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Research Article

## Investigating the Path Analysis Model of Interpersonal Trust, Controlling Behaviors, Marital Distress, and Job Satisfaction of Dual-Earner Couples

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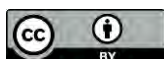
### Abstract

**Aim:** Due to the employment of female partners in the workforce, the number of couples who are both employed has increased recently. This problem has an impact on marital life and even job performance, even if it helps to improve family income. This study aimed to investigate the path analysis model of interpersonal trust, controlling behaviors, marital distress and job satisfaction in the dual-earner couples.

**Methods:** The research is the correlational and structural equations type, and the statistical population of the research includes dual-earner couples working in the city of Isfahan in 1402, from which 120 people were selected by convenience sampling method. To measure the variables, the interpersonal trust scale (Johnson George and Swap, 1982), the controlling behavior scale (Graham Kwan and Archer, 2005), the marital distress questionnaire (Schneider, 1979) and the job satisfaction scale (Judge and Bono, 2000) were used. For data analysis, Pearson's correlation coefficient and structural equation modeling were used using SPSS software version 25 and Smart-PLS software version 3. The mediation analysis was done by bootstrap test.

**Results:** The findings show that based on the value of 0.465 for the index G.O.F., the path analysis model of interpersonal trust, controlling behaviors, marital distress and job satisfaction is suitable, and the bootstrap test and confidence interval showed that controlling behaviors mediates the relationship between interpersonal trust and marital distress, and marital distress mediates the relationship between interpersonal trust and controlling behaviors with job satisfaction.

**Conclusion:** It is recommended that in order to lessen marital misery and enhance work satisfaction, couples should get training aimed at fostering trust and reducing controlling tendencies.



## 1. Introduction

Today, in terms of changing social and economic conditions, and changing gender roles and lifestyles, families have transformed into dual-earner couples. So, two-career families are the largest group of non-traditional families (Bhicaji & Hari, 2016). In these families, the breadwinners (husband and wife) labor together to provide for their family. The majority of these households enjoy more relative affluence and have fewer economic challenges because of this. However, these families are characterized by strong commitment, increased growth, and increased responsibility. Probably, more responsibility causes more problems in these couples (Agah et al., 2021).

The issues of dual-earner couples can be because of the conflict between the time dedicated to work and the time needed for interaction and communication in the couple relationship. These couples may not have enough time to interact and talk to each other because of their busy schedules. This can lead to a decreased sense of closeness, and bonding in the relationship. This may cause tensions and disagreements about which activities should be prioritized and which activities should be postponed. Couples who work together may also experience higher levels of stress because of the demands and strains of their jobs. This may result in more stress in the marriage and cause issues for both partners' mental and physical health. Convergence of work and family life in time and energy may cause problems. Some couples may suffer from work-life imbalance, and get caught in the closed loop of work-home, sleep-wake (Stankovic et al., 2022). These couples show a high level of distress in their relationship due to their shared responsibilities in child rearing, finances, gender role, family care, and attitude aptitude. Long-term incompatibility may lead to marital distress, separation and finally divorce (Rashidi Al Hashem et al., 2019). Given that working women may not devote as much time to home responsibilities as housewives do, Mina et al. (2023) discovered that non-working women experience less marital distress than working women. Furthermore, in traditional families, because the husband has the main role of income generation; It dominates relationships (Agah et al., 2021) and as a result housewives are more flexible and submissive in their attitudes and avoid conflict.

Recently, the issue of marital distress was considered as one of the factors that lead to divorce. The results of the studies show that at any moment 20% of the population of couples are exposed to marital distress (Mazaheri et al., 2021). Evidence shows that marital distress in troubled couples includes emotional communication, communication to solve problems, aggression, time together, financial issues, sexual issues, history of family problems, satisfaction with children, conflict in raising children and role orientation (Khosravi & Ahmadi, 2022). The majority of marital issues in couples eventually result in profound disappointment and doubt about continuing in the marriage, as well as marital boredom. Marital distress is a collection of marital suffering, anxiety, or melancholy that includes chronic physical or mental pain, mental knots, and communication problems (Whisman et al., 2020). One of the factors affecting marital distress is the interpersonal trust of couples (Morlock, 2022). Trust is communication with others, as well as perceptions about oneself and the surrounding world that affect people's behavior (Mújdricza, 2019). Trust is essential in developing and maintaining romantic relationships, interpreting the partner's motives, and assigning meaning to the relationship (Barden et al., 2021). Trust among the couples specifically refers to the extent to which a person benevolently and

sincerely believes in their romantic partner in a relationship (Arora & Shetgovekar, 2021). Greater trust in the partner is associated with greater relationship satisfaction among couples (Fitzpatrick & Lafontaine, 2017). Romantic partners who report higher levels of trust are more likely to collaborate while dealing with conflict (Shallcross & Simpson, 2012), to feel closer after the disagreement, and to have more positive and hopeful expectations (Renshaw et al., 2014). In contrast, distrust of a romantic partner is associated with negative outcomes. Low levels of interpersonal trust can negatively affect a person's physical and mental health (e.g., depression and anxiety) (Schneider et al., 2011). At the husband-and-wife level, greater mistrust of a romantic partner is associated with lower relationship satisfaction, and a greater propensity to reject the relationship. People who show low levels of trust are more likely to experience relationship distress, and in addition, lower trust is associated with lower relationship quality (Barden et al., 2021). In this regard Namani & Ehsanikia (2019) showed that there is a relationship between family structure and psychological well-being through the moderating role of interpersonal trust in couples with marital dissatisfaction.

Another factor affecting marital distress is the controlling behavior of couples (Sánchez Hernández et al., 2020). Controlling behavior means that a person has an excessive desire to affect others and exercise power over them; So that all the actions, behaviors and actions of the opposite person are done exactly based on the wishes and interests of the controlling person. Controlling behaviors encompass various methods such as exerting pressure on the sexual partner through the use of threats, monitoring and examining the behavior, and conducting frequent inquiries about the spouse's whereabouts during the day via cell phone or social media. Such actions contribute to the development of mistrust and ultimately result in the disintegration of the family unit (Saniei, 2021). Controlling behaviors in the family system, and relationships of couples cause destructive effects, such as disruption in the intimacy of couples, inefficiency and incompatibility of the family in facing issues, differences, values and opinions, reducing the flexibility and cohesion of family members, disruption in the communication process, transmission of beliefs and exchange of information. The feelings of the family, not having a common understanding of communication patterns and interpersonal interactions and reducing resilience in the face of external and internal factors (Modirzare et al., 1400).

Controlling behaviors of husband and wife can be affected by personality characteristics, institutional role, and environmental culture of the individual. That is, power imbalance within society and family leads to patriarchy or feminism. Masculinity shows complete control over the behavior, and actions of women, and femininity shows the opposite of this issue. Patriarchal or feminist societies encourage men and women to exert controlling behaviors on the other party, such as making the conditions of working or studying difficult, controlling other partner's money, and keeping financial issues secret, which brings the grounds of turmoil and instability in the family (Kiadarbandsari et al., 2022). Babaei & Zinali (2021) in their research titled predicting emotional divorce based on controlling, power-seeking and independence-seeking behaviors in educated women showed that emotional divorce can be predicted via controlling, power-seeking and independence-seeking behaviors. Due to the patriarchal nature of Iranian culture and the prevalence of educated working women, it is likely that both partners in a pair have a strong inclination towards exerting control. Consequently, dual-earner couples are more likely to experience

marital discomfort resulting from control issues (Babaei & Zinali, 2021). Moreover, in their research, Pourrajab & Kamyabi (2021) showed that all aspects of controlling behaviors are related to marital instability. Ayin and Shirafken (2018) showed in their research that controlling behaviors have a direct effect on women's marital quality. In a research done by Cheung et al (2022) titled "Controlling Behaviors and Marital Conflict in Couples," it was shown that there is a correlation between the level of controlling behaviors and the occurrence of marital disputes. Juhani (2015) in his research entitled the relationship between controlling behavior and marital satisfaction among the couples showed that couples who have weak marital satisfaction; They are more controlling in their behavior and this problem is seen more in women.

It seems that marital distress can have a destructive effect on job emotions and feelings, including job satisfaction. This effect can be predicted through the spillover hypothesis. Based on interdependence theory and family systems theory, Demerouti's (2013) "crossover spillover" model (CSM) states that experiences can be transferred from one domain to another. Spillover is the transfer of experiences between two or more domains. "Crossover" is the transfer of experiences between fields and between people in close relationships. Spillover involves the intrapersonal transfer of experiences, while crossover is an interpersonal transfer that occurs among the couples (Schnettler et al., 2020). The crossover process has different characteristics and may be used for both happy and negative events (Steiner & Krings, 2017). Research has shown that there may be one-way crossover effects between partners or two-way effects between partners and vice versa (Schnettler et al., 2020). The two-way crossover requires special attention in dual-earner couples because both partners have to balance work, family life, and other roles, such as cooking duties, and have different roles and responsibilities in their relationship (Matias et al., 2017). Therefore, marital distress in the dual-earner couples can probably spill over into other areas of life, including work, and cause a feeling of dissatisfaction.

## 2. Objectives

So far, no research has directly studied the effect of these two variables on the incidence of marital distress and job satisfaction. Therefore, the current study aims to investigate the path analysis pattern of interpersonal trust, controlling behaviors, marital distress, and job satisfaction in couples who are both employed. Figure 1 shows the research model.

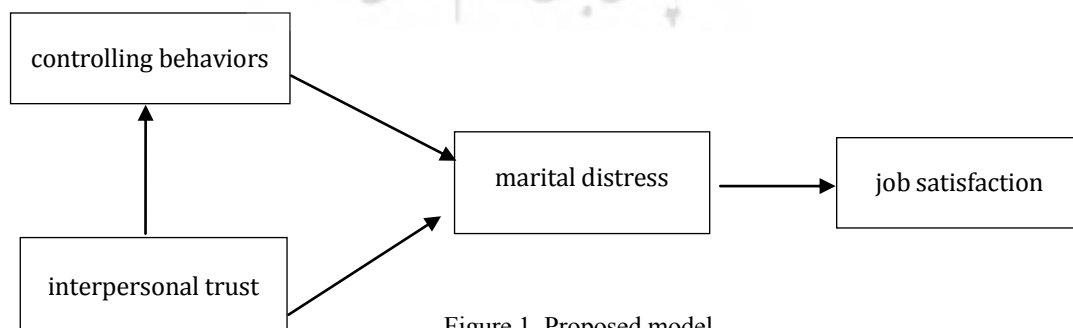


Figure 1. Proposed model

## 3. Methods

### 3.1. Sample and Procedure

The current research was descriptive, and its design was of correlational type, and the

variables of research were investigated using the structural equation modeling method. The statistical population of research was dual-earner couples in the city of Isfahan in 1402. Based on the Krejcie and Morgan Table, 120 dual-earner couples were selected to participate in the research by using convenience sampling method.

The research sample was selected from different organizations and industries of Isfahan city in public and private sectors. An invitation to participate in the research was distributed to dual-earner couples via various social media platforms such as WhatsApp, Instagram, Telegram, and Eita. Once the participants expressed their interest or were referred by others, they were contacted for further engagement. After receiving informed verbal consent, the research questionnaire was provided to the participants who met the criteria for entering the research via the same social media. To evaluate the proposed model of this research, structural equation method was used using SPSS-25 and Smart-Pls-3 software.

### 3.2. Research Tools

**Interpersonal trust scale:** Interpersonal trust scale was created by Johnson-George & Swap (1982). This scale has 13 items, and the respondent specifies his opinion in a 9-item scale from 1 for completely disagree to 9 for completely agree. Interpersonal trust questionnaire has two components. Questions 1-7 are related to reliability component and questions 8-13 are related to the emotional trust component. The total score and scores of the components of this questionnaire are obtained by summing the scores of the relevant questions. Two approaches were used by Johnson-George & Swap (1982) to assess the interpersonal trust questionnaire's validity. The first technique included randomly mixing questions from Rubin's (1970) love and liking scale with those from the interpersonal trust scale. The sample was 180 male and 255 female psychology students. They were told to think of a person who is very trustworthy for them. The results showed that despite the significant correlation of two questionnaires, trust can be separately measured from other positive interpersonal attitudes. The second method was to examine 20 male and 20 female psychology students in an experiment. In this experiment, an attempt was made to manipulate interpersonal trust. The samples were randomly exposed to a trustworthy or untrustworthy individual for this reason. People might be identified as trustworthy or untrustworthy based on whether they were early or late for meetings. Ultimately, the findings demonstrated that respondents who had encountered a trustworthy individual scored much higher on the interpersonal trust scale in this questionnaire than in previous samples. In Hosseinian et al.'s research (2016), Pearson's correlation coefficient was calculated to evaluate retest reliability. The correlation coefficient for the whole interpersonal trust questionnaire is 0.839. In the reliability check using Cronbach's alpha, the internal consistency of interpersonal trust questionnaire was equal to 0.931, the reliability dimension was equal to 0.859, and the emotional dimension was equal to 0.896. The reliability of questionnaire was obtained through Cronbach's alpha, 0.724.

**Schneider Marital Distress Inventory (MDI-R):** This inventory is a 150-question self-report instrument that was designed and developed by Schneider in 1979 to measure the nature and extent of marital distress and was revised in 1997. An overall distress score is calculated from ten subscales on this instrument, which include emotional connection, aggressiveness, time together, money difficulties, sexual problems, family problem history,

kid satisfaction, conflict in child rearing, and role orientation. The questions are graded from zero to one based on the right and wrong answers. The range of scores fluctuates from zero to 150, and high score indicates more distress, and a low score indicates less distress. Snyder (1979) reported the reliability of whole questionnaire using Cronbach's alpha method between 0.7 and 0.93, Nazari and Birami (1387) reported the reliability of this questionnaire between 0.59 and 0.83. Suleimani (2004) reported the reliability of the questionnaire between 0.81 and 0.86. In the present study, the reliability of the questionnaire was obtained via Cronbach's alpha, 0.967.

**Controlling Behavior Scale:** This scale that was created by Graham-Kevan & Archer (2005), is a 24-item scale tool that examines the controlling behaviors of couples in married life. For couples who have children, five more items were added to the scale. Physical violence is not included in this measure; instead, it solely addresses behavioral elements. It is made so that an individual may record controlling behaviors that he exhibits on his own as well as those that his spouse exhibits. The individual is required to indicate how often he and his spouse engage in each of the desired behaviors on a 5-point Likert scale (ranging from 0 to 4). To get the overall score of the test, the score of all the statements must be added together. A higher score indicates more use of controlling behaviors. The validity of this questionnaire was reported by Graham-Kevan & Archer (2005), and its reliability was 0.66 using Cronbach's alpha method. Asil Abbasi (2013) reported Cronbach's alpha of 0.79 for the reliability of this scale and its validity as favorable. The reliability of scale was obtained through Cronbach's alpha, 0.842.

**Job satisfaction scale:** This scale, which was compiled in 2000 by Judge & Bono, was used to measure the variable of job satisfaction. This scale consists of 5 questions and utilizes a 5-point Likert scale, where a rating of 1 corresponds to the choice of complete disagreement, while a score of 5 corresponds to the option of complete agreement. The two questions on this scale are scored in reverse. Consequently, the job satisfaction score is between 5 and 25. The reliability of the counterpart forms of this scale in the research of creators with the job satisfaction scale of Bryfield and Roth (1954) was equal to 0.96 and its concurrent validity with the scale of perceived job characteristics was 0.62. Cronbach's alpha reliability of this questionnaire in the research of Malekzadeh, et al. (2023) equal to 0.79 was obtained. In the upcoming research, Cronbach 's alpha for this scale was 0.760.

### 3.3. Ethical Considerations

All ethical considerations, consisting of the optionality of participation, confidentiality of information, and freedom to withdraw from the studies even before finishing the questionnaires, was observed. The criteria for entering the research included the following: 1) Residents of Isfahan city at the time of the research. 2) Both spouses should be used, and 3) at least 2 years have passed since they lived together. The exit criterion was failure to answer the research questionnaires correctly.

## 4. Results

### 4.1. Demographic Information

The average age of women was 31.67 with a standard deviation of 6.05 and men was 34.63 with a standard deviation of 7.25. The average marriage duration of research sample was 8.48 with a standard deviation of 3.7. 7 of the female participants (equivalent to 5.8%) and

11 of the male participants (equivalent to 9.2%) have a diploma education, 40 of the female participants (equivalent to 33.3%) and 33 of the male participants (equivalent to 27.5 percent) bachelor's education, 13 women (equivalent to 10.8 percent) and 11 men (equivalent to 9.2 percent) had postgraduate education and 5 men (equivalent to 4.2 percent) had doctoral education.

## 4.2. Results Tables

In Table 1, the descriptive indices of research variables, including the minimum, maximum, average and standard deviation for all variables, as well as the correlation matrix of the research variables are mentioned.

Table 1. Mean, standard deviation, and Pearson correlation coefficient

Variables	minimum	maximum	Mean	SD	Interpersonal trust	Controlling behaviors	marital distress
Interpersonal trust	33	117	0.78	25.81	1		
Controlling behaviors	30	116	61.81	23.47	0.831-0.004	1	
marital distress	10	116	52.61	27.69	0.674-0.001	0.657-0.001	1
Job Satisfaction	5	24	23.61	1.76	0.456-0.001	0.523-0.001	-0.688-0.001

From Table 1, it can be concluded that interpersonal trust has a negative and significant linear relationship with controlling behaviors ( $r=-0.37$ ,  $P<0.01$ ), a negative and significant relationship with marital distress ( $r=-0.674$ ,  $P<0.01$ ), and a positive relationship with job satisfaction. and significant ( $r=0.456$ ,  $P<0.01$ ). The general outline of the main hypothesis of the research is presented in diagram 1. Moreover, test statistics and significance level values for checking and testing each path (direct and indirect) are given in Tables 2 and 3. A preliminary proposed model to explain job satisfaction and marital distress based on interpersonal trust and controlling behaviors has been obtained.

Table 2. Cleanliness measurement and validation model

Scale	AVE	CR	validity	Cronbach's alpha	R2	Q2
Interpersonal trust	0.722	0.913	0.849	0.724	-	-
Controlling behaviors	0.752	0.935	0.876	0.842	0.675	0.506
marital distress	0.734	0.893	0.857	0.967	0.798	0.535
Job Satisfaction	0.910	0.953	0.854	0.921	0.458	0.417
GOF=0.465						

Based on the columns of Table 2, all Cronbach's alpha coefficients are greater than 0.7 (reliability of the scales). All squared correlation coefficients are smaller than AVE. The condition  $AVE < CR$  is established for all variables (convergent validity). After measuring the validity and reliability of the measurement model, the structural model was evaluated via the relationships between the underlying variables. Among three criteria; significance coefficient, determination coefficient (R2) and predictive power coefficient (Q2) were used. R2 criteria quantifies the magnitude of the impact that an exogenous variable has on an

endogenous variable. Chin (2010) has established three thresholds of 0.19, 0.33, and 0.67 to classify models as weak, medium, and strong. Q2 criteria assesses the model's ability to make accurate predictions. This criterion is computed for all structures that rely on other structures. Based on the values obtained in Table 2, the standard value of GOF is equal to 0.465. Considering three values of 0.01, 0.25 and 0.36 which are introduced as weak, medium and strong values for GOF (Henseler et al., 2009) and obtaining a value of 0.465 for GOF, a very good fit of the general model is confirmed.

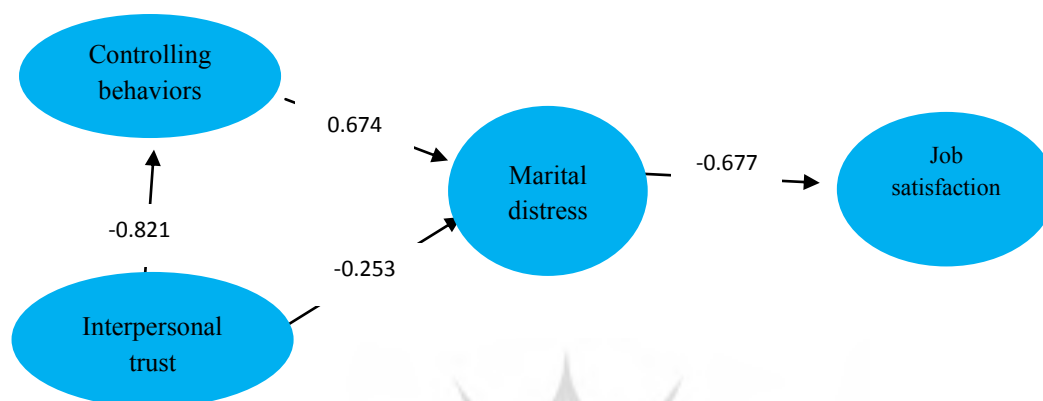


Figure 2: structural model

In Table 3, the direct effect of the variables is examined.

Table 3. Test of direct effect of variables

	direct impact	t	R2	sig
Interpersonal trust → Controlling behaviors	-0.821	30.11	64.45	0.001
Interpersonal trust → marital distress	-0.253	3.48	20.40	0.001
Controlling behaviors → marital distress	0.674	9.55	56.05	0.001
marital distress → Job Satisfaction	-.677	12.83	45.83	0.001

Based on the results of Table 3, the direct paths of interpersonal trust to controlling behaviors, controlling behaviors to marital distress, interpersonal trust to marital distress, and marital distress to job satisfaction are confirmed.

Table 4. Examining indirect effects and mediating role of variables

	Indirect effect	t	Bootstrap	SE	Statistical bias	Confidence Interval	
						upper	lower
Interpersonal trust → Controlling behaviors → marital distress	0.117	2.63	0.35	0.19	0.001	0.02	0.72
Interpersonal trust → marital distress → Job Satisfaction	0.375	4.94	0.44	0.26	0.002	0.06	0.94
Controlling behaviors → marital distress → Job Satisfaction	0.456	6.738	0.57	0.33	0.003	0.07	1.21

In Table 4, the test of the indirect effects of research model is examined. The bootstrap test, and the confidence interval show that the statistical hypotheses are confirmed. As can be seen, the indirect paths from interpersonal trust to marital distress via the mediating



variable of controlling behaviors, and from interpersonal trust and controlling behaviors to job satisfaction through the mediation of marital distress are confirmed based on [Table 4](#).

## 5. Discussion

This study aimed to investigate the path analysis model of interpersonal trust, controlling behaviors, marital distress and job satisfaction of dual-earner couples. In general, the results showed that all direct paths are significant. These results are in agreement with the research findings of Babaei and Zinali (2014), Pourrajab & Kamyabi (2021), Namani & Ehsanikia (2019), Ayin and Shirafken (2018), Khandandel & Kavianfar (2015), Cheung et al (2022) , Juhani (2015) have been consistent.

The findings demonstrated the strong relationship between interpersonal trust and control-oriented behaviors as well as the detrimental impact of trust on these behaviors, i.e., controlling behaviors decrease as interpersonal trust increases. In internal research, no research was found that investigated the effect of interpersonal trust on controlling behaviors, and the results of this hypothesis can be compared to it in terms of alignment or disharmony, but in terms of the effect of interpersonal trust in couples' relationships, the results of this hypothesis are with Namani & Ehsanikia (2019) research, Khandandel & Kavianfar (2015) were consistent. In fact, trust is a feeling of security about the unpredictable behavior of the other person, but in the meantime, some couples engage in controlling behaviors about the other. Controlling behaviors generally lead to fear and emotional and physical deficiencies and psychological in the sexual partner and family framework. Controlling behaviors are manifested in the form of verbal abuse, offensive language, violence and deprivation, and these behaviors create suspicion and lack of trust in the sexual partner, which creates instability in married life.

The results showed that the path between interpersonal trust and marital distress is significant, and trust has a negative effect on this distress, that is, with the increase of interpersonal trust, marital distress decrease. In domestic research, no research was found that studied the effect of interpersonal trust on marital distress, and the results of this hypothesis can be compared to it in terms of alignment or disharmony, but in terms of the effect of interpersonal trust in couples' relationships, the results of this hypothesis are with the findings of Namani & Ehsanikia (2019) research, Khandandel & Kavianfar (2015) agreed. One of the fundamental concepts of marriage is that spouses trust one other. Small troubles in married life may sometimes rise to larger ones in the lives of couples. Couples will separate themselves from each other and exhibit less willingness to display interest in one other when marital troubles occur. In this situation, relations with the spouse and relatives of the opposite spouse will decrease and the person will be more in touch with his relatives. This will lead to a kind of mistrust between couples, which will not be ineffective in increasing the marital distress of people.

Furthermore, the findings indicated that the path between controlling behaviors means behaviors like control do money another and review do movements another, and marital distress is significant and controlling behavior has a positive effect on marital distress, that is, with the increase of controlling behavior, marital distress increases. The findings of this hypothesis are consistent with the findings of Babaei and Zinali (2021), who discovered a substantial and positive association between control behavior and the desire for power and independence, as well as the emotional divorce of educated working women. Pourrajab & Kamyabi (2021) showed that controlling behaviors are related to marriage instability. Ayin

and Shirafken (2018) concluded in their research that control and controlling behaviors have a direct effect on women's marital quality. Omidian et al. (2019) showed that there is a negative and significant relationship between the total score of control behavior of couples, and the total score of family functioning. Cheung et al (2022) in their research titled controlling behaviors and marital conflict in couples concluded that marital conflicts are related to the intensity of controlling behaviors. Juhani (2015) showed the relationship between controlling behavior and marital satisfaction between couples; couples who have poor marital satisfaction; They are more controlling in their behavior and this problem is seen more in women.

In the explanation of obtained result, it can be said that in marital distress, because of the negative feelings that are experienced, each of the couples bothers the other. In fact, marital distress indicates the lack of trust, respect and affection in the marital relationship. Instead of supporting one other, the spouses harass each other, seeking for a cause to show the other's faults and shortcomings. On the other hand, the desire for independence, which is seen from the standpoint of isolation from others and lack of joint commitment, is regarded as a negative indication since it involves attempting to satisfy individual goals while neglecting community interests. So, when couples who want independence and don't have a sense of commitment to their spouse which are always in the direction of realizing their personal interests, and do not pay attention to the interests of the common life, the respect and love between them will decrease and his wife will be harassed. He will come and he will not support him in his life together. Therefore, these factors will lead to mistrust, sadness, disappointment and marital distress.

The findings showed that the relationship between trust and marital distress is mediated through controlling behaviors. that's mean If there is little trust, in the presence of controlling behaviors, marital distress will increase. Employee couples establish a new couple identity (Li et al., 2020). These couples are under a great deal of job and family strain. Sometimes such couples lack social skills, and as a result, they struggle to regulate demands (Akram et al., 2018). One of the skills required for a stable married life is interpersonal trust in relationships. Trust combined with love and positive feeling towards the spouse forms a sincere relationship. The level of trust of a person (husband or wife) is one of the factors that potentially affects his proper functioning in the marital relationship. Trust is a feeling of security about the unpredictable behavior of another person (as a spouse) (Kourani and Rudermond, 2012), and the lack of trust in marital relationships is intimate interactions. And it destroys the sense of security and leads to the emergence of controlling behaviors between couples. Controlling is a phenomenon that destroys healthy family relationships and is more important among other crises; Because it is the origin of many other problems and crises (Alkan et al., 2023). Control erodes the sense of unity, bond, harmony, and adaptability among family members and contributes to marital dissatisfaction in couples' lives. Because couples who have a more negative relationship with each other have less trust in each other and control each other more, these couples have a troubled marriage or marital distress in the future can be attributed to them.

Moreover, the findings indicated that the path between marital distress and job satisfaction is significant, and distress have a negative effect on satisfaction, that is, as marital distress increase, job satisfaction decreases. Marital distress mediates the relationship of interpersonal trust as well as the relationship of controlling behaviors with job satisfaction. That is, if trust is low or controlling behaviors are high in the relationship

among the couples, more marital distress is associated with less job satisfaction. This finding is somewhat in line with the research of Schnettler et al. (2020, 2019, 2021). As mentioned, this finding can be explained based on the spillover hypothesis. When couples who both have jobs have difficulties in their marriage because of a lack of trust or because one spouse is too controlling, they are prone to experiencing unpleasant emotions and sentiments. The employee's unfavorable emotions and sentiments extend to the work environment and job, resulting in a negative sentiment towards their employment (Schnettler et al., 2020). Furthermore, based on the result of the main hypothesis and the second hypothesis and the positive relationship between controlling behaviors and marital distress, the existence of specialized meetings for educated working couples, and expanding the content on the discussed variables and familiarizing the extent of their negative impact on living together seems essential. Considering the result of the main hypothesis and the first hypothesis and the presence of an indirect relationship between interpersonal trust and marital distress, it is suggested to try to increase the trust between couples in therapy clinics to reduce marital distress. Organizations should pay attention to the families of dual-earner couples and try to increase trust among the couples and reduce controlling behaviors through psychological grants or training to reduce marital distress and improve job satisfaction.

## **6. Limitation and Recommendation**

Due to the focus on dual-earner couples in Isfahan city, the results of this research are specifically applicable to this society. Therefore, caution should be exercised when generalizing these findings to other societies. It is recommended to conduct this research on a larger sample size in order to increase the confidence in generalizing the results. A self-assessment tool was used to measure the variables, although the used tool has acceptable validity and reliability, but in general, the validity of the self-assessment tools depends on the subjects' honesty and accuracy in answering the test materials. But, using the tools, such as observation and clinical interviews can collect better data, but the use of these tools is associated with many limitations such as time, cost and unwillingness of the participants.

## **7. Conclusion**

There is a direct interaction between the feelings and experiences of family and work. According to the spillover hypothesis, about 80% of employees transfer family life experiences to the workplace and cannot separate work from life. This research was a confirmation of this issue and showed that low interpersonal trust and controlling behaviors create marital distress that reduce couples' job satisfaction. Organizations must pay attention to family aspects. This is especially important for dual-earner couples.

## **8. Author Contributions**

Hajar Barati, general framework planning, content editing and analyzing, submission and correction, comparison of approaches, conclusions. Elham Pahlavi, collaboration in general framework planning, selection of approaches; final review. All authors discussed the results, reviewed and approved the final version of the manuscript.

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## 10. Conflicts of Interest

The authors declare that there is no conflict of interest in this article. This article did not receive financial support.

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