marriage preferences related to caste or religion, the majority comprising 117 individuals (59%) preferred partners from the same caste or religion, while 64 individuals (32%) had no specific preference and 19 individuals (9%) preferred inter-caste or inter-religious marriages.

**Findings related to Frequency and percentage distribution of the attitude score among working men and women towards marriage.**

**Table 1: Frequency And Percentage Distribution Of The Attitude Score Among Working Men And Women Towards Marriage.**

N = 200

Attitude Score	Level Of Attitude	Male Frequency (F)	Male Percentage (%)	Female Frequency (F)	Female Percentage (%)
134-216	Positive Attitude	97	97%	91	91%
73-133	Neutral Attitude	3	3%	9	9%
Less Than 72	Negative Attitude	0	0%	0	0%

The majority of males at 97% held a positive attitude towards marriage with 3% expressing neutrality. Among females, 91% displayed a positive attitude towards marriage while 9% were neutral. Notably, neither males nor females exhibited a negative attitude towards marriage.

**a) Findings related to Mean, Medium, Mode, Mean difference and standard deviation of the attitude score among working men and women (Age 20-40 years) towards marriage in Delhi NCR.**

**Table 2: Mean, Medium, Mode, Mean difference and standard deviation of the attitude score among working men and women (Age 20-40 years) towards marriage in Delhi NCR.**

n = 200

	Mean		Mean Difference	Median		Mode		Standard Deviation	
	Male	Female		Male	Female	Male	Female	Male	Female
<b>Total</b>	174.8	167.31	7.56	178	170.5	195	165	20.816	22.523
<b>Married</b>	168.89	163.37	5.52	171.5	167	192	177	16.719	21.325
<b>Unmarried</b>	178.23	170.28	7.95	181	173	195	182	22.218	23.127

The mean attitude score for men was 174.8 while for women it was 167.31. Additionally, there was a mean difference of 7.56 observed between working men and women. The median score was 178 for males and 170.5 for females. The mode was 195 for males and 165 for females. Standard deviation values were 20.816 for males and 22.523 for females.

**b) Findings related to Difference between attitude of working men and women (Age 20-40 years) towards marriage by using Mann-Whitney U Test.**

- The calculated 'Z' value was 2.31022 which is greater than tabulated 'Z' value 0.9906 at p<0.05 level of significance.
- Thus, the researcher fails to accept the null hypothesis H<sub>0</sub> and accepts research hypothesis H<sub>1</sub>. This suggests a significant difference between the attitude of working men and women (Age 20-40 years) towards marriage in Delhi NCR. Thus, it indicates that males have a more positive attitude towards marriage

compared to females.

**a) Findings related to Mean and standard deviation of unmarried working men and women in terms of their intention towards marriage.**

- Among the unmarried individuals surveyed, there were 64 males with a mean intention to marry of 14.8594 and a standard deviation of 3.454. Conversely, there were 57 unmarried females with a mean intention to marry of 13.66667 and a standard deviation of 3.790. This suggests that on average, unmarried males expressed a slightly higher intention to marry compared to unmarried females. However, the standard deviation values indicate that there was more variability in the intention to marry scores among unmarried females compared to unmarried males.

**Findings related to Difference between General attitude towards marriage among working men and women.**

**Table 3: Difference between General attitude towards marriage among working men and women.  
n = 200**

Subscales	Max Possible Score	Total Score		Mean		Mean Difference	Standard deviation	
		Male	Female	Male	Female		Male	Female
<b>General attitude towards marriage</b>	0-60	4495	3909	44.95	39.09	5.86	9.18868	11.5129

The mean general attitude score for men was 44.95 whereas for women it was 39.09. Additionally, a mean difference of 5.86 was observed between working men and women. The standard deviation values were 9.18868 for males and 11.5129 for females. These statistics suggest that on average, working men tend to have a higher general attitude score compared to working women. The mean difference of 5.86 indicates the average numerical disparity between the two groups.

**Findings related to Mean and standard deviation of items of General attitude towards marriage scale.**

- The mean score of positive attitudes was 18.405 with a standard deviation of 5.08332. The mean score for negative attitude was 11.935 with a standard deviation of 3.62581. Fear and doubt had a mean score of 11.68 and a standard deviation of 4.77405. The data suggests that respondents generally have a positive attitude with lower levels of negativity, fear, and doubt.

**Findings related to Difference between General attitude towards marriage items among working men and women.**

**Table 4: Difference between General attitude towards marriage items among working men and women.  
n = 200**

Items of General attitude towards marriage scale	Max Possible Score	Total Score		Mean		Mean Difference	Standard deviation	
		Male	Female	Male	Female		Male	Female
Positive Attitude	0-24	1947	1734	19.47	17.34	2.13	4.398	5.505
Negative Attitude	0-18	1272	1115	12.72	11.15	1.57	3.414	3.677
Fear or Doubts	0-18	1276	1060	12.76	10.6	2.16	4.530	4.788

- The mean positive attitude score for men was 19.47 whereas for women, it was 17.34. The mean negative attitude score was 12.72 for men and 11.15 for women. Additionally, the mean fear or doubt score was 12.76 for males and 10.6 for females. Furthermore, a mean difference of male and female towards positive attitude is 2.13, negative attitude was 1.57 and for fear or doubts was 2.16 as observed between working men and women. The standard deviation values were 4.398 for positive attitude in males and 5.505 for females, with a standard deviation of 3.414 for negative attitude in males and 3.677 for females. The standard deviation for fear and doubt was 4.530 for males and 4.788 for females. Men tended to have slightly higher mean scores for positive attitude, negative attitude, and fear/doubt as compared to women there was also greater consistency in attitudes among men. Additionally, working men on average exhibit higher scores across all categories

compared to working women.

**Findings related to Descriptive statistics of Aspects of marriage of working men and women.**

**Table 5: Descriptive statistics of Aspects of marriage of working men and women.**

n = 200

Subscales	Max Possible Score	Total Score		Mean		Mean Difference	Standard deviation	
		Male	Female	Male	Female		Male	Female
Aspects of marriage	0-138	12044	12040	120.44	120.4	0.04	15.4189	15.2805

- The mean of aspect of marriage score for men was 120.44 whereas for women it was 120.4. Additionally, a mean difference of 0.04 was observed between working men and women. The standard deviation values were 15.4189 for men and 15.2805 for women. The data suggests that, in the context of this particular aspect of marriage, there are no substantial differences between working men and women. Both genders on average perceive marriage similarly, with men exhibiting slightly more variability in their attitudes.

**Findings related to Mean and standard deviation of items of Aspects of marriage scale.**

- The mean scores for the item "Romance" were 15.495 with standard deviations of 3.1062 respectively. For the item "Respect" the mean scores were 28.805 with standard deviations of 2.8332. Regarding the item "Trust" mean scores were 27.85 with standard deviations of 3.4243. For "Finance" mean scores were 13.525 with standard deviations of 3.4987. The mean scores for "Meaning" were 20.115 with standard deviations of 4.2982. Additionally, mean scores for "Physical Intimacy" were 14.63 with standard deviations of 3.6675.

**Findings related to Difference between Aspect of marriage scale items among working men and women.**

**Table 6: Difference between Aspect of marriage scale items among working men and women.**

n=200

Items of Aspects of Marriage Scale	Max Possible Score	Total Score		Mean		Mean Difference	Standard deviation	
		Male	Female	Male	Female		Male	Female
Romance	0-18	1580	1519	15.8	15.19	0.61	2.752	3.410
Respect	0-30	2865	2896	28.65	28.96	0.31	2.812	2.860
Trust	0-30	2757	2813	27.57	28.13	0.56	3.556	3.280
Finance	0-18	1361	1344	13.61	13.44	0.17	3.558	3.453
Meaning	0-24	2007	2016	20.07	20.16	0.09	4.073	4.532
Physical Intimacy	0-18	1474	1452	14.74	14.52	0.22	3.713	3.636

- The mean scores for the item "Romance" were 15.8 for men and 15.19 for women with standard deviations of 2.752 and 3.410 respectively. For the item "Respect" the mean scores were 28.65 for men and 28.96 for women with standard deviations of 2.812 and 2.860. Regarding the item "Trust" mean scores were 27.57 for men and 28.13 for women with standard deviations of 3.556 and 3.280. For "Finance" mean scores were 13.61 for men and 13.44 for women with standard deviations of 3.558 and 3.453. The mean scores for "Meaning" were 20.07 for men and 20.16 for women with standard deviations of 4.073 and 4.532. Additionally, mean scores for "Physical Intimacy" were 14.75 for men and 14.52 for women with standard deviations of 3.713 and 3.636.
- The observed mean differences between working men and women were as follows: 0.61 for Romance, 0.31 for Respect, 0.56 for Trust, 0.17 for Finance, 0.09 for Meaning and 0.22 for Physical Intimacy.

**Major Findings related to the association between attitude of working men and women (Age 20-40 years) towards marriage in Delhi NCR with their selected demographic variables.**

- There was no significant association between the attitude of working men and women (Age 20-40 years) towards marriage in Delhi NCR with their selected demographic variables at 0.05 level of significance.
- The researcher accepts null hypothesis (H0) and fails to accept the research hypothesis (H2) as there was no significant association between the attitude among working men and women (Age 20-40 years) towards marriage in Delhi NCR with their selected demographic variables such as Age, Gender, educational qualification, religion, present residential status, occupation, monthly income, relationship status, parents' marital status, preference for marriage, type of marriage and preference for inter-caste/ inter-religion marriage

at 0.05 level of significance.

**Summary:**

The study was conducted in selected MNC, School, Hospital and Society, Delhi NCR. The population of the study were working Men and Women (Age 20-40 years) of Delhi NCR. Purposive sampling technique was used to select samples. There were 200 Working Men and Women selected for the study with predetermined inclusion criteria. The present study was aimed to assess the Attitude of working Men and Women (Age 20-40 years) Towards Marriage in Delhi NCR.

**Implications Of The Study**

The findings of the present study have several implications in the field of nursing practice, nursing education, nursing administration and nursing research.

**Nursing Practice:**

- Nurses have to pay attention to family issues and marriage satisfaction of patients/ client, because family is the most fundamental social institution and its health or disease has deep effect on the various aspects of social life, health of family, peace and stability in community.
- Conducting survey for marital adjustment and to identify couples with disharmony, mal-adjustment and dissatisfaction with the marital life to help them with counselling.
- Nurses should assess and Identify children with separation anxiety, depressive symptoms, irritability, demanding and experience problems in social relationships and school performance because of parents' separation or divorce.

**Nursing Education:**

- To strengthen the teachers to identify students with stress and anxiety due to family dysfunctions.
- To enhance the knowledge of nursing students about changing trends in marriage attitude and perception towards marriage in the society.
- Nursing students should be trained to assess the marital abuse and behavior changes in children because of parents' unhappy marriage and impact of broken homes on children.

**Nursing Administration:**

- Nurse administrator should assess the subordinate's general health, mental health and productivity at work, thus any change is seen in work life balance, identify if it is related to marital life issues.
- Findings of the present study provides a basis which can be utilized by administration and by individual nursing personnel for planning interventions related to marriage such as family counselling, pre-marital/post-marital counselling, prevention of marital abuse, to prevent mental health of adults in unhappy and unsatisfied marriage and children with parents having marital issues.

**Nursing Research:**

- More research can be carried out by nurse practitioners, nurse administrators and educators on attitude towards marriage. Rapid changes in the social, economic, demographic and technological field are bringing advance change in individual's perception towards marriage.
- Nursing research should be directed to further explore and update the knowledge regarding changing attitudes and trends in marriage.
- Periodical operational research on the issues and problems faced by staff regarding unhappy marriage and relationship issues and their cause of issue should be undertaken.

**IV. Recommendation:**

- The same study can be replicated on a larger sample so that the findings can be generalised to a wider population.
- A similar study can be conducted in different parts of India.
- A qualitative research can be done to find wider aspects towards marriage.
- A comparative study can be conducted to assess the level of stress related to marriage among unmarried and married adults.
- A comparative study can be done to assess the attitude between married and unmarried male and female.
- A study can be conducted to find the work-life balance between marital adjustment and shift duties of nursing personnel in service and education.
- A similar study can be conducted among adolescents and young adults (12-40 years).
- A Research can be carried out to find the increase in late marriages among females beyond the age of 30

years and above in community and the factors associated with this change.

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