

OCCUPATIONAL STATUS LEAKAGE AND MARITAL INSTABILITY: EVIDENCE FROM MARRIED FEMALE BANKERS IN NIGERIA

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Abstract:

This study investigates the inadvertent costs of attaining elevated occupational status levels and the possible costs to marriages that can emanate from women occupying high occupational status positions. It proposes that women who demonstrate occupational status leakages boast superior propensities for marital instability. Women encountering occupational status leakage are more likely to be unhappy with their relationships, and thus experience marital insecurity. However, the extent to which occupation status leakage forecasts marital fulfilment can be abated by spousal support. The study of 189 Female married bankers who were in managerial cadres in the Lagos metropolis tested six hypotheses and found that a negative correlation between occupational status leakage and marital fulfilment. The existence of children mediates the correlation between fulfilment and marital insecurity. Culture persists in shaming men who slow down for their spouse's careers but the value of males as helpful husbands of their wives are underscored in this study. Significant work is obligatory to decrease the societal shame. The significance of one's family alternatives must be underlined early on in women's ascension to the peak. In training opportunities for women in aimed at women development in the workplace, there should be chances to inform and delineate the potential costs to one's private life of attaining high status.

Keywords: Occupational Status, Leakage, Marital Instability, Evidence Female Bankers

1. Introduction

In reflecting on the advancement of the position of women in the workforce, the connection between the occupational status of women and their selection of partners is old, although the significance is growing. Spousal selection constitutes a very vital choice that women boasting high occupational status are confronted with. Studies like Eagly & Wood, (1999) Olofin (2013) and Grant (2014) observe that simply being a female was conventionally, regarded as a low status symbol, because gender was considered an inconveniencing status attribute and it was presumed that it is more valuable to be male than female. Principally attributable to the time-honoured gender exchange association, where men took on the responsibility of economic wage earners, and women were supposed to add to household production, women were distinguished to possess a reduced amount of

power and status compared to men, with modest power over resources. The occupational status disparities that supported men over women were thus elucidated by this social structural theory of sex differentiations.

According to the Federal Bureau of Statistics women now form about 51% of the labour force in Nigeria. Arising from the swell in women's participation in the workforce, the status disparities have gradually altered and there have been transformations in the positions women take. The Federal Bureau of Statistics (2016) indicates that women occupy roughly 38% of management and professional positions in Nigeria, and are even more than males in positions like human resources managers, education administrators and accountants. This boost in the professional status of women impinges on economic models in marriages. "Uncharacteristic" prototypes in marriages, where wives possess higher occupational status than their husbands, are becoming additionally widespread while men were formerly the exclusive high status occupation holders. An outstanding transformation in family financial models is revealed in the fact that arising from factors like increase in the level of education of women, the current economic recession and the high level of unemployment, more women (as opposed to what previously obtained) are the major family wage earners (who according to The World Bank Report (2014) bring in 55% or higher of the family earnings). The World Bank Report (2014) affirms that in Nigeria women now constitute the major family wage earners in 32% of Nigerian families.

2. Statement of the Problem

The progress of women in the workplace echoes significant development and women should obtain copious gains from the high rank positions, but appreciating the upshots and potential prices of the novel models on marital affiliations is nevertheless vital. Studies like Cooke (2006), Lachance-Grzela & Bouchard (2010), Okeke (2012), Pierce, Dahl, & Nielsen (2013), Saye (2014) and Okusanya (2015) examined the relationship between women's responsibilities as major wage earners and the difficulties of allotment of domestic work and the negative results men in such association confront thanks to intimidations to manliness. Bertrand, Kamenica and Pan (2013) illustrate that spouses have higher tendencies of being miserable, encounter superior disagreement and additional proneness to divorce when women occupy major wage earner positions. Not much seems to have been done in studying the mental and emotional responses of women who hold the major occupational status in marriages. This study suggests that these responses may possibly facilitate explanations of marital precariousness. There is a dearth of studies on the emotional development encountered by women boasting superior job status compared to their spouses. Okanlawon (2015) observes that emotions of bitterness or mortification with a spouse may possibly be inspired by the notion of "marrying down". Such reactions could affect conjugal relationships. This research seeks to examine various consequences relating to marital relationships for women in high occupation status positions. It suggests that women encountering occupational status leakage are more unlikely to be happy with their relationships, and thus experience marital insecurity. However, the extent to which occupation status leakage forecasts marital fulfilment can be abated by the husband. Moreover, it is suggested that the correlation between marital fulfilment and insecurity is reinforced when women place high value on career dedication. This study aimed to appreciate the distinctive situation of high occupational status

women pertaining to occupational status leakage. Women in high occupational status positions boast a special experience of work and family and to study them employing broad proposals connected with work and family may possibly be inadequate but studying them separately assists in isolating significant associations that control their work and family lives.

3. Literature Review

3.1 Occupational Status Leakage

Status constitutes a socially established categorization founded on significant indicators like professional rank that delineate a person's societal values comparative to prominent others. Occupying a high status job accompanied by a supposition of higher education and income plus superior competence is a very important status indicator, which gives persons in such spots the several gains that are linked to status. Esteve, García & Permanyer (2010) and Bertrand, Kamenica and Pan (2013) affirm that even though people sustain or achieve additional status through other ways like social connections, where lesser status persons can augment their status by relating with higher status others, occupational selection serves as a means of attaining status. Blau (2009) asserts that there can be status transfer through "inter connections" between persons and groups. An interconnection transpires when persons, groups or organizations seek to improve and sustain their status by accruing connections to others with high status, because this can boost the esteem with which people are observed. Cross Barnett, Cherlin & Burton (2011) indicate that at the organizational level, comprehension of status stretching among organizations is idealized as "status leakages". At the personal level, Dalmia, Kelly & Sicilian (2012) and Ferraro (2014) have studied how high status relationships can boost individual level status from a social resources viewpoint.

In the association with lower status others, there is probability that others could perceive those of superior status unconstructively. When they transpire between spouses, particularly for women who occupy superior occupational status compared to their husbands, the emotional development that superior status persons are capable of facing by associating with inferior status others could be predominantly excruciating. By itself, having superior occupational status compared to a husband's contravenes generally established standards of matrimony. Schwartz (2013) observes that it is disapprovingly called "marrying down", which is a pointer to heterogamy in marriages, whereby a partner boasts additional status compared to the other (in relation to education, income, occupational status, or social conditions). Eagly, Eastwick, & Johannesen-Schmidt (2009) and Schwartz (2013) suggest that society is generally familiar with a standard model where husbands have superior job status compared with their wives. As pointed out by Dalmia, Kelly, & Sicilian (2012) though heterogamy in marriages characteristically transpires when husbands boast superior status than wives, nowadays, hypogamy which is an occurrence, where wives occupy superior levels of status compared to husbands is surfacing. Schwartz (2013) notes that the model of women "marrying down" is rising and there is indication that in terms of status indicators like earnings, schooling, and occupational rank, several women currently outpace their spouses. The models of hypogamy have shown pessimistic connotations for marital dynamics. Studies like Lapierre & Hill (2013) and Bertrand

et al. (2013) indicate that marriages are afflicted with elevated heights of marital volatility, insecurity, discontent, and aggression once wives have superior levels of education compared to their spouses. Schafer & Quinn (2010) contend that in some societies, where women boast elevated levels of education, they would rather shun marriage in total sooner than marrying persons of inferior educational status. The necessity to comprehend the emotional experiences of women in such kinds of status positions arises knowing that non-normative occupational status models might be connected with negative emotional results.

An important cause of dissatisfaction for wives may possibly be thinking that one's husband's occupational status detracts from one's own occupational status. Such women could believe that their own status, which they invariably laboured so much to attain, is hindered by the inferior job status of their spouses.

Moreover, this paper proposes that where women think that their occupational status positions them at heights higher than their spouses, they could experience insecurity, mortification, or shame for their husbands' occupational status. There could also be offence that their husbands did not make similar status levels. The result of the accrual of these feelings about the occupational status of their husbands may possibly result in women experiencing scorn for their husband's job. Eventually, the emotions echo "occupational status leakage", which reveals the emotions of embarrassment and contempt experienced by women who hold higher occupational status than their husbands. Occupational status leakage is uni-faceted, revealing sentiments and actions that are there when a spouse is mortified by their partner's occupational status, to the extent that it does not get similar level of status and esteem. Occupational status leakage is expected to manipulate a woman's know-how of her marital affiliation. As Schwartz (2013) designated, women in hypogamic marriages face significantly more marital precariousness compared to those in homogamous or hypergamic marriages in which case men boast superior status. Nevertheless, it is doubtful that it is purely the occurrence of these feelings that heralds marital volatility. As an alternative, this paper proposes that occupational status leakage is associated with marital volatility through the intervening pressure of marital contentment.

3.2 Marital Contentment

Marital Contentment conceivably constitutes one of the utmost gains that could come out of marriage. As indicated by research like Proulx, Hemls, & Buehler (2007) and Shani (2012) marital contentment has a positive correlation to life contentment and health. Consequently Ford, Heinen, & Langkamer (2007) and Schwartz (2013) affirm that affiliations become jeopardized and people experience significant discontentment, in marriages where the duo take on daily disagreement, carry negative influences into the relationship, and let their occupations meddle with the family. Meunier & Baker (2012) contend that reactions of disdain for a partner which is designated as critical or censure of a partner is an interpersonal forecaster of marital discontentment and is recognized as a conduct that corresponds the superiority of a partner over the other. Ferraro (2014) adds that disrespect is principally caustic for marital contentment because it wears away the marital deference and parity. Spousal disrespect and derision serves as a constant forecaster of marital discontentment. Corresponding to the feelings linked to occupational status leakage, like insecurity, mortification and bitterness against husbands' occupational status, this study envisages that occupational status leakage will harmfully forecast marital contentment. It proposes that where women

incident occupational status leakage, related emotions of derision and mortification will consequence in poorer marital contentment.

3.3 Marital Instability

Marital instability is delineated in this study as: a mental condition, in which people consider their marriage to be having problems and are thinking of separation or a behavioural condition that comprises actions people undertake to break up the relationship, such as speaking to associates, conferring with a lawyer or seeking counselling. Booth et al (2003) notes that although the term “marital instability” is often employed interchangeably with related but different ideas like marital insecurity, marital dissolution, divorce, or marital disturbance; the ideas are theoretically dissimilar - divorce or marital dissolution addresses the irrevocability of a marriage, while marital instability could reveal an individual spouse or couple’s tendency to end a marriage where divorce may not automatically be the ultimate result. Marital instability integrates larger gradation of the procedures that spouses face before ending a marriage. This study proposes that consecutively, occupational status leakage will forecast marital instability through marital relationship contentment. The relationship is mediated through reduced marital fulfilment arising from occupational status leakage. In reality, marital instability connected contemplations and actions do not occur instantaneously from occupational status leakage, instead, women facing occupational status leakage are miserable about their relationship; do not gain from the attractions connected with blissful unions, and this also forecasts marital instability.

A significant dynamic in the decision to stay in, or leave a marriage is marital fulfilment. The social exchange theory of marriage has often been employed in comprehending and forecasting the whys and when of relationship formation, continuation and insecurity. The social exchange theory of marriage reveals three elements: attractions, obstacles, and options. LaPierre & Hill (2013) observes that attraction to the association is derived from the percentage of incentives obtained less the costs entailed in the association. While the cost comprises repulsive facets, like making negotiations, managing spousal awful tendencies or enduring offensive manners; incentives incorporate love, friendship, and emotional assistance. Once the cost overshadows the compensations, the outcome is reduced heights of fulfilment in the relationship, and extra probability of considering divorce. Such decision nevertheless, relies on the obstacles to quitting such as economic independence, emotions of commitment, decency or issues of religion, in addition to the availability of pretty options like thinking that a different relationship or freedom is preferable to remaining in the relationship. Though marital instability is envisaged by the three elements of the social exchange theory, previous research like Previti & Amano (2003) and Anderson, Riller, Kilduff, & Brown (2012) propose that the attraction element constitutes the principal forecaster of marital insecurity. Naturally, this relationship may possibly not mirror the situations of all women witnessing occupational status leakage since there are peripheral circumstances related to facets of work and family that control these associations.

3.4 Mediators of Occupational Status Leakage and Marital Fulfilment

3.4.1 Social Support

This study proposes that when spouses offer lofty degrees of active and expressive assistance to their wives the harmful consequences of occupational status leakage on marital fulfilment will be cushioned. Numerous dynamics are expected to mediate the correlation between fulfilment and marital instability. Some of these include the existence of children in the marriage which serves as an obstacle to divorce, and the value women have for their professional status which could reinforce the correlation between fulfilment and marital insecurity. Abekhale (2010) indicates that social support allows people to experience love, care, inclusion and worth and could be offered from various fonts, like organizations, managers, colleagues, friends, or family. The social support received from a spouse, which could be expressive or active, is of significance to this study. King et al. (1995) affirms that the level of spousal provision of support, consideration, interest and affirmative respect, reveals meaningful support and it incorporates the behaviours and manners one has towards their spouses' occupation. Active support reveals the concrete assistance intended to ease the everyday family and domestic procedures.

Wayne, Randel & Stevens (2006) and Okeke (2012) indicate that being given active support allows spouses to dedicate additional time and energy to occupational requirements. Sotonade (2011) affirms that self-efficacy at home and at work is forecasted by elevated levels of expressive support, while Ibrahim (2013) asserts that the same forecasts emotional well-being and Wayne, Randel & Stevens (2006) found that it forecasts family-work enhancement and negative correlation with employee stress. Fu & Shaver (2011) found that elevated levels of active spousal support have a harmful correlation with workplace negativity. Umar (2014) found that both expressive and active types of spousal support certainly forecast life and occupational fulfilment. This study suggests that occupational status leakage will not be associated with marital fulfilment when wives detail that their husbands offer both types of spousal assistance because spousal support allows wives to vigorously track their professions, and affords both the emotional and active support crucial to realizing their aspirations. Spouses that give support are utterly showing that they value and encourage their wives in their occupational ventures, thus making it implausible that such women would dislike their husbands' occupational status or feel derision for their occupational status spots.

In studies of female supervisors and managers, like Ezedeen & Ritchey (2008), Branson (2010) and Anderson, Riller, Kilduff, & Brown (2012), the fact that the women had supportive spouses, who offered them both active and expressive support obligatory to attaining their superior occupational status positions was a significant forecaster of their achievements. In line with this, Branson (2010) studied the lives of women CEOs at Fortune 500 companies and having supportive spouses was a feature that all the women had in common. Lachance-Grzela & Bouchard (2010) and Zeilinger (2013) observe that obtaining active support implies that women are able to sustain their existing occupational status, whether via amplified work hours, networking prospects etc. Again, Bertrand, Kamenica and Pan (2013) indicate that the distribution of domestic work constitutes a regular cause of marital disagreement, because women are persistently saddled with the

bulk of domestic and family responsibilities, even as principal bread winners. This basis of disagreement can be alleviated and a reasonable affiliation can be retained once husbands offer elevated degrees of active support.

Consequently, where women incident occupational status leakage, the effect on marital fulfilment will not be negative where husbands give high degrees of active support. On the other hand, where husbands fail to offer adequate degrees of active support, there will be significant correlation between occupational status leakage and marital fulfilment. Where husbands present little support in the home and women incident occupational status leakage, they do not enjoy respect from their husbands concerning their occupations, regardless of their positions as principal occupational status carrier for the family. Facing occupational status leakage and no active support will portend an even more elevated negative correlation with their degrees of marital fulfilment. Also, where spouses offer elevated levels of expressive support, an equivalent pattern will surface. Wives will experience the perceptiveness and sustenance obligatory for assisting with their occupational requirements when they get expressive support. When spouses encourage, understand and pay attention to their wives regarding their occupations and other life stressors, such wives could ignore whichever pessimistic sentiments about their husbands' occupational status even where they dislike the husbands' occupational status level. The husband's degree of expressive support can cushion the correlation between occupational status leakage and marital fulfilment in such circumstances but, if husbands present poor degrees of expressive support, the correlation between occupational status leakage and marital fulfilment is reinforced.

3.4.2 Children

Couples (especially in African societies) often obligate to continue in miserable marriages because of the presence of children. Studies like Amato & Hohmann-Marriott (2007), Obiwale (2012) and Okafor (2014) indicate that couples who have children are more prone to remaining married even when the price of the marriage is observed to be high, and the compensations to be low with children serving as an obligatory power even in the face of low marital fulfilment. Children work as obstacles to marital breakup because as Wayas (2011) suggests, there are the emotional and expressive connections that are linked with having children with another person. Again, Umezulike & Njumogu (2014) adduce as a reason, the financial costs connected with having children. Moreover, concerning the emotional and expressive connections, Obiwale (2012) points out that having children has a tendency to augment spouses' dedication to marriage, since the sentimental and expressive gains are better for parents who live together compared to those who do not. Again, Cross-Barnet, Cherlin, & Burton (2011) opine that the financial reliance that forecasts why children function as obstacles to divorce even in miserable marriages implies that the economic load experienced with children could be alleviated when couples remain together instead of splitting. In line with the foregoing, this study suggests that the existence of children mediates the correlation between fulfilment and marital insecurity. It examines whether this correlation covers high status women for whom it is doubtful that economic reliance on husbands would serve as obstacles to marital insecurity. The expressive and sentimental attachments connected with co-parenting seem adequate to mediate in the correlation between marital fulfilment and marital insecurity, to the extent that the existence of children will deteriorate the correlation between fulfilment and marital insecurity.

3.4.3 Occupational Commitment

Ellemers et al. (1998) describes occupational commitment as the level to which people experience obligation to the individual aspiration of progressing in their individual occupations. People are inspired to work towards progressing their occupations, whether at their present organizations or somewhere else, and they experience an expressive connection to promoting their occupations when they sense elevated degrees of occupational dedication. Occupational commitment forecasts different conducts from other types of commitment. Balshak & Hartog (2010) opine that those soaring in occupational commitment have additional tendencies to employ individual occupational oriented hands-on actions to facilitate their individual development, partake in professional actions, gladly leave their work to achieve individual development and boast superior levels of self-rated inventiveness. This study suggests that occupational commitment will mediate the correlation between marital fulfilment and marital insecurity. Women with elevated levels of occupational commitment, look for diverse prospects and occurrences that will facilitate advancement in their occupations. Psychologically, they are motivated to progress in their professions, and put lofty precedence on attaining soaring levels of status and achievement in their preferred occupations. Women with reduced satisfaction in their marriages have higher tendencies of encountering marital insecurity when they boast elevated levels of occupational commitment since they can accomplish better individual accomplishment via their occupations and they do not look for comparable degrees of individual fulfilment through their marriage. However, women with inferior value for occupational commitment could consider that continuing in a miserable relationship might assure their function as wife, which could accomplish some intrinsic necessity. Consequently, the correlation between marital fulfilment and marital insecurity will be reinforced when women boast elevated levels of occupational commitment, but deteriorated when they manifest inferior levels of occupational commitment.

3.5 Statement of Hypotheses

Hypothesis 1: Occupational Status leakage will be negatively correlated with marital fulfilment.

Hypothesis 2: Occupational Status leakage will have a positive correlation with marital instability as conveyed through marital fulfilment.

Hypothesis 3: Active support will mediate the correlation between Occupational Status leakage and Marital fulfilment.

Hypothesis 4: Expressive support will mediate the correlation between Occupational Status leakage and marital fulfilment.

Hypothesis 5: Occupational commitment will mediate the correlation between marital fulfilment and marital instability.

Hypothesis 6: The existence of children will mediate the correlation between marital fulfilment and marital instability.

4. Methodology of research

This cross-sectional study investigated women in high occupational status positions. Respondents were limited to women who had attained elevated occupational status occupying superior organizational positions and were married. Female married bankers who were in managerial cadres in the Lagos metropolis were included in the study, which are six hundred and ninety-five, according to the Chartered Institute of Bankers (CIB) records, as at the time of conducting this

research. Based on Krejcie and Morgan (1970) sampling size determination table, a sample of one hundred and ninety -five (195) was drawn from the population. Only 189 questionnaires were returned in usable conditions. A measure of Occupational status leakage was developed for the study supported by the hypothetical idea of the construct as echoing emotions of insecurity, mortification, bitterness, humiliation or lack of esteem that women could develop if their husbands' inferior occupational status detracts from theirs. The 14 items were evaluated to guarantee they mirrored the connotation of the construct. Also respondents were requested to answer a twelve-item measure of occupational status leakage. The study anticipated that occupational status leakage would be harmfully associated with spouses' occupational status, active support, expressive support and marital fulfilment, and optimistically connected with gender ideology. With the subjective social status ladder of Singh-Manoux, Adler & Marmot (2003) in which respondents rank their husbands' occupational status compared to others on a nine-step range, and where those at the topmost have the peak level, the respondents answered two items on their husband's occupational status. King, et al. (1995)'s 14-item Spousal Support measure, with items evaluating active and expressive support was adopted for the study. Active support was measured via the 7-items revealing the active support feature from the Spousal Support scale. Expressive support was also measured using the seven items that reveal the expressive support feature from the spousal support scale. As envisaged, occupational status leakage had a negative but significant correlation with husband's occupational status ($r = .46$, $p < .01$), active support ($r = -.25$, $p < .01$), expressive support ($r = -.34$, $p < .01$), and a positive correlation with gender ideology ($r = .63$, $p < .01$). Funk & Rogge (2007) 16-item couple's satisfaction index was employed in measuring relationship fulfilment. For marital insecurity the 21-item marital instability scale of Booth et al (2003) was used. To evaluate the level of career commitment, the 6-item career commitment questionnaire of Ellemers et al. (1998) was adopted. Respondents were asked whether their marriages produced children with their spouses.

5. Results and discussion

The respondents for the study were women aged between 35 and 45 years who were also high income earners. 4% of them were doctorate degree holders, 33% had masters' degrees, and 53% of them had university degrees, while 10% had some professional qualifications. While 9.6% of the respondents

Table 1

Occupational Status leakage, Marital Fulfilment and Marital Insecurity

Variables	Outcome: Relationship Satisfaction			Outcome: Marital Instability		
	Coefficient	LLCI	ULCI	Coefficient	LLCI	UCI
Relationship	-.22	-.55	.14	.13	-.06	.28
Age	-.08	-.44	.26	-.20	-.37	-.02
Gender Ideology	.04	-2.15	2.2	.42	-.66	1.46
Impression Management	2.14	-.37	4.8	-.87	-2.14	.37
Leakage	-8.24	-11.46	-5.95	-1.34	-3.05	.43

Relationship Fulfilment				-0.42	-0.44	-0.34
Direct Effect X on Y				-1.24	-3.04	.42
Indirect Effect X on Y				3.36	2.07	5.53
N= 189						

indicated that compared to their spouses, they had lower occupational status, 23.4% had similar levels of occupational status, 23.2% had faintly superior occupational status, and 43.8% had considerably superior occupational status. Table 1 shows the means, standard deviations, and interrelationships of the measured. Hypotheses 1 and 2 imply a roundabout result form, in which marital fulfilment intervenes in the correlation between occupational status leakage and marital insecurity. To analyze these two hypotheses therefore, Hayes (2013) SPSS Process model macros was employed to study the correlation between occupational status leakage and marital insecurity as intervened by marital fulfilment. For the remaining Hypotheses, it was expected that the correlation between occupational status leakage and marital insecurity, as conveyed by marital fulfilment, would likely be restrained by several variables. The results indicate a significant and negative unstandardized regression coefficient ($\beta = -8.24$, $p < .01$) sustaining the first hypothesis and thus designates a negative correlation between occupational status leakage and marital fulfilment. The significant and negative unstandardized regression coefficient ($\beta = -0.42$, $p < .01$) again, points to a negative correlation between marital fulfilment and marital insecurity. For the second hypothesis, occupational status leakage demonstrated a circuitous consequence for marital insecurity through marital fulfilment. As imagined, the circuitous or roundabout effect was positive at (3.36). Hypothesis 3 was confirmed because, the envisaged correlation between occupational status leakage and marital fulfilment ($\beta = 3.26$, $p < .05$) was more fragile when the women observed that their spouses were supplying active support while the correlation was better ($\beta = 4.33$; 95% CI [1.32, 8.02]) once active support was low notwithstanding that they were equally significant. The correlation between the two as influenced by fulfilment ($\beta = 1.24$; 95% CI [-0.35, 4.35]) was found no to be significant. For Hypothesis 4, the views of spouse's expressive support did not influence the envisaged correlation between occupational status leakage and couples marital fulfilment. Hypothesis 4 was not confirmed since the result of ($\beta = -0.58$, ns.) was non-significant. For Hypothesis 5 the results signify that the interface between marital fulfilment and career dedication was significant ($\beta = -0.06$, $p < .05$) and that when wives demonstrated elevated degrees of career dedication, the restraining function of career dedication, the envisaged correlation between marital fulfilment and marital insecurity was considerably stronger. Hypothesis 5, that the correlation between marital fulfilment and marital insecurity is superior for women with elevated degrees of career dedication was confirmed. While all relations were significant, the correlation between occupational status leakage and marital insecurity seems strongest when women showed elevated degrees of career dedication ($\beta = 3.14$; 95% CI [1.12, 5.32]) compared to when they demonstrated either average degrees ($\beta = 2.72$; 95% CI [1.03, 3.84]) or poor degrees ($\beta = 2.13$; 95% CI [0.66, 4.14]) of career dedication.

Table 2

Results for Mediating Variables

Variables	Outcome: Relationship Satisfaction			Outcome: Marital Instability		
	Coefficient	LLCI	ULCI	Coefficient	LLCI	UCI
Age	-.26	-.55	.06	-.17	-.35	-.03
Relationship Length	.04	-.26	.27	.08	-.08	.23
Gender Ideology	.29	-1.34	2.21	.54	-.53	1.52
Impression Management	.28	-1.74	2.26	-.77	-2.03	.44
Leakage	-4.47	-7.38	-2.57	-1.26	-3.03	.46
Emotional	6.28	3.55	7.83			
Instrumental	4.77	3.03	6.35			
Leakage X Emotional	-.58	-4.32	3.32			
Leakage X Instrumental	3.26	.07	5.68			
Relationship Satisfaction				-.37	-.46	-.38
Children				-1.27	-3.34	.86
Career Commitment				-.24	-1.18	.72
Satisfaction X Children				.16	.02	.34
Satisfaction X Commitment				-.06	-.12	-.02
N= 189						

For Hypothesis 6 which envisaged that the correlation between marital fulfilment and marital insecurity would be more fragile for women with children, the results ($\beta = .16$, $p < .05$) point to a significant relation between marital fulfilment and children thus confirming the hypothesis. The correlation between occupational status leakage and marital insecurity when influenced by marital fulfilment was stronger where women had no children ($\beta = 2.94$; 95% CI [1.04, 4.37]) compared to where they had children ($\beta = 1.73$; 95% CI [0.86, 3.28]). This study investigates the connection between occupational status leakage and marital well being. It suggests that occupational status leakage is an emotional and expressive occurrence that affects women that experience a lack of esteem and disrespect for their spouses' inferior occupational status. The study offers a pattern that advocates that women who experience occupational status leakage are more prone to marital insecurity, influenced by poor levels of marital fulfilment and that where husbands offer active and expressive support, women facing occupational status leakage would have greater fulfilment in their relationships compared to those who do not get support from their husbands. It also envisaged that in spite of experiencing poor levels of marital fulfilment owing to occupational status leakage, the existence of children would reduce the degree of marital insecurity.

Nevertheless, they demonstrate elevated possibilities for marital insecurity when they accentuate career development as a principal importance.

The results establish occupational status leakage as a driver of marital insecurity, as influenced by marital fulfilment. This implies that women that face occupational status leakage have greater propensity to entertain contemplations and actions of divorce owing to poorer degrees of fulfilment in their relationships. The results sustained most of the envisaged mediators to the correlation. Women's marital fulfilment was unaffected by occupational status leakage where spouses gave elevated degrees of active support, for instance by offering domestic assistance. The cushioning consequence of expressive support on the correlation between occupational status leakage and fulfilment was however not confirmed. The probability that women would entertain contemplations and actions consistent with marital insecurity was reduced by the existence of children with their spouses. Women with high degrees of career dedication had greater aptness to countenance marital insecurity when faced with poorer degrees of marital fulfilment.

The findings of this study align with those of previous studies like Bertrand et al (2013), Okesanya (2014) and Lapeer & Hill (2013) that marital insecurity constitutes a general link in marriages where women occupy superior status compared to their spouses. Because emotional and mental understandings of spouses are imperative donors to this correlation, this study notes that the correlation between the two is not predictable. Having high status positions could have attendant consequences. Augmented marital insecurity emanates from reduced degrees of marital fulfilment where women in elevated occupational status positions incident occupational status leakage towards their spouses' occupational status. The implication is that for women, not every facet of elevated occupational status is positive and attaining such elevated status positions could affect their family life in manners that are not characteristically reflected on. This study signifies that aside from work-family conflict; occupational status can affect marital insecurity and shows that family dynamics can be influenced by other facets of a person's position at work. The correlation between occupational status leakage and marital insecurity is influenced by diverse facets of women's work and family life. Aligning with studies Valimaki et al. (2009) Fapohunda (2012) and Oriade (2014) in showing the obligation of helpful husbands for women in management positions; the study underlines the significance of spousal support for occupational status. Arising from the fact that the study had only women with the economic resources to maintain their children devoid of assistance from their husbands; the finding that the existence of children can abate the correlation between poor levels of marital fulfilment and marital insecurity becomes remarkable. Besides, women with elevated levels of dedication to progressing in their occupations have greater tendencies of encountering marital insecurity when they face poor levels of relationship fulfilment.

The findings of this study imply several concerns. One, women with ambition for high occupational status positions must understand that there are negative aspects of attaining such status in the workplace. There are perhaps costs to a person's private life that essentially, are seldom talked about. Arising from the results of the study, talking about the significance of one's family alternatives must be underlined early on in women's ascension to the peak. This paper recommends that in training openings for women in programmes for high status occupations and

professional development workshops aimed at women development in the workplace, there should be provision of chances to inform and delineate the potential costs to one's private life of attaining high status. It should be the custom to include sincere dialogues about women's anticipations and selection of partner. Again, men who are spouses of women in such occupational status positions are similarly impacted since they also may face the consequences of marital insecurity. Both partners must experience candid dialogues regarding the significant transformations in the nature of women in the workforce and the attendant effects on family dynamics. While gender roles persevere in implying that childrearing is a woman's duty and culture persists to shame men who slow down for their spouse's careers, the value of males as helpful husbands of their wives is underscored in this study. More blissful marriages arise where spouses offer the indispensable support for their wives' jobs. At the communal, organizational and family levels, significant work is obligatory to decrease the societal shame connected to husbands who are principally in charge of household tasks.

6. Conclusions

This study investigates the inadvertent costs of attaining elevated levels of status by women by indicating and deducing particular referents in definite circumstances. There are numerous gains to attaining elevated levels of status, but we are deficient in a complete appreciation of the construct without considering some of the costs of status attainment. The feelings and emotional experiences of women in high occupational status positions compared with their spouses occupy a vital position in marital well being. The study contributes to important appreciation of the distinctive emotional experience of women in elevated occupational status, and its relationship to marital insecurity and facets of the work and family that influence the power of this correlation.

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