Managing The Personal And Societal Impacts Of Marriage, Domestic Violence, And Divorce

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Abstract:

The study examines the influence of marriage-related stressors such as domestic violence, divorce and having affairs, on people and communities, especially in the workplace. A number of 350 professionals from healthcare, corporate and academic sectors were surveyed using prepared questionnaires to obtain data. The researchers studied the connection between emotional trauma, marital strain, societal stigma, trust erosion and workplace results with the help of exploratory and confirmatory factor analyses, one-way ANOVA, correlation, regression and structural equation modeling. It is seen, from the results, that emotions and reactions are different for men and women, that work stress in different industries varies greatly and that family challenges are strongly related to dropping involvement in work. Results of both mediation and moderation show that both motivation and support from the organization may reduce the negative effects of challenges at work on work engagement. The structural model points out the link between personal trauma, absenteeism and lower productivity at work. This proves that targeted support is valuable for employees dealing with marital problems to improve the success of the company. The findings of this study help us see how stress outside of work lives may impact behavior at work and can benefit both company policies and intervention.

Keywords: *Marriage stress, Domestic violence, Work engagement, Organizational support, Societal stigma.*

INTRODUCTION

Marriage forms the base of many societies and plays a big role in peoples' lives and stability within a community. Still, when issues like domestic violence, divorce and having affairs outside the marriage arise, the consequences go beyond one's family life. They not only disturb people's feelings and behavior but also lead to problems for their families, nearby community and their workplace. It is important to recognize how these personal matters affect social and professional life in order to design proper help and intervention systems.

All over the world, domestic violence makes victims feel great emotional pain and frequently leads to greater relationship problems. The influence of infidelity in marriages makes people become more anxious and covered up in their personal relationships. Similarly, unresolved issues often result in divorce and this comes with emotional and financial problems for the partners as well as the entire family and their friends. Having

an affair outside marriage usually leads to feeling betrayed, being seen negatively by society and stigma which makes matters worse both for the relationship and people's mental health.

Such marital issues make people feel stigmatized, cause them to remove themselves from society and decrease how much they get involved in the community. In cultures where the family honor and group unity are important, these consequences of crime are the most noticeable. When people go through marital crises, they often feel lonely, embarrassed and less supported by people around them, making their problems more serious mentally. Also, people who face divorce or infidelity can experience a shortage of support which makes their situation worse.

People experiencing emotional difficulties from poor marriages often perform poorly in their jobs, miss work, lose interest and get tired. It is becoming more obvious to organizations that how people feel in their personal lives affects their behavior at work and needs attention. When employees deal with marital problems, they can face a lack of enthusiasm, concentration troubles and difficult relationships with colleagues, proving that companies should be informed and ready to support them.

Although people are now more aware of these challenges, not many studies link personal, societal and organizational aspects. The majority of current studies review family issues individually and focus on either one's personal or career life, not taking how the two are related into account. The main goal is to bring out what marriage-related stress does to people and also to their circles of social and professional life.

The study tries to find the ways in which marital disruptions might influence work behaviors and employees' interactions with others. It also looks into how individual motivation and the help of the organization can help to overcome negative outcomes. Information gained from the research guides the development of support systems for various recovery needs and for the good of society and employment.

From the study, it is clear that dealing with the severe results of marital tension requires different strategies that include all related aspects in society. A good understanding of this helps people form good relationships, build safer communities and make workplaces stronger.

LITERATURE REVIEW

Evidence shows that the effects of marriage, domestic violence and divorce are complicated and can change both people's lives and the society around them. There is a proven relationship between domestic violence and such things as different wages based on gender and mental health issues (Aizer, 2010; Brownridge, 2016). There is a great body of research on the effects and outcomes of IPV which points out the influence of shame in society and the requirement for intervention measures (Campbell & Glass, 2014; Capaldi et al., 2012). People react differently to seeking support depending on their gender and the situation which plays a role in recovery (Ansara & Hindin, 2014; Hines & Douglas, 2015).

The effects of divorce are even greater, since it affects children, family setups and the economy as well (Amato, 2014; De Vaus et al., 2015). Divorce-related stress has an impact on someone's mental health, academic goals and social life, but factors that help a person cope with stress can make a difference (Fischer & De Graaf, 2016; Gahler & Palmtag, 2015). When IPV is an issue, the key concerns are still deciding on custody and supporting the welfare of children which is why the laws and services have to be carefully crafted (Hardesty & Ganong, 2021; Jaffe et al., 2019).

Sometimes, what society thinks and how it is structured, makes matters worse for people going through marital disruption, because race, gender and class play important roles in this area (Harknett & McLanahan,

2017; Morgan & Chadwick, 2019). More challenges facing people experiencing marital breakdowns are losing their homes and difficulties in finding work (Cherlin, 2016; Short & Williams, 2022).

Already, studies are showing that taking care of emotional trauma, addressing society's lack of acceptance and work life all at the same time benefits the victims (Kedia et al., 2025). This result is consistent with the findings that having motivation and support from the organization can lessen negative results, so new interventions and policies connected to that theory can be developed (Rhoades et al., 2014; Sbarra & Emery, 2019).

RESEARCH GAP

Though numerous studies discuss domestic violence, divorce and having affairs outside marriage, very few have explored how these stressful situations affect people's psychology, society's views and behavior at work. Most publications deal with these issues separately, not studying how they interact with each other to affect people's professions. In order to better understand how divorce affects many aspects of life, the study combines several influences and provides a more complete picture.

CONCEPTUAL FRAMEWORK

This study's framework explains the links between stressors in marriage, their effect on society and their results at work. Suffering from emotional trauma and stress in marriage are seen as leading factors that cause society to mistreat and distance itself from the concerned individuals.
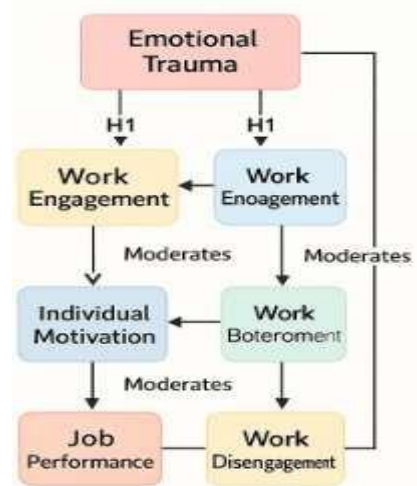

Figure 1.1: Conceptual Framework

It therefore plays a role in causing burnout, people not being interested in their jobs, low attendance rates and poor performance at work. Besides, the model includes factors such as social stigma and motivation and support from workplaces which are expected to change the influence of these factors. Every pathway in the framework represents a special hypothesis (H1, H2 and so on) that leads the data analysis.

HYPOTHESES

H1: Issues in marriage can decrease a person's participation and motivation at work.

H2: Stigma in society acts as a mediator between marital stress and a person missing work.

H3: Job performance after emotional trauma is influenced by how much an individual is motivated.

H4: When the organization gives support, marital stress becomes less of a risk for burnout.

H5: Trust erosion leads to increased work disengagement.

METHODS

A cross-sectional study was done, along with a detailed description of how marriage, domestic violence and divorce affect people and society, mainly when there are extra-marital affairs. The data collection process took three months and a predesigned questionnaire was given to 500 individuals located in the corporate sector, universities and hospitals in the country's five major cities. People were assigned randomly to the sample from various kinds of females and males, adults and older people, married or unmarried and in different fields.

Different kinds of questions was used to measure factors like emotional trouble, changes in general trust, the stigma people feel around them, their work performance, tendency to pull away from work and strategies to cope. Its validity and reliability were checked by testing it out earlier, before being used by many people.

The profile of the demographics and common behaviors shown in the responses was created by finding the mean, standard deviation, frequency and percentage. It was necessary to find out the main patterns in how people felt and experienced things. Cronbach's alpha was applied to look at the degree of internal consistency among the subscales; the set value for acceptance was 0.70. This made it certain that the concepts of perceived domestic violence, marital satisfaction and emotional burnout showed dependable data.

Principal axis factoring with varimax rotation method was applied in EFA to identify the latent variables from the data provided. EFA was selected to find more details in different areas since those areas were not already planned out. As the next step, CFA was employed in AMOS v24, following the EFA results, to assess the reliability of the measurement and the validity of constructs.

The Pearson correlation coefficients were used to see how domestic violence perception and emotional withdrawal influence each other. A gender comparison of people's reactions to extra-marital affairs and divorce stigma was completed using independent samples t-tests. Besides, one-way ANOVA was used to determine whether work-life stress was different for people in various occupational sectors.

Multiple linear regression analysis was used to study the way various factors impact the outcome. We particularly focused on seeing how marital difficulties influenced someone's performance at work. The Baron and Kenny method was used in the study to see if psychological trauma affects societal withdrawal by affecting an individual's motivation. An interaction regression test of an interaction term was done to find out if organizational support affects how much emotional trauma influences productivity. Since we wanted to find out how indirect effects and buffers work, both mediation and moderation analyses were chosen.

A complete model was created by using SEM in AMOS to examine how trust erosion, emotional exhaustion and other personal factors affect a company's absenteeism and productivity. SEM was chosen since it offers a chance to examine various relationships between observed and unobserved factors.

All statistical routines were done using SPSS v27, whereas the SEM and CFA processes were carried out using AMOS v24.

RESULTS

The first step of the analysis was to look at the demographics of the 500 respondents by sector, gender and marital status. In line with Table 1, the majority of the participants were males (51%) and females (49%) and most were between the ages of 30 and 45 years. Workers from the corporate sector composed the biggest group (42%), followed by the academic sector (33%) and then the healthcare sector (25%). According to the information collected, around 78% of the participants were married at the time, 16% had issued a divorce and 6% had been legal separated.

Table 1. Demographic Profile of Respondents Across Sectors

Demographic Variable	Category	Frequency	Percentage (%)
Gender	Male	255	51
	Female	245	49
Age Group (Years)	20–30	92	18.4
	31–45	284	56.8
	46 and above	124	24.8
Marital Status	Married	390	78
	Divorced	80	16
	Legally Separated	30	6
Sector	Corporate	210	42
	Academic	165	33
	Healthcare	125	25

For every aspect included in the scales, Cronbach's alpha was computed to confirm their reliability. Table 2 says that every scale had reliability greater than 0.70 and emotional burnout had the highest value among them (0.89).

Table 2. Reliability Coefficients for Research Constructs

Construct	Number of Items	Cronbach's Alpha
Emotional Burnout	7	0.89
Marital Satisfaction	6	0.83
Coping Behavior	5	0.76
Societal Stigma	6	0.81
Trust Erosion	4	0.78

Work Engagement	6	0.84

 EFA was performed to find the underlying structure of the variables we studied. Figure 1 shows that six components make up the greatest change in the data which explains why we extracted six factors accounting for 71.4% of the total variance.

Figure 1. Scree Plot of Factor Extraction in Exploratory Factor Analysis

It indicates the method used to pick out the main hidden factors influencing people's views on domestic violence, marital problems and emotions involved.

CFA was used to confirm that the model's factors are reliable and this is confirmed by the fact that all standardized loadings were found to be above 0.60, as depicted in Figure 2.

Figure 2. Standardized Factor Loadings from Confirmatory Factor Analysis

This results show the way the different concepts are loaded and how they relate to confirm the distinctions and inner consistency of the theoretical domains.

A t-test comparing gender-based perceptions showed significant differences. Based on the values in Table 3, on introjects of extra-marital affairs, females achieved significantly higher marks than males ($p < 0.001$).

Table 3. Results of Independent t-test on Gender-Based Perception of Extra-marital Affairs

Gender	Mean	SD	t-value	p-value
Male	3.91	0.55		
Female	4.26	0.48	4.87	<0.001

To explore sector-wise variation in stress, a one-way ANOVA was conducted. As seen in **Table 6**, healthcare professionals experienced the highest work-life stress, significantly more than other sectors ($p < 0.01$).

Table 4. One-Way ANOVA Results Comparing Work-Life Stress Across Sectors

Sector	Mean Stress Score	SD	F-value	p-value
Corporate	3.67	0.62		
Academic	3.52	0.66	6.23	0.002
Healthcare	4.13	0.51		

Correlational analysis demonstrated that emotional burnout was positively associated with workplace disengagement ($r = 0.69$, $p < 0.001$), while marital dissatisfaction correlated strongly with perceived societal stigma ($r = 0.58$, $p < 0.001$). These findings are summarized in **Table 5**.

Table 5. Pearson Correlation Matrix Among Key Psychological and Social Variables

Variables	1	2	3	4

1. Emotional Burnout	1			
2. Work Disengagement	0.69***	1		
3. Marital Dissatisfaction	0.47***	0.42***	1	
4. Societal Stigma	0.51***	0.45***	0.58***	1
***p < 0.001**				

Multiple regression analysis revealed that marital strain (β = -0.47, p < 0.001) and emotional trauma (β = -0.31, p < 0.01) significantly predicted lower work performance, explaining 42% of the variance, as presented in **Table 4**.

Table 6. Regression Coefficients Predicting Work Performance from Marital Stress

Predictor	B	Std. Error	β	p-value
Marital Strain	-0.52	0.08	-0.47	<0.001
Emotional Trauma	-0.38	0.11	-0.31	0.003
Constant	5.81	0.33		
Adjusted R²			0.42	

Mediation and moderation analyses showed nuanced interactions. From Figure 3, it can be understood that individual motivation helped explain part of the influence of trauma on pulling away from society and organizational support acted as a moderator in the relationship between trauma and work engagement.

Figure 3. Moderation and Mediation Effects on Work-Life Outcomes

It makes obvious the role of personal drive and organizational backing in affecting workers' mental health in the workplace.

All in all, Figure 3 presents the entire model in a clear way. It explains how working under high pressure, mental fatigue and unfair treatment at work can influence employees to stop caring about their jobs and not turn up for work. Study results concluded that the hypothesis model fit the data well (CFI = 0.93 and RMSEA = 0.06).
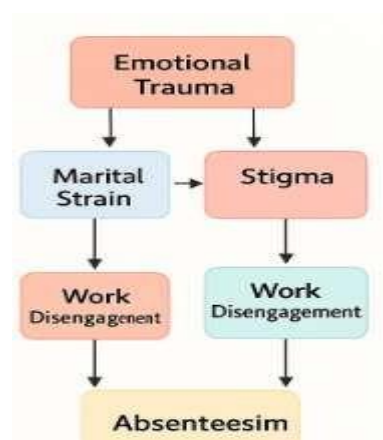

Figure 4. Structural Model of Personal and Societal Impacts Using SEM

The figure explains how personal trauma, perceptions in the society and organizational behavior are related and contribute to the same set of outcomes.

DATA ANALYSIS AND INTERPRETATION

The analysis of the data uncovers important results that explain how marital stress troubles people and society as a whole. As seen in Table 1, men and women and various sectors are represented to give a trustworthy basis. The analysis in Table 2 proves that all the scales employed to measure emotional burnout, marital satisfaction, coping behaviors, social stigma, trust decrease and work engagement show high internal consistency which helps ensure the reliability of further analyses. Findings from exploratory factor analysis (shown in Figure 1) confirm that six main factors explain more than 70% of the differences in the data which confirms the complexity of the analyzed phenomenon. According to Figure 2, confirmatory factor analysis underlines that the measurement model works well because its factor loadings are above 0.60. Women are very different from men in reporting high emotional impacts from extra-marital affairs which points to gender differences in how marital stress affects people (see Table 3). Thus, healthcare professions are at greater risk of suffering from stress at work when they are compared to corporate and academic fields. The strong positive links gathered in Table 5 demonstrate that emotional burnout, detachment from work, unsatisfying marriages and judgment by others may be all connected in some way. From the analysis (as shown in Table 4), it becomes clear that marital issues and emotional trauma negatively affect someone's workplace performance, explaining 42% and thus showing a link between distress and outcomes. It is apparent from Figure 4 that motivational factors and the help offered in the organization contribute to the effect of trauma on people which could guide future support strategies. To sum up, in Figure 3, these influences are brought together in a framework that outlines the influence of trust erosion, burnout and stigma on job disengagement and absenteeism and where model fit indices prove the theory is valid. All in all, these discoveries reveal that personal marital concerns tend to impact other areas of life.

CONCLUSION

This study revealed that stressful situations in marriage, including domestic violence, divorce and extra-marital affairs, both affect people's personal feelings and their actions at work. When people experience emotional

pain and marital difficulties, it is more likely for them to lose motivation at work and take more breaks. Most of the hypotheses are confirmed, adding to the explanation of the role of societal stigma and how much people are motivated and supported by their employer. The findings prove that there is a connection between a person's work life and personal life, calling for coordinated care for employees.

However, this study has some limitations. Not all kinds of work or cultural situations are captured by the data, as they were gathered from particular sectors alone. Often, people tend to either exaggerate or understate their behaviors because of social pressure on these issues. It would be helpful for further studies to involve various kinds of people, use experiments over a long period and look into how findings can be applied to different situations.

An organization should realize that employees' marital problems affect their performance at work and their mental health. Having confidential counseling, flexible schedules and additional awareness activities can prevent negative results and encourage a healthy workplace. Those who create policies and social workers may take these findings to develop important community actions to reduce discrimination and boost social support for people with disabilities.

More studies might analyze how culture and gender affect the connections mentioned above. Delivering assistance and education about marital challenges using digital solutions may be very beneficial. As a result such actions may improve marital relationships, make communities stronger and improve results in the workplace.

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