



Assessment of Domestic Support, Family-Work Balance and Marital Obligations of Career Women in Ogun State

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Abstract

According to the literature, mothers who historically reared their children under their direct supervision are currently engaged in formal professions in a bid to support the family. However, a cursory literature examination on women career engagement and their marital obligations comes with divergent findings and thus implies gap in literature, which necessitates this study. The descriptive design of survey type was used and 500 career women were selected purposively across 5 local governments in Ogun East Senatorial District. Domestic Support and Marital Obligations Assessment Scale (DOSMOAS) ($r = 0.93$) and Work Engagement and Family Balance Assessment Scale (WEFBAS) ($r = 0.84$) were instruments used in data collection. Descriptive statistics was used to answer the research questions, while linear regression and ANOVA were used to test the hypotheses. Results reveals that career women elicit poor domestic support, but excellent marital obligations. Findings shows they had negative work engagement due to stress and unfavorable working condition. Result shows that career engagement negatively influence marital obligations ($\beta = -.137$; $t = -3.078$; $p < 0.05$) and domestic support ($\beta = -.282$; $t = -6.569$; $p < 0.05$). Lastly, result established significant difference in marital obligations fulfilment among career women based on occupation ($F_{(5, 499)} = 1841.407$; $P (.047) < .05$) and was found to favour those working in ministries and teachers. The study concluded that career women to a moderate extent domestically support their family but, they elicit weak family-work balance. The study recommends that career women should explore less demanding occupation, but if unavoidable, they should map out an intervention approach with their spouse.

Keywords: Career women, Domestic Support, Family-Work Balance, Marital Obligations

1. Introduction

Women in traditional African communities spend the majority of their time at home as housekeepers and makers, performing domestic tasks such as cooking for the family, caring for children, and keeping the home clean, to name a few. They also engage in subsistence farming and commerce. Women's roles were therefore confined to the house, and their obligations were determined by the expectations of others such as their husbands, children, and society at large. She is a wife to her husband, a mother to her children, and a housewife to her husband and children. It is clearly obvious that, according to the notion of the home, the traditional role of women in Nigeria was not confined to child bearing and cooking alone, but also included additional responsibilities such as housekeeping (Ode, Anake, & Laura, 2019).

However, as a result of formal education, which gives women similar access to education as their male counterpart, the traditional position of women has gradually begun to alter. According to Anugwom (2009), women's participation in formal employment is

enabled by their talents and education. Women are increasingly landing occupations that require them to leave their homes. Several reasons have contributed to the trend, including complicated social movements, equal legislative opportunity, the rise of the service sector, the cost of living, and expanded access to education. Women have been able to migrate from primarily supporting and caring roles to every sector of vocational and professional life as a result of these characteristics (Osuji, 2018).

Women's acceptance into the world of formal labour has resulted in major improvements in family financial condition and marital quality. The conventional concept that the financial burden of the family is designed to be borne only by the husband has become an antiquated occurrence, since shared financial duties have been the norm in most marriages in recent years. Given the current high cost of living and high degree of inflation, many families would have suffered financially if the wife had not supported them (Ode et al, 2019). According to Chiemeka and Iwu (2019), working women not only support their spouse in shouldering household financial responsibilities, but also help battle stress or fatigue that is frequently encountered by husband due to family financial burden.

While it is obvious that women's work engagement contributes substantially to eradicating the scourge of

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poverty and improving their family's financial situation, the effects for their family are huge. For example, in certain organisations, task and contextual conditions have made it increasingly difficult for women to manage work and family commitments satisfactorily. Women currently face challenges such as low earnings, extended working hours, a complicated work environment, increasing job expectations, a lack of gender-friendly workplace regulations, and requests for overtime. These employment challenges put women in difficult circumstances as they strive to be both family carers and paid employees. Work demands frequently take women to distant places, across the country as well as abroad (Chiemeka & Iwu, 2019), and as a result, the home suffers varying degrees of abandonment, leading to the assignment of domestic responsibilities of the family to house- helps/maids who frequently lack the necessary skills.

The dependence on housekeepers as substitute moms may jeopardise the family's stability. Long periods of absence from the house may lead to alienation, separation, and divorce between the husband and wife. These circumstances may emerge if the maid regularly adopts and performs the position of 'substitute-mother,' and the husband gets increasingly connected to the maid. In other circumstances, the maid(s) develop into full-fledged wives, cowives with the globe-trotting madam, or even replace the madam and become the only wife. The influence of the true mother on the child(ren) might range from the acquisition of incorrect values to the display of anti-social behaviour such as being rude, bullies, aggressive, and loathsome (Ode et al, 2019).

Research on family-work balance among career women comes with divergent scholarly findings. Festus (2015) for example, reported that when a woman changes her job, the children might suffer because she might not have the time to care for the children the way she used to. The study further revealed that women are currently juggling between full-time careers, managing house hold chores and child rearing as well as caring for husband, thus greatly increasing their level of daily stress compared to women of previous generations. Supporting the above claim, According to Odunlade (2016), women's labor-force engagement has resulted in certain modifications in family structure. Because they earn more than their spouses, some women grow haughty and rude to them. This shift has created family instability and, to a considerable extent, contributed to the current spike in divorce rates.

In contrast, Azubuike (2016), the expansion and expanded access to education has enhanced women's opportunities to transfer from one career to another and to help raise the family's socioeconomic position and purchasing power. According to the survey, 60 percent of women have pretty good family stability, which may be attributed to excellent marital adjustments with

their spouses. Similarly, Chiemeka and Iwu (2019) asserted that career women with supportive husbands and effective marital adjustments have no stress or family instability in their relationships, regardless of occupation. Sequel to the aforementioned, it is evident that their career women marital role in the family is inconclusive and thus implies gap in literature and necessitate the conduct of this study.

1.1 Statement of the Problem

While women's career engagement in paid employment has had a significant positive influence on their family's standard of living in recent times, it also comes with several marital challenges such as poor family care and moral upbringing of children, particularly among women in time consuming occupations, infidelity, poor mutual trust, and in extreme cases leads to divorce. Similarly, research on domestic support, marital duty, and family-work balance among career women has produced different and opposing empirical results, indicating a gap in the literature that our current study attempts to address. As a result, the study examines domestic support, family-work balance and marital obligations of career women in Ogun State.

1.2 Research Questions

The following research questions were raised:

1. What is the level of domestic support of career women in Ogun State?
2. To what extent does career women fulfil marital obligations to their spouses?
3. What is the status of family-work balance of career women in Ogun State?
4. What is the status of work engagement of career women in Ogun State?

1.3 Hypotheses

The following null hypotheses were tested in this study:

HO₁: There is no significant influence of career engagement on fulfilment of marital obligations among career women in Ogun state.

HO₂: There is no significant influence of career engagement on domestic support of career women in Ogun State.

HO₃: There is no significant difference in fulfilment of marital obligation among career women based on occupation

2. Methodology

The study adopts the descriptive research design of survey type. The design is appropriate as the researcher administer valid and reliable instruments on a sampled group of people for the purpose of describing respondents' opinions and views regarding the subject

of investigation.

2.1 Population and Sample

The target population for this study consists of all working class/career married women in Ogun State. The study adopts the multistage sampling techniques to choosing one (1) out of three (3) senatorial districts in Ogun State. From the selected Senatorial district, five (5) local government were selected and from each selected local government, 100 working class married women were selected using purposive sampling technique. In total, 500 working class women constitute the study sample.

2.2 Research Instruments

Two research instruments were used in this study, they include:

- i. Domestic Support and Marital Obligations Assessment Scale (DOSMOAS)
- ii. Work Engagement and Family Balance Assessment Scale (WEFBAS)

2.3 Validation of the Instruments

Content Validity was adopted to validate the instruments, whereas, DOSMOAS and WEFBAS were trial tested on thirty (30) career women that are parallel to study population and a reliability coefficient of 0.93 and 0.84 was obtained for DOSMOAS and WEFBAS respectively using Cronbach Alpha statistics.

2.4 Data Analysis Technique

Descriptive statistics of frequency count, percentage and mean ratings was adopted to answer research question raised. Hypotheses 1 and 2 were tested using linear regression, while hypothesis 3 was tested using ANOVA at 0.05 alpha level of significance.

3. Results

3.1 Research Questions

Research Question One: What is the level of domestic support rendered by career women in Ogun State?

Given the results presented in table 1, the grand mean of all the eleven (11) items measuring level of domestic support rendered by career women in Ogun state is (2.41), which implies that career women to a low extent render domestic support to their family. However, looking further at table 1 above, it could be seen clearly that out of the eleven (11) items measuring domestic support, career women on average agrees that they render domestic support to their family on high extent in only 2 items. The items include: Cooking of meals for the family and laying of bed in the bedrooms with mean score of 3.22 and 3.05 respectively.

The remaining 9 items of domestic support were rendered by career women to a low extent and they include, general household cleaning of the living and

bedroom, washing of toilets and mobbing of the house floor, sweeping the compound, washing of dishes and kitchen utensils, going to the market to get foods stuff and groceries, washing of cloths for the entire family, stocking food stuffs in their respective stores in the kitchen, stocking the family cloths in the wardrobe and fetching of water into the house when necessary with mean score of 2.43, 2.17, 1.86, 2.14, 2.39, 2.17, 2.61, 2.69 and 1.84 respectively.

Research Question Two: To what extent does career women fulfil marital obligations to their spouses?

Given the results presented in table 2, the grand mean of all the seven (7) items measuring career women level of fulfillment of marital responsibilities is (3.37), which implies that career women to a high extent fulfil their marital responsibilities.

However, looking further at table 2 above, it could be seen clearly that out of the seven (7) items measuring martial responsibilities fulfilment, career women on average agrees to 6 of the items. The items include: prepare husband meals, care for husband physical looks, show love and sincere respects to husband at all times, prioritize husband family decision over yours or your job, always ready to fulfil husband sexual and emotional needs and always ready to fulfil husband extended family needs with mean scores of 3.61, 3.50, 3.67, 3.50, 3.38 and 3.11 respectively.

Research Question Three: What is the status of family-work balance of career women in Ogun State?

Given the results presented in table 3, the grand mean of all the eleven (11) items measuring status of family-work balance of career women in Ogun State is (3.52), which implies that career women in Ogun State have a positive family-work balance, since a significant percentage of the respondents disagree to 10 out of the 11 items measuring family-work balance of career women in Ogun state

Research Question Four: What is the status of work engagement of career women in Ogun State?

Given the results presented in table 4, the grand mean of all the ten (10) items measuring status of career women work engagement in Ogun State is 2.99, which implies that career women in Ogun State have a negative or unfavorable work engagement. Looking further into the scale, the frequency count, percentages reveals that a significant percentage of the respondents agree to 5 items and also disagree to 5 items measuring work engagement challenges of career women in Ogun state.

3.2 Test of Hypotheses

Hypothesis one (HO₁): There is no significant influence of career engagement on fulfilment of

Table 1: Frequency counts, percentages, mean and standard deviation showing career woman level of domestic support (Keys: Subjected to house help (1), Subjected to husband/siblings/ child(ren) or relatives (2), Do it Once in a while/weekends/holiday (3), Do it myself after work daily (4) Do it myself before and after work regularly (5))

S/N	Item	1	2	3	4	5	Mean	SD	Remark
1	General household cleaning of the living and bedroom	122 (24.4)	232 (46.4)	13 (2.6)	80 (16.0)	53 (10.6)	2.43	1.3 0	Low
2	Washing of toilets and mobbing of the house flour	127 (25.4)	264 (52.8)	20 (4.0)	73 (14.6)	16 (3.2)	2.17	1.0 7	Low
3	Sweeping the compound	221 (44.2)	171 (34.2)	80 (16.0)	12 (2.4)	16 (3.2)	1.86	.98	Low
4	Washing of dishes and kitchen Utensils	219 (43.8)	151 (30.2)	9 (1.8)	81 (16.2)	40 (8.0)	2.14	1.3 4	Low
5	Going to the market to get foods stuff and groceries	146 (29.2)	144 (28.8)	114 (22.8)	61 (12.2)	35 (7.0)	2.39	1.2 2	Low
6	Cooking of meals for the family	60 (12.0)	116 (23.2)	49 (9.8)	205 (41.0)	70 (14.0)	3.22	1.2 8	High
7	Washing of cloths for the entire Family	204 (40.8)	98 (19.6)	136 (27.2)	35 (7.0)	27 (5.4)	2.17	1.1 9	Low
8	Stocking food stuffs in their respective stores in the kitchen	186 (37.2)	63 (12.6)	52 (10.4)	160 (32.0)	39 (7.8)	2.61	1.4 5	Low
9	Stocking the family cloths in the Wardrobe	161 (32.2)	77 (15.4)	59 (11.8)	160 (32.0)	43 (8.6)	2.69	1.4 2	Low
10	Laying of bed in the bedrooms	121 (24.2)	75 (15.0)	70 (14.0)	126 (25.2)	108 (21.6)	3.05	1.4 9	High
11	Fetching of water into the house when necessary	244 (48.8)	118 (23.6)	124 (24.8)	3 (0.6)	11 (2.2)	1.84	.97	Low
Grand Mean							26.57/11=2.41		

***Figures in parentheses indicate percentage**

Decision Rule: A mean score below 3.00 indicate low extent, while a mean score of 3.00 and above indicate high extent in the level of domestic support rendered by career women

Table 2: Frequency counts, percentages, mean and standard deviation showing career women level fulfillment of marital responsibilities (Keys: Not Elicited (1) One in a while (2) Moderate extent (3) High extent (4), Very High Extent (5))

S/N	Item	1	2	3	4	5	Mean	S.D.	Remark
1	Prepare husband meals	9 (1.8)	31 (6.2)	162 (32.4)	244 (48.8)	54 (10.8)	3.61	.83	High
2	Wash and iron husband clothes and clean his bedroom	120 (24.0)	72 (14.4)	114 (22.8)	176 (35.2)	18 (3.6)	2.80	1.25	Low
3	Care for husband physical looks	3 (0.6)	31 (6.2)	221 (44.2)	201 (40.2)	44 (8.8)	3.50	.77	High
4	Show love and sincere respects to husband at all times	6 (1.2)	31 (6.2)	131 (26.2)	286 (57.2)	46 (9.2)	3.67	.78	High
5	Prioritize husband family decision over yours or your job	22 (4.4)	39 (7.8)	132 (26.4)	281 (56.2)	26 (5.2)	3.50	.86	High
6	Always ready to fulfil husband sexual and emotional needs	11 (2.2)	38 (7.6)	241 (48.2)	169 (33.8)	41 (8.2)	3.38	.83	High
7	Always ready to fulfil husband extended family needs	7 (1.4)	144 (28.8)	159 (31.8)	169 (33.8)	21 (4.2)	3.11	.92	High
Grand Mean							23.57/7 = 3.37		

***Figures in parentheses indicate percentage**

Decision Rule: A mean score of below 3.00 indicate low extent, while a mean score of 3.00 and above indicate high extent

Table 3: Frequency counts, percentages, mean and standard deviation showing family- work balance of career women in Ogun State (Keys: 1- Strongly Agree, 2- Agree, 3- Undecided, 4 – Disagree, 5 – Strongly Disagree).

S/N	Item	1	2	3	4	5	Mean	S.D.	Remark
1	I find it difficult to effectively handle households' chores myself due to pressing demand of my job	106 (21.2)	71 (14.2)	13 (2.6)	183 (36.6)	127 (25.4)	3.31	1.51	Positive
2	I don't allow my job to hinder my family responsibilities	158 (41.6)	260 (52.0)	10 (2.0)	58 (11.6)	14 (2.8)	3.98	1.03	Positive
3	I always feel tired to do house chores after work	66 (13.2)	93 (18.6)	90 (18.0)	192 (38.4)	59 (11.8)	3.17	1.24	Positive
4	I am stressed out after work hours, so I hardly attends to my children needs	-	121 (24.2)	13 (2.6)	230 (46.0)	136 (27.2)	3.76	1.10	Positive
5	My husband handles all household chores due to pressing demand of my job	18 (3.6)	35 (7.0)	29 (5.8)	192 (38.4)	226 (45.2)	4.15	1.05	Positive
6	My husband wash and iron his clothes by himself or use Drycleaner	76 (15.2)	139 (27.8)	151 (30.2)	118 (23.6)	16 (3.2)	2.72	1.08	Negative
7	I employed house help to assist me in household chores	41 (8.2)	186 (37.2)	2 (0.4)	138 (27.6)	133 (26.6)	3.27	1.40	Positive
8	My job hinders my sexual and emotional responsibilities to my Husband	1 (0.2)	23 (4.6)	21 (4.2)	209 (41.8)	246 (49.2)	4.35	.78	Positive
9	Pressing demands of my job do not allow me satisfy my husband emotional and sexual needs	149 (29.8)	58 (11.6)	53 (10.6)	125 (25.0)	115 (23.0)	3.00	1.58	Positive
10	My children studying and homework is supervised by my Husband	118 (23.6)	84 (16.8)	99 (19.8)	75 (15.0)	124 (24.8)	3.01	1.50	Positive
11	I find it difficult to balance my work and my family life	39 (7.8)	46 (9.2)	34 (6.8)	155 (31.0)	226 (45.2)	3.97	1.26	Positive
Grand Mean							38.69/11 = 3.52		

***Figures in parentheses indicate percentage**

Decision Rule: A mean score below 3.00 indicate negative family-work balance, while a mean score of 3.00 and above indicate positive family-work balance.

marital obligations among career women in Ogun state. Regression analysis was carried out to test the hypothesis at 0.05 probability level resulting in coefficients of relative influence of the predictor tabulated as 5. The regression coefficient (β) becomes appropriate as it provide the actual relative standing of the predictor variable (career engagement) over the dependent variable (marital obligations) in the regression model.

Regression coefficients on Table 5 specify that career engagement ($\beta = -.137$; $t = - 3.078$; $p < 0.05$) negatively influence marital obligations fulfilment to the tune of -13.7%. However, prediction strength of career engagement is significant. Hence, the hypotheses stating no significant influence of career engagement on fulfilment of marital obligations is

rejected.

Hypothesis Two (HO₂): There is no significant influence of career engagement on domestic support of career women in Ogun State. Regression analysis was carried out to test the hypothesis at 0.05 probability level resulting in coefficients of relative influence of the predictor tabulated as 6.

Regression coefficients on Table 6 also specify that career engagement ($\beta = -.282$; $t = 6.569$; $p < 0.05$) negatively influence domestic support of career women to the tune of -28.2%. However, prediction strength of career engagement is significant. Hence, the hypotheses stating no significant influence of career engagement on career women domestic support is rejected.

Table 4 Frequency counts, percentages, mean and standard deviation indicating status of work engagement of career women in Ogun State (Keys: 1- Strongly Agree, 2- Agree, 3- Undecided, 4 – Disagree, 5 – Strongly Disagree)

S/N	Item	1	2	3	4	5	Mean	S.D.	Remark
1	My work is time demanding and Stressful	131 (26.2)	153 (30.6)	87 (17.4)	66 (13.2)	63 (12.6)	2.55	1.34	Negative
2	I receive query if I fail to meet work deadline	198 (39.6)	200 (40.0)	2 (0.4)	49 (9.8)	51 (10.2)	2.11	1.30	Negative
3	I am short paid if I fail to meet deadlines and found wanting while discharging my duties	124 (24.8)	209 (41.8)	30 (6.0)	93 (18.6)	44 (8.8)	2.45	1.28	Negative
4	Working condition and financial gains keeps me motivated in discharging my duties	192 (38.4)	266 (53.2)	4 (0.8)	29 (5.8)	9 (1.8)	4.21	.86	Positive
5	Poor harmonious relationship with boss and colleagues affects my job productivity	61 (12.2)	76 (15.2)	69 (13.8)	152 (30.4)	142 (28.4)	3.48	1.36	Positive
6	I can't go home if I fails to complete daily task assigned to Me	77 (15.4)	98 (19.6)	41 (8.2)	112 (22.4)	172 (34.4)	3.41	1.50	Positive
7	I have leisure time to rest and I close early from work	52 (10.4)	127 (25.4)	51 (10.2)	218 (43.6)	52 (10.4)	2.82	1.22	Negative
8	My job is flexible since I can work remotely from home	127 (25.4)	117 (23.4)	35 (7.0)	150 (30.0)	71 (14.2)	3.11	1.45	Positive
9	I resume early and close late from work	34 (6.8)	146 (29.2)	62 (12.4)	124 (24.8)	134 (26.8)	3.36	1.33	Positive
10	Traffic is a major challenge hindering my job satisfaction	120 (24.0)	156 (31.2)	143 (28.6)	45 (9.0)	36 (7.2)	2.44	1.16	Negative
Grand Mean							29.94/10 = 2.99		

***Figures in parentheses indicate percentage**

Decision Rule: A mean score below 3.00 indicate negative/unfavorable, while a mean score of 3.00 and above indicate positive or favorable

Table 5: Regression coefficients (β) on relative influence of career engagement on marital obligations fulfilment
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	79.138	3.535		22.386	.000
	Career_engagement	-.356	.116	-.137	-3.078	.002

a. Dependent Variable: Marital_obligations

Table 6: Regression coefficients (β) on relative influence of career engagement on domestic support
Coefficients^a

Model	Unstandardized Coefficients		Standardized	t	Sig.
	B	Std. Error	Coefficients Beta		
1 (Constant)	77.769	3.441		22.599	.000
Career_engagement	-.740	.113	-.282	-6.569	.000

a. Dependent Variable: Domestic_support

Table 7a: Analysis of variances (ANOVA) indicating difference in fulfilment of marital obligations based of career women Occupation

Marital_obligations								
95% Confidence Interval for Mean								
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Min.	Max.
Bank/financial institutions	170	67.49	13.91	1.07	65.39	69.60	29.00	92.00
Others	85	65.26	15.96	1.73	61.82	68.70	27.00	95.00
security agencies	61	62.72	13.87	1.78	59.17	66.27	29.00	90.00
Teaching/lecturing	129	74.00	14.89	1.31	71.41	76.59	36.00	112.00
sales/customers services	40	67.43	15.94	2.52	62.33	72.52	29.00	88.00
Gov. ministries	15	76.07	20.95	5.41	64.47	87.67	38.00	95.00
Total	500	68.46	15.38	.69	67.11	69.81	27.00	112.00

Table 7b: ANOVA

Marital_obligations					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	7908.507	5	1581.701	7.099	.000
Within Groups	110061.771	494	222.797		
Total	117970.278	499			

Hypothesis Two (HO₃): There is no significant difference in fulfilment of marital obligation among career women based on occupation. This hypothesis was tested with analysis of Variance (ANOVA) and the result is shown in the table 7a and b respectively

According to the result of ANOVA ($F_{(5, 499)} = 1581.701$; $P < .05$) on table 7b, there exists a statistical significant difference in fulfillment of marital obligations based on career women occupation. Thus, the null hypothesis is rejected. Ideally, a Post-hoc test such as the Sheffe Post-hoc is needed to

determine the direction of change, but the descriptive statistic result presented in table 7a prior to the ANOVA table, provide same mean estimate with Sheffe. In addition, the descriptive statistic is not only sufficient in determining the direction of change but also is simpler to understands than a Sheffe Post-hoc result table.

From the descriptive statistics table, the means scores with reference to occupation shows that career women working in government ministries and with teaching/lecturing occupation, fulfil their martial

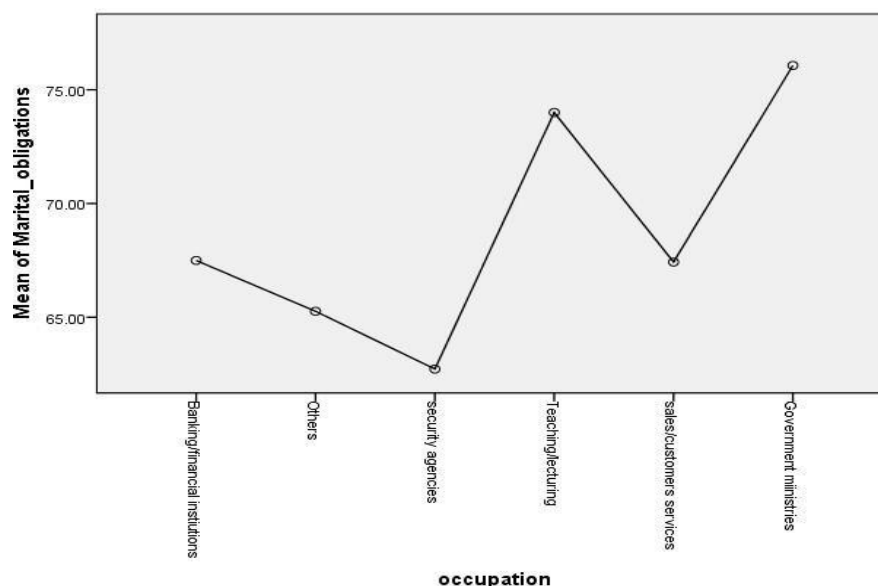


Figure 1: Means Plots showing Difference in Marital Obligations fulfilment based on career women Occupation

obligations better than those with other forms of occupation, since their mean scores of 76.07 and 74.00 respectively is above the grand mean (68.46). Other career women whose occupation includes banking/financial institution, sales/customer's service) other forms of corporate firm and security agencies with mean scores of 67.49, 67.43, 65.26 and 62.56 respectively had poor marital obligations fulfilment since their mean scores is below the grand mean (68.46) (see table 7a). This implies that the direction of change was in favour of career women in government ministries and in teaching/lecturing occupation. The mean difference is further elucidated graphically in Fig 1.

According to the ANOVA means plot (fig. 1), career women working in government ministries and those with teaching/lecturing occupations had the highest mean scores, followed by those working in banking/financial institutions. Those working as sales/customer representatives are the next in line after those in financial institutions. Other kinds of cooperative occupation and security agencies have the lowest means scores. Figure 1 visually confirms that career women working in government ministries and those in the teaching/lecturing profession did much better in marital obligations than other career women.

4. Discussion of Findings

The empirical finding in relation to research question one revealed that career women to a low extent rendered domestic support to their family. The above finding is due to the fact, career women to a high extent engaged in only two the items, while the remaining items were either render to a low extent or subjected into the hands of husband, house-help, relative or older children (See table 1). The findings of research one above is consistent with the findings of Forster and Offei-Ansah, (2012) who in their study

established those domestic responsibilities carried out by female employees include cooking and serving food, giving birth and taking care of children and so on were satisfactory fulfilled by working mothers, while core duties such as cleaning and laundry are mostly subjected to house help or grownup children. In the same vein, Reddy (2015) found that high level of women's participation in employment market positively affect their marriages in terms of domestic support, child quality education in that the incomes they bring into the family reduce financial burden on their husbands thereby enhancing marital stability.

The result of research question two shows that career women to a high extent fulfil their marital obligations to their spouses. The above finding is attributed to the fact that career women to a high extent actively engaged preparing husband meals, care for husband physical looks, show love and sincere respects to husband at all times, prioritize husband family decision over yours or your job, always ready to fulfil husband sexual and emotional needs and always ready to fulfil husband extended family needs. The above findings is consistent with the work of Odunaike (2012) who found that the engagement of women in employment has no influence on fulfilment of marital obligations and marital instability. In the same vein, Michael (2017) found that women are still the primary caregivers in the family, and that some workplace demands are set up in such a way that is incompatible with family needs.

The results of research question three shows that career women in Ogun State elicit positive family-work balance. The above finding is due to the fact that career women examined disagree to 10 out of the 11 items measuring family-work balance of career women

in Ogun state. The above findings agree with Chiemeka and Iwu (2019) who reported that women occupation status foster positive family-work balance and marital stability. In contrast, Deshmukh (2018) found a high prevalence of problems associated with work-life balance among working women. Ajala (2013) confirmed that most women (77%) wished they had adequate time for their homes and have the feelings that their matrimonial lives undergo hardship due to the tasks of their work where they invest greater part of their time thereby leaving them with minimum time for their family members.

The results of research four shows that career women in Ogun State experienced negative or unfavorable work engagement. The above findings could be attributed to challenges associated with their job demand such as work stress, poor incentives, unfavorable working environment, salary deductions as disciplinary measures etc. The finding is in line with Ajaja (2014) who reported that married workers unlike those that are single, tend to be facing the bipolar challenges of married life and that of workplace; the experience that may be negatively felt on their commitment and effectiveness at home as well as at workplace. Taniguchi and Kaufman, (2015) who were of the view that female employees were finding it difficult in combining their domestic responsibilities.

The findings of hypothesis one reveals that career engagement negatively influence fulfilment of marital obligations among career women in Ogun state. The result of hypothesis one could be attributed to the negative or unfavorable work engagement which tend to negatively influence career women fulfilment of core marital obligations particularly, the conjugal needs of their spouses. The above findings corroborate that of Ajala (2013) who reported that the matrimonial lives of working women suffer because of their inability to effectively deal with their work schedules and family responsibilities. In another study, Ajaja (2014) reported that married workers unlike those that are single, tend to be facing the bipolar challenges of married life and that of workplace; the experience that may be negatively felt on their commitment and effectiveness at home as well as at workplace. Taniguchi and Kaufman, (2015) who were of the view that female employees were finding it difficult in combining their domestic responsibilities with their jobs, even though some are doing well in both.

Results of hypothesis two reveals that career engagement negatively influence career women domestic support to their family. The finding is a result of negative work engagement challenges experienced by career in their effort in striking balance between their job and domestic support to the family. This negative work engagement experienced by career women relatively impede their domestic support effectiveness to the family. The above finding is consistent with Flippo (2015), who reported that working women with children have a divided attention

and are less likely to effectively render domestic support to their family. Greenhaus and Powel (2015), reported women job demand negatively influence that their basic household responsibilities to their home.

The finding of hypothesis three established a statistically significant difference in marital obligations fulfilment of career women based on their occupation. The above finding attributes this difference to type of occupation among career women. While career women with teaching/lecturing occupation and those working in government ministries had better prospect for effective marital obligation fulfilments, others with occupation such as sales/customers services firm, banking/financial institutions, politician, oil and gas firms, other forms of corporate firm and security agencies had lesser chances in fulfilling their marital obligations. The above finding corroborates the work of Ofovwé et al. (2013) reported that teachers had higher marital satisfaction than women in other professions. In addition, Slathia (2014) found that working women experience higher marital adjustment challenges than the nonworking women. Supporting the above position, Yadav & Kumar (2015) revealed that female bankers experienced higher marital instability compared to the teachers. Akingunola & Adigun (2010) found that women in the banking sector are under pressure to perform both at work and at home.

5. Conclusion

Based on the findings of this study, it was concluded that career women to a moderate extent domestically support their family but on the contrary, they elicit weak family-work balance and poor marital obligations. The findings also revealed that work engagement challenges such as stress, hostile/unfavorable working condition, poor incentives/motivation and salary deductions for failing to meet up with work demand etc., for some career women, account for their inability to fulfil their marital obligations.

6. Recommendation

Based on the findings of this research, the following recommendations are proffered:

1. Career women are encouraged to continually show positive and active commitment to their marital responsibilities irrespective of their career engagement or job demand. This is achieved by devising strategies in ensuring work-family balance.
2. Career women having marital issues as a result of their work engagement are encouraged to explore less demanding occupation with moderate work duration, but if unavoidable due to high level of unemployment rate, there should be mutual understanding and agreement, bound with love, tolerance and proactive alternative interventions with their spouse
3. Lastly, stakeholders' such as the government,

labour union and trade union act are encouraged to enact policies and appropriate sanctions geared towards improving working condition for career women particularly those in private sector so as to encouraged their active involvement in their marital obligations.

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