



Impact of Career satisfaction on Relationship Quality and decision making among Young Adults

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Abstract: The present study investigates the impact of career satisfaction on relationship quality and decision-making among young adults. With the increasing complexities in balancing professional aspirations and personal life, understanding the interrelationship between these variables is crucial. Data was collected from a sample of 150 young adults aged 18-30 using standardized questionnaires measuring career satisfaction, relationship quality, and decision-making abilities. The results of regression analysis indicated a statistically significant negative impact of career satisfaction on relationship quality, while no significant impact was observed on decision-making. Pearson correlation analysis further revealed weak negative correlations between career satisfaction and the other two variables. These findings suggest that while achieving career satisfaction may be prioritized, it may come at the expense of personal relationship quality. The study emphasizes the need for balanced career development approaches and support mechanisms to help young adults maintain both professional and personal well-being. Limitations, practical implications, and recommendations for future research are also discussed.

Keywords: *Career Satisfaction, Relationship Quality, Decision-Making, Young Adults, Work-Life Balance, Organizational Psychology.*

1. Introduction

Young people's career goals impact many aspects of their life, including their connections with others, the choices they make in social situations, and their professional development and

trajectory. In today's fast-paced world of technology, globalization, and fierce job competition, young people are putting a premium on achieving professional success, which may lead to difficult decisions that affect their personal relationships and overall direction in life. Psychologists, sociologists, and career counsellors have all taken an interest in the factors that influence people's ability to balance their personal and professional lives: the quality of their relationships and their job goals. Career goals are a compass for many young people, directing their housing decisions, time management strategies, and relationship priorities. Family and personal relationships might feel the strain of an ambitious worker's long hours, move for better prospects, or investment in skill development. Differing employment interests amongst family members or partners may cause miscommunication, arguments, and relationship stress, therefore it's important to negotiate a balance between work and personal obligations. On the other side, having a family or spouse that is always there for you may be a huge boost to your motivation, improving your mental health and helping you advance in your profession.

Furthermore, young people's job goals have a substantial influence on their decision-making process, influencing matters such as schooling, work-life balance, money management, and even the timing of marriage and kids. Many outside factors, such as cultural norms, familial expectations, peer pressure, and financial security, play a role in shaping young adults' decision-making processes. Others may want stability in well-established professional pathways to provide financial security and family peace, while others with high career goals may have a risk-taking attitude, choosing entrepreneurial enterprises, job changes, or higher education. Partners may need to adjust to differing job paths and lifestyle choices as a result of these decisions, which in turn affect the dynamics of long-term relationships. The correlation between professional goals and relationship satisfaction is already complicated due to gender standards and other social conventions. Aspirations and relationships are weighed by young men and women in many nations by conventional gender norms that prescribe family and work responsibilities. It may be especially challenging for women to balance their career goals with the expectations of caring for family members and the demands of their jobs, which can force them to make sacrifices in both their personal and professional life. Men, meantime, may feel societal pressure to be breadwinners, which influences their professional choices and marital expectations.

The need of open communication, mutual support, and shared ambitions helps many young people overcome these obstacles and pursue both their professional and personal objectives. Relationship happiness and decision-making compatibility are both enhanced when partners openly discuss and collaborate on professional aspirations. When people's professional goals

aren't congruent, it may lead to miscommunication, strained relationships, and emotional estrangement. The complex interplay between young people's decision-making, relationship quality, and job goals is the focus of this research. How can young people successfully balance their career aspirations with personal fulfilment? This study seeks to answer that question by investigating the obstacles, motives, and coping mechanisms that individuals use. For better relationships, more educated decision-making, and general wellness in the context of today's career-oriented lifestyle, it is essential to understand this dynamic.

2. Review of Literature

A person's feeling of happiness goes through a lot of fast changes as they are entering maturity. Despite their boundless enthusiasm, innovative spirit, and optimism, emerging people often suffer from diminished health as a result of life's uncertainties, stressful encounters, and challenges in making the leap to adulthood. Career ambition, self-esteem, body-esteem, and gender were the four major socioemotional aspects that the authors looked at since they may be associated to the well-being of emerging people. A total of 300 college students, ranging in age from 20 to 29, took part in the research. Based on the results, it was found that self-esteem and body-esteem were positively connected with wellbeing, but gender had a negative effect on body-esteem (men scored higher). Both men and women's well-being was predicted by self-esteem and body-esteem, according to regression studies. Nevertheless, when the genders were examined independently, wellbeing was predicted by career desire for men and body esteem for women. throughout order to make it through emerging adulthood as healthy as possible, the study's results highlight the need of developing preventative measures throughout childhood and adolescence by strengthening abilities like resilience and self-esteem (Olenik-Shemesh, 2018).

The industrialized world has been the epicentre of a global gender equality movement, which has resulted in a dramatic rethinking of traditional gender roles. This study examines the shifting gender roles in Pakistani culture through the lens of women's professional goals and decisions, which are seen as key factors in their liberation and advancement in modern society. The 126 intermediate students (63 males and 63 females) who participated in the research were given two instruments: the Islamic Attitude Towards Women Scale (Khalid and Freize, 2004) and the Career Aspirations Scale (Grey & O'Brien, 2007). A semi-structured interview was used to extract the participants' job preferences. According to the Pakistan Bureau of Statistics (2014), the profession choices were further categorized as either conventional or non-traditional based on the percentage of males and females in each

occupation. Men exhibited less ambition for professional advancement and more traditional views on gender roles, according to the findings. In addition, compared to males, women opted for non-traditional and traditionally male-dominated occupations. Both men and women who had more egalitarian views of gender roles were more likely to have non-traditional job goals and objectives. The research finds a strong correlation between women's professional goals and their social emancipation, which has major ramifications for how gender roles and women's social standing are evolving in modern Pakistani culture (Nadeem, 2018).

3. Methodology

3.1 Aim

The aim of the study was to examine the impact of career satisfaction on relationship quality and decision making among young adults.

3.2 Variable of the Study

Independent Variable

Career Satisfaction: Career satisfaction refers to the level of contentment an individual feels with their career progression, job responsibilities, work environment, and overall professional development.

Dependent Variable

Relationship quality: Relationship quality pertains to the overall emotional, psychological, and communicative aspects of close personal relationships, such as with partners, family, or close friends.

Decision-making: Decision-making is defined as the cognitive process of selecting a course of action from multiple alternatives. It involves judgment, reasoning, and the ability to weigh pros and cons before reaching a conclusion.

3.3 Research Objectives

- a) To examine the relationship between career satisfaction, decision making and relationship quality among young adults.
- b) To analyze the impact of career satisfaction on decision-making among young adults.
- c) To examine the impact of career satisfaction on relationship among young adults.

3.4 Hypothesis

- H1: There is a significant impact of career satisfaction on relationship quality among young adults.

- H2: There is a significant impact of career satisfaction on decision-making among young adults.
- H3: There is a significant relationship between career satisfaction, relationship quality, and decision-making among young adults.

3.5 Participants of the Study

The participants in the research were 150 young people, ranging in age from 18 to 30. A varied representation of gender, education level, and work position was ensured by selecting the participants using a practical sampling approach.

3.6 Data Collection Instruments

Standardized self-report questionnaires were used to gather data for this research. The Career Satisfaction Scale, developed by Greenhaus et al. (1990), was used to measure career satisfaction. Hendrick (1988) developed the Relationship Assessment Scale (RAS) to measure relationship quality. Scott and Bruce (1995) developed the General Decision-Making Style (GDMS) questionnaire to measure decision-making.

3.7 Data Collection Procedure

The information was gathered by means of a Google Forms-based online survey. Ensuring confidentiality and voluntary involvement, participants were given a brief description of the study and asked for their informed permission. Adults between the ages of 18 and 30 were surveyed using standardized questionnaires that assessed their level of career satisfaction, the quality of their relationships, and their ability to make decisions. Over the course of eight weeks, we gathered replies and organized them for statistical analysis.

3.7.1 Career Satisfaction Scale

The Career Satisfaction measure was developed by Greenhaus, Parasuraman, and Wormley (1990). Satisfaction with one's professional achievements is measured, which is an outcome that is specified and developed internally. In addition to gauging contentment with one's employment, this statistic tracks one's advancement towards salary, promotion, and skill-building goals.

Reliability

According to Aryee, Chay and Tan (1994), Greenhaus et al. (1990), and Seibert, Crant, & Kraimer (1999), the coefficient alpha varied between .83 and .89.

3.7.2 Relationship Assessment Scale

A seven-item self-report questionnaire called the Relationship Assessment Scale (RAS) has been employed to gauge relationship satisfaction. A five-point Likert scale, with 1 denoting

poor satisfaction and 5 great satisfactions, is used to rate the items. Higher total scores indicate better relationship satisfaction; the range of values is 3 to 21.

Reliability

Seibert, Crant and Kraimer (1999), Greenhaus et al. (1990), and Aryee, Chay, & Tan (1994) all reported that the coefficient alpha ranged from .83 to .89.

3.7.3 General Decision-Making Style

Scott and Bruce (1995) created the General Decision-Making Style (GDMS) questionnaire, which is a popular tool for gauging how people make decisions. Its 25 questions fall into one of five categories: logical, intuitive, reliant, avoidant, or spontaneous decision-making. Every person's preferred method of taking in data and deciding what to do in any given scenario is reflected in their preferred style. Its adaptability to different demographics and study settings stems from the GDMS's focus on stable qualities rather than situational behaviors.

Reliability

The GDMS questionnaire has demonstrated strong psychometric properties in multiple studies. Internal consistency reliability (Cronbach's alpha) for each decision-making style typically ranges between 0.65 and 0.85, indicating acceptable to high reliability. The rational and intuitive styles often show the highest reliability scores. These reliability coefficients suggest that the GDMS provides consistent and dependable results in measuring different dimensions of decision-making styles across diverse populations.

3.8 Statistical Analysis

Descriptive statistics, regression analysis, and Pearson correlation were used to analyse the obtained data in order to look for connections and effects between decision-making, relationship quality, and job satisfaction. We used IBM SPSS software for all of our analyses.

4. Data Analysis

In this chapter, we offer the results of our data study into how young people's job happiness affects the quality of their relationships and their decision-making. All of the variables in the study were measured with precision and reliability since the questionnaires used to collect the data were standardized and verified. We used statistical methods to find patterns, correlations, and significant differences among the variables after selecting a sample of young adults. In light of the study's aims, the results provide light on the ways in which this demographic's level of job satisfaction affects their interpersonal connections and their ability to make rational decisions.

Table 1: Descriptive statistics of all variables

	<i>Career Satisfaction</i>	<i>Relationship quality</i>	<i>Decision Making</i>
Mean	17.24667	23.78667	42.86
Standard Deviation	4.728802	5.970382	7.070147
N	150	150	150

Table 1 displays the descriptive statistics for the three important variables that were studied among 150 young adults: job satisfaction, relationship quality, and decision-making. With a mean score of 17.25 (SD = 4.73), the group appears to be somewhat satisfied with parts of their careers. On average, individuals see their interpersonal connections as rather good, as indicated by the higher mean of 23.79 (SD = 5.97) for relationship quality. With a mean score of 42.86 (SD = 7.07), decision-making demonstrates a high level of perceived competence in making good judgements. Variability in answers was shown by the moderate range of scores around the mean suggested by the standard deviations of all three variables. These first descriptive results lay the groundwork for future inferential research to investigate the interrelationships and possible impacts of the variables under study.

Table 2: Regression analysis of impact of Career Satisfaction on Relationship quality among young adults.

<i>Regression Statistics</i>	
Multiple R	0.209692
R Square	0.043971
Adjusted R Square	0.037511
Standard Error	5.857334
Observations	150

ANOVA					
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	233.5359	233.5359	6.806969	0.010012
Residual	148	5077.637	34.30836		
Total	149	5311.173			

H1: There is significant impact of Career Satisfaction on Relationship quality among young adults.

Table 2 shows the outcomes of a regression study that looked at how young people's job satisfaction affected the quality of their relationships. A multiple R-value of 0.210 is shown by the study, which suggests a slight positive association between relationship quality and

professional happiness. Career satisfaction explains almost 4.4% of the variation in relationship quality, according to the R Squared value of 0.044. An F-value of 6.81 and a p-value of 0.010 are displayed in the ANOVA table; the latter is lower than the typical alpha threshold of 0.05. The results show that the regression model has a considerable statistical impact. Accordingly, the results support the first hypothesis, which posits that young people' relationship quality is significantly affected by their level of job satisfaction.

Table 3: *Regression analysis of impact of Career Satisfaction on Decision making among young adults.*

Regression Statistics	
Multiple R	0.136869
R Square	0.018733
Adjusted R Square	0.012103
Standard Error	7.027232
Observations	150

ANOVA					
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	139.5247	139.5247	2.825416	0.094892
Residual	148	7308.535	49.382		
Total	149	7448.06			

H2: There is significant impact of Career Satisfaction on decision making among young adults.

The results of the regression analysis that looked at how young people' level of job satisfaction affected their decision-making are shown in Table 3. Based on the data, it appears that there is a weak positive link between professional happiness and decision-making. The R Square value is 0.019, indicating that career satisfaction explains just 1.9% of the variation. There was no statistically significant impact since the significance value ($p = 0.095$) is higher than the conventional alpha threshold of 0.05. With an F-value of 2.83, it is clear that the model is not a good predictor of decision-making. As a result, we cannot rule out the possibility that occupational satisfaction has a substantial effect on young adults' decision-making (H2), and we must thus reject the null hypothesis.

Table 4: *Pearson Correlation Analysis of relationship between career satisfaction, Relationship Quality and decision making among young adults.*

	Career Satisfaction	Relationship quality	Decision Making
Career Satisfaction	1		

Relationship quality	-0.20969	1	
Decision Making	-0.13687	-0.019	1

H3: There is significant relationship between career satisfaction, Relationship Quality and decision making among young adults.

The findings of a Pearson correlation study that looked at the links among decision-making, relationship quality, professional satisfaction, and young adults are shown in Table 4. Career satisfaction is negatively correlated with relationship quality ($r = -0.210$) and with decision-making ($r = -0.137$), according to the data. link quality and decision-making both have a poor and almost nonexistent connection ($r = -0.019$), suggesting that there is no significant linear link. Even if there are a few weakly negative associations, none of them are statistically significant. Thus, it appears from the results that the variables are not significantly related to one another. This disproves hypothesis (H3), which held that young people' decision-making, relationship quality, and job satisfaction were significantly related.

5. Conclusion

The purpose of this research was to examine how young people' levels of job satisfaction affect the quality of their relationships and their decision-making abilities. A negative correlation between job satisfaction and relationship quality was identified by the results, however no correlation between job satisfaction and decision-making was detected. Further evidence of low dependency was provided by the correlation analysis, which revealed modest negative relationships among the variables.

Young individuals may perceive worse relationship quality when they have higher professional satisfaction, according to the substantial negative association between career satisfaction and relationship quality ($r = -0.210$, $p < 0.05$). This discovery is in line with the trend in recent years, when young individuals value professional success more than personal connections. The growing tendency towards personal fulfilment and financial independence is reflected in the fact that over 90% of American parents value solid employment for their children more than marriage and family, according to a Pew Research poll (Time, 2023).

On the other hand, young people' decision-making abilities may not be directly impacted by professional satisfaction, since the regression analysis failed to show a significant impact ($p = 0.095$). Previous research has consistently highlighted the importance of self-efficacy and external support in professional decision-making processes, which is supported by this study. To illustrate the importance of external influences beyond job happiness alone

in decision-making, Kukreja and Mahapatra (2024) discovered a strong positive link between parental support and professional decision-making self-efficacy among young people.

There may be a modest link, but the associations are not strong, given the weak negative correlations among the variables. The study by Madhani (2020) backs up this finding. It found that there is no significant association between young people's locus of control and career decision self-efficacy. This shows how complicated the components are that influence profession-related decisions.

Overall, the results show that young people's decision-making is influenced by their relationship quality, professional happiness, and the complexity of those relationships. Additional study is needed to investigate the determinants and mediators in the links between professional satisfaction and decision-making, since its effect on relationship quality is somewhat negative but less obvious.

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