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# THE PREDICTIVE ABILITY OF FAMILY COHESION, EMOTIONAL REGULATION, AND PARENTAL SELF- EFFICACY ON MARITAL COMPATIBILITY AMONG MARRIED EMPLOYEES IN JORDANIAN UNIVERSITIES

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## ABSTRACT

*This study assesses the effect of family cohesion, emotional regulation, and parental self-efficacy on the marital compatibility of married employees at Jordanian universities. The sample comprised 150 individuals (65% male and 35% female). The aforementioned individuals filled out standard questionnaires on the three predictors and marital compatibility. Measures of reliability and validity were conducted. The results from multiple regression analysis showed the predictors explained a total of 76.5% of the variance in marital compatibility. Within the three predictors, self-efficacy in parenting stood out as the most dominant predictor, explaining 70.6% of the variance, followed by family cohesion, emotional regulation, and the residual being 4.8%, and 1.1% respectively, with all the relationships being statistically significant at  $\alpha = 0.05$ . The study also captures the effect of educational background and the construct of gender on these relationships. The findings underscore the need to redress emotional and family relations in the support programs designed for married employees in Jordanian universities. Improvement of marital adjustment may be facilitated by strengthening family cohesion, enhancement of emotional regulation, and self-efficacy in parenting. The study ends with proposed practical applications in counseling and training programs and other initiatives to promote marital improvement.*

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**KEYWORDS:** Family Cohesion, Emotional Regulation, Parental Self-Efficacy, Marital Compatibility, Married Employees of Jordanian Universities, Jordan.

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## 1. INTRODUCTION AND BACKGROUND

Stable families are the pillars of society and are the main driver of progression and growth of the country itself. Love, respect and mutual understanding are what makes cohesive and stable family relationships which in turn advocates for psychological security and stability for all the constituents of the family. This has led to the fact that the quality of the marriage itself becoming a topic of heated discussion among researchers due to the influence a stable and cohesive family might have on the development/well-being of the family. Marriage can be viewed as a fulfilling activity while the disturbance of this activity can lead to distress and emotional/psychological issues that disrupts the family system. (Choba, 2017).

**Family cohesion** is the bond be it emotional or psychological that brings families and their members together. (Uche et al., 2024; Zuraikat et al., 2022; Lei & Kantor, 2020). Olson's Circumplex Model states that cohesion is central for a family to be cohesive and to function; the model also assesses adaptability and resilience through cohesion. Thus, the higher the cohesion factor is for a family the more inclined the family to resist circumstantial changes and deal with stress promoting the psychological well-being of the family members themselves. (Rahgozar et al., 2012; Cruz-Ramos et al., 2017). Cohesion is amplified by regulating emotions effectively which in turn allows individuals to focus their negative emotions and turn them into constructive responses which in turn leads to more empathetic and stable family relationships. (Brans et al., 2013; Fattahian et al., 2017; Roman et al. 2025).

**Emotional regulation**, is defined as set of cognitive and behavioral processes. As described in Gross's Process Model (2007) they affect how individuals deal with situations where emotional expression is expected. These processes encompass emotional intensity, expression to adapt effectively to environmental stress and duration and how individuals might manage these processes. (Copezo-Lonozzy et al., 2016; Zuraikat et al., 2025). Personal and social encounters are made easier to deal with by regulating emotions which in turn allows them to lead and sustain and harmonious family life and hold a well-rounded psychic well-being wellbeing. (Silk et al., 2006; Moreira & Telzer, 2015).

**Parental self-efficacy** – this concept refers to the parent ability to meet their child's ever-growing burden and responsibility fruitfully as is shown in Bandura's Social Cognitive Theory. The higher the self-efficacy the brighter the parenting style employed. (Sztányi-Szekér et al. 2024) Additionally, higher self-efficacy tends to make the environment

or home where the children reside more supportive leading the parents to be more involved in constructing their children's educational and social backgrounds (Gutman et al., 2003; Trewin, 2003). When this type of confidence is present, it doesn't just help children thrive. It also has a positive effect on the parents' relationship and lowers stress for everyone, which helps make the family stronger and more connected (Featherstone & Fraser, 2021).

It can be surmised that the three concepts discussed above are connected in the sense that they play a crucial role when it comes to measuring the compatibility of marriages and how spouses deal with each other to hold emotional, social and psychological understanding amongst each other (Salcuni et al., 2015). All this leads to the fact that compatibility between partners makes them deal with challenges as a team that endures in the long run to achieve relationship satisfaction (Bricker, 2005).

The literature illustrates that some of studies the previous focused on the above mentioned three concepts individually; only the minority studied all three in tandem. For example, between parents and children a study by Mannarino et al. (2018) measured the emotional regulation, while the family cohesion and its link to female students' emotion regulation was examined by Dehshiri (2019). In addition, psychological stress marital compatibility was the subject matter for that was discussed by Shawashrah and Abo Jolban (2019) in the case of Jordanian teachers. Furthermore, Palmer et al. (2020) discussed the issues of lack of emotional regulation and the dominance of permissive parenting style in Jordanian families. Additionally, Al-Toukhi (2021) uncovered the influence of marital compatibility on parental self-efficacy within adult married women.

To this day most focusing on Parental self-efficacy, Emotional regulation, and Family cohesion in isolation is the subject matter for most studies and in the case of Arabic studies; no studies were conducted and when considering the Jordanian Universities context: None were conducted. Thus, the correct study aims to close this theoretical/empirical gap through an analysis of these three concepts thereby bringing into light fresh understandings.

### 1.1. Problem Of the Study

The current study aims to fill the theoretical gap in the psychological and counseling fields. Though plenty of studies is available on family cohesion, emotional regulation, parental self-efficacy, and marital compatibility (Palmer et al., 2020; Dehshiri, 2019; Mannarini et al., 2018; Shawashrah & Abo

Jolban, 2019) none of these studies close the gap in question. No studies published in Arabic deal with all three aforementioned variables simultaneously among married employees in Jordanian universities.

Through Continuous research in the Family reconciliations department. It has been observed that there is an apparent struggle in families manifesting as poor communication, lack or weak family cohesion and low parental self- efficacy. In addition, psychological and emotional distress experienced by the parents lead to discrepancies in emotional regulation which then leads to conflict in the family itself. Taking all these observations into account in addition to the theoretical premises of this current study. We can surmise that the understanding of psychological and emotional components of marital and family issues is vital. Consequently, this study intends to systematically explore the interplay between family cohesion, emotional regulation, parental self-efficacy, and marital harmony.

#### Questions of the Study

**The current study aims to answer the below questions:**

1. What are the levels of family cohesion, emotional regulation, parental self-efficacy, and marital compatibility among married employees in Jordanian universities?

To what extent do family cohesion, emotional regulation, and parental self-efficacy predict marital compatibility among married employees in Jordanian universities?

### 1.3. Significance of the Study

The analysis and understanding to family cohesion, emotional regulation, and parental self-efficacy and their role in marital compatibility in a theoretical and practical sense. The findings of the current study might focus psychotherapy programs that are rooted in positivity for a psychologically healthy family which in-turn improve the well-being of the whole family itself. Likewise, studying these aforementioned three concepts will provide psychotherapists with a deeper understanding of how they can construct a stable and resilient family. This study is important because it adds to our understanding of family psychology. It also helps create proven, real-world ways to support healthy marriages specifically in Jordan.

### 1.4. Objectives of the Study

**The following objectives are the goals of the current study:**

- Measuring the levels of family cohesion, emotional regulation, and parental self-efficacy and they affect marital compatibility.
- Identifying the value of marital relationships and how it is affected by these three factors.
- To generate valuable insights to support in establishing psychotherapy and support initiatives aimed at fostering family cohesion, solidifying emotional regulation, enhancing parental self-efficacy, and improving harmonization within marital relationships
- To analyze how demographic factors, including an individual's gender and education level, impact family cohesion and emotional regulation, as well as marital compatibility.
- To close a gap in the literature by probing these variables in the context of Jordanian families, thereby contributing to upcoming research.

### 1.5. Definition of Terms

**Family Cohesion:** the level of strength that connects family constitutes together as well as the level of the emotional bonds that hold said family together. This current study in accordance with Olson (2002) accounts for family cohesion as the total score on the family cohesion scale.

**Emotion Regulation:** it refers to adapting to emotional responses to the surrounding social environment through utilizing strategies reflecting a cognitive and behavioral constructs as stated by palmer et al. (2010). The current study refers to it as the total score on the Emotion Regulation Scale.

**Parental Self-Efficacy:** Parental Self-Efficacy Scale Total Score (El Toukhy, 2021) (confidence of parents regarding their capability of completing a child-rearing task successfully).

**Marital Compatibility:** What spouses do to maintain equilibrium in their relationship, which includes modification of behavior in a continuing process (Shawashrah & Abo Jolban, 2019). In this study, it is defined as the Marital Compatibility Scale Total Score.

### 1.6. Limitations of the Study

This study was confined to married employees working at public and private universities in northern Jordan (Jordan University of Science and Technology, Yarmouk University, Jadara University, Irbid National University, and Al al-Bayt University) during the academic year 2022/2023. It was also limited to examining the predictive role of family cohesion, emotional regulation, and parental self-efficacy on marital compatibility. Moreover, it is

possible that the participants' responses to the questionnaire questions are biased, in a way, due to the sensitivity of the topic, considering that the relatively small number of participants does not undermine the validity of the study.

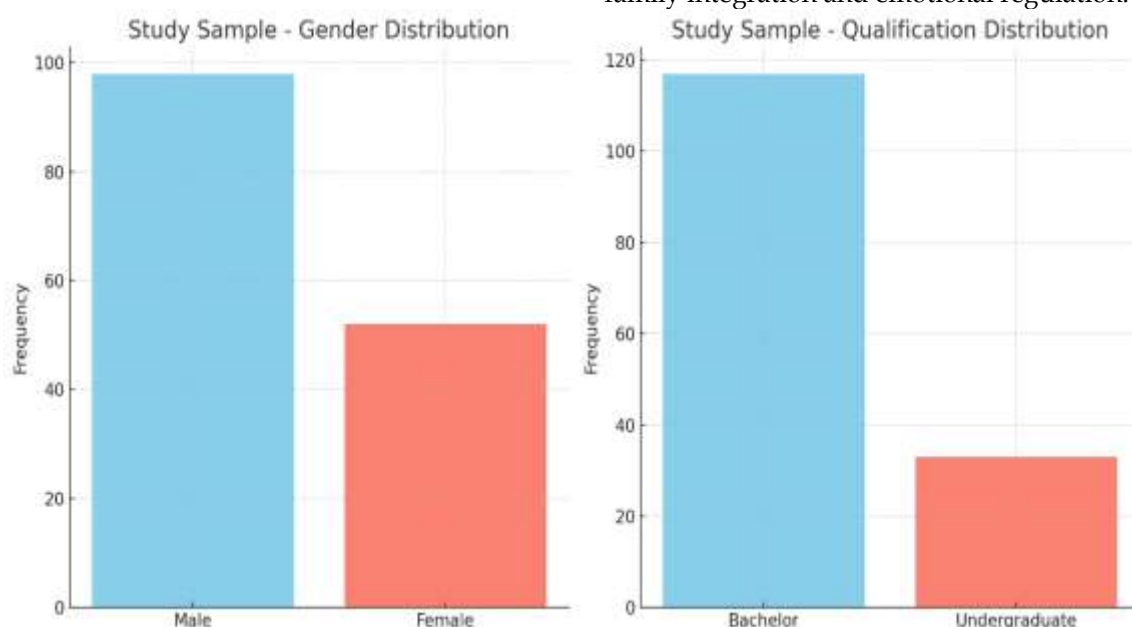
## 2. METHOD AND PROCEDURES

### 2.1. Design of The Study

A predictive descriptive design was employed to examine the levels of family cohesion, emotional regulation, parental self-efficacy, and marital compatibility among married university employees, and to test the predictive role of the three variables in marital compatibility.

### 2.2. Sample of the Study

The study population consisted of 947 married employees working in Jordanian universities, according to official records. 150 employees selected in a random manner. The sample was distributed in the following manner: 1- based on gender: 65.3% male and 34.7% female; then educational credentials: 78.0% had a bachelor's degree ( $n=117$ ), while 22.0% had a diploma or comparable degree ( $n=33$ ). Figure 1 illustrates that the sample favored male participants having nearly twice the number of female participants. The imbalance can be due to profiling bias or the true demographic structure of married university employees in Jordan. Concerning the level of education of the respondents, most of them, the imbalance can also be explained due to the education level of the respondents in the scales concerning family integration and emotional regulation.



**Fig 1: The Histogram for the Study Sample Distribution. To The Left the Males and Females Are Illustrated While to the Right Side Is Their Academic Qualifications.**

Table 1 illustrates how the sample is distributed based on the its variables.

**Table 1: Frequencies And Percentages for the Study Sample Variables.**

Variable	Category	Frequency	%
Gender	Male	98	65.3
	Female	52	34.7
Qualification	Bachelor	117	78.0
	Undergraduate	33	22.0
Sum		150	100

### 2.3. Instruments of the Study

#### 2.3.1. Family Cohesion Scale

Jaradat, Abu Ghazal, and Momani (2014) family cohesion scale has 10 items. The scale originally

demonstrated validity and reliability when it comes to item to total correlation coefficients ranging from 0.31 to 0.62. in the original study reliability assessed via Cronbach's alpha and internal consistency is 0.78 and 0.84, respectively

## 2.4. Construct Validity

A pilot sample of 30 married employees from Jordanian universities was used to examine the scale's construct validity. The correlation coefficients

of each item with the total score ranged between 0.46 and 0.87 (Table 2), indicating good construct validity. Figure 2 illustrates the relative contribution of each item to the overall family cohesion score.

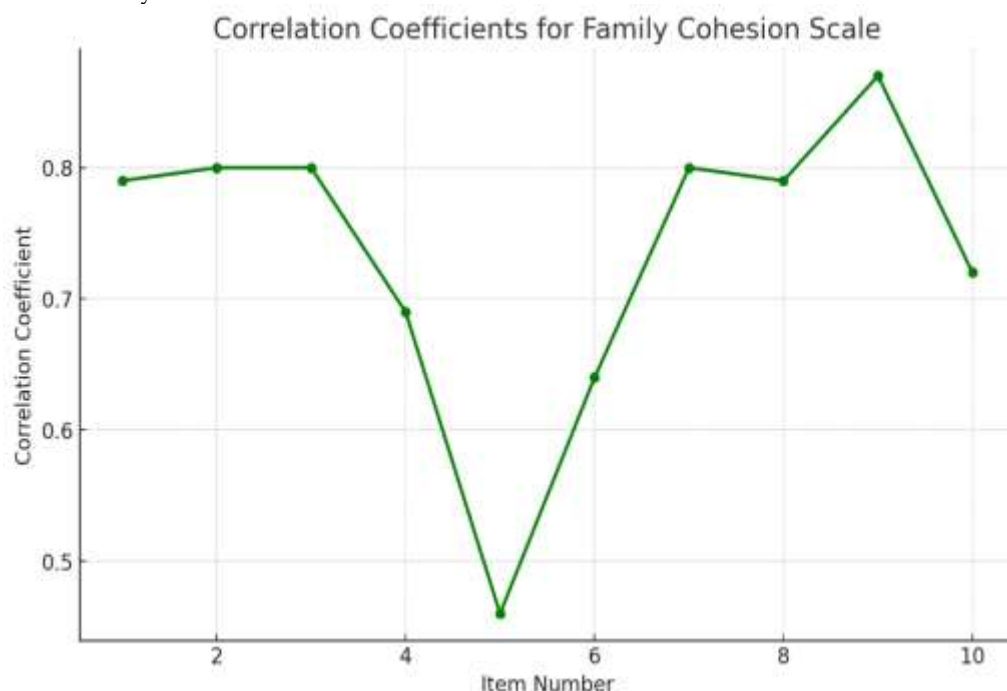


Fig 2: The Family Cohesion Scale. This Figure Shows the Correlation Coefficients for Each Item in Family Cohesion. It Shows the Variations in Correlations Across The 10 Items.

Table 2: Correlation Coefficient Between the Items and the Scale's Total Score

Item	Correlation Coefficient	Item	Correlation Coefficient
1	0.79**	6	0.64**
2	0.80**	7	0.80**
3	0.80**	8	0.79**
4	0.69**	9	0.87**
5	0.46*	10	0.72**

\* Significant at (0.05)

\* Significant at (0.01)

Since deleting items would have been inappropriate, we should state that every correlation coefficient was significant, and acceptable.

## 2.5. Reliability

When assessing the test-retest reliability; the scale was used twice on the sample with a two-week period between each test. The Pearson correlation coefficient was 0.82 for the two administrations, showcasing a positive correlation and marking strong stability over time. The value of 0.80 for Cronbach's alpha also confirms internal consistency

and is deemed adequate for the aims of the study.

## 2.6. Construct Validity

In order to inspect how each item correlated with its particular field; the researcher conducted Supplementary analyses. the scores from each individual field related back to the overall total score. 0.36 to 0.86 is the item-to-total correlations. Item-to-domain correlations lay between 0.41 and 0.95 (Table 3), further underscoring the scale's validity in assessing family cohesion in this group.

Table 3: Correlation Coefficient: The Items and the Scale's Total Score.

Item	Correlation Coefficients to the Domain	Correlation Coefficients to the Instrument	Item	Correlation Coefficients to the Domain	Correlation Coefficients to the Instrument	Item	Correlation Coefficients to the Domain	Correlation Coefficients to the Instrument
11	0.71**	0.75**	21	0.65**	0.75**	31	0.82**	0.74**
12	0.67**	0.58**	22	0.73**	0.74**	32	0.66**	0.54**

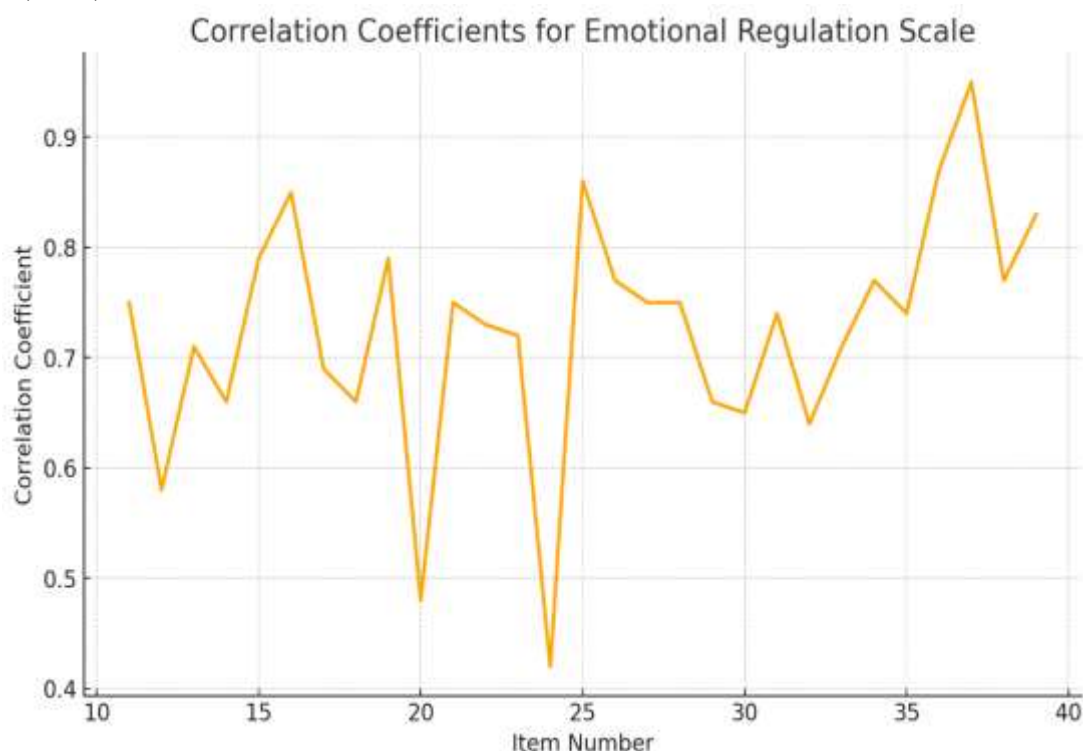
13	0.72**	0.71**	23	0.69**	0.66**	33	0.86**	0.74**
14	0.70**	0.66**	24	0.42*	0.36*	34	0.74**	0.71**
15	0.79**	0.79**	25	0.75**	0.86**	35	0.80**	0.65**
16	0.84**	0.85**	26	0.77**	0.73**	36	0.87**	0.79**
17	0.69**	0.66**	27	0.75**	0.69**	37	0.95**	0.83**
18	0.66**	0.56**	28	0.77**	0.73**	38	0.95**	0.83**
19	0.79**	0.79**	29	0.73**	0.66**	39	0.66**	0.71**
20	0.41*	0.48**	30	0.71	0.65**			

\* Significant at (0.05)

\* Significant at (0.01)

Each correlation coefficient is satisfactory and substantial; thus, no item was erased which further

indicates correlation coefficient of each field and the total score was considered as illustrated in Table 4.



*Fig 3: The emotional regulation scale. The 29 items (emotional regulation) and their correlation is illustrated when it comes to correlations and fluctuations in transversely different items. Additionally, the correlation coefficient among varied items and the total score for the emotional regulations scale is also illustrated here. Items that are strongly linked and have high scores are essential for measuring emotional regulation. They seem to reflect the main ways people handle their feelings, so they are key to understanding emotional regulation.*

**Table 4: Correlation Coefficient: The Domains and the Total Score.**

	Emotional Response	Cognitive Response	Behavioral Response	Emotional Regulation Scale
Emotional Response	1			
Cognitive Response	0.908**	1		
Behavioral Response	0.837**	0.758**	1	
Emotional Regulation Scale	0.910**	0.929**	0.895**	1

\* Significant at (0.05)

\* Significant at (0.01)

The correlation coefficient is illustrated in table 4 is showed to be sufficient which indicated suitable levels (construct validity). At the top of fig 4 the correlation between the three aforementioned fields (Emotional Response, Cognitive Response, and Behavioral Response) in addition to the overall emotional regulation scale.

0.91 is the correlation coefficient which is considered highly significant. This suggests a very robust relationship between emotional response and overall emotional regulation, which may be linked to the work place stability at the institutions in question. In regard to Cognitive Response, the correlation of 0.93 is similarly very

high and supporters that cognitive responses (the manner in which an individual cognitively processes emotion) is a strong contributor to overall emotional regulation. Following that, for Behavioral Response, the correlation of 0.90 also suggests a strong relationship hence how individuals perform in responses to emotions may be one of the key gauges of emotional regulation. In the middle of fig 4 the test-retest reliability with the Cronbach Alpha coefficient is also illustrated. The scores are steadily high for all three: emotional response (0.88), cognitive response (0.86), and behavioral response (0.83). which is a good indicator because it displays that the scale is stable and reliable, further indicating people's responses remain the same over a

prolonged period of time. The bottom part of Figure 4 illustrates how each individual question recounts to the total score on the Parental Self-Efficacy scale. This also indicates ee which questions were most strongly related to the main idea being measured.

## 2.7. Reliability

Test- retest reliability as previously mentioned is conducted with two weeks pause on the same sample. The Pearson correlation and Cronbach's alpha tests in cooperation illustrated that the measurements are sufficiently consistent. This proves that our outcomes were both stable over time and internally consistent (Table 5).

**Table 5: Test-Retest and Cronbach Alpha Coefficient for Internal Consistency Reliabilities for the Domains and the Total Score.**

Domain	Test-Retest	Internal Consistency
Emotional Response	0.88	0.71
Cognitive Response	0.86	0.77
Behavioral Response	0.83	0.80
Emotional Regulation Scale	0.89	0.85

## 2.8. Parental Self-Efficacy Scale

Featherstone and Fraser (2012) Parental Self-Efficacy Scale which has 20 items rated on a 4-point Likert scale (1 = disagree, 4 = fully agree). The score are between 30 and 120. Higher scores are related to better Parental self- efficacy. For this scale, all the questions are reverse-scored. This method has also been confirmed to be robust and dependable, working well for many diverse groups of people and in numerous languages. The scale in question in the present study was submitted to be reviewed by 8 ordaining university experts from the fields of counseling,

psychology, and measurement. The Experts assessed the clarity, relevance, and appropriateness of each item, leading to the adoption of the final 20-item version.

## 2.9. Construct Validity

A pilot sample of 30 married employees was used to evaluate construct validity. Item-to-total score correlations ranged from 0.46 to 0.89 (Table 6), indicating strong validity. Figure 4 (Bottom) highlights the correlation of individual items with the total scale, identifying items that most strongly contribute to parental self-efficacy.

**Table 6: Correlation Coefficient Between the Items and the Scale's Total Score.**

Item	Correlation Coefficient	Item	Correlation Coefficient	Item	Correlation Coefficient
51	0.61**	58	0.71**	65	0.89**
52	0.62**	59	0.87**	66	0.61**
53	0.84**	60	0.69**	67	0.73**
54	0.71**	61	0.85**	68	0.70**
55	0.85**	62	0.83**	69	0.46**
56	0.70**	63	0.86**		
57	0.70**	64	0.84**		

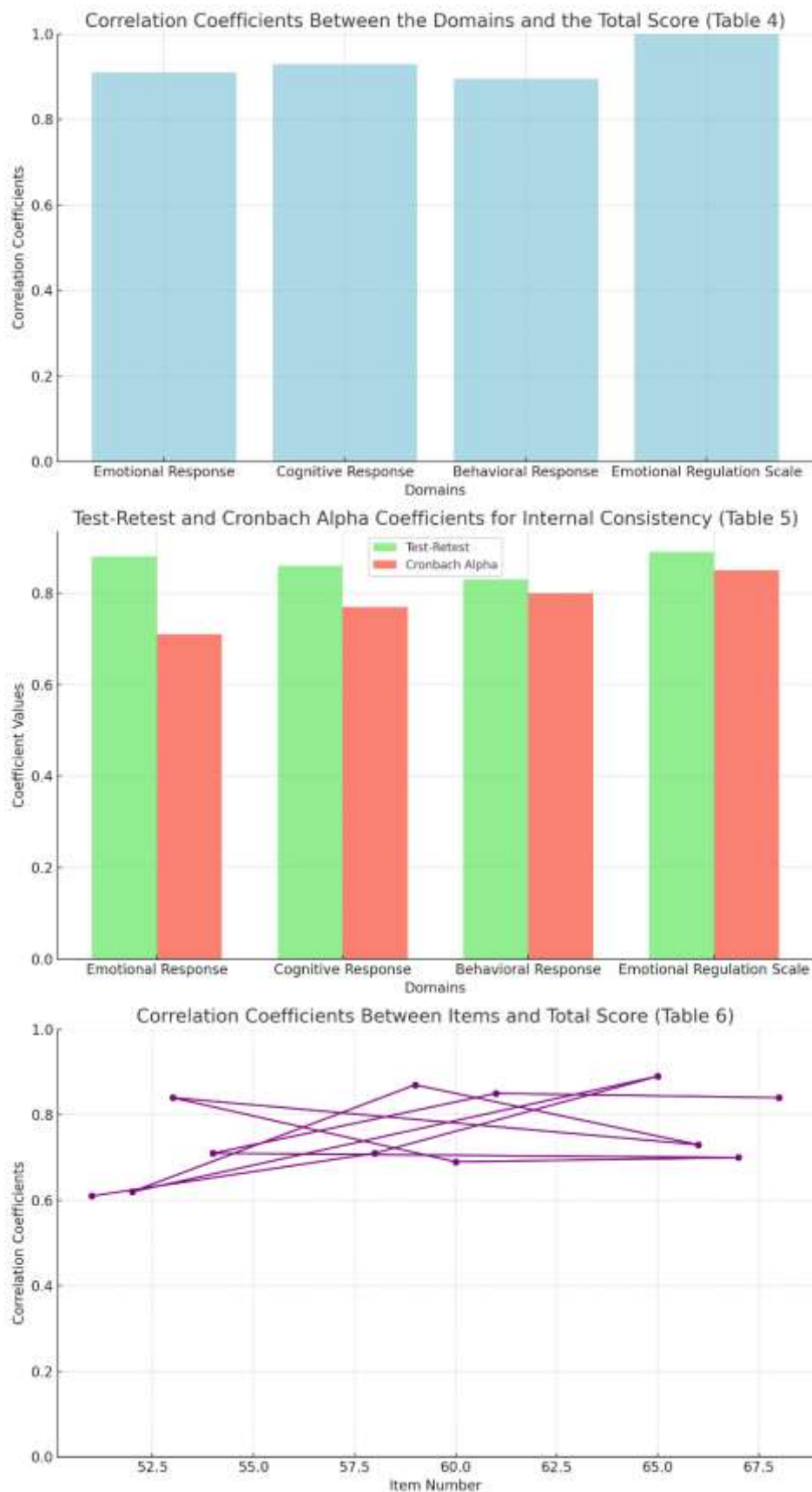
\* Significant at (0.05)

\* Significant at (0.01)

It's worth noting that each correlation coefficient was acceptable and significant. None

of the items have therefore not been deleted.





**Fig 4: Top: The Correlation Coefficients Between the Domains and Total Score. As We Can See That All of Which High Correlations Close To 1. Middle: Test-Retest and Cronbach Alpha Coefficient for Internal**



**Consistency.** Both Values Are Relatively High Across All Domain, With Cronbach Alpha Generally Being Slightly Higher. Bottom: Correlation Coefficients Between Items and Total Scores. The Lines Plot Illustrates How the Correlation Coefficients Between Individual Items (51 To 68) And the Total Score Vary. Most Items Have a Strong Correlation with Values Remaining Above 0.6.

## 2.10. Reliability

The test-retest was administrating and re-administrating after two weeks to a pilot sample of (30) married employees in order to confirm the instrument's reliability. Then, the Pearson correlation coefficient was calculated between their responses for the two times, which amounted (0.87). Also, the Cronbach Alpha Coefficient for internal consistency reliabilities was calculated, which amounted (0.80). These values are considered appropriate for the study's objectives.

## 2.11. Marital Compatibility Scale

To assess the level of marital compatibility among the study sample, the researchers reviewed previous studies and existing scales related to marital

compatibility, paying particular attention to the technical aspects of scale development. Key references included the works of Gross and John (2003) and Garnefski and Kraaij (2007). Based on this review, the final scale was developed, consisting of 29 items.

## 2.12. Construct Validity

A pilot sample of (30) married employees working in Jordanian universities was used to calculate the correlation coefficient of the item to the scale's total score in order to define the scale's construct validity. As shown in Table 7, the correlation coefficients for the item to the overall score ranged between (0.37-0.84).

**Table 7: Correlation Coefficient Between the Items and the Scale's Total Score.**

Item	Correlation Coefficient	Item	Correlation Coefficient
40	0.72**	46	0.69**
41	0.70**	47	0.71**
42	0.78**	48	0.61**
43	0.80**	49	-0.58**
44	0.70**	50	0.37*
45	0.84**		

\* Significant at (0.05)

\* Significant at (0.01)

It's worth noting that each correlation coefficient was acceptable and significant. None of the items have therefore not been deleted.

## 2.11. Reliability

The test-retest was administrating and re-administrating after two weeks to a pilot sample of (30) married employees in order to confirm the instrument's reliability. Then, the Pearson correlation coefficient was calculated between their responses for the two times, which amounted (0.89). Also, the Cronbach Alpha Coefficient for internal consistency reliabilities was calculated, which amounted (0.84). These values are considered appropriate for the study's objectives.

## 2.13. Statistical Standard

- 1.49 and less: Very low
- 1.50 to 2.49: Low
- 2.50 to 3.49: Moderate
- 3.50 to 4.49: High
- 4.50 and more: Very high

## 2.14. Statistical Analysis

Pearson correlation coefficient was used to reveal the relationship between family cohesion, emotional regulation, and parental self-efficacy. Then, Wald test was used to reveal marital compatibility prediction scores according to study's scales after controlling age and gender.

## 3. RESULTS AND DISCUSSION

**First Question: What is the level of family cohesion, emotional regulation, parental self-efficacy and marital compatibility among a sample of married employees in Jordanian universities?**

Means and standard deviations were calculated for the level of family cohesion, emotional regulation, parental self-efficacy and marital compatibility among a sample of married employees in Jordanian universities, as follows:

### 3.1. First: Family Cohesion

**Table 8: Means And Standard Deviations of Family Cohesion in a Deciding Order Based on Means.**

Rank	No.	Item	Mean	Std. Devi.	Level
1	3	My family members feel close together.	4.50	0.741	High
2	1	My family members ask for each other's help.	4.07	0.795	Very high
3	2	Our gathering as a family is an important thing.	3.68	0.944	High
3	8	It's easy for us as a family to exchange opinions concerning things we can do together.	3.68	1.005	High
5	7	My family members feel closer to each other than they do to others.	3.67	0.909	High
6	4	My family members prefer to do things together.	3.65	0.976	High
7	9	All my family members make sure to show up when there is a special occasion.	3.61	1.055	High
8	10	My family members discuss together their decisions.	2.74	1.217	Moderate
9	5	My family members would like to spend their free time together.	2.01	1.033	Moderate
10	6	My family members agree on each other's friends.	1.82	1.033	Low
Total Family Cohesion			3.51	0.526	High

Table 8 shows that the means scores ranged between (1.82-4.12), and that the level of family cohesion among the study sample was high ( $m = 3.31$ ). Item (3) stating: "My family members feel close together" ranked first ( $m = 4.12$ ), while item (6) stating: "My family members agree on each other's friends" ranked last ( $m = 1.82$ ).

The majority of married employees in Jordanian universities agree, as seen by item (1) "My family members ask for each other's help" which ranked first at a very high level, that the foundation of their family's relationship is participation, collaboration, and communication. This signifies that the family and marital life of the married employees in these universities are built around the emotional, economic, and social relationships and that this social group is a well-educated and productive group that enjoys a good economic level and an acceptable social level in society. This finding implies that institutions should issue some legislations and regulations towards enhancing the relationship between the families of employees and their work environment (Singh and Kumar, 2024), considering

that families may function then as a motivation for employees to show more commitment to their work. Choba (2017) indicates that marriage is built on four domains (Emotional, economic, social, and personal) and that any problem in these domains result in a unstable environment for the entire family. This is evident in different life scenarios, as reported by several scholars and critics. Though not directly related to the topic of this study, Arthur Miller, the American playwright, depicts the impact of the family on individuals' works and the impact of the work environment on employees' family connections (Habib and Mukherjee, 2024). When the couple is not willing to solve these problems, it is possible to lose many of the values that exist between them. Thereby, the marriage eventually reaches a point of incompatibility, dissonance, and loss of family cohesion. This result differs from the results showed by Dehshiri (2019) which stated that the level of family cohesion is moderate.

### 3.2. Second: Emotional Regulation

**Table 9: Means And Standard Deviations of Emotional Regulation in a Deciding Order Based on Means.**

Rank	No.	Item	Mean	Std. Devi.	Level
1	3	Behavioral response	3.67	0.741	High
2	1	Emotional response	3.31	0.607	Moderate
3	2	Cognitive response	3.05	0.600	Moderate
Total Emotional Regulation			3.28	0.575	Moderate

Table 9 shows that the means scores ranged between (3.05-3.67), and that the level of emotional regulation among the study sample was moderate ( $m = 3.28$ ). Behavioral response ranked first ( $m = 3.67$ ), while cognitive response ranked last ( $m = 3.05$ ).

Since the results revealed high levels of behavioral response, this can be explained in light of the professional and social experiences that the employees in the Jordanian universities have

developed which made them more able to perceive deep thinking methods which affect their behavioral styles. Additionally, the married employees - whether in the family environment, or the workplace- did not receive the proper education, training, and guidance that develop their ability to regulate their inner responses involving emotions, feelings, motives, thoughts, and conflicting events in accordance with their objectives, which can explain

the moderate levels of emotional and cognitive response revealed in this study.

### 3.3. Third: Marital Compatibility

**Table 10: Means And Standard Deviations Of Marital Compatibility In A Deciding Order Based On Means.**

Rank	No.	Item	Mean	Std. Devi.	Level
1	50	I believe that things are going well between us.	4.90	0.849	High
2	43	We respect each other's friends.	3.81	0.900	High
2	48	My husband/wife shows me love and kindness.	3.81	0.872	High
4	49	We discuss calmly.	3.79	0.973	High
5	45	I leave the house when I fight with my husband / wife.	3.69	0.983	High
6	40	We share our secrets with each other.	3.68	1.005	High
7	41	We usually share household chores.	3.65	0.905	High
8	47	We spend most of our time together.	3.17	1.294	Moderate
9	42	I feel regret that I got married.	2.49	1.335	Moderate
10	44	We fight a lot.	2.47	1.197	Moderate
11	46	We share in making decisions about our family.	2.41	1.199	Moderate
Total Marital Compatibility			3.35	0.558	Moderate

Table 10 shows that the means scores ranged between (2.41-4.9), and that the level of marital compatibility among the study sample was moderate ( $m = 3.35$ ). Item (50) stating: "I believe that things are going well between us" ranked first ( $m = 3.90$ ), while item (46) stating: "We share in making decisions about our family" ranked last ( $m = 2.41$ ).

The overall level was moderate, with results ranging from high to moderate. This result can be explained by that the married employees of Jordanian universities face lots of challenges and stress in their work which means that they need to spend some time together since it is one of the best ways to understand the concept of meditation, which some married employees in the Jordanian

universities may not have time to do. High-level mindsets are necessary for marital compatibility, as are good communication and listening skills for others, which some married university employees in Jordan may require more due to the demands of their jobs. This finding aligns with the existential belief that "Hell is other people", which implies that individuals' perception of themselves arises from the way they are perceived by the society, in a certain cultural context (Zuraikat and Mashreqi 2020; Zuraikat and Mashreqi 2022). The result differs from the results presented by El Toukhy (2021) which showed low levels of marital compatibility.

### 3.4. Fourth: Parental Self-Efficacy

**Table 11: Means And Standard Deviations of Parental Self-Efficacy in a Deciding Order Based on Means.**

Rank	No.	Item	Mean	Std. Devi.	Level
1	51	We do our best to make our children happy.	3.87	1.021	High
2	60	We provide our children a sense of safety and security in all situation.	3.74	1.126	High
3	61	We provide our children with the chance to express their thoughts firmly in front of others.	3.73	0.988	High
4	67	We teach our children to take responsibility and avoidance of indifference.	3.70	1.015	High
5	59	We seek to raise our children's self-esteem and confidence.	3.69	1.075	High
6	52	We provide our children with a joyful environment at home.	3.67	1.262	High
7	54	We encourage our children to work hard and achieve.	4.87	1.187	Very high
7	64	We teach our children to seek advice before making a decision.	3.65	1.094	High
9	69	We respect our children's views on their own matter.	3.62	1.066	High
10	55	We deal with our children with respect.	3.61	0.995	High
11	62	We teach our children to benefit from the experiences of others.	3.59	1.088	High
11	65	We encourage our children to make friends with their peers.	3.59	1.087	High
13	53	We listen to our children carefully.	3.54	1.072	High
14	66	We encourage our children to be compassionate and be considerate of others.	3.53	1.079	High
15	63	We encourage our children to share with others.	3.51	1.073	High
16	57	We provide advice for our children appropriately when they make mistakes.	2.59	1.386	High

17	58	We encourage our children to monitor their works and actions.	2.57	1.343	High
18	56	We solve our children's problems in a consultative calm way.	1.93	1.171	Low
18	68	We involve our children in talking about our family issues.	1.93	1.171	Low
Total Prenatal Self-Efficacy			4.35	0.710	High

Table 11 shows that the means scores ranged between (1.93-4.87), and that the level of parental self-efficacy among the study sample was high ( $m = 3.35$ ). Item (51) stating: "We do our best to make our children happy" ranked first ( $m = 3.87$ ), while item (56) stating: "We solve the children's problems in a consultative calm way" and (68) stating: "We involve our children in talking about our family issues" ranked last ( $m = 1.93$ ).

The results showed a moderate level of parental self-efficacy. This may be as a result of the nature of work in the universities which is an environment rich with experiences and interactions with various segments of society. Simultaneously, this can be linked with different cultural conditions and characteristics, such as religion, gender, and ethnicity, a set of factors that contribute to establishing the individual's identity and

orientations (Mohrem & Zuraikat, 2023). Thus, married employees in Jordanian universities in general are aware of their responsibilities as a result of their rich experiences during their academics and work. The employee's nature of work in their field offers them the experience and interactions with others they need, which has an impact on their perceptions and opinions of themselves and their children.

**Second Question: What is the predictive ability of family cohesion, emotional regulation, and parental self-efficacy of marital compatibility among a sample of married employees in Jordanian universities?**

Multiple linear regression analysis has been used by adopting the method of introducing the predictive variables into regression equation using Stepwise method.

**Table 12: Multiple Regression Test Results for Predictive Variables and the Multiple Correlation Factors and Their Interpretation According to the Method of Introducing Predictive Variables into the Equation.**

Predictive Variables	R	R <sup>2</sup>	Variance Contribution	B	F	t	Regressive Constant	Sig.
Parental Self-Efficacy	0.840	0.706	0.706	0.661	356.124	18.871	1.137	0.000
Family Cohesion	0.869	0.754	0.048	0.473	225.730	5.357	0.597	0.000
Emotional Regulation	0.875	0.765	0.011	0.236	158.562	2.589	0.489	0.000

### 3.5. Independent Variable: Marital Compatibility

Table 12 shows that the predictive variables—family cohesion, emotional regulation, and parental self-efficacy—together accounted for 76.5% of the variance in marital compatibility. Among these, **parental self-efficacy** was the strongest predictor, explaining 70.6% of the variance, followed by **family cohesion** (4.8%) and **emotional regulation** (1.1%). All contributions were statistically significant at  $\alpha = 0.05$ .

The table also indicates that an increase of one standard unit in parental self-efficacy corresponds to an increase of 0.661 standard units in marital compatibility. On a similar note, a family cohesion increase by a factor of 1-unit leads to a 0.473-unit increase. And as for emotional regulation a 1-unit increase leads to a 0.236-unit increase marital compatibility. The findings indicate and confirm the predictive influence of the aforementioned

variables. These results illustrate a robust connection. People who reported higher levels of family **cohesion**, emotional **regulation**, and **parental self-efficacy** were also apt to have a superior marital compatibility. It seems that individuals with these assets have the skills to deal with life's pressures. They can uphold positive attitudes toward themselves and other people. They are also able to use their assets to turn negative experiences into opportunities for development. This applies to individuals connected to their families on a more familiar base. These individuals seem to have a grip on family dynamics and almost always positive in their outlook. This aligns with the findings of Dehshiri (2019), which also reported that family cohesion and emotional regulation are significant predictors of marital compatibility.

## 4. CONCLUSION

This research considered married employees at Jordanian universities. It bids significant new

information on how their marital compatibility is molded by family cohesion, emotional regulation, and parental self-efficacy. The study group was 65.3% male, which is common in Jordan. This illustrates that gender remains a key aspect in family dynamics. Furthermore, the large number of participants with a bachelor's degree advocates that college education might help foster these emotional and family skills. A closer look at the surveys also gave us new insights. We determined that the Parental Self-Efficacy Scale was very robust and valid, reflecting the significance of this concept in Jordan. The Family Cohesion Scale revealed items 9 and 10 as the strongest ones while item 5 was a weaker one that might require rewriting. Likewise, items 33 and 37 were strong indicators in the Emotional Regulation Scale, however, items 20 and 24 were not as good and could be improved. In general, this research points out the most important social and psychological factors of marriage in this population. It also creates a basis for the development of family and work wellness practices that would help people find a better balance between their personal and professional lives.

## 5. RECOMMENDATIONS

1. University Initiatives: Jordanian universities should utilize structured programs intended at solidifying marital compatibility amid employees, given the modest levels observed in this study.
2. Educational Resources: educational material must be constructed and then spread focusing on the roles of the 3 factors examined in this study in holding a healthy relationship and eliminating/ reducing stress that stems from the work environment.
3. Training Workshops: Offer training sessions that build emotional regulation and stress management skills to enhance employee' martial and psychological well-being.
4. Future Research: Conduct future studies investigating additional predictors of martial compatibility such as responsibility-taking and emotional stability to broaden understanding and guide evidence- interventions.

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#### APPENDIX: MEANS AND STANDARD DEVIATIONS OF EMOTIONAL REGULATION

No.	Item	Mean	Std. Devi.
11	I show my emotions to others when I get upset.	3.66	1.002
12	I feel sad and upset and express these feelings more often.	1.82	1.024
13	I keep my emotions in me.	3.55	0.945
14	I express my positive emotions carefully.	2.46	0.987
15	I maintain my emotions in me.	3.69	0.998
16	I do not disclose the negative emotions I feel.	3.46	1.133
17	I blame myself for being in any situation.	3.79	0.864
18	I feel I am responsible for what's happening to me.	3.67	1.179
19	I define my mistakes in a situation.	3.69	0.998
20	I think about my emotions about the experiences I went through.	3.69	1.049
21	I occupied with what I think and feel about my experiences.	3.66	1.002
22	I try to find an explanation for my emotions about my experience.	3.81	0.789
23	I think positively about the situation I'm in.	3.77	1.094
24	I look positively to the problem I face.	3.70	0.975
25	I change the way I think to control my emotions about the situation.	3.52	1.041
26	I think of beautiful things instead of the things I went through.	2.45	1.156



27	I think about the good experiences in the others' lives.	2.68	1.239
28	I believe that my experiences are a lot worse than the others.	2.45	1.156
29	I keep thinking about how terrible my experience has been.	2.46	0.987
30	I believe that my experience will not happen to anyone worse than it.	2.41	1.199
31	I accept that the experience happened and it is over.	2.48	1.128
32	I learned it is better to live with the situation that happened.	2.62	1.213
33	I turn to someone to talk about my emotions.	3.83	0.932
34	I look for psychological support from my friends or relatives.	3.82	0.920
35	I speak to someone about my emotions.	3.81	0.872
36	I engage myself in work and activities to keep my mind off negative emotions.	3.58	1.005
37	I watch TV to keep my mind off what concerns me.	3.56	1.033
38	I see daydreams about things that are different from what concerns me.	3.56	1.033
39	I go to sleep when I get annoyed.	3.55	0.945