Effects of Gender Role Socialization on Career Couples' Marital Satisfaction in Kericho County, Kenya

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Abstract

As individuals we want so much from life. We want success in our endeavors and marriage is one of it. The career family is an emergent family form in our society that offers new sources of satisfaction and at the same time presents new types of problems which threaten marital satisfaction. Gender roles socialization can be blamed for the stereotypical norms associated with various gender-related roles, in which men prioritize work domain whilst women prioritize family responsibilities. This study sought to explore the effect of gender role socialization on career couples' marital satisfaction with an aim of coming up with interventions that could enhance marital satisfaction. The study was guided by the following objectives: To explore the attitude of career couples towards gender roles, to explore the relationship between gender role socialization with marital satisfaction and determine the contribution of the gender role predictors to marital satisfaction. The study adopted a cross-sectional descriptive study design with a sample of 357 career couples. The theoretical framework adopted by the study is Gender Theory by Pleck 1977 and Feminist Theory by Brown, 1994. The study found that the majority of the participants are for more egalitarian roles where both husband and wives are considered equal (mean 3.15). This was followed by the opinion that 'both husbands and wife should be given opportunities to pursue careers' (2.79). The results reveal that marital satisfaction of career couples in Kericho is significantly correlated with gender roles socializations for example there is a moderate correlation between marital roles and parental roles r=0.691**p< 0.001). The correlation between marital roles and employment roles is a weak one at 0.368* p< 0.05. The correlation between marital roles and educational roles close to zero r= 0.116* p< 0.05 and significant at p= 0.028. In addition, three independent variables contributed significantly to prediction of marital satisfaction among career couples: parental roles (beta =.233), employment roles (beta =.126), social-interpersonal roles (beta = -.147) p<0.05. The correlations of marital roles and educational roles with marital satisfaction were .002 and -.077 both of which were not significant (p>0.05). These findings imply that the counselor can help the couple assess their personal restrictions or devaluations based on the current sex-role expectations. The study recommended that counseling, workshops, symposia, conferences should be organized regularly for career couples on effect of attitude on gender roles and gender roles socialization on marital satisfaction.

Keywords: Gender roles socialization, attitudes, career couples, marital satisfaction

1. Introduction

Gender roles play a major role in today's society and have throughout our history. Ferree (2010) observed that gender is not a static norm or ideal, but rather a social relation characterized by power inequalities that hierarchically produce, organize, and evaluate masculinities and femininities through the contested but controlling practices of individuals, organizations and societies. In these ways, differences between women and men are seen as socially and culturally constructed, politically meaningful, understood within larger structures and levels that have their own practices and meanings, and deeply embedded in society (Ferree 2010). To understand and address gender roles for career couples it is important to explore the socio-cultural definitions of gender roles and how it is constructed by individuals. The perceived importance that an individual attributes to one particular role is shaped through socialization (Paullay, Alliger, & Stone-Romero, 1994 as cited in Gelb, 2014), from their family, friends, religion and culture (Perrone, Wright, & Jackson, 2009). Individuals that present with high levels of role centrality in a domain believe that the particular role is most important in their lives, and therefore devote more time, energy and resources to complete that role (Perrone et.al, 2009). Alternatively, individuals that value equality across gender groups are classified as having an egalitarian gender role ideology (Somech & Drach-Zahavy, 2007).

Socialization can be blamed for the stereotypical norms associated with various gender-related roles, in which men prioritize work domain whilst women prioritize family responsibilities (Gelb, 2014). Through the process of socialization the norms of the given milieu are projected onto the individual and the acceptable norms for a particular role is determined (Gelb, 2014). Society's influence on what is appropriate male and female behavior and responsibilities limits many career couples from balancing their work and family demands most effectively. This is because men and women are socialized on particular roles that they need to fulfill. With the entry of careers, though individuals have been socialized to some particular roles, they are forced to adopt new

roles that are able to make them balance between the career and family.

Cetinkaya & Gencdogan, (2014) observed that "Gender Role Concept" is very important in terms of the fact that it is related to all parts of life of individuals, behaviors, perceptions and attitudes of men and women. Since it relates to all parts of life, then it plays a great role in shaping the individual. Gender roles, in effect, play a major role in the quality of a marriage. In today's competitive world where males and females are considered to be equally responsible and proficient enough to take up the challenges at their respective workplaces, it is inevitable for them to surpass their traditional roles (Kraimer, & Metz, 2014). Astin's 1984 as cited by Navin, 1997 notes that social norms and values are inculcated, and these directly influence career choice and work behavior. Career couples may find these socialized norms violated by their current lifestyle and may try to rearrange the traditional division of labor. These new roles lead to a discontinuity between early socialization and current practice which may add stress to the relationship causing dissatisfaction. Taking up new roles may come with challenges which may affect marital satisfaction. Little research has focused on the effects of careers on gender role ideology, how it affects the socialized roles and how its effects on marital satisfaction. Taken together, this study extends existing literature by examining between work and family role centrality and marital satisfaction amongst Kenyan career couples and examines how career couples are addressing gender role socialization so as to achieve marital satisfaction.

Career men and women in marital relationships continually renegotiate their gender roles throughout the course of their marriage. Since many couples have both spouses participating in paid labor, juggling marriage and work has become an increasingly common issue for both genders (Schramm, Marshall, Harris & Lee, 2005). Many couples, especially newlyweds, have to make decisions about their involvement and commitment to career and marriage. Researchers have found that how these decisions are made and how couples adjust are largely influenced by gender (Zvonkovic et al., 1996). For newlyweds, research has found that gendered divisions of labor are largely negotiated within the first year of marriage. After marriage, women report taking on more responsibility for housework than when they were cohabiting (Coltrane, 2000; Quek & Knudson-Martin, 2006). Similarly, studies have found that regardless of hours spent in paid labor, women still complete the majority of household work. Although men are doing more housework than in the past, the amount of time spent on completing household tasks is still unequal (Coltrane, 2000). The internalized set of gendered behaviors supports the belief that household work is still largely perceived as the woman's domain regardless of any other outside obligations as they assume (i.e., wage earner).

There has been a great deal of research that supports the existence of gender differences in relationship behaviors. Berscheid, 1994 suggests that researchers who study marital relationships must consider gender differences that may exist in their phenomena of interest. For instance, husbands' and wives' were found to differ in their perceptions of each other's contributions in paid and domestic work (Coltrane 2000; Quek & Knudson-Martin, 2006), perceptions of equality in the marriage and the influence of husbands' attitudes on wives' employment status (Quek & Fitzpatrick, 2013). As a consequence, assessments of marital quality and satisfaction often differ between spouses for reasons often related to gender roles and beliefs (Coltrane; 2000).This implies that perceptions are affected by gender role socialization and as a result an intervention need to be put in place to help shape the perceptions of career couples positively and hence achieve marital satisfaction. However, research has not been done to determine the influence of perception on marital satisfaction and especially for career couples who have a role in balancing work and family. How do they perceive their gender roles and how does this perception affect their marital satisfaction?

A study carried out in Taiwan by Shen (2002) on effect of careers on gender roles utilized a sample of 226 couples. The result found that gender role was positively associated with marital satisfaction among the older generation; it indicates that the older generation values more traditional gender roles than the younger generation. The results suggest that marriages in Taiwan are responding to modernizing forces by undermining the traditional values and practices based on the gender and age differentials of the patriarchal family, and are becoming more like families in the west (Shen, 2002), however the study fails to look at the role of guidance and counseling in addressing the changes that occur in the career lifestyle and hence promote marital satisfaction. This implies that there is need for couples to respond to change for them to be satisfied. This is because with both spouses engaged in careers, it is important to embrace new roles that come with the new lifestyle. However, research needed to be carried out to explore how Kenyan couples are adopting to the new lifestyle and what attitudes do they have on gender role socialization and how it affects marital satisfaction. The specific objectives of this study included: (1) to explore the attitudes of career couples towards gender role socialization (2) to explore the relationship between gender role socialization with marital satisfaction (3) determine the contribution of the gender role predictors to marital satisfaction. This study therefore sought to explore the effects of gender role socialization in marital satisfaction for career couples.

1.2 Statement of the Problem

Marital satisfaction is not just an important goal for married individuals in Kenya but throughout the world

considering the increase in divorce and separation cases. In addition, healthy couple relationships are fundamental to a healthy society; however, career demands on couples cause many challenges which create distress that negatively affects their marital relations. Gender roles socialization can be blamed for the stereotypical norms associated with various gender-related roles, in which men prioritize work domain whilst women prioritize family responsibilities. It is critical to explore the effect of gender role socialization on marital satisfaction so as to come up with interventions that can promote marital satisfaction.

2.0 Literature Review
2.1 Theoretical Framework
Two theories guided this study: gender theory and feminist theory. According to Gender Theory by Pleck (1977), gender is a set of qualities, behaviors, and roles assigned to males and females from the society they live in. Advocates of this view of gender argue that "masculinity" and "femininity" are not biological prescriptions but are social constructions that are developed and maintained by society. These socially constructed definitions are "embedded in social contexts and processes through a system of boundaries that help to define what is appropriate for each gender" (Zvonkovic, Greaves, Schmiege, & Hall, 1996). In essence, the dominant culture, or the group with the most social power, dictates what behavior is considered masculine and feminine. Feminist scholars contend that the meaning assigned to these constructs creates a gender dichotomy that overly emphasizes between-sex differences while ignoring commonalities. This gender distinction serves to protect and further the interests of one group while oppressing and subjugating the other (Ferree, 1990). This theory informs this research as it addresses how gender roles socialization takes pace. However it fails to look at how couples may construct gender roles in their ongoing interactions that make up their marriage.

Feminist theory (Brown, 1994) promotes an awareness of power differentials associated with gender. The traditional female gender role is a social orientation that emphasizes closeness and solidarity, while the traditional male gender role emphasizes power and status (Tannen, 1990). Tannen suggests that female/male miscommunication results when males and females use different gender frames when speaking and listening to each other. The assumption is that males communicate in terms of power and status, while females communicate from a perspective of closeness and solidarity. Feminism is a movement that seeks for women the same opportunities and privileges that society gives men. With the entry of women into careers women are now in an equal footage when it comes to opportunities. Ickes, Stinson, Bissonnette, & Garcia, (1990) reviews the findings that androgynous gender roles are linked with increased marital satisfaction for men and for women. Ickes reports that androgynous women paired with androgynous men reported considerable success in communicating and solving problems with their partners. In addition, they reported high levels of satisfaction with their lives as a whole, control over life events, and optimism for the future. This study sought to find out how career couples balance between the many roles they have and how they socialize their children for the future.

2.2 Related Literature
A study by Cast and Bird (2005) examined the division of domestic and paid labor among egalitarian and non-egalitarian couples. The researchers hypothesized that the more egalitarian the couple, the more each would engage in nontraditional gender role tasks. That is, when spouses view each other as equals in the marriage, and do not adhere to traditional gender roles, the more involved men would be in household labor and women in paid work. The researchers found that men and women who held egalitarian values perceived their spouses as contributing significantly to nontraditional tasks. However, perception did not imply the equal division of labor. When asked how much time each spent doing the traditional and nontraditional tasks, men still reported doing less housework than women while women worked 7 paid hours less a week than men. In addition, the researchers noted two other trends in the data. First, as the number of hours spent in paid labor increased, the less time men devoted to domestic chores. This did not hold true for women. In fact, as the study progressed, women's participation in paid worked decreased but the reported time spent fulfilling household tasks increased. This study demonstrates that egalitarian couples perceive a more equal division of labor even though actual time spent engaging in the two tasks (paid and household labor) were unequal and divided among gender role lines. Interestingly, many studies have shown that attitudes about the fairness of the distribution of household labor may be more important to depression and the quality of one's marriage than the actual division of labor (Blair & Johnson, 1992 as cited by Newman, 2004). Perceptions of unfairness in a relationship have been shown to be associated with higher levels of depression and decreased marital satisfaction (Frisco & Williams, 2003). Additionally, several researchers have found that perception of fairness specifically in the division of female-typed tasks was more important than the actual division of the tasks (Mc Govern & Meyers, 2002).However research in an African setup where gender roles socialization still play an important role needs to be carried out to find out how perceptions have changed or as still prevalent.

An exploratory study done by Achana (2014) in the US among immigrant Asian Indian couples who find

themselves in a culture far more egalitarian than the Indians in US investigated how shifting gender role attitudes impact marital satisfaction. A qualitative research design combining ethnographic and grounded theory was used. Interviews were conducted with 6 married, educated Asian Indian couples between the ages of 22 and 50 who had at least one child. The findings of the study revealed significant growth in egalitarianism among educated, professional Asian Indian men and that couples reported increased marital satisfaction as a result of egalitarian gender role attitudes. These findings are important in that it reveals that if couples are able to achieve egalitarianism in their roles then it increases marital satisfaction. Gender roles are changing at work and at home (Fider, Fox & Wilson, 2014). This requires fluidity in domestic roles. Both partners are faced with the reality of meeting domestic needs while still functioning as professionals. This balancing act involves rearranging household responsibilities in such a way that things function smoothly and seemingly effortlessly. The adaptation of non-traditional domestic and parenting roles functioned to create equilibrium in the lives of these career couples.

The division of household labor falls under relatively traditional gender roles, with the wife performing a far greater proportion of household tasks than the husbands, even in households where the wife earns more than her husband (Greenstein, 2009). In his study, of marital satisfaction among employed women, Greenstein (1996) found that gender role identification influenced outcomes on marital satisfaction. Hours employed per week did not have a statistically significant effect for women holding traditional gender role ideologies, but it had a strong negative effect on marital stability for women identifying with non-traditional or androgynous gender role ideologies. Similarly, in a study exploring changes in gender role attitudes, Amato and Booth (1995) found that when wives adopt less traditional gender role attitudes their perceived marital quality declines, however when husbands adopt less traditional attitudes, their perceived marital quality increases. Further examination of gender role differences among women and the wives' perception of the fairness of the division of labor are needed in order to predict the influence of household task inequality on marital satisfaction over time.

Gender role strain develops when individuals internalize stereotyped societal norms around gender ideals that are often contradictory, inconsistent, and often unattainable (Pleck, 1995). This tension between gendered stereotypes and the reality of the career couple creates conflict (Silverstein, Auerbach, & Levant, 2002). There is a positive side to the current phenomenon, and that is the concept of shared roles and responsibilities. Individuals in dual career couples that share responsibilities and negotiate roles are able to experience the benefits of being in a dual career couple (Haddock, Zimmerman, Ziemba, & Current, 2001; Perrone & Worthington, 2001). Haddock, Zimmerman, Ziemba, & Current (2001) reported that couples who experience more egalitarian roles and de-gendered role responsibilities are likely to stay married and maintain higher marital satisfaction. Individuals in dual career marriages who are able to experience de-gendered roles experience less role strain and experience higher overall wellbeing (Haddock et al., 2001). However this needs to be empirically established by determining the role of gender roles socialization on marital satisfaction.

3. Research methodology
3.1 Research Design
The study employed a cross-sectional descriptive design using both quantitative and qualitative approaches. Cross-sectional studies (also known as cross-sectional analyses), form a class of research methods that involve data collection at one specific point in time (William T et al, 2006). This type of study design allows for quick and easy data gathering even for a large target population. Assessment of outcomes and risk factors for the entire population is also done with little trouble, as the sample is a near-perfect snapshot of the whole. The snapshot nature of cross-sectional studies, while convenient, does have its weakness in that it doesn't provide a good basis for establishing causality (Ehow, 2012).

3.2 Research Technique
The study used both quantitative and qualitative methods. Quantitative data were collected through a structured questionnaire. The questionnaire consisted of three sections whereby the first section included questions regarding socio demographic issues, the second section contained attitudes towards gender roles and the third section was ENRICH marital satisfaction scale which measured marital satisfaction of career couples. The ENRICH Marital scale questionnaire and attitude scale were answered in a Likert scale ranging from "1 = Strongly agree" to "5 = Strongly disagree". In Enrich Marital Scale, 4 numbers of questions were scored in reverse. Gender role attitudes (adopted from Szinovacz, 1993) were measured using the following four items: "Women are happier when they stay home to care for children"; "It is much better if the man earns the main living and the woman takes care of the home and family," "Both husband and wife should be given opportunities to pursue careers" and "If a husband and a wife both work full-time, they should share household tasks equally." Answers to the first items were reverse coded, so that low scores indicated more "traditional" attitudes and high scores more "egalitarian" gender role attitudes and a mean score were obtained. Total gender role attitude scores for husbands and wives were calculated by multiplying the number of items by the mean

response for each of the four items to develop accurate scales. Qualitative data were collected using interviews and focus group discussions whereby two facilitators were involved. Ten career couples were interviewed. The interviewers were research assistants that had been trained on the developed questionnaire so as to increase validity. For the focused group discussion (FGD), two assistants were used, one was a moderator and the other one was a note taker. A total of four focus group discussions were conducted engaging a group of 6 participants in each discussion. Among the four FGDs, two of them involved male participants and two involved female participants.

Questionnaires were routinely checked for completeness and clarity prior to double entry to MS Access database. Data files were cleaned and merged using MS Access. Data was then entered into Statistical Package for Social Sciences Version 20 statistical software. Frequencies were generated for categorical variables. Continuous variables were summarized using means and SD. To control for potential confounders, multivariable logistic regression models were built where crude odds ratio (COR) and adjusted odds ratios (AOR) were calculated and presented. All the analyses were presented as two-tailed and significance level was set at 0.05. Qualitative data were analyzed using thematic analysis approach. That is, data were analyzed by examination and categorization of respondents' opinions. Major categories were identified and data were unpacked accordingly. Finally, the information under major themes and sub-categories were analyzed.

3.3 Study Area
The area was Kericho County, Kenya a tea growing area with many tea processing factories and many careers. The study focused on effect of gender roles socialization on career couples and how it affects marital satisfaction.

4.0 Data Analysis and Presentation
4.1 Demographic Characteristics
Demographic characteristics of the respondents including the gender, age, educational level and the number of children were established. The information is presented in tables 1 to 4:

Table 1: Gender of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	206	57.7	57.7	57.7
	female	151	42.3	42.3	100.0
	Total	357	100.0	100.0	

A total of 206 males and 151 females responded to the questionnaire hence a total of 357respondents. These represented proportions of 57.7% and 42.3%, respectively across the County. This implies that there are more males in career than females and this could be because of gender roles attitudes that could be playing a role on allowing women pursue careers.

Table 2: Age of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29 years	22	6.2	6.2	6.2
	30-39 years	81	22.7	22.7	28.9
	40-49 years	165	46.2	46.2	75.1
	50-59 years	89	24.9	24.9	100.0
	Total	**357**	**100.0**	**100.0**	

The youngest of the participants was 20 years old and the oldest was 59years old. The ages were grouped into five categories: 20-19 years, 30-39 years, 40-49 years, 50-59 years and 60 years and above. The highest number of participants came from the third category with 165 participants (46.2%), followed by the fourth category with 89 (24.9%), while the second category followed with 81(22.7%) participants. The group with the least participants is the first category with 22 (6.2%).

The study also sought to know the number of children the participants had. Table 3 gives the results:

Table 3: Number of Children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-1	77	21.6	21.6	21.6
	2-3	135	37.8	37.8	59.4
	4-5	123	34.5	34.5	93.8
	above 6	22	6.2	6.2	100.0
	Total	**357**	**100.0**	**100.0**	

Participants ranged from those who had no child, to those who had more than six children. The group with 2-3 children had the highest frequency (135; 37.8%) followed closely by couples who had 4-5 children (123; 34.5%), then those with 0-1 children (77; 21.6%) and lastly is the group with more than six children at 22(6.2%). Many children may cause conflict in the marital relationship leading to dissatisfaction. This implies that couples have resorted to having fewer children so as to get opportunities to develop their careers and at the same time be

able to raise families and achieve marital satisfaction. Literature has also shown that some couples put aside getting children to first of all develop their careers and later get a child. Next was the level of education of the participants

Table 4: Participants Educational level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	p1certificate	67	18.8	18.8	18.8
	diploma	79	22.1	22.1	40.9
	degree	126	35.3	35.3	76.2
	masters	53	14.8	14.8	91.0
	PHD	32	9.0	9.0	100.0
	Total	**357**	**100.0**	**100.0**	

The participants' educational levels ranged from p1 certificate as the lowest level to PhD level as the highest. P1 certificate holders are those who completed form four and trained to become primary school teachers. Currently the government is getting rid of this certificate and requires the primary school teachers to have minimum of a diploma. The majority of the respondents were those with degree with a frequency of 126 (35.5%). This was followed by those with diploma at 79 (22.1%) and p 1 certificate at 67 (18.8%). The PhD holders formed the smallest percentage at 32(9%).

4.2 Results and Discussion

Gender roles play a major role in today's society and have throughout our history. Ferree (2010) observed that gender is not a static norm or ideal, but rather a social relation characterized by power inequalities that hierarchically produce, organize, and evaluate masculinities and femininities through the contested but controlling practices of individuals, organizations and societies. Socialization can be blamed for the stereotypical norms associated with various gender-related roles, in which men prioritize work domain whilst women prioritize family responsibilities (Gelb, 2014).

4.1 Attitude of career couples on gender roles

Hypothesis one was formulated to test the first objective to determine the attitude of career couples on gender roles. Statements on egalitarian and traditional gender roles were given to participants and table 5 presents the findings.

Table 5: Descriptive Statistics on gender role attitudes

	N	Sum	Mean	Std. Deviation
Women are happier when they stay home to care for children	357	619	1.73	.745
Both husband and wife should be given opportunities to pursue careers	357	996	2.79	1.108
If the husband & wife both work full time it is better to share household work	357	1126	3.15	.943
The husband should earn the main living and the woman to take care of the children	357	628	1.76	.785
Valid N (listwise)	**357**			

From table 5 it is evident that majority of the participants are of the opinion that 'If the husband & wife both work full time it is better to share household work (3.15). This was followed by the opinion that 'both husbands and wife should be given opportunities to pursue careers' (2.79). It was noted that this are more egalitarian roles where both husband and wives are considered equal. This was followed by 'the husband should earn the main living and the wife to take care of children (1.760) and lastly women are happier when they stay home to care for children (1.73). A difference of one mean exists between the egalitarian roles and the traditional gender roles. This implies that career couples are resorting to more egalitarian roles. These findings are similar to an exploratory study done by Achana (2014) which revealed significant growth in egalitarianism among educated, professional Asian Indian men and that couples reported increased marital satisfaction as a result of egalitarian gender role attitudes.

The findings showed that attitudes of career couples on gender roles socialization are changing and they prefer more equal roles. When asked how they socialize their children in gender roles, one key finding in this study from interviews and focused group discussion is regarding the attitude toward gender role socialization of boys versus girls. Most couples stated that they see no difference in how they would raise their sons versus their daughters in terms of rules and expectations. Of note is the fact that most of the participants grew up in the tenets of patriarchy where traditionally determined boys are socialized to study and earn a living and girls are expected to grow up to be homemakers. The couples who were parents to both sons and daughters stated that they would

teach both the skills needed to foster independent and self-sufficient living including learning how to cook and clean and fend for themselves regardless of gender. The women stated that they were glad their sons are growing up watching their fathers help in the home and not living by the traditional distinctions between men and women. The couple's responses also reveal an important change in what has traditionally been considered appropriate gender role behavior as notions of masculinity and femininity are undergoing a radical change in today's world.

4.2 Relationship between gender role socialization and marital satisfaction

Hypothesis two that there is no statistical significant relationship between gender role socialization and marital satisfaction among spouses in Kericho County was determined. A Pearson correlation was calculated between the gender role characteristics and marital satisfaction and table

Table 6: Correlations between gender role variables and marital satisfaction

		1	2	3	4	5
Marital roles	Pearson Correlation	1	.691**	.368**	.259**	.116*
	Sig. (2-tailed)		.000	.000	.000	.028
	N	357	357	357	357	355
Parental roles	Pearson Correlation	.691**	1	.296**	.370**	-.007
	Sig. (2-tailed)	.000		.000	.000	.899
	N	357	357	357	357	355
Employment roles	Pearson Correlation	.368**	.296**	1	-.038	.200**
	Sig. (2-tailed)	.000	.000		.476	.000
	N	357	357	357	357	355
Social-Interpersonal roles	Pearson Correlation	.259**	.370**	-.038	1	-.128*
	Sig. (2-tailed)	.000	.000	.476		.016
	N	357	357	357	357	355
Educational roles	Pearson Correlation	.116*	-.007	.200**	-.128*	1
	Sig. (2-tailed)	.028	.899	.000	.016	
	N	355	355	355	355	355

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

From the table it can be observed that there is a moderate correlation between marital roles and parental roles r=0.691**p< 0.001). The correlation between marital roles and employment roles is a weak one at 0.368* p< 0.05. The correlation between marital roles and educational roles close to zero r= 0.116* p< 0.05 and significant at p= 0.028. The relationship between parental roles and employment roles is weak but is significant at 0.01 at r=.0.296** p= p<0.01. The correlation between parental roles and social interpersonal roles is weak but significant at 0.05 at r=0.370 and the correlation between employment roles and educational roles is a negative weak relationship at r= -0.07. The correlation between employment roles and social interpersonal roles is a negative and weak relationship (r= -0.38) p<0.05. The relationship between education roles and educational roles is r=0.200**; p<0.01. The relationship between social interpersonal relationship and educational roles is also negative at r=-0.128. The descriptive statistics and inter-correlations among the study variables as shown in table 6 reveal that marital satisfaction of career couples in Kericho is significantly correlated with gender roles socializations. The implication of this outcome is that the strength of the relationship as well as the direction of the relationship interacts with each other to influence marital satisfaction of career couples in Kenya.

4.3 Effect of gender role socialization on marital satisfaction

The joint contribution of independent variables on marital satisfaction was determined. A Standard Multiple regression analysis of the combined prediction of independent variables on marital satisfaction was done. The hypothesis which stated that gender roles (marital roles, parental roles, employment roles, social interpersonal roles and educational roles) will not have any significant joint contribution to the prediction of marital satisfaction of career couples was rejected as presented on table 6

Table 7: Joint contribution of gender roles variables on marital satisfaction

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.037	5	.207	3.803	.002[b]
	Residual	19.027	349	.055		
	Total	20.064	354			

a. Dependent Variable: marital satisfaction

Table 7 displays the semi-partial correlation of five independent variables (marital roles, parental roles, employment roles, social-interpersonal roles and educational roles). R for regression was significantly different from zero. $F_{5, 349}$=3.803, p<0.05. From the table it can be seen that the P-value p=0.002 is less than 0.05 which means that the effect of gender roles socialization on marital satisfaction is significant. This suggests that the

independent variables contribute significantly to the prediction of marital satisfaction either positively or negatively. The Coefficients table shows the contributions of the different variables to marital satisfaction

Table 8: Contributions of each variable to marital satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.381	.100		23.884	.000
	Marital roles	.001	.030	.002	.034	.973
	Parental roles	.110	.039	.223	2.825	.005
	Employment roles	.076	.035	.126	2.153	.032
	Educational roles	-.035	.025	-.077	-1.369	.172
	Social-interpersonal roles	-.073	.034	-.147	-2.170	.031

a. Dependent Variable: marital satisfaction

From table 7 the regression equation was interpreted as $Y=2.381+0.001X_1+0.110X_2+0.076X_3+(-0.035)X_4+(-0.073)X_5$ from the values extracted from beta column. Result of Multiple Regression showed that three independent variables contributed significantly to prediction of marital satisfaction among career couples: parental roles (beta =.233), employment roles (beta =.126), social-interpersonal roles (beta = -.147) $p<0.05$. The correlations of marital roles and educational roles with marital satisfaction were .002 and -.077 both of which were not significant ($p>0.05$). This implies that career couples as they pursue their careers they still care about parental roles and marital roles. This requires fluidity in domestic roles. Both partners are faced with the reality of meeting domestic needs while still functioning as professionals. That is why guidance and counseling could play an important role in helping the couples to balance between the many roles and thus achieve marital satisfaction. The adaptation of non-traditional domestic and parenting roles function to create equilibrium in the lives of these career couples. Haddock, Zimmerman, Ziemba, & Current (2001) reported that couples who experience more egalitarian roles and de-gendered role responsibilities are likely to stay married and maintain higher marital satisfaction. Individuals in dual career marriages who are able to experience de-gendered roles experience less role strain and experience higher overall wellbeing (Haddock et al., 2001). This means that counseling can play a role in educating career couples on the importance of balancing the many roles so as to achieve marital satisfaction.

4.4 Implications for counseling
These findings imply that the counselor can help the couple assess their personal restrictions or devaluations based on the current sex-role expectations. The couple can then discuss each spouse expectations regarding sex role norms and values and socialization experiences and how they cause conflict in their marriage. This allows for a reevaluation of sex roles and integration of new notions of masculinity and femininity which promote marital satisfaction. The counselor also needs to help couples explore external factors that influence the well-being of career couples. These are factors like motherhood, extended family and societal demands, employment requirements and social policies. This includes use of social support system for assistance. Family and friends are resources upon which career couples can rely on during times of crisis. Extended families of friends may be critical about the lifestyle choices of career couples, which may result in increased guilt and strain. Family and societal support system contribute to marital satisfaction if the support system is enhancing and understanding rather than demanding time and energy from the couple. Finally counselors can help couples in determining how work and home can best be balanced.

5.0 Conclusion
The study found that the majority of the participants are of the opinion that 'If the husband & wife both work full time it is better to share household work (3.15). This was followed by the opinion that 'both husbands and wife should be given opportunities to pursue careers' (2.79). It was noted that this are more egalitarian roles where both husband and wives are considered equal. This was followed by 'the husband should earn the main living and the wife to take care of children (1.760) and lastly women are happier when they stay home to care for children (1.73). The descriptive statistics and inter-correlations among the study variables as shown in table 13 reveal that marital satisfaction of career couples in Kericho is significantly correlated with gender roles socializations for example there is a moderate correlation between marital roles and parental roles r=0.691**p< 0.001). The correlation between marital roles and employment roles is a weak one at 0.368* p< 0.05. The correlation between marital roles and educational roles close to zero r= 0.116* p< 0.05 and significant at p= 0.028. In addition, three independent variables contributed significantly to prediction of marital satisfaction among career couples: parental roles (beta =.233), employment roles (beta =.126), social-interpersonal roles (beta = -.147) $p<0.05$. The correlations of marital roles and educational roles with marital satisfaction were .002 and -.077 both of which were not significant (p>0.05). These findings imply that the counselor can help the

couple assess their personal restrictions or devaluations based on the current sex-role expectations and change their attitude towards gender role expectations so as to achieve marital satisfaction.

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