

The Correlation between Working Married Women and their Family Interaction - A Field Study in the High Schools of the Algerian Province of Tizi Ouzou

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Abstract: This study aims to explore the relationship between working married women in some secondary schools in Tizi Ouzou Province and their family interaction. The study sample consisted of 100 working married women during the 2019/2020 academic year. The descriptive approach was used to study the phenomenon based on the scale of family relations and compatibility between family members, translated by Fathi Abdel Rahim and Hamed Al-Faqih (1980), and the occupational stress questionnaire prepared by Ibrahimi Asmaa. The study revealed a positive and statistically significant relationship between married women's employment and the nature of their family relationships, personal growth of the family, and the family's control and organization.

Keywords: working married women, family interaction.

Résumé : Cette étude vise à explorer la relation entre les femmes mariées qui travaillent dans certains établissements secondaires de la province de Tizi Ouzou et leur interaction familiale. L'échantillon de l'étude était composé de 100 femmes mariées qui travaillaient au cours de l'année scolaire 2019/2020. et l'approche descriptive a été utilisée pour étudier le phénomène, en s'appuyant sur une mesure des relations familiales et de la congruence entre les membres de la famille, arabisée par Fathi Abdel Rahim et Hamid Al- Faqi (1980) et un questionnaire sur le stress professionnel préparé par Ibrahimi Asma. L'étude a révélé une relation positive et statistiquement significative entre l'emploi des femmes mariées et la nature de leurs relations familiales, l'épanouissement personnel de la famille et le contrôle et l'organisation de la famille.

Mots-clés : femmes mariées qui travaillent, interaction familiale.

Introduction:

Women hold a high and significant position in society; they are the first school in building the community, and their importance lies in the burdens they bear in life. Historically, women primarily bore the responsibility of raising children and remained away from the workforce, content with their traditional role of supervising their small community. However, they eventually managed to connect with the larger society and excel in all fields of work, standing alongside men.

Women now perform paid work in addition to their traditional roles. This shift, whether intentionally or unintentionally, can affect their relationship with their husbands and the upbringing of their children. Thus, women's professional work is sometimes seen as an obstacle to maintaining family cohesion and stability.

1. The Research Problem

Women are a crucial element in society, bearing the burden of advancing and stabilizing life. They are influential in the productivity of the current generation and the shaping of future generations. This progress is linked to the necessity of focusing on human resources in all aspects. In the workplace, women are not different from men (Soheir Kamel Ahmed, 2001, p. 111). Researcher Power (1961) conducted a study to identify women's motivations for working and found that the main goal behind women's employment, which appeared for 2% of the study sample, was to raise the family's cultural and health standards. Additionally, the study revealed that 48% of working mothers from the middle class showed that their motivation for working was to provide service to the community.

Women have managed to participate alongside men in various aspects of life, playing significant roles in economic, social, and political spheres. The number of working women worldwide is continually increasing due to the different conditions imposed by society and the social and technological changes that have enabled women to play an active role in all fields of work. This increase is attributed to the heightened focus on women's education and providing them with equal opportunities as men (Sanaa Khouli, 2008, p. 304). Since its inception, the United Nations has been committed to the principle of equality between men and women, a principle established by the United Nations Charter in 1945 and included in the Universal Declaration of Human Rights in 1948 (Fares Mohamed Omran, 2005, p. 25).

Researcher Kamilia Abdel Fattah (1972) conducted a psychological study of working women, with the study sample consisting of Egyptian pioneers, and concluded that the main driving force for women to work is to assert themselves, feel their social status and value, and achieve equality with men in the workplace (Kamilia Abdel Fattah, 2001, p. 123).

The family is considered the primary social form of human life, shaping individuals to become members of society. It is also one of the small communities that engage in interactive relationships (Moataz Al-Sabouni, 2006, p. 77). However, these relationships may deteriorate due to certain circumstances, including the employment of married working women, who bear the responsibility of caring for their husbands and raising their children. Researcher Sonia Khalil found in her 1963 study that women's employment affects the structure and composition of the family, the relationships among its members, and

the family's functions, particularly regarding childbirth and social upbringing (Soheir Kamel Ahmed, 2001, p. 120). A husband might expect his wife to be understanding and supportive while also taking care of him and their children (Saleh Hassan Al-Daheri, 2008, p. 81), especially during the early stages of their children's lives when they need their mother more than anyone else (Omar Abdul Rahim Nasrallah, 2010, p. 46).

In this context, researcher Buthaina Qandil conducted a comparative study in 1964 between the children of working mothers and non-working mothers regarding certain aspects of their personalities. The study examined the effect of the mother's absence on the child and concluded that there is a relationship between the duration of the absence and the degree of adaptation (Soheir Kamel Ahmed, 2001, p. 121). The professional life of a woman may prevent her from fulfilling her family responsibilities effectively. Based on this premise, the following questions arise:

- ☐ Is there a positive and statistically significant relationship between married women's employment and the nature of their family relationships?
- ☐ Is there a positive and statistically significant relationship between married women's employment and the family's personal growth?
- ☐ Is there a positive and statistically significant relationship between married women's employment and the family's control and organization?

2. Hypotheses:

There is a positive and statistically significant relationship between married women's employment and the nature of their family relationships.

- ☐ There is a positive and statistically significant relationship between married women's employment and the family's personal growth.
- ☐ There is a positive and statistically significant relationship between married women's employment and the family's control and organization.

3. The Significance of the Study:

Since women are an important and active element in society, influencing the productivity of current generations and shaping future generations, and considering the family as the fundamental unit of society, we aimed to combine these topics to study the effects of married women's employment on interactive family relationships.

- ☐ To clarify how working mothers balance their professional and family lives.
- ☐ This study serves as an analytical model of the working mother's situation, the conditions she lives in, and the responsibilities she bears within the family and at work. At work, she must demonstrate her capabilities and potential to be a socially influential individual with her own special place in society.
- ☐ As a working mother is an integral part of society, she has managed to be both a mother who raises her children and cares for her husband and a worker who fulfills her responsibilities in the workplace.

4. Objectives of the Study:

- ☐ To understand the impact of married women's employment on the prevailing relationships within the family.
- ☐ To identify the relationships between working mothers and their children and husbands. To identify the family problems faced by working women.
- ☐ To attempt to find solutions and suggestions to overcome these problems.
- ☐ To examine the social and economic conditions experienced by working mothers.
- ☐ To determine the real reasons that drive mothers to work.

5. Definition of Key Concepts:

Working Married Woman:

Terminological Definition:

A working woman does not refer to a homemaker who manages household chores and child-rearing. Rather, it means a woman who works outside the home (Farouk, 1976, p. 2).

Operational Definition:

A working married woman is a married woman who has commitments outside the home in addition to her responsibilities towards her husband and children.

Family Interaction:

Terminological Definition:

According to Abu Niel, each individual within the group participates and adapts himself or herself to work with others in a mutual activity. Interaction is not only a joint activity directed from one person to another but also a self-reaction, meaning a person's interaction with themselves (Niel, 1972, p. 232).

Operational Definition:

Family interaction refers to the prevailing relationships among family members, including the relationships between spouses, between parents and children, and among the children themselves. This will be determined through the application of the family relationship scale and the congruence between family members in our study sample.

Applied Aspect:

This chapter includes the methodological procedures of the field study, which consists of the exploratory study, study methodology, basic study encompassing the study population and sample, the location of the study, study tools, and statistical analysis methods.

First - Exploratory Study:

The aim of our exploratory study is to verify the validity of the tools that can be used in the basic study in terms of the clarity of their statements, the accuracy of their instructions, determining the appropriate time for their administration, and

studying the psychometric properties of each tool used. Additionally, it aims to understand the study sample members of both the exploratory and basic studies.

1. Exploratory Study Sample:

The sample of the exploratory study consisted of 60 working married women from two secondary schools in the Tizi Ouzou Province. They were intentionally selected from Sahoui Aljia Secondary School and Chihani Bachir Secondary School in the Azazga district. The selection of working married women was done purposively from the members of the exploratory study sample.

Table 1: Distribution of the Exploratory Study Sample

Educational Institutions	District	Number	%	Total
01 Sahoui Aljia Secondary School	Azazga	25	41.66	25
02 Chihani Bachir Secondary School	Azazga	35	58.34	35
Total		60	100	60

Table No. (01) shows that the number of married working women at Blamin Secondary School ranges between 25 students, accounting for 41.66% from the Azazga district, and 35 students, accounting for 58.34% from Ikhwane Shemam Secondary School in the Azazga district.

2. Location and Timing of the Survey:

The survey was conducted at Sahoui Aljia and Shihami Bashir Secondary Schools in the Azazga district, under the supervision of the Directorate of Education for Tizi Ouzou province, during November 2019. The following results were obtained:

- ☐ Identification of difficulties in applying the used measures.
- ☐ Verification of the psychometric properties of the measures.

3. Study Methodology:

A descriptive approach was employed to define the current situation of the studied phenomenon and provide a descriptive report about it. Given the nature of our subject, our aim was to describe this phenomenon.

Researcher Rashid Ahmed Zghir defined the descriptive method as one used to collect scientific descriptions of the phenomenon under study, observing child development, as well as psychological, social, and physical effects step-by-step (Rashid Ahmed Zghir, 2010, p. 186).

Secondly: The Basic Study:

Study tools were applied to a sample of married working women from three educational institutions affiliated with the Directorate of Education for Tizi Ouzou province.

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1. The Original Population

The total number of individuals in the original community was 110 married working women from the three educational institutions affiliated with the Directorate of Education for Tizi Ouzou province.

Table (02): Distribution of the Original Population on the Selected Educational Institutions

Educational Institution	District	Women Workers	Total
		Number (%)	
1. Sahoui Aljia Secondary School	Azazga	33 (30%)	33
2. Chihani Bachir Secondary School	Azazga	38 (34.54%)	38
3. Al-Ikhwa Hamdi Secondary School	Azazga	39 (35.46%)	39
Total	-	110 (100%)	110

It is evident from Table (02) that the number and percentages of married working women distributed across the three selected educational institutions vary. Sahoui Aljia Secondary School in Azazga has 33 women, accounting for 30%, Chihani Bachir Secondary School in Azazga has 38 women, accounting for 34.54%, and Al-Ikhwa Hamdi Secondary School in Azazga has 39 women, accounting for 35.46%. The total number of individuals in the original community amounted to 110 married working women."

Table (03): Distribution of the Original Population on Educational Institutions According to Age Variable

Age Group	Number	%
25 – 35	20	18.18%
35 – 45	42	38.18%
45 – 55	48	43.63%
Total	110	100%

It is clear from Table (03) that the number of married working women aged between 25-35 is 20, representing 18.18%. The number of married working women aged between 35-45 is 42, representing 38.18%. The number of married working women aged between 45-55 is 48, representing 43.63%, which is the highest percentage among the three educational institutions under the Directorate of Education of Tizi Ouzou.

2. Basic Study Sample:

2.1. Sample Size:

The size of the basic study sample reached (100) women, who were selected from three (03) educational institutions located in the geographical area under the Directorate of Education of Tizi Ouzou.

2.2. Sample Selection Method:

To select a sample consisting of (100) women from the educational institutions under the Directorate of Education of Tizi Ouzou, I relied on purposive sampling. Three (03) general secondary educational institutions were purposively selected from among (118) educational institutions under the Directorate of Education of Tizi Ouzou. Then, (100) married working women were purposively chosen from the three educational institutions.

2.3. Sample Characteristics:

Age: The following table shows the distribution of the basic study sample members according to the age variable.

Table (04): Distribution of the Basic Study Sample According to Age Variable

Age Group	Number	%
25 – 35	18	18%
35 – 45	38	38%
45 – 55	44	44%
Total	100	100%

It is clear from Table No. (04) that the percentages of the study sample members distributed at the educational institutions according to the age variable are as follows: 18% for the age 25-35 years, 38% for the age 35-45 years, and 44% for the age 45-55 years. This result indicates that the study sample members are concentrated in the age group 45-55 years.

2.4. Location of the Basic Study:

The actual study was conducted in three (03) educational institutions under the Directorate of Education of Tizi Ouzou, as follows:

Sahoui Aljia Secondary School in the Azazga district.

Chihani Bachir Secondary School in the Azazga district.

Al-Ikhwa Hamdi Secondary School in the Azazga district.

The basic study was conducted in January 2019.

3. Study Tools:

Family Relationships and Conformity Scale translated by Fathi Abdel Rahim and Hamed Al-Faqi (1980):

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This test was prepared by Moos (1974), using various scientific methods and techniques to develop the initial items included in the first version (A) of the scale, which contained (200) items. These items were selected based on their ability to distinguish between different characteristics indicative of family cohesion and guidance. The initial version (A) was applied to a sample of (1000) individuals comprising (285) families from the American community of various classes and levels. The author used the scientific material collected from the application of the initial version to develop the final version of the scale, which was translated into Arabic and adapted by Fathi Al-Sayed and Hamed Al-Faqi (1980) to the Kuwaiti society. This scale aims to identify the relationships and prevailing attitudes among family members. The final version of the scale consists of (90) items distributed over ten subscales for some dimensions of family interaction, categorized as follows:

1. Three scales for family relationship dimensions: These aim to reveal the extent to which family members feel belonging, pride, and honor in being part of the family, and to what extent interaction conflict is a characteristic of a particular family. These scales are:

Cohesion Scale: This measures the degree of interest and connection each family member has with others. It includes 9 items: (1, 11, 21, 31, 41, 51, 61, 71, 81).

Freedom of Emotional Expression Scale: This measures the extent of freedom family members have to express their feelings and the encouragement they receive to be honest in expressing their emotions. It includes 9 items: (2, 12, 22, 32, 42, 52, 62, 72, 82).

Family Interaction Conflict Scale: This measures the release of interaction conflict and the resulting anger and aggression, which are distinctive of the family. It includes 9 items: (3, 13, 23, 33, 43, 53, 63, 73, 83).

2. Five scales for personal growth dimensions: These are aimed at measuring the personal growth dimensions provided by the family environment to its members and the degree of emphasis on individual personality development through family life and relationships. These scales are:

Independence Scale: This measures the extent to which the family encourages its members to be independent in behavior, decision-making, and making choices. It includes 9 items: (4, 14, 24, 34, 44, 54, 64, 74, 84).

Achievement Orientation Scale: This measures the extent to which the family encourages its members in various activities towards achievement and success in a positive competitive atmosphere. It includes 9 items: (5, 15, 25, 35, 45, 55, 65, 75, 85).

Intellectual-Cultural Orientation Scale: This measures the family's interest in intellectual, cultural, and social activities and the encouragement of its members to participate in these areas. It includes 9 items: (6, 16, 26, 36, 46, 56, 66, 76, 86).

Positive Recreational Orientation Scale: This measures the extent to which the family encourages its members to participate positively and actively in various forms of recreational activities, especially physical activities. It includes 9 items: (7, 17, 27, 37, 47, 57, 67, 77, 87).

3. **Religious and Moral Values Orientation Scale:** This measures the extent to which the family emphasizes moral and religious values and ensures that its members adhere to these values in their behavior. It includes 9 items: (8, 18, 28, 38, 48, 58, 68, 78, 88).

Two scales for the degree of organization and control concerning family matters and activities: These scales measure the dimensions of maintaining order, the organizational structure of the family, and the degree of control typically exercised by the family over each member. These are:

Organization Scale: This measures the family's attention to organizing and planning its various activities, the clarity of behavioral rules, roles, and responsibilities. It includes 9 items: (9, 19, 29, 39, 49, 59, 69, 79, 89).

Control Scale: This measures the extent of the family's hierarchical order, the strictness of rules governing behavior, and the degree to which each family member exerts control over the behavior of others. It includes 9 items: (10, 20, 30, 40, 50, 60, 70, 80, 90).

Scoring Method:

The responses to the scale items are based on a true-false approach. A true statement is one that completely or mostly applies to the respondent, while a false statement is one that does not apply to the respondent or mostly does not apply.

Occupational Stress Questionnaire:

Prepared by Ebrahimi Asmaa, this questionnaire consists of 46 items distributed across three main axes:

Axis 1: Stress from the nature of work: 11 items

Axis 2: Stress from the work environment: 19 items

Axis 3: Stress from multiple roles: 16 items

This division reflects the researcher's concept of the information to be gathered through this questionnaire regarding women's occupational stress, forming the dimensions of the study.

Scoring Method:

Very often – Often – Sometimes – Rarely – Never

4. Psychometric Properties of the Scales:

First: Family Relationships and Compatibility Scale:

Validity of the Scale:

The validity of the Family Relationships and Compatibility Scale among family members was measured through the calculation of face validity, internal consistency validity of the questionnaire items, and intrinsic validity, which were as follows:

Face Validity:

To verify the face validity of the scale and ensure that it serves the study's objectives, it was presented to a group of judges. They were asked to review the tool and provide their opinions on its suitability and relevance to each dimension. The Cooper formula was used to calculate the agreement percentage among the judges (08 judges) regarding the scale items. The agreement percentages were as follows:

❑ The agreement percentage for items numbered: (1, 11, 21, 31, 41, 51, 61, 71, 81) is: $8 \div (8 + 0) \times 100 = 100\%$.

❑ The agreement percentage for item number 41 is: $8 \div (8 + 2) \times 100 = 80\%$.

It can be seen that the agreement percentage for these items ranged between 80% and 100%.

❑ The agreement percentage for items numbered: (2, 12, 22, 32, 42, 52, 62, 72, 82) is: $8 \div (8 + 0) \times 100 = 100\%$.

❑ The agreement percentage for item number 72 is: $8 \div (8 + 2) \times 100 = 80\%$.

❑ The agreement percentage for items numbered: 52, 22 is: $8 \div (8 + 1) \times 100 = 88.88\%$.

It can be seen that the agreement percentage for these items ranged between 88.88% and 100%.

❑ The agreement percentage for items numbered: (3, 13, 23, 33, 43, 53, 63, 73, 83) is: $8 \div (8 + 0) \times 100 = 100\%$.

❑ The agreement percentage for item number 53 is: $8 \div (8 + 2) \times 100 = 80\%$.

It can be seen that the agreement percentage for these items ranged between 80% and 100%.

❑ The agreement percentage for items numbered: (4, 14, 24, 34, 44, 54, 64, 74, 84) is: $8 \div (8 + 0) \times 100 = 100\%$.

❑ The agreement percentage for item number 64 is: $8 \div (8 + 2) \times 100 = 80\%$.

It can be seen that the agreement percentage for these items ranged between 80% and 100%.

- ☐ The agreement percentage for items numbered: (5, 15, 25, 35, 45, 55, 65, 75, 85) is: $8 \div (8 + 0) \times 100 = 100\%$.
- ☐ The agreement percentage for item number 75 is: $8 \div (8 + 2) \times 100 = 80\%$.
- ☐ The agreement percentage for items numbered: 65, 15 is: $8 \div (8 + 1) \times 100 = 88.88\%$.

☐ It is evident from the above that the agreement percentage for items in this dimension ranged between 88.88% and 100%.

- ☐ The agreement percentage for items numbered: (6, 16, 26, 36, 46, 56, 66, 76, 86) is: $8 \div (8 + 0) \times 100 = 100\%$.

- ☐ The agreement percentage for item number 26 is: $8 \div (8 + 2) \times 100 = 80\%$.

☐ It is evident that the agreement percentage for items in this dimension ranged between 80% and 100%.

- ☐ The agreement percentage for items numbered: (7, 17, 27, 37, 47, 57, 67, 77, 87) is: $8 \div (8 + 0) \times 100 = 100\%$.

- ☐ The agreement percentage for item number 87 is: $8 \div (8 + 2) \times 100 = 80\%$.

- ☐ The agreement percentage for items numbered: 77, 27 is: $8 \div (8 + 1) \times 100 = 88.88\%$.

It is evident that the agreement percentage for items in this dimension ranged between 88.88% and 100%.

- ☐ The agreement percentage for items numbered: (8, 18, 28, 38, 48, 58, 68, 78, 88) is: $8 \div (8 + 0) \times 100 = 100\%$.

- ☐ The agreement percentage for item number 38 is: $8 \div (8 + 2) \times 100 = 80\%$.

It is evident that the agreement percentage for items in this dimension ranged between 80% and 100%.

- ☐ The agreement percentage for items numbered: (9, 19, 29, 39, 49, 59, 69, 79, 89) is: $8 \div (8 + 0) \times 100 = 100\%$.

- ☐ The agreement percentage for item number 59 is: $8 \div (8 + 2) \times 100 = 80\%$.

It is evident that the agreement percentage for items in this dimension ranged between 80% and 100%.

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❑ The agreement percentage for items numbered: (10, 20, 30, 40, 50, 60, 70, 80, 90) is: $8 \div (8 + 0) \times 100 = 100\%$.

❑ The agreement percentage for item number 80 is: $8 \div (8 + 2) \times 100 = 80\%$.

❑ The agreement percentage for items numbered: 80, 30 is: $8 \div (8 + 1) \times 100 = 88.88\%$.

It is evident that the agreement percentage for items in this dimension ranged between 88.88% and 100%.

Reliability of the Scale:

To verify the reliability of the Family Relationships and Compatibility Scale among family members, two methods were used:

- A. Cronbach's Alpha Coefficient as an indicator of the internal consistency reliability of the questionnaire.
- B. Half-split as an indicator of stability on a survey sample of (60) married working women.

Table (05): Values of Cronbach's Alpha Coefficients and Split-Half Reliability for the Family Relationships Scale and Concordance among Family Members for the Survey Sample (n = 60)

Number of Survey Items			Cronbach's Alpha Method	Split-Half Method				
Total number	First Half	Second Half	0.95	Correlation of Halves	Spearman-Brown	Guttman	Alpha for First Half	Alpha for Second Half
90	50	40		0.89	0.80	0.79	0.87	0.83

The table (05) shows that the Cronbach's alpha reliability coefficient for the pilot study sample was 0.92. Using the split-half method, the reliability value for the first half was 0.87, for the second half 0.83, and for both halves together 0.89. The Spearman-Brown reliability value was 0.80 and the Guttman reliability value was

0.79. These values indicate that the family relationships and congruence scale has a high degree of reliability, allowing its use in the current study.

Secondly: Occupational Stress Questionnaire : Scale Validity:

The validity of the Occupational Stress Questionnaire was measured through face validity and internal consistency validity of the scale statements, as well as self-validity, as follows:

Face Validity:

To verify the face validity of the questionnaire and ensure it serves the study's objectives, it was presented to a group of reviewers. They were asked to study the tool and provide their opinions on the suitability of each statement and its relevance to the dimension. Cooper's formula was used to calculate the agreement rate among the eight reviewers regarding the scale statements, and the agreement rates were as follows:

- ☐ The agreement rate for statements numbered: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 is: $8 \div (8 + 0) \times 100 = 100\%$.
- ☐ The agreement rate for the statement numbered 9 is: $8 \div (8 + 2) \times 100 = 80\%$.

From the above, it is clear that the agreement rate for this dimension's statements ranged between 80% and 100%.

- ☐ The agreement rate for statements numbered: 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30 is: $8 \div (8 + 0) \times 100 = 100\%$.
- ☐ The agreement rate for the statement numbered 25 is: $8 \div (8 + 2) \times 100 = 80\%$.

From the above, it is clear that the agreement rate for this dimension's statements ranged between 80% and 100%.

- ☐ The agreement rate for statements numbered: 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46 is: $8 \div (8 + 0) \times 100 = 100\%$.
- ☐ The agreement rate for the statement numbered 41 is: $8 \div (8 + 2) \times 100 = 80\%$.

From the above, it is clear that the agreement rate for this dimension's statements ranged between 80% and 100%.

Scale Reliability:

To verify the reliability of the Occupational Stress Questionnaire, two methods were used:

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- A. Cronbach's alpha coefficient as an indicator of the internal consistency reliability of the questionnaire.
- B. Split-half reliability as an indicator of stability reliability on a pilot sample consisting of 60 married working women.

Table (06) shows the reliability coefficients calculated by the methods of Cronbach's alpha and split-half for the Occupational Stress Questionnaire scale for the pilot study sample (n= 60).

Number of Survey Items			Cronbach's Alpha Method	Split-Half Method				
Total number	First Half	Second Half	0.93	Correlation of Halves	Spearman-Brown	Guttman	Alpha for First Half	Alpha for Second Half
46	23	23		0.88	0.85	0.81	0.77	0.75

Table (06) shows that the Cronbach's alpha reliability coefficient for the pilot study sample was 0.90. Using the split-half method, the reliability value for the first half was 0.77, for the second half 0.75, and for both halves together 0.88. The Spearman-Brown reliability value was 0.85, and the Guttman reliability value was 0.81. These values indicate that the Occupational Stress Questionnaire has a high degree of reliability, allowing its use in the current study.

5. Statistical Processing Methods:

To test the study's hypotheses, descriptive statistics were used to calculate the means and standard deviations, and inferential statistics were used to calculate Pearson's correlation coefficient (r) to examine the relationship between the work of married women and family interaction. and personal growth, and family control and organization of married working women.

6. Presentation of Hypothesis Testing Results:

During the presentation of the statistical methods used in the current study, the correlation coefficient used for statistical processing was indicated.

6.1. Presentation of the First Hypothesis Result:

The first hypothesis states that "there is a statistically significant positive relationship between the work of married women and the nature of their family relationships."

Table (07): The correlation value (r) between the work of married women and the nature of their family relationships.

Data Variables	Correlation Value (r)	Calculated Statistical Significance	Adopted Significance Level
Employment of Married Women	0.115	0.000	0.01
Nature of Family Relationship			

**** Significant at the 0.01 level**

Table (07) shows that the correlation between the work of married women and the nature of their family relationships has a value of 0.115, and the calculated significance level of 0.000 is smaller than the required threshold of 0.01. This means that the relationship between the work of married women and the nature of their family relationships is statistically significant.

6.2. Presentation of the Second Hypothesis Result:

The second hypothesis states "there is a statistically significant positive relationship between the work of married women and the personal growth of the family.

Table (08): The correlation value (r) between the work of married women and the personal growth of the family.

Data Variables	Correlation Value (r)	Calculated Statistical Significance	Adopted Significance Level
Employment of Married Women	0.123	0.000	0.01
Family Personal Growth			

**** Significant at the 0.01 level**

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Table (08) shows that the correlation between the work of married women and the personal growth of the family has a value of 0.123, and the calculated significance level of 0.000 is smaller than the required threshold of 0.01. This means that the relationship between the work of married women and the personal growth of the family is statistically significant.

6.3. Presentation of the Third Hypothesis Result:

The third hypothesis states, "There is a statistically significant positive relationship between the work of married women and the degree of control and organization within the family."

Table (09): The correlation value (r) between the work of married women and the degree of control and organization within the family.

Data Variables	Correlation Value (r)	Calculated Statistical Significance	Adopted Significance Level
Employment of Married Women	0.135	0.000	0.01
Degree of Family Control and Organization			

** Significant at the 0.01 level

Table (09) shows that the correlation between the work of married women and the degree of control and organization within the family has a value of 0.135, and the calculated significance level of 0.000 is smaller than the required threshold of 0.01. This means that the relationship between the work of married women and the degree of control and organization within the family is statistically significant.

7. Discussion and Interpretation of the Study Hypotheses Results:

7.1. Discussion of the First Hypothesis:

The results of the hypothesis showed a statistically significant positive relationship between the work of married women and the nature of their family relationships. This means that a family life characterized by warmth, love, cooperation between spouses, and mutual support in bearing life's various burdens provides a refuge for women from life's pressures. A woman who returns from work to find her husband and children waiting for her and appreciating her efforts

outside the home feels supported. She works to improve the family's economic situation, meet the needs of her children, and assist her husband with expenses because life is about struggle and mutual support. The man feels that there is someone helping him bear the endless financial burdens in the face of daily life's demands and the fast-paced, materialistic modern world. He may sympathize with her and even assist with some household tasks to alleviate her work-related burdens. Women's work outside the home has become not just an economic support for the family but a priority in women's lives, enabling them to achieve self-fulfillment, earn money, and expand their social network (Habibullah Taheri, 2005, p. 104). This is corroborated by the study of Kamelia Abdel Fattah (1967), which indicated that marital life in families with working women is more harmonious due to cooperation and participation in all family matters (Kamelia Abdel Fattah, 2001).

7.2. Discussion of the Second Hypothesis:

The results of the hypothesis showed a statistically significant positive relationship between the work of married women and the personal growth of the family. This means that women's employment has a clear impact on the husband, children, and even relatives and neighbors. Regarding her relationship with her husband, it shifts from being just a working wife to a partnership and collaboration level. A woman's participation in the family budget or her equal education level with the man may lead her to view her husband as a partner or colleague rather than a master or dominant figure (Sanaa El-Khouly, 1993, p. 219). This does not align with Somaya Ahmed Fahmy's study in 1923 on the problems of children of working mothers, which concluded that societal perceptions of women's work often cause them misery due to accusations of neglecting their children, and that there are specific problems faced by these children, though there is no direct relationship between the two (Somaya Ahmed Fahmy, 1923).

7.3. Discussion of the Third Hypothesis:

The results of the hypothesis showed a statistically significant positive relationship between the work of married women and the degree of control and organization within the family. This means that contemporary women have a very complex role, as they must strive to balance household chores and work outside the home (Mohammad Atef Ghaith, no date, p. 151). Zouhair Hatab pointed out that mothers working outside the home inherently create a set of problems, primarily their inability to perform household tasks as well as non-working mothers, thus being perceived as neglectful of their families and children. Hamdi Ammar, in a study on the participation of Arab women in development, noted that increasing opportunities for women to join the workforce often leads to their exhaustion from balancing external work responsibilities with those of the home

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and childcare (Sami Mohammad Melhem, 1993, p. 1). Thus, the working mother performs a dual function, working outside the home while also raising and caring for her young children. This dual role represents a core component of role conflict for working mothers, impacting all involved parties, particularly the children. The feeling of guilt from neglecting their maternal role is a significant psychological burden for women (Ibrahimi Asma, 2015, p. 265).

The new family structure experienced by families with working mothers results from the social and economic changes in Algerian society. However, this situation has caused a series of changes in the family structure and functions, leading to the mother's dual role. She faces pressures from her natural maternal role and her external responsibilities. Working mothers are treated as mere workers outside the home, with no consideration for their familial and social responsibilities. Similarly, at home, they are expected to fulfill all duties as wives, mothers, and homemakers (Taher Manadi, 1985, p. 12). This is supported by the study of Sonia Khalil (1963) on the effects of women working on family structure and composition (Sonia Khalil, 1963).

Conclusion

Women entering the workforce is a sensitive phenomenon, reflecting and influencing other phenomena. It results from various social developments and, in turn, has caused numerous changes across different spheres. This complexity has led many researchers to focus on women, particularly after their entry into the labor market. This study is a modest attempt within available resources to explore the relationship between the work of married women and family interaction.

Recommendations and Suggestions:

❑ Provide Support for Working Women

Ensure social guarantees for working women, such as establishing social services for the care of their children, like nurseries, since many working women have children and do not have suitable means to care for them during work hours.

❑ Adjust Work Schedules:

Working wives suffer from limited time and energy due to the full-time work system, causing them stress in balancing their job and household duties. To ensure a balance between their domestic work and professional responsibilities, there needs to be a change in the work system in both the public and private sectors.

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