

INTERPERSONAL TOLERANCE, GENDER ROLE ATTITUDES, AND  
MARITAL ADJUSTMENT AMONG MARRIED COUPLES



SAIMA

01-275212-015

A thesis submitted in fulfilment of the  
requirements for the award of the degree of  
Master of Science (Clinical Psychology)

Department of Professional Psychology

BAHRIA UNIVERSITY, ISLAMABAD

JULY 2023


## **Approval for Examination**

Scholar's Name: **Saima**      Registration No. **76168**

Program of Study: **MS Clinical Psychology**

Thesis Title: **Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment among Married Couples.**

It is to certify that the above scholar's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index **18%** that is within the permissible limit set by the HEC for the MS degree thesis. I have also found the thesis in a format recognized by the BU for the MS thesis.

Principal Supervisor's Signature: 

Date: **July 23, 2023**

Name: **Dr. Saima Kalsoom**

### **Author's Declaration**

I, **Saima** hereby state that my MS thesis titled

**“Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment among Married Couples”**

is my own work and has not been submitted previously by me for taking any degree from **Bahria University, Islamabad**, or anywhere else in the country/world. At any time if my statement is found to be incorrect even after my graduation, the University has the right to withdraw/cancel my MS degree.

Name of scholar: **Saima**

Date: **July 24<sup>th</sup>, 2023**

### **Plagiarism Undertaking**

I, **Saima** solemnly declare that research work presented in the thesis titled

**“Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment among Married Couples”**

is solely my research work with no significant contribution from any other person. Small contribution/help wherever taken has been duly acknowledged and that complete thesis has been written by me.

I understand the zero tolerance policy of the HEC and Bahria University towards plagiarism. Therefore I as an Author of the above-titled thesis declare that no portion of my thesis has been plagiarized and any material used as reference is properly referred/cited. I undertake that if I am found guilty of any formal plagiarism in the above titled thesis even after award of MS degree, the university reserves the right to withdraw/revoke my MS degree and that HEC and the University has the right to publish my name on the HEC University website on which names of scholars are placed who submitted plagiarized thesis.

Scholar/Author's Sign: 

Name of the Scholar: **Saima**

## **DEDICATION**

I wholeheartedly dedicate my thesis to my

***BELOVED MOTHER AND LATE FATHER***

Who believed in me and put every effort to make my roots stronger. Your light of love and knowledge will always illuminate the way to my dreams!

## ACKNOWLEDGMENT

I have received a great deal of support from professionals and non-professionals in the journey of my thesis. First and foremost, I thank **ALLAH ALMIGHTY, The RAHMAN**, for HIS limitless blessings throughout this journey. HIS **كن** made it possible for me to complete my thesis on time.

Then, I would like to express my deepest gratitude to my supervisor Dr. Saima Kalsoom, without whom I could not have undertaken this journey. Her invaluable patience and feedback pushed me to sharpen my work. Her knowledge and expertise made it possible for me to complete my thesis on time. Additionally, I am extremely grateful to Dr. Muhammad Faran who has equipped me with the knowledge of advanced softwares for data analysis and given me his valuable time to complete my work. This endeavor would not have been possible without his assistance and guidance.

I am also grateful to the members of the committee approach and the translators who helped me to complete the translation process of the scale for my study. Thanks should also go to my friends, classmates, research fellows and my roommates who were a great source of emotional support to me and inspired me to work even harder.

Lastly, I would be remiss in not mentioning my family especially my mother **Ms. Yasmin Qamash** who as a single parent did her every best to support me; my grandparents and my siblings. I would like to recognize the immense efforts of my husband **Mr. Saqib Hussain** and my Uncle **Mr. Zia Ullah** for their social, emotional and financial support. I would also like to thank those married couples who participated in my study. Thank you all!

**SAIMA**

## ABSTRACT

The present study investigated interpersonal tolerance, gender role attitudes, and marital adjustment in married couples. A sample ( $N = 100$ ) of married couples through purposive convenient sampling technique was selected. The study was conducted in three phases i.e. phase I, phase II, and phase III. Phase I of the study was planned to indigenously translate and adapt the Interpersonal Tolerance Scale from English language to Urdu. Phase II comprised of the construct validation of the translated interpersonal tolerance scale and its results showed fit indices for the model fit that was employed through confirmatory factor analysis using Analysis of Moment Structure (AMOS). Phase III of the study investigated the correlational analysis using Pearson product moment correlation through Statistical Package for Social Sciences (SPSS). The results shown that there is significant positive correlation between the interpersonal tolerance of male spouses and female spouses. The marital adjustment and gender role attitudes of male spouses and female spouses were also found to be significant. Moreover, Interpersonal tolerance was not significantly correlated with marital adjustment. Dyadic analysis using Actor-Partner Interdependence Model was also studied using SmartPLS v. 4 (Smart Partial Least Square). The results revealed that both the actor and partner effects of the interpersonal tolerance on marital adjustment and traditional gender role attitudes of male and female spouses was significant. Actor-partner interdependence mediation model (APIMeM) showed that only traditional gender role attitudes mediated the effect of interpersonal tolerance of male spouses and female spouses on their own marital adjustment (actor effects) and on the marital adjustment of their respective spouses (partner effect).

**TABLE OF CONTENTS**

<b>CHAPTER</b>	<b>TITLE</b>	<b>PAGE</b>
	<b>APPROVAL FOR EXAMINATION</b>	ii
	<b>DECLARATION</b>	iii
	<b>PLAGIARISM UNDERTAKING</b>	iv
	<b>DEDICATION</b>	v
	<b>ACKNOWLEDGMENT</b>	vi
	<b>ABSTRACT</b>	vii
	<b>TABLE OF CONTENTS</b>	viii
	<b>LIST OF TABLES</b>	xiv
	<b>LIST OF FIGURES</b>	xvi
	<b>LIST OF ABBREVIATIONS</b>	xvii
	<b>LIST OF SYMBOLS</b>	xix
	<b>LIST OF APPENDICES</b>	xx
<b>1</b>	<b>INTRODUCTION</b>	1



1.1 Interpersonal Tolerance	2
1.2 Gender Role Attitudes	4
1.2.1 Theories of Gender Role Attitudes	6
1.2.1.1 Sandra Bem's Gender Schema Theory	6
1.2.1.2 Gender Role Theory	6
1.2.1.3 Egalitarian Perspective	7
1.2.1.4 Traditional Perspective	7
1.2.2 Traditional and Modern Gender Role Attitudes	8
1.3 Marital Adjustment	9
1.4 Interpersonal Tolerance and Gender Role Attitudes	11
1.5 Interpersonal Tolerance and Marital Adjustment	12
1.6 Gender Role Attitudes and marital Adjustment	13
1.7 Literature Review	16
1.7.1 The Role Theory Model	20
1.8 Conceptual Model of the Study	22
1.9 Rationale of the Study	23

1.10	Problem Statement	25
1.11	Research Objectives	25
1.12	Hypotheses of the Study	25
<b>2</b>	<b>RESEARCH METHODOLOGY</b>	<b>27</b>
2.1	Research Design	27
2.2	Population and Sampling	27
2.3	Inclusion Criteria	27
2.4	Exclusion Criteria	28
2.5	Operational Definitions	28
2.5.1	Interpersonal Tolerance	28
2.5.1.1	Warm Tolerance	28
2.5.1.2	Cold Tolerance	28
2.5.1.3	Limits of Tolerance	29
2.5.2	Gender Role Attitudes	29
2.5.2.1	Traditional Gender Role Attitudes	29

2.5.2.2 Egalitarian Gender Role Attitudes	29
2.5.3 Marital Adjustment	29
2.5.3.1 Consensus	30
2.5.3.2 Cohesion	30
2.5.3.3 Satisfaction	30
2.6 Procedure	30
2.7 Ethical Consideration	30
2.8 Instruments	30
2.8.1 Informed Consent	31
2.8.2 Demographic Form	31
2.8.3 The Interpersonal Tolerance Scale	31
2.8.4 Revised Dyadic Adjustment Scale	32
2.8.5 Gender Role Attitudes Scale	32
2.9 Phase I: Translation and Adaptation of Interpersonal Tolerance Scale	33

	2.10 Validation of the Translated Interpersonal Tolerance Scale	38
<b>3</b>	<b>RESULTS</b>	39
	3.1 Results of Phase II	39
	3.2 Results of Phase III	49
<b>4</b>	<b>DISCUSSION</b>	66
	4.1 Construct Validation of the Translated Interpersonal Tolerance	66
	4.2 Hypotheses based on the Relationship between Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment	67
	4.3 Conclusion	73
	4.4 Limitations and Recommendations for Future Studies	73
	4.5 Implications of the Study	74

**REFERENCES**

75

Appendices A- I

89-100

## LIST OF TABLES

<b>TABLE NO.</b>	<b>TITLE</b>	<b>PAGE</b>
1	Socio-demographic Characteristics of Participants	39
2	Fit Indices of Confirmatory Factor Analysis for the Interpersonal Tolerance Scale	43
3	First order CFA for Interpersonal Tolerance Scale	46
4	Descriptive Statistics and Psychometric Properties of Scales and Subscales	50
5	Bivariate Correlation between Study Variables	52
6	Bivariate Correlation between Interpersonal Tolerance, Gender Role Attitudes, Traditional Gender Role Attitudes, Egalitarian Gender Role Attitudes, and Marital Adjustment Of Male and Female Spouses	54
7	Bivariate correlation between demographic variables and study variables	57
8	Direct Effect of Interpersonal Tolerance, Gender Role Attitudes (Traditional Gender Role Attitudes and Egalitarian Gender Role Attitudes) on Marital Adjustment	59
9	Mediating (Indirect) Effect of Traditional Gender Role Attitudes and Egalitarian Gender Role Attitudes on the relationship between Interpersonal Tolerance and Marital Adjustment	60

10	Direct Effect of Interpersonal Tolerance, Traditional Gender Role Attitudes, on Marital Adjustment of Male and Female Spouses	61
11	Mediating Effect of Traditional Gender Role Attitudes on the relationship between Interpersonal Tolerance and Marital Adjustment of Male and Female Spouses	64

**LIST OF FIGURES**

<b>FIGURE NO.</b>	<b>TITLE</b>	<b>PAGE</b>
1	The conceptual Actor-Partner Interdependence Mediation Model (APIMeM) of the study	22
2	First Order Confirmatory Factor Analysis of Interpersonal Tolerance Scale	45



**LIST OF ABBREVIATION**

<b>ABBREVIATION</b>	<b>FULL FORM</b>
ITPS	Interpersonal Tolerance Scale
GRAS	Gender Role Attitudes Scale
RDAS	Revised Dyadic Adjustment Scale
APIM	Actor-Partner Interdependence Model
APIMeM	Actor-Partner Interdependence Mediation Model
SPSS	Statistical Package for Social Sciences
AMOS	Analysis of Moment Structure
SmartPLS	Smart Partial Least Square
SEM	Structural Equation Model
CFA	Confirmatory Factor Analysis
CMIN	Chi Square Value
df	Degree of Freedom
CFI	Comparative Fit Index
GFI	Goodness Fit Index
RMSEA	Root Mean Square Error of Approximation

NNFI	Non-Normed Fit Index
SRMR	Standard Root Mean Square
CR	Composite Reliability
AVE	Average Variance Extracted.
MSV	Maximum Shared Variance

## LIST OF SYMBOLS

- $f$  - Frequency
- (%) - Percentage
- $M$  - Mean
- $SD$  - Standard Deviation
- $\chi^2$  - Chi Square
- $\lambda$  - Composite Reliability
- $\alpha$  - Cronbach's Alpha Reliability
- $\beta$  - Standardized Regression Coefficient
- $k$  - Number of Items
- $p$  - Statistical Significance

**LIST OF APPENDICES**

<b>APPENDIX</b>	<b>TITLE</b>	<b>PAGE</b>
A	Informed Consent Form	89
B	Demographic Sheet	90
C	Translated Interpersonal Tolerance Scale	91
D	Gender Role Attitudes Scale	94
E	Revised Dyadic Adjustment Scale	96
F	Permission to use Interpersonal Tolerance Scale	97
G	Permission Letter of Gender Role Attitudes Scale	98
H	Permission to use Revised Dyadic Adjustment Scale (Urdu Version)	99
I	Plagiarism Report	100

## CHAPTER 1

### INTRODUCTION

Today's modern societies embrace the concept of tolerance widely and it is taken very crucial for the peace and harmony in the societies where cultural diversity prevails (Verkuyten & Kollar, 2021). Different countries have its own cultural dimensions, values, and customs. Even within a same culture people have different beliefs, values, and they tend to behave differently. Therefore one party accepting, giving respect to, and understanding of another can ensure the harmony in such difference (Hjerm et al., 2020). At an individual level such as in couples, the maintenance of the relationship certainly depends on the acknowledgment of the uniqueness of each party (Zakin, 2012). Their different attitudes towards their different roles in the relationship, their own unique set of values, beliefs and boundaries, and the appreciation, and understanding of these differences may all be the determinants of the adjustment among them (Mahlmann, 2003). Such adjustment is considered as one of the most important factors that plays an important role in a relationship between husband and wife in a dyad. In a marriage, connection, traditions, moral notions, and dependency on one another out of the dependency in terms of financial requirements are the determinants of the relationship between husband and wife in a marital contract (Kendrick & Drentea, 2016). Therefore this study is focused on investigating if the interpersonal tolerance, marital adjustment, and gender role attitudes are related in a dyadic relationship i.e. husbands and wives in a marriage.

## 1.1 Interpersonal Tolerance

Tolerare is a Latin word which gave rise to the word tolerance meaning to bear or sustain (Laursen, 2005). American Psychological Association Dictionary of Psychology (APA, 2007) defines tolerance as the acknowledgment of the differing viewpoints of others, their behaviors and actions, religiosity, the nation they belong to, their customs and values, their ethnicity and so on. An approach that is objective and based on equality towards people that might be different than you in many ways. The United Nations Educational, Scientific and Cultural Organization (UNESCO, 1995) presented a clarified meaning of tolerance as “tolerance is respect, acceptance, and appreciation of the rich diversity of our world’s cultures, our forms of expression and ways of being human. Tolerance is harmony in difference” (UNESCO, 1995, p. 2). Tolerance is considered as a characteristic of modern societies, one of the features that makes these societies different and upgraded from the traditional ones (Corneo & Jeanne, 2007).

Western societies and multiculturalists, nowadays are more up for peaceful atmosphere around them and which is why tolerance becomes the most important factor to maintain peace in these societies (Velthuis et al., 2021). It is a fact that any two parties, either two individuals or two groups, cannot be exactly similar to each other in terms of values, opinions, actions, visions and missions, cultural aspects, political aspects and even the way they see the world (Kholikov, 2021). Therefore, if the two parties, even slightly differing from each other, are not acknowledging and accepting the differences and uniqueness of each other than the wanted harmony and adjustment which is fundamental for the maintenance of the societies in general and between individuals in particular, cannot be established (Mahlmann, 2003). Thus tolerance can be considered as the most crucial

factor and a need of the hour for adjustment of the individuals and societies. Such differences naturally exist in any given relationship and especially in dyadic relationship i.e. between husband and wife, where these differences affect the behaviors and actions of each individual in a dyad (Jiménez-Picón et al., 2021).

Historically, the interpersonal tolerance has been referred to as a personal value and is differentiated into its different types such as the limits of tolerance, cold tolerance, and warm tolerance (Allport, 1954). Warm tolerance refers to approving of and accepting other people despite of their differences. It is an objective and non-judgmental approach towards the differing viewpoints of others. Cold tolerance refers to simply putting up and endure the things that we usually do not like. In cold tolerance the differing and conflicting opinions and behaviors are not fully accepted and appreciated rather they are just endured. Limits of tolerance is the third type of tolerance which Allport (1954) has described. It is basically the “intolerance of intolerance” (Thomae et al., 2016). In the limits of tolerance, if harmony and mutual understanding between the two parties is not observed such kind of intolerance is considered intolerable. Thus it itself becomes a kind of intolerance which has been given rise by the so called harmony and adjustment maintaining tolerance (Boch, 2022). Therefore these limits of tolerance are also very crucial especially in a dyadic relation i.e. between husbands and wives. All the above dimensions of the interpersonal tolerance are important to be seen and explored indigenously in Pakistani culture especially in dyadic relationship among married couples.

Interpersonal tolerance is widely studied with various other variables such as with ethnic identity, bicultural and generalized identity integration, and with the dimensions of interpersonal tolerance, across different countries (Galina, 2013; Wright et al., 2008 ; Huff

et al., 2017; İnan, 2019.). The civilized world, in the view of social peace and harmony, has analyzed and explored tolerance and its different forms extensively. Huff and Lee (2017) has studied interpersonal tolerance in relation with bicultural and generalized identity integration. Farkhodovich (2022) has studied interpersonal tolerance in future teachers to improve motivation for study in students. However, in Pakistan, interpersonal tolerance is not widely explored.

Interpersonal tolerance is understood as an understanding and acceptance of other people's views (Maksymova, 2019). It implies that the phenomenon of interpersonal tolerance occurs between two individuals, making it different from intergroup tolerance that occurs among many individuals or we can say between the groups (Huff et al., 2017). Interpersonal tolerance is crucial since the early years of life (Hussain & Akram, 2020). Any problem in interpersonal tolerance may lead to complications of adjustment that can cause hindrance in establishing healthy social and personal relationships (Galanaki et al., 2008).

## **1.2 Gender Role Attitudes**

Gender is defined by certain characteristics of being a man, woman, or other gender identity and such characteristics are determined by the combination of the social, cultural, psychological and behavioral aspects (World Health Organization, 2017). In simple terms, how a man, woman, or other gender identity behaves, thinks, perform, and contribute to the society, can determine their respective gender. How you identify yourself as being a man, a woman, both or neither of them, and what are your inner feelings of who you are as a gender is what being called as gender identity (Wood & Eagly, 2009). Gender role refers



to the accountabilities and expectations from specific gender such as man or a woman in a specific cultural setting (Levesque, 2011). Attitude, historically, is defined as “a tendency to evaluate an entity with some degree of favor or disfavor” (Eagly & Mladinic, 1989).

The cognitions (one’s thinking and belief patterns), feelings, and behaviors (one’s actions) towards the responsibilities and roles a man is supposed to play as a man and a woman is supposed to play as a woman in a society is termed as gender role attitudes (Chadi, 2022). Gender role attitudes is a main factor that shape and structure a society in a specific way (Kågesten et al., 2016). A specific sex orientation is connected with certain roles and responsibilities people with these orientations has to play and take. This connection between sex orientation and the responsibilities one has to take is different from society to society (Padavic & Reskin, 2002). Individuals that hold the view that a male should be the one who manages financial matters of the family and a female should be managing the household activities are the ones having traditional gender role attitudes. On the other hand, those individuals who disagree with traditional views about gender roles are called egalitarian or modern gender role attitudes (Horst, 2014). These different views of different individuals regarding gender role attitudes depend upon different factors such as the industrial change, the progress of the educational department of the societies, assimilation of cultures in multicultural societies and so on (Reichelt et al., 2021). In addition gender role attitudes are also shaped by different faculties of socialization including family members such as parents and siblings or other significant relatives, peer group, books, religion and different types of media such as electronic, print and social media (Kalsoom & Kamal, 2021).

A study has been done on gender role attitudes to determine whether egalitarian gender role attitudes is a single term or does it underpin more terminologies in its category. This study challenges the assumption that traditional gender role attitudes and egalitarian gender roles attitude fall on a single continuum. They investigated the multifaceted nature of gender-role attitudes in 17 postindustrial European countries. The results identified three distinct varieties of egalitarianism that they termed as egalitarian familyism, liberal egalitarianism, and flexible egalitarianism (Brinton & knight, 2017).

### ***1.2.1 Theories of Gender Role Attitudes***

Literature proposes different perspectives that explain and theorize gender role attitudes from multiple angles and give a broader picture for its clear understanding.

**1.2.1.1 Sandra Bem's Gender-Schema Theory.** Gender-schema concept is theorized by Bem (1981) that proposes that young ones filter and organize the information on the basis of social roles and responsibilities. These schemas direct the tendencies of youngsters to fit in one of the gender based roles in a society. Simply put, a young kid will act as a girl or a boy on the basis of the gender-schemas he/she has learned from social experiences in childhood. On the basis of these schemas, self-concepts and the concept and impression of others are formed (Bem, 1993). Later in life, these schemas form the basis for designing and organizing the views, role, and responsibilities one is supposed to have in society as a male or a female. Thus gender role attitudes are formed in earlier life but they can be subjected to change in later life in response to certain important factors such as the personality and behaviors of one's spouses, parenthood, the roles one is expected to play in a marriage, and so on (Katz-Wise et al., 2010).

**1.2.1.2 Gender role theory.** This perspective of gender role attitudes focuses on one's viewpoint regarding the labor distribution in a typical family involving a husband and a wife (Newman & Newman, 2020). This perspective is more associated with the pre-advanced era where the house chores responsibility was heavier on female than on a male in a dyad (Zhou, 2021). Strict gender role attitudes may prevail in the context of the marital adjustment in couples in a dyad such as husbands and wives (Kalsoom & Kamal, 2020).

**1.2.1.3 Egalitarian Perspective.** This perspective suggest that both males and females can have the equal rights and responsibilities in a society (Kenton, 2022). The fathers can give more time to the children than mothers and the mothers can opt for the breadwinning responsibility in a family (Walby, 2005). Those men who holds the egalitarian perspective are found to be spending more time with children and may even act as their primary caretakers (Bulanda, 2004). Thus egalitarian gender role attitudes are important in the context of a marital relationship between male and female spouses when the distribution of roles are more towards equality as compared to traditional roles (Kolpashnikova & Koike, 2021). The current study take these aspects of egalitarian gender role attitudes into account.

**1.2.1.4 Traditional perspective.** A family setup where the husband is considered as the primary power holder who has the authority over financial management and other grants to the family whereas the wife is considered as responsible for doing house chores and being dependent for her needs on her husband is considered as one having traditional gender role attitudes (Rogers & Amato, 2000). Literature shows that non-working married women are more inclined towards traditional gender role attitudes who spend

more time doing house chores and mothering the children as compared to working married women who spend more time in breadwinning (Rattani, 2012). Where there is unequal distribution of role in traditional gender role attitudes, it can play a determining role whether male and female spouses are happily adjusted in a marriage and in the acceptance of such unequal distribution of roles by any of the spouse in a dyad (Lappegård et al., 2021). The current study take these consideration of the traditional gender role attitudes into account.

### ***1.2.2 Traditional and Modern Gender Role Attitudes***

Gender role attitudes differ from society to society and are engraved in each society's culture. Some societies support the traditional side of gender role attitudes while others are disguised as the modern gender role attitudes. Each side has its own specific characteristics that give rights to the members of society in different manners (Boehnke, 2011). There is a debate on whether traditional or modern gender role attitudes are the most fit for the overall sustainability of a society where the required and demanded rights are provided to people. There is a mix literature exist about whether traditional gender role attitudes ensure more prosperity and satisfaction of the demanded rights to the people, or the egalitarian one. The different determinants of the gender role attitudes will continue to result in its different picture upon empirical investigation (Lappegard et. al., 2021).

As per the Sandra Bem's Gender-Schema theory (1981), gender role attitudes are formed and shaped during childhood. Lappegard et al. (2021) also supported the concept that gender attitudes may form and shaped by the social and cultural experiences during childhood. It predicts that gender role attitudes will be very unchanging and constant

throughout the course of life (Blunsdon & Reed, 2005; van Egmond et al., 2010). But there is also a very reasonable probability that gender role attitudes will vary at certain stages of life in response to certain factors such as change in the culture, religion, environment, life situation and condition, and so on (van Egmond et al., 2010). Both of these possibilities for gender role attitudes and its change are being supported by Katz-Wise et al. (2010). Their investigation confirmed some of the factors in a social structure to be the cause of change in attitudes towards gender role. Women are more benefiting from gender equality in terms of having equal chances to be financially independent and have their husbands to be supporting them in doing house chores and domestic care therefore they are more inclined towards gender equality. On the other hand men are less inclined towards such gender roles that favor more domestic responsibilities and household care (Lappegard et al., 2021).

### **1.3 Marital Adjustment**

Marital adjustment is a measure of the quality of marital relationship through a multidimensional lens (Bertoni et al., 2020). A marital life can be of any nature depending upon different factors as; attitudes towards each other, sense of love and responsibility, communication, change in value system and many more (Dimkpa, 2011). A healthy marital life could be considered as one in which both parties in a dyad are considered to be well adjusted to each other in a sense that compromising on some of the conveniences for each other is happily embraced (Ebenuwa-Okoh, 2010). A couple in a marriage can be considered as a unit in a society. Their healthy way of planning, contributing, achieving goals and resolving the inevitable family issues and other sexual life problems is thus not

a requirement for healthy marital life only but for a society as whole as well (Kalsoom & Kamal, 2021).

Marital adjustment is when two individuals having different and unique personalities from each other get unified with the intention to have harmony, peace, and prosperity and they intend to have similar life goals as well ( Aktas et al., 2022). Marital adjustment can be influenced by a lot factors such as the preferences of the couple, their choices, values, life goals, personalities and more (Dimkpa, 2010). One of the important factors that may have influence on marital adjustment of couples is interpersonal tolerance which this study intends to explore.

Spanier and Cole (1976) conceptualized marital adjustment into different categories which includes but are not limited to Consensus, satisfaction and cohesion. Consensus is taken as the agreement and harmony between two individuals in a marriage. Satisfaction in a marital adjustment that refers to how much each individual in a dyad i.e. husband and wife, are happy and content with each other. And then there is the concept of marital cohesion which is rather the commitment and companionship of both the spouses to each other in a marriage (Doane, 2016). Other aspects of marital or dyadic adjustment could be the differences of individuals which may create difficulties in a dyadic relation of wife and husband, and the tension and anxiety that exist in spouse's interpersonal relationship (Nurhayati et al., 2019).

Marriage is a healthy and agreed on source of achieving contentment and getting the needs fulfilled in an alliance. Problems in such kind of adjustment can lead to the consequences, of which a divorce could be one. Listing the divorce rates in the world, the Maldives tops the list by 5.5 divorces per 1000 people (World Population Review, 2023).

27% of American population have been divorced with its rate lower in young adults that gets higher as the age of married individuals increases. About 58% of Pakistani population believe that the rates of divorce cases has been elevated in the recent years (Gallup Pakistan, 2019). In Pakistan, a recent study on divorce rates reveals that during the first seven months of the year 2022, more than 6,000 divorces have been approved by the courts, while the number of pending divorce petitions is 7,000. It implies that around 100-150 divorce cases are being registered in the courts daily. Among the various causes of such increasing divorce rate include lies, ego issues, lack of patience, and joint family system which alternatively indicated the intolerance for each other in a marriage (Daily Times, 2023).

#### **1.4 Interpersonal Tolerance and Gender Role Attitudes**

There is a very limited literature that combine interpersonal tolerance and gender role attitudes directly together. However some of the research studies are indirectly connecting interpersonal tolerance and gender role attitudes. McCarry (2010) studied the attitudes of young people towards interpersonal violence and perception of gender. She argues that to explore whether males' violence is being accepted or not it is necessary to understand and explore the attitude towards the role of men and women these young people conceptualize. It implies that abuse or violence which could be considered as an extreme kind of interpersonal intolerance is closely related to the gender role attitudes people hold towards each other in an interpersonal relationship. How a person view and holds an opinion about the roles and responsibilities of another person in an interpersonal or marital relationship largely predicts how they will react to each other that determines the level of tolerance they have for each other (McCarry, 2010).

Gender role attitudes has been studied with various other variables. Cross-national study (Knight & Brinton, 2017) has been done on the change in attitudes towards gender role. A recent study on Korean adults has been done exploring gender role attitudes with marital satisfaction and communication quality (Yoo, 2022). There are numerous studies (Ullrich et al., 2022; Lomazzi & Seddig, 2020; Katz-Wise et al., 2010; Cotter et al., 2011) done on gender role attitudes but very few literature (McCarry, 2010; Li et al., 2020) exists that integrate gender role attitudes with interpersonal tolerance.

A comparative study between Chinese and American college students has been done. It investigated the rates and the factors affecting levels of tolerance for intimate partner violence (IPV) between Chinese and American college students. It has been drawn that the American college students had lower level of tolerance for intimate partner violence as compared to the Chinese college students. The main and one of the primary factors that affected the level of tolerance for interpersonal violence in both the Chinese and American students was gender role attitudes, besides gender-based violence and perception of intimate partner violence (Li et al., 2020). Gender role attitudes play a primary role in influencing the level of tolerance an individual has for their intimate partner (Perales et al., 2018).

### **1.5 Interpersonal Tolerance and Marital Adjustment**

Interpersonal tolerance and marital adjustment has not been directly connected in the literature. One study that connects the two indirectly is on emotional intelligence and how it predicts marital quality. This study explains one of the dimensions of the emotional intelligence; the impulse control, as an important factor that can predict marital quality (Kalsoom & Kamal 2021). One aspect of interpersonal tolerance defines whether one holds



or put up with the undesirable or unlikeable behaviors of others (Galeotti, 2015). It implies whether one has the impulse control for the unpleasant behaviors of the other, defining an indirect relationship between interpersonal tolerance and marital adjustment (Verkuyten & Kollar, 2021). It can be inferred from the mentioned study that whether the impulse control which can also indicate the tolerance, can predict the quality of marital life (Peters & Meltzer, 2021).

A study measuring relationship between marital adjustment and tolerance level investigated the socio-demographic variables such as age, qualification, duration of marriage, gender, residence and socioeconomic status, in relation to tolerance and marital adjustment. The inferences shown that there is no significant difference between the levels of tolerance and marital adjustment of married individuals (Ersanli & Ozcan, 2017). A study reviewing the factors associated with marital satisfaction was conducted. The results shown that marital satisfaction, besides many other factors such as happiness, demographic specification, emotional intelligence, was mainly influenced by forgiveness and sacrifice; one aspect of interpersonal tolerance (Fahimdanesh et al., 2020).

## **1.6 Gender Role Attitudes and Marital Adjustment**

Literature predicts the relationship between gender role attitudes and marital adjustment. Kalsoom and Kamal (2021) studied marital adjustment, emotional intelligence, multitasking, and attitudes towards gender role in married couples. In this study, the relationship of attitudes towards gender role and marital adjustment was explored. The inferences suggested a positively moderating role of attitudes towards gender role in the

predicting effect of emotional intelligence on the marital adjustment of women who were married and also working in addition to the housewives.

Marital adjustment is an umbrella term under which spouse's values, happiness, communication, conflict resolution, mutual love, coordination and alliance, sexual satisfaction and financial coordination come (Basharpoor & Sheykholeslami, 2015). One of the important factors of marital adjustment from the above mentioned definition is cooperation, companionship, and coordination between husband and wife. What a wife wants to do, whether it is related to in-door chores or outdoor, a husband's acceptance and cooperation with the wife in this matter can be a determinant of marital adjustment between them (Stritof, 2022). Such acceptance and cooperation of the wives' values by the husbands also indicates an egalitarian gender role attitudes of the husband in a couple (Kan & Kolpashnikova, 2021). A research work has been done on the relationship between couples' congruence in attitudes towards gender role and the barriers a working women face due to marital life. This study questioned whether the congruence or incongruence of the couples' gender role attitudes influence wives' family interference with work. 148 couples from eight Chinese companies were taken as a sample. Through regression analysis the results were drawn and it was inferred that the incongruence between the gender role attitude of husband and wife increased wives' role overload and it again caused increment in the disturbance of marital and family responsibilities in women's professional life (Hu et al., 2021). Family interference with work can be a challenge to a smooth marital life as it demands an overload of duties on wives from job as well as family domain of life (Batool et al., 2018).

Marital adjustment means cooperation, companionship, and coordination between the couple as one of the determinants of a well-adjusted marital life (Kendrick & Drentea, 2016). Marital responsibilities and family roles along with women's working life also demand cooperation and companionship from the husband in a couple in order for the wife to be satisfied and adjusted in a marital life (Batool et al., 2018). A study conducted on marital satisfaction and attitudes towards gender role among couples who originally belonged to Mexico. This study investigated whether the attitudes towards gender role of Mexican immigrant couples is associated with marital satisfaction and whether it depends on the wives' employability. Actor-Partner Interdependence Model was employed as this study was dyadic in nature. The results proposed that those Mexican-origin couples who had less strict attitudes about marital roles, marital satisfaction was highest and these flexible attitudes resulted in feeling more warmth and positivity in marital relationship (Helms et al., 2019). Taniguchi & Kaufman (2014) explained that higher level of satisfaction among married couples was determined by emotional regulation and discussion of the problems with each other. Women who has modern and egalitarian attitudes towards gender role as compared to the women having traditional attitudes towards gender role projected less common discussion of the problems with their spouses which resulted in less satisfying marital relationship.

## 1.7 Literature Review

The current study intends to investigate interpersonal tolerance, marital adjustment and gender role attitudes among married couples. Literature has studied interpersonal tolerance, marital adjustment and gender role attitudes but no published study exists that explain these three variables together. Some studies has investigated gender role attitudes and marital adjustment (Kalsoom & Kamal, 2021; Hashmi et al., 2007; Helms et al., 2019; Taniguchi & Kaufman, 2014). There are also some studies that indirectly connected interpersonal tolerance and marital adjustment (Khalid & Batool, 2012; Verkuyten & Kollar, 2021; Ersanli & Ozcan, 2017; Tavakol et al., 2017). While some has studied interpersonal tolerance and gender role attitudes, connecting them indirectly (McCarry, 2010; Li et al., 2020).

A study investigated interpersonal tolerance and its prediction by bicultural and generalized identity integration (Huff et al., 2017). It hypothesized that people who has more harmonious and integrated social identities will have greater interpersonal tolerance for the people holding differing viewpoints than them. The inferences shown that those individuals who show more integrated social identity and has no measurable differences in these identities are more tolerant for the people who have differing viewpoints than them (Huff et al., 2017). This study implies that individuals who express themselves harmoniously in different cultures or in a society in general and has an integrated sense of self are more tolerant for differing others. Thus such kind of interpersonal tolerance as in accepting the differing viewpoints of others is an important factor that can determine the adjustment of relationship between two individuals especially married couples. Identity integration can be one's self-definition and it can be either social identity integration or

gender identity integration (Schmader & Block, 2015). How one perceives themselves as a gender also determines how they will act in and contribute to the society. It shapes their gender role attitudes in a society as well (Lomazzi & Seddig, 2020). Thus it can be inferred that individuals having a harmonized and integrated social and gender identities have high interpersonal tolerance for people who are different than them (Huff et al., 2017).

A study investigating young individuals' attitudes about perception of gender and interpersonal violence was conducted. It explains how a young adult who identify oneself as masculine will understand the role of a man and women in a relationship whether marital relationship or intimate relationship (McCarry, 2007). Such kind of gender role attitudes where interpersonal abuse and violence is seen as acceptable when is done by men is also indicated in the mentioned study. It investigated that when a man is perceived as agentic and overpowering over a woman in a relationship, will there be tolerance shown to them because they are the so called men? (Lacasse & Mendelson, 2007). The study well explains the relationship of interpersonal tolerance in a relationship (marital or intimate) and gender role attitudes.

Interpersonal tolerance and attitudes towards gender role has been indirectly studied in a research. As one study explored whether people accept and value the existence and beliefs of transgender identities or not (Greenberg et al., 2019). The interpersonal tolerance for transgender identities is very low (James et al., 2016). The traditional gender role attitudes towards the transgender identities predicts a higher level of prejudice and lower level of interpersonal tolerance and acceptance (Norton & Herek, 2013; Greenburg et al., 2019).

A research study on gender role attitudes of young adults towards household and child care chores participation was done. It was investigated that married men who have no children idealized they would participate more in child care chores while women projected that men would participate less in such chores (Askari et al., 2010). Men with egalitarian gender role attitudes projected that they would participate more in the household chores while women with modern gender role attitudes projected they will participate less in indoors chores whether child care chores or other household chores (Erchull et al., 2009). The results shown that young women, despite of the men's projection of equity and equilibrium in a marital relationship, expected disequilibrium and inequity in their marital relationship (Askari et al., 2010).

Gender role attitudes can be viewed in relationship to the household education in a family. A randomized survey experiment studied how education level of partners in a marital relationship can influence the gender role attitudes towards child care chores. It investigated the extent to which people accept women working full time while having a kid under the age of three. The results showed that those families where the education gap between the partners in a marital relationship was high tended to have more traditional gender role attitudes and were against women working full time while having a kid (Giani et al., 2022).

Marital adjustment in married couples in relation to gender and family types was studied by Jarsaniya (2021). The objective of this study was to investigate gender related differences in married couples in relation to emotional intelligence and adjustment in marital life. The study investigated the relationship of marital adjustment and gender type. Marital adjustment is dependent on the interpersonal communication, tolerance and

acceptance, patience and responsibilities (Jasaniya, 2021). It implies that an individual in a dyad shall have tolerance and acceptance for his/her partner's values, beliefs and behaviors in order to have a well-adjusted marital life (Khalid & Batool, 2012; Jasaniya, 2021).

Marital adjustment and self-silencing was studied in women with or without depression. Self-silencing is the act of not expressing one's internal emotions, thoughts and feelings on one's own accord (Ahmed & Iqbal, 2019). One aspect of interpersonal tolerance also defines putting up with behavior and not reacting aggressively towards people they dislike (Galeotti, 2015). This aspect of interpersonal tolerance can be related to the act of self-silencing as both have the deliberate tendency to not openly tell or express what one dislikes. This study indirectly connects marital adjustment and interpersonal tolerance and explains that individuals who have high level of marital adjustment can indirectly influence one's tendency to put up with and silence themselves (Ahmad & Iqbal, 2019).

The relationship of gender role attitudes with different age and sex groups was investigated by Valentova (2013). It explains that people who were born in 1990s and in the early years of 21<sup>st</sup> have more traditional gender role attitudes orientation as compared to those who are born later, implying a shift in gender role attitudes over time (Valentova, 2013). It also explains that different sex groups such as men and women have different attitudes towards gender roles. Young female adults hold more modern gender role attitudes and demand high opportunities of jobs and other outdoor activities and roles as compared to young male adults (Berridge et al., 2009). Young women wants to have a

modern division of labor as opposed to the traditional one where work opportunities are only for men considering it as a right reserved only for males (Kangas & Rostgaard, 2007).

A study conducted by Qing (2020) explains the relationship between gender role attitudes and income groups in China. It proposes that gender role attitudes have different effects on different income and gender groups. Traditional gender role attitudes discourage the income of women in a society while support earnings of men (Qing, 2020). Women who wants to have equal rights in terms of earning have a positive direct relationship with egalitarian gender role attitudes while it has a strong negative relationship with traditional gender role attitudes (Yang & Juhua, 2014).

### ***1.7.1 The Role Theory Model***

A model of marital adjustment proposed by Nwoye (1991) states that the essential factors in any marital crisis or discontentment is the phenomenon of role conflict, which arise from incompatible role expectations between the two parties in the marriage. This model is termed as the role theory model. In marital relationship, each partner expects some kind of characteristics, responsibilities, roles and behaviors from the other. How one should act and behave to be in a relationship and how the responsibilities and expected roles could be carried out are mostly expected in a marriage, argues Gular (2017). It implies that if there is difference of social background, education level, personality traits and characteristics, ethnicity and culture between the partners in a marriage it can lead to disagreement in marital role expectation. If one partner in marriage agrees with traditional gender role attitude while the other holds the view of egalitarian gender role attitude then arise the conflicts and crisis which create greater chances of issues related to interpersonal tolerance (Nwosu & Juliana, 2010). This theory is closely related to the variables of this



study. It implies that the gender role conflict is the leading cause of marital crisis thus causing problems related to interpersonal endurance and tolerance among couples. It provides a framework to the variables of the study and thus is helpful in explaining the variables clearly. Based upon these evidences the conceptual model is proposed to study in this research

### 1.8 Conceptual Model of the Study

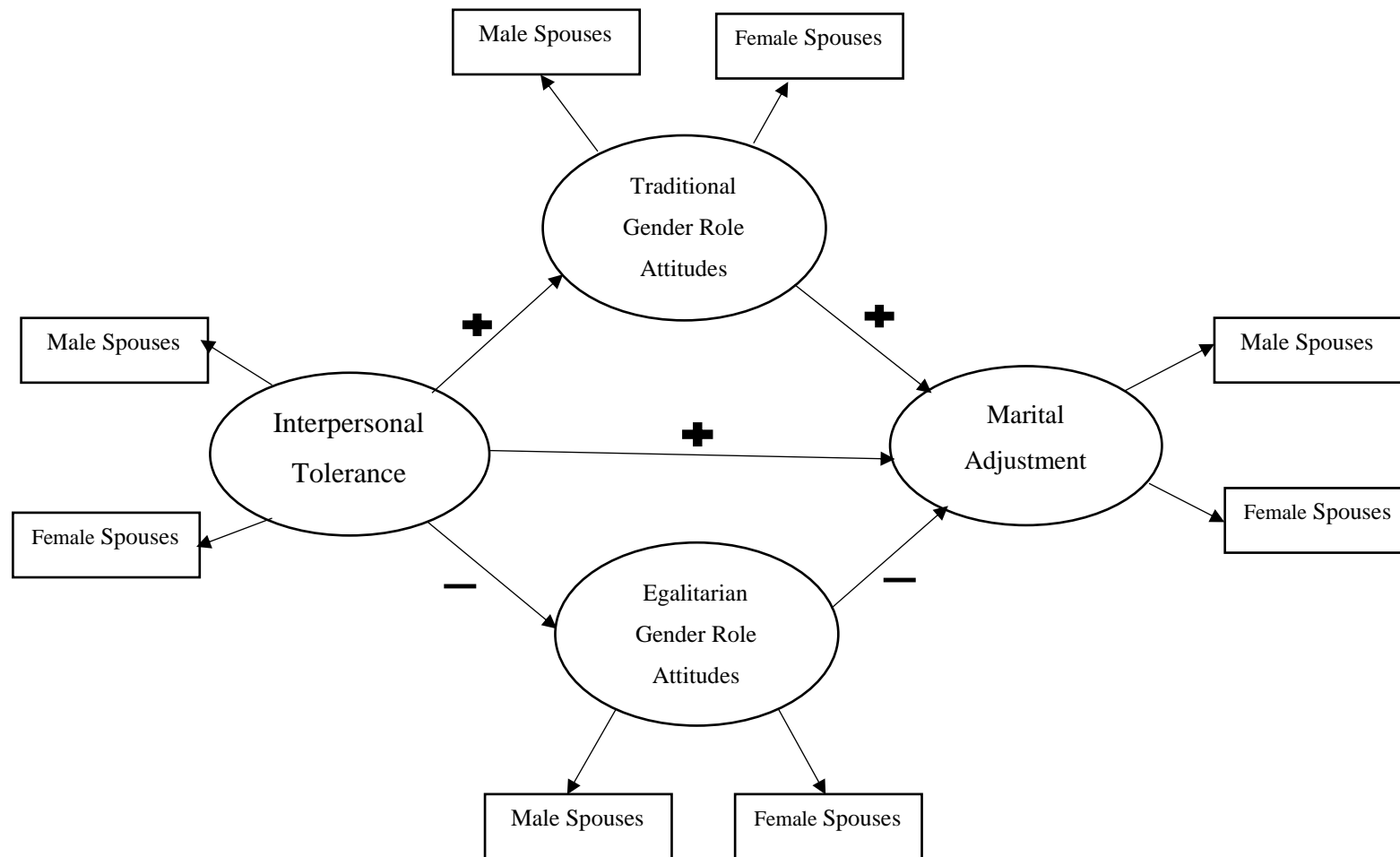


Figure 1. The conceptual Actor-Partner Interdependence Mediation Model (APIMeM) of the study

Figure 1 presented the conceptual actor-partner interdependence mediation model of the study. Interpersonal Tolerance is taken as the predictor variable that comprises of the two indicators i.e. interpersonal tolerance for male spouses and that of female spouses. Traditional and egalitarian gender role attitudes are taken as the mediators having two indicators each i.e. traditional gender role of male and female spouses and egalitarian gender role attitudes of male and female spouses. Marital adjustment is taken as outcome variables with its two indicators i.e., marital adjustment of male spouses and female spouses. There is a positive relation between interpersonal tolerance and traditional gender role attitudes of both male and female spouses. Likewise there is a positive relationship between traditional gender role attitudes and marital adjustment of male and female spouses while negative relationship between egalitarian gender role attitudes and marital adjustment. Lastly, there is positive relationship between interpersonal tolerance and marital adjustment of male and female spouses.

### **1.9 Rationale of the Study**

The main objective of the current study is to investigate interpersonal tolerance, gender role attitudes, and marital adjustment in married couples. The reason why this study is objectifying the investigation of these three variables is that there are no studies in literature that targets interpersonal with gender role attitudes and marital adjustment directly. This study intends to explore gender role attitudes in relation with interpersonal tolerance and marital adjustment to fill this gap. There is no literature in Pakistan that studied interpersonal tolerance in relationship with gender role attitudes and marital adjustment using the dyadic or Actor-Partner Interdependence Model (APIM). Therefore the current study puts effort in its methodological approach to study these variables using

the latest trends of the APIM model which has been a gap in the literature for these variables.

To fulfil the main objective of this research, the current study has also developed an objective to translate and adapt interpersonal tolerance scale into the indigenous language and culture of Pakistan. As the scale is present only in English and German language, there is no indigenous tool available that measures interpersonal tolerance in Pakistan. Therefore translation of Interpersonal Tolerance Scale to Urdu, its adaptation, and validation was objectified in this study that fills the gap in this specific body of knowledge.

Married couples from Swabi, Khyber Pakhtunkhwa were taken as a sample in the present study. Swabi is a Pashtun dominated area of Pakistan and its culture is more traditional in nature. The present study is first effort in studying marital adjustment, interpersonal tolerance, and attitudes towards gender role among married couples in a more traditional context of Pakistan where the roles and responsibilities of men and women are more traditional in nature.

The divorce rates of Pakistan has been hiked to 58% in the recent years and about 100-150 cases of divorce get filed in the court daily (Daily Times, 2022; Gallup Pakistan, 2019). Taking into account the increment in divorce rates in Pakistan, the present study focuses on the role of interpersonal tolerance and gender role attitudes in determining the marital adjustment of male and female spouses.

### **1.10 Problem Statement**

The present study intends to investigate what is the relationship of interpersonal tolerance, gender role attitudes, and marital adjustment among married couples.

### **1.11 Research Objectives**

1. To translate and adapt the Interpersonal Tolerance Scale from English to Urdu language.
2. To develop the construct validation of translated interpersonal tolerance scale using confirmatory factor analysis.
3. To find out the link between marital adjustment, interpersonal tolerance, and gender role attitudes in married couples.
4. To analyze the interdependence of the dyadic data in interpersonal tolerance, marital adjustment and gender role attitudes of married couples.

### **1.12 Hypotheses of the Study**

1. There will be a positive relationship between interpersonal tolerance of male spouses and the interpersonal tolerance of female spouses.
2. There will be a positive relationship between gender role attitudes of male spouses and gender role attitudes of female spouses.
3. There will be a positive relationship between marital adjustment of male spouses and marital adjustment of female spouses.
4. There will be a positive relationship between interpersonal tolerance and gender role attitudes of male spouses.

5. There will be a positive relationship between interpersonal tolerance and marital adjustment of female spouses.
6. There will be a negative relationship between gender role attitudes and marital adjustment of male spouses and female spouses.
7. Male and female spouses' interpersonal tolerance will positively predict change in their own marital adjustment (actor effect).
- 8a. Male spouses' interpersonal tolerance will positively predict change in female spouse's marital adjustment (partner effect).
- 8b. Female spouses' interpersonal tolerance will predict change in male spouses' marital adjustment (partner effect).
9. Traditional gender role attitudes of male and female spouses will mediate the effect of interpersonal tolerance of male and female spouses on their marital adjustment (actor effect).
10. Traditional gender role attitudes of female spouses will mediate the effect of interpersonal tolerance of male spouses on the marital adjustment of female spouses (partner effects).

## Chapter 2

### Research Methodology

#### 2.1 Research Design

The research design of this study is cross-sectional and quantitative in nature. This study is divided into three phases, each having its own objectives. Phase I of the study is comprised of the translation and adaptation of Interpersonal Tolerance Scale from English language to Urdu. Phase II of the study is composed of the construct validation of the translated Interpersonal Tolerance Scale using confirmatory factor analysis. Phase III of the study comprises the investigation of the correlational analysis using the Statistical Package for Social Sciences. Dyadic analysis through actor-partner interdependence model (APIM) using Smart Partial Least Square (SmartPLS) software to study the objectives and hypothesis of this research.

#### 2.2 Population and Sampling

The process of data collection was done using the self-report measures that were filled out by the married couples of Pakistan. The sample ( $N = 100$ ) of the present study was married couples of Pakistan. Sample size was measured using G power that came out ( $N=82$ ). Purposive convenience sampling technique was used to collect the data. Married couples that participated in the study were mostly from Khyber Pakhtunkhwa province of Pakistan and were having at least one kid.

#### 2.3 Inclusion Criteria

Married couples from Pakistani community was the targeted population for the study. Married couples with minimum one child were included.

#### **2.4 Exclusion Criteria**

Couples with one or both the spouses who were living out of Pakistan and/or having second marriage were not included in the study.

#### **2.5 Operational Definitions**

Operational definitions of the variables used in the present study are given bellow.

##### ***2.5.1 Interpersonal Tolerance***

Interpersonal tolerance of married couples is assessed using the self-report measure of Interpersonal Tolerance Scale (Thomae et al., 2016). It consists of three subscales i.e. warm tolerance, cold tolerance and limits of tolerance. In the context of the present study, interpersonal tolerance is defined as a personality trait and a personal value through which an individual accepts the differences of another individual or group and such personal value can be categorized into warm tolerance, cold tolerance, and limits of tolerance (Thomae et al., 2016). Interpersonal tolerance is a moral virtue through which an individual respects equality and tends to put up with the things he/she dislike (Witenberg, 2013).

**2.5.1.1 Warm Tolerance.** Approving and accepting other people (Thomae et al., 2016).

**2.5.1.2 Cold Tolerance.** Putting up with and enduring the things one dislikes (Thomae et al., 2016).



**2.5.1.3 Limits of Tolerance.** The tendency of being intolerant to intolerance (Thomae et al., 2016).

## **2.5.2 Gender Role Attitudes**

Gender role attitudes of married couples was assessed using the self-report measure of Gender Role Attitudes Scale (Kamal & Saqib, 2004). It has two subscales i.e. Traditional Gender Role Attitudes and Egalitarian Gender Role Attitudes. Higher score on gender role attitudes indicates higher egalitarian gender role attitudes. In the context of the present study, gender role attitudes are defined as the attitudes of individuals towards the distinct of roles males and females are assigned by the norms of culture they are living in. Such roles are learned by the individuals in their childhood from the dynamics of their culture and society (Kamal & Saqib, 2004).

**2.5.2.1 Traditional Gender Role Attitudes.** The concept about gender roles that describes men as the breadwinners of the family while women as the housekeepers where she is not expected to financially support the family (Kamal & Saqib, 2016).

**2.5.2.2 Egalitarian Gender Role Attitudes.** The concept about gender role attitudes that describes both men and women to take part in financial support of the family alongside doing house chores (Kamal & Saqib, 2016).

## **2.5.3 Marital Adjustment**

Marital adjustment of married couples was assessed using the self-report measure of the Urdu version of Revised Dyadic Adjustment Scale (Naeem et al., 2021). It has three sub-categories namely Consensus, Satisfaction and Cohesion. Higher score indicates higher marital adjustment.

**2.5.3.1 Consensus.** Affection, values and decision making of married couples in dyad (Spanier, 1976).

**2.5.3.2 Cohesion.** Cohesion is seen through activities and discussion between husband and wife in a dyad (Spanier, 1976).

**2.5.3.3 Satisfaction.** The conflict resolution and stability in the relationship of husband and wife in a dyad (Spanier, 1976).

## **2.6 Procedure**

Survey research method was used to collect data from married couples ( $N= 100$ ) of Pakistan. The participants were given informed consent. Upon their willingness to participate in the study the questionnaires were given to them to fill out. The obtained data was then analyzed through SPSS, AMOS, and SmartPLS. The scales were used upon the permission taken from the respective authors via email. The information taken and used from other authors' work was cited and referenced accordingly. The University's research evaluation panel authorized, evaluated and reviewed this study.

## **2.7 Ethical Consideration**

Informed consent was taken from the respondents before filling out the questionnaires. Participants were free to withdraw their participation from the study at any time they wanted and the data was taken upon their willingness. Confidentiality and privacy of the participants was taken into consideration and was maintained. The actual purpose and objective of the study was communicated with participants prior to their participation.

## **2.8 Instruments**

The instruments that were used in the study for data collection were Gender Role Attitudes Scale (Kamal & Saqib, 2004), Interpersonal Tolerance Scale (Thomae et al., 2016), and Revised Dyadic Adjustment Scale (Naeem et al., 2021). Informed consent and demographic form was given to the participants with the questionnaires.

### ***2.8.1 Informed Consent Form***

The informed consent form was given to the participants with the questionnaires of the study.

### ***2.8.2 Demographic Form***

The demographics such as age, gender, marital status, duration of marriage, number of children, if the marriage is arranged or love, qualification, employability, personal income, family income and residence were asked from the participants. For this a separate demographic form was made.

### ***2.8.3 The Interpersonal Tolerance Scale (IPTS)***

This scale has been developed and validated by Thomae et al. (2016). It has total of three subscales; Warm Tolerance (item 1 to item 13), Cold tolerance (item 14 to item 25) and Limits of Tolerance (item 26 to item 34). The subscale Warm Tolerance consists of 13 items and has reliability of 0.86. Cold 7 Tolerance has 12 items having reliability of 0.85. The total reliability of Warm Tolerance and Cold Tolerance is 0.88. The subscale Limits of Tolerance has total 9 items and has reliability of 0.81. All the subscales can be scored using 7-point Likert scale (1 = strongly disagree to 7 = strongly agree). Items 14 to 34 of the interpersonal tolerance scale are negatively scored. The Cronbach's alpha reliability of the translated interpersonal tolerance measured in this study was .94.

#### ***2.8.4 Revised Dyadic Adjustment Scale***

The Revised Dyadic Adjustment Scale (RDAS) is a self-report questionnaire that measures the relationship of couples in seven different dimensions within three sub-categories i.e. Satisfaction in the relationship with respect to conflict resolution and stability in relationship, Consensus in values, decision making, and affection, and Cohesion as seen through discussion and activities. The RDAS consists of 14 items, which asks the respondents to rate certain aspects of her/his marital relationship on a 5 or 6 point scale. The RDAS has a score range of 0-69 with higher scores indicating greater relationship satisfaction. The scores of 48 and above indicate non-distress and scores of 47 and below indicate marital/relationship distress. The RDAS has been found to have a Cronbach's alpha (reliability) of .90 (Busby et al., 1995). The present study used the Urdu translated version of Revised Dyadic Adjustment Scale by Naeem et al. (2021). The Cronbach's alpha (reliability) was found to be .70.

#### ***2.8.5 Gender Role Attitudes Scale***

This scale measures the higher egalitarian gender role attitudes. It has total 30 items that can be scored on 5-point Likert scale (1 = strongly disagree to 5 = strongly agree). 15 items of traditional gender role attitudes that are Item 1, 3, 5, 8, 9, 14, 15, 16, 17, 21 24, 25, 28, 29, and 30 are reversed items. The possible score range for these item is 30-150. Higher score means higher egalitarian gender role attitudes. The present study used the Urdu version of the scale developed by Kamal and Saqib (2004). Cronbach's alpha reliability of Gender role Attitudes is found to be .78 that indicates a decent internal consistency of the scale (Kalsoom & Kamal, 2021).

## **2.9 Phase I: Translation and Adaptation of Interpersonal Tolerance Scale**

In phase I of the study translation and adaptation of the Interpersonal Tolerance Scale was objectified. Therefore Interpersonal Tolerance Scale, originally developed (Thomas et al., 2016) was translated and adapted from English to an indigenous language Urdu.

Interpersonal tolerance scale was developed and validated (Thomae et al., 2016). Till the date, this scale is available in English and in German language. It has been used in different research studies to measure the concept of tolerance in different cultures (Mehmood et al., 2022; K.S.Sneka & Dr.R.Ramasamy, 2023). Originally, the interpersonal tolerance scale was developed and refined from a pool of 76 items. After finalizing its 34 items that comprise of the three subscales; warm tolerance, cold tolerance, and limits of tolerance, its reliability ranges from 0.77 to 0.81 (Thomae et al., 2016). The confirmatory factor analysis of the scale gives a 1220.22 value of the chi-square with 524 degree of freedom and a root mean square error of approximation of 0.068 (Thomae et al., 2016).

### ***2.9.1 Steps of the Translation and Adaptation of Interpersonal Tolerance Scale***

As the interpersonal tolerance scale was originally available in English language, therefore, to use it in Pakistan it needed to be translated into an indigenous language Urdu. For this purpose, the first step was to get the formal permission via email from its original author (Thomae et al., 2016). An unconditional permission was granted to use and translate the scale to Urdu language by the author (Appendix A-B). As the targeted population of the current study is married couples from Pakistani community, therefore for their better understanding, the use of the indigenous scales and thus the translation of interpersonal

tolerance scale into Urdu language was the utmost need for this research. For a better reliability and validity of the scale, the forward and backward translation method was being followed for the translation of interpersonal tolerance scale (Fenn et al., 2020). The key steps of the whole process of the translation and adaptation are elaborated as follows:

**Step 1: Forward Translation of Interpersonal Tolerance Scale into Urdu.** The translation of a scale from its source language into a target language requires the assurance of equivalence in its conceptualization, meaning and contextual use. To make sure that interpersonal tolerance scale is equivalent in both its source language (English) and target language (Urdu) in terms of its contextual meaning, conceptualization and cultural meaning, a forward and backward method of translation has been followed. This method involved the selection of experts who can understand the conceptual and contextual meaning of both the English and Urdu language of the items of the mentioned scale. Bilingual experts were selected and the detail and purpose of the translation method was elaborated so that they could make a forward translation of the scale into Urdu as per required by the current study. An elaboration of the procedure and the experts of both the languages is given as under:

***Bilingual Experts.*** The selection of the bilingual experts involved approaching professionals who are the native speakers of the target language (Urdu) and have a strong command over the source language (English) of the scale. Such characteristics of the bilingual experts is necessary in order for the items to measure the construct in the target language in exactly or approximately the same manner as it does in the source language (Hawkins et. al., 2020). Three bilingual experts were selected, one of them who has majored in Modern English and literature and was a native Urdu speaker and two of them

were Ph.Ds. and specialists in Psychology discipline and native Urdu speakers too. All of the bilingual experts were serving in high profile universities as subject professors and researchers. The bilingual experts selected for the forward translation were not approached again in any of the further steps in the translation process.

***Procedure.*** All the three bilingual experts that were selected for the forward translation were given similar instructions in their individual working places. They were given a clear elaboration about the purpose and requirement of the translation for the current research study. As the target population of the current study is married couples from Pakistani community, therefore a clear, simple and concise translation approach was the requirement of this study. The bilingual experts were given an elaboration that the target population are not the experts in the source language of interpersonal tolerance scale, therefore the translation into literal meaning, difficult and non-contextual dictionary meaning, jargons and metaphors should be refrained from. The translator must make it sure that the items are clearly understandable to the layman and the native married couples of Pakistani community. They should have a thorough understanding of a contextual and conceptual meaning of the source language so that the translated version is easy to be understood and comprehended by the target population.

Three forward translation were obtained from which one draft will be finalized and refined through a committee approach.

**Step 2: Committee Approach.** A committee comprises of three bilingual experts other than those selected for forward translation process were approached. These bilingual experts were Ph.Ds. in Psychology and has extensive experience in the field. The three drafts that were obtained in the forward translation process were thoroughly analyzed by

the experts on the basis of its contextual understanding, grammatical structure and clarity of the items. A finalized Urdu version was obtained through the analysis by the committee in which no item was discarded and only little modification in the words in terms of its contextual meaning rather than literal dictionary meaning was made. This final version was now ready to go further into the backward translation process.

**Step 3: Backward translation.** The first Urdu version of interpersonal tolerance scale was obtained through the first committee approach of this process. The same procedure was followed for backward translation as in forward translation except for three bilingual experts other than the ones approached in forward translation process or I the committee approach. This time, the target language (Urdu) version was intended to be translated again to the source language (English) version in order to have make sure the translation is reliable and appropriate.

***Bilingual Experts.*** The bilingual experts approached in the backward translation process were independently selected. One of them was majored in English discipline while the other two were Ph.Ds. in psychology and were teaching professionals in their respective fields. The same instructions were given to them as in the forward translation step. Three drafts were obtained through backward translation from Urdu to English and were made ready for the analysis in the second committee approach.

**Step 4: Committee Approach.** A second committee approach was held comprised of the same bilingual and subject experts as in the first committee approach. A thorough analysis and expert judgment of the committee resulted a very refined English version of the scale. No item or wording of the items were changed in this version. The contextual meaning and understanding of the first Urdu version, second English version and the



original English version were compared and analyzed. The final Urdu version was refined and made ready to be used on the target population by the decision and expert judgment of the committee members, retaining the same sequence and structure of the scale as its original source version.

**2.9.1.2 Conclusion.** Phase-I of study I comprised of translation and adaptation of interpersonal tolerance scale from English language to Urdu. For the forward translation process three bilingual experts were selected and three drafts of the Urdu version of the scale were obtained. A committee approach was held comprised of the three independent bilingual experts who analyzed, refined and finalized the first Urdu version of the scale. This version was then processed in the backward translation process and was again translated to the source language English. A second committee approach was held of the same members as in the first committee approach to refine and finalize the second English version of the scale which was then compared and made equivalent to the final, ready to use Urdu version of the interpersonal tolerance scale.

## **2.10 Phase II: Validation**

### **Construct Validation of Interpersonal Tolerance Scale**

The objective of this phase of the study was to develop construct validation for the Interpersonal Tolerance Scale (IPTS). For this purpose, confirmatory factor analysis was run on its 34 items. The original version of IPTS has a 7-point Likert scale but, as per the open permission from the author and the level of understanding of the target population, 5-point Likert scale was used. There was a difficulty in understanding the difference between 2<sup>nd</sup> point (Agree) and 3<sup>rd</sup> point (Nearly Agree) of the Likert scale for the study subjects. Likewise, 5<sup>th</sup> point (Nearly Disagree) and 6<sup>th</sup> point (Disagree) of the Likert scale were also difficult to be differentiated by the respondents of the study. Therefore, in consensus with the supervisor and members of the committee for the translation, it was decided to keep a 5 point Likert scale for IPTS. Confirmatory factor analysis was done on 5-point Likert scale in order to validate the factor structure of IPTS. AMOS (Analysis of Moment Structure) version 24.0 was used to develop a structural equation model (SEM) for the validation of factor structure of IPTS. Interpersonal Tolerance Scale has three subscales: Warm Tolerance, Cold Tolerance, and Limits of Tolerance similar to the original version.

## CHAPTER 3

### RESULTS

#### 3.1 Results of Phase II

In Phase II of the study, confirmatory factor analysis was done to validate the translated Interpersonal Tolerance Scale. This was done using the software Analysis of Moment Structure (AMOS) v. 24.0.0. The detail of the results is presented in the following sections.

#### Demographic Characteristics of the Study Participants

The socio-demographic characteristics of the study participants are presented in Table 3.

**Table 1**

*Socio-demographic Characteristics of Participants (N = 100)*

Characteristics	<i>f</i>	(%)	<i>M</i>	<i>SD</i>
<b>Age</b>			33.24	7.34
<b>Education</b>				
None	9	4.5		

Primary	17	8.5
Secondary	30	15
Higher Secondary	20	10
Graduates	68	34
Post-graduates	56	28

### **Job experience**

None	76	38
1 years - 5 years	37	18.5
6 years - 10 years	43	21.5
11 years - 15 years	23	11.5
16 years - 35 years	21	10.5

### **Personal income**

0	85	42
10000-50000	51	25
51000-100000	44	22
100001-500000	20	10

**Family income**

0	58	29
10000-50000	37	18.5
51000-100000	64	32
100001-500000	41	20.5

**Type of marriage**

Love marriage	52	26
Arrange marriage	148	74

**Family system**

Joint	99	49.5
Nuclear	101	50.5

**Duration of marriage**

1 years - 5 years	85	42.5
6 years -10 years	63	31.5
11 years - 15 years	21	10.5
16 years - 20 years	12	6

21 years - 30 years	19	9.5
<b>Number of children</b>		
1-3	152	76
4-6	48	24

---

*Note.* *f* = frequency. *M* = Mean. *SD* = Standard Deviation.

Table 1 shows that out of 200 participants 100 were male spouses and 100 were female spouses with 50% each. The mean age of all the participants was 33.24 with the standard deviation of 7.34. Out of all the participants, 4.5% ( $n = 9$ ) were having no educational background, 8.5% ( $n = 17$ ) were educated till primary, 15% ( $n = 30$ ) were educated till secondary, 10% ( $n = 20$ ) were having an educational background of higher secondary, 34% ( $n = 68$ ) were graduated participants, and 28% ( $n = 56$ ) of the participants were post-graduated. The table also presents that out of 200 participants 38% ( $n = 76$ ) were having no job experience at all, 18.5% ( $n = 37$ ) were having job experience between 1 years to 5 years, 21.5% ( $n = 43$ ) were having it between 6 to 10 years, 11.5% ( $n = 23$ ) were with job experience between 11 to 15 years, 5.5% ( $n = 11$ ) of the participants were having it between 16 to 20 years, 4% ( $n = 8$ ) laid between 21 to 30 years of job experience, whereas only 1% ( $n = 2$ ) of the participants were having job experience between 31 to 35 years.

Table 1 also shows the percentages and frequencies of personal income and family income of the study participants. 42% ( $n = 85$ ) of the participants were having no personal income, 25% ( $n = 51$ ) of the participants were having personal income between 10000 and 50000, 22% ( $n = 44$ ) were having personal income between 51000 and 100000, 10% ( $n =$

20) of them were having it between 100001 and 500000. 29% ( $n = 58$ ) of the participants were no family income, 18.5% ( $n = 37$ ) were having family income between 10000 and 50000, 32% ( $n = 64$ ) were having it between 51000 and 100000, whereas 20.5% ( $n = 41$ ) of the participants were laid on family income range of 100001-500000.

The above table also demonstrates the type of marriage participants have. It shows that 26% ( $n = 52$ ) of the participants were having love marriage while the remaining 74% ( $n = 148$ ) of them were having arrange marriage. 49.5% ( $n = 99$ ) of the participants were living in a joint family system, while 50.5% ( $n = 101$ ) of them were living in a nuclear family system. The frequencies and percentages of the duration of marriage of the participants shown in Table 3 is as follows; 42.5% ( $n = 85$ ) of them were having a duration of marriage between 1 year and 5 years, 31.5% ( $n = 63$ ) were having it between 6 and 10 years, 10.5% ( $n = 21$ ) of them were having the duration of marriage between 11 and 15 years, 6% ( $n = 12$ ) of them were having it between 16 and 20 years, while 9.5% ( $n = 19$ ) of the participants laid on the range of 21 years – 30 years of the duration of marriage continuum. Out of all the participants ( $n = 200$ ), 76% ( $n = 152$ ) were having 1-3 Kids, whereas 24% ( $n = 48$ ) were having 4-6 kids.

## Table 2

### *Fit Indices of Confirmatory Factor Analysis for the Interpersonal Tolerance Scale*

Model	$\chi^2$	df	$\chi^2/df$	GFI	CFI	NNFI	RMSEA	SRMR
Initial Model	1090.18	524	2.080	0.748	0.861	0.764	0.074	0.148

Model Fit	916.03	513	1.786	0.793	0.901	0.802	0.063	0.145
-----------	--------	-----	-------	-------	-------	-------	-------	-------

---

*Note.*  $N = 200$ , All changes in chi square values are computed relative to model,  $\chi^2 > .05$ , *GFI* = Goodness of Fit Index, *CFI* = Comparative Fit Index, *NNFI* = Non-Normed Fit Index; *RMSEA* = Root Mean Square Error of Approximation, *SRMR* = Standardized Root Mean Square.

Table 1 shows the fit indices of the model for Interpersonal Tolerance Scale. The model fit of IPTS were  $\chi^2 (513) = 916.03$ ,  $p < .05$ . The initial model of IPTS indicates a poor model fit. According to Hair et al. (2010) the chi-square test can easily be effected by sample size, number of parameters that are taken in a model and non-normality of the distribution. Some of the relative fit indices of the model such as CFI and RMSEA were taken into consideration. In the initial model the CFI value was 0.86, and that of RMSEA was 0.07 which indicated a poor model fit. The relative fit indices that indicate a model fit should fall under the range of 0-3 as (Hu & Bentler, 1999).

Thus to improve the model fit, the procedure of model modification was taken into consideration. Few covariance were drawn between the error terms of the indicators of latent variables of IPTS. These covariance were suggested by the modification indices of the model. To improve a model fit, it is allowed to draw covariance between the error terms of the indicators of the latent variables as proposed by Tomás and Oliver (1999). Covariances were drawn between those error terms which has the highest modification indices (M.I) value.

After the model modification process was completed, the values of CFI and RMSEA were once again compared. The value of CFI after the model modification was found to be 0.90 and that of RMSEA was 0.06 which indicate a best fit model for further exploration.



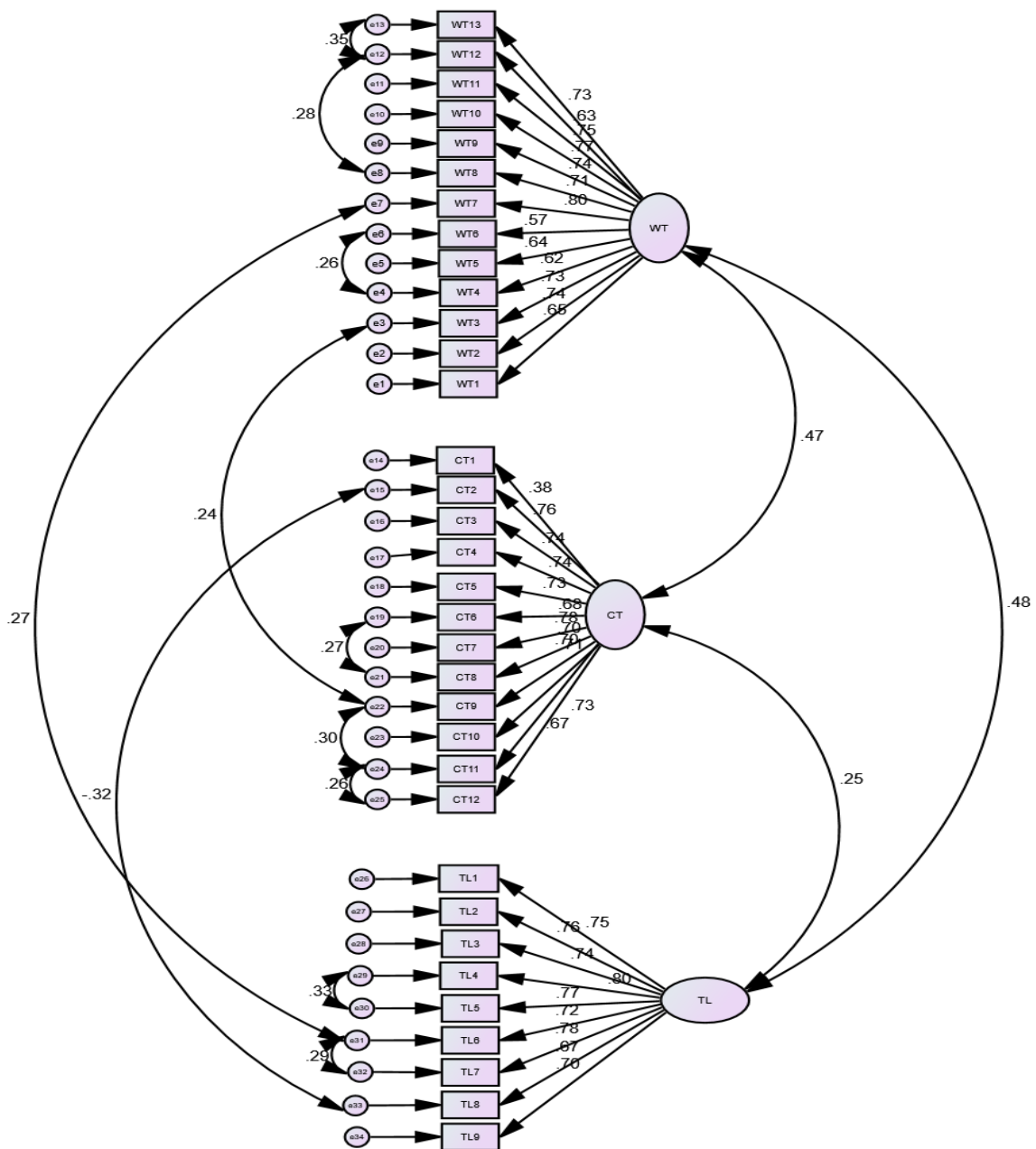


Figure 2. First Order Confirmatory Factor Analysis of IPTS

**Table 3***First order CFA for Interpersonal Tolerance Scale*

Factors	CR	AVE	MSV	$\lambda$
Warm Tolerance	0.92	0.50	0.23	
WT1				.65
WT2				.74
WT3				.73
WT4				.62
WT5				.64
WT6				.57
WT7				.80
WT8				.71
WT9				.74
WT10				.77
WT11				.75
WT12				.63
WT13				.73
Cold Tolerance	.92	.50	.22	
CT1				.38
CT2				.76
CT3				.74
CT4				.74

CT5				.73
CT6				.68
CT7				.78
CT8				.70
CT9				.70
CT10				.71
CT11				.67
CT12				.73
Limits of Tolerance	.92	.56	.23	
LT1				.75
LT2				.76
LT3				.74
LT4				.80
LT5				.77
LT6				.72
LT7				.78
LT8				.67
LT9				.70

---

*Note.* CR= Composite Reliability. AVE = Average Variance Extracted. MSV = Maximum Shared Variance.  $\lambda$  = Standardized Factor Loading.

Confirmatory Factor Analysis was used to determine the validity of the Interpersonal Tolerance Scale. The composite reliability of Warm Tolerance, Cold Tolerance and Limits of Tolerance were 0.92 respectively. The AVE values for the three mentioned subscales were 0.50, 0.50, and 0.56 respectively which are under the acceptable

range as 0.5 - 0.7 (Henseler et. al., 2016). The factor loadings for each of the indicator of the latent variables were under the acceptable range. The composite reliability of Warm Tolerance, Cold Tolerance, and Limits of Tolerance was 0.92 each that indicates a very good level of reliability.

### **3.2 Results of Phase III**

The objective of this phase is to study the relation between interpersonal tolerance, marital adjustment and gender role attitudes in married couples. Further, to analyze the interdependence of the dyadic data in interpersonal tolerance, gender role attitudes and marital adjustment using actor-partner interdependence model was also objectified in this phase.

Structural equation model (SEM) using Smart PLS version 4 (Ringle et al., 2015), was used to estimate the structural model for the mediating role of traditional gender role attitudes and egalitarian gender role attitudes of male and female spouses. Partial Least Square has many strengths that made it more suitable for the current study, including its less stringent statistical assumptions, and its ability to estimate complex models such as actor-partner interdependence model using the latent variables (Astrachan et al., 2014). A 5000 bootstrapped sample was generated for standard errors and t-statistics to estimate the statistical significance of structural model for path coefficients. Moreover, statistical package for social sciences (SPSS) was also used to investigate the Pearson product moment correlation analysis.

#### **Cronbach's Alpha Reliability and Descriptive Statistics of the Scales used in the Study**

The descriptive statistics and alpha reliabilities of the scales and subscales are presented in Table 4.

**Table 4***Descriptive Statistics and Psychometric Properties of Scales and Subscales (N = 100)*

<b>Scales &amp; Subscales</b>	<b>K</b>	<b><math>\alpha</math></b>	<b>M</b>	<b>SD</b>	<b>Range</b>	
					<b>Actual</b>	<b>Potential</b>
<b>Interpersonal Tolerance Scale</b>	34	.94	97.77	12.67	67-137	34-170
Warm Tolerance	13	.92	40.86	12.02	13-65	13-65
Cold Tolerance	12	.91	28.14	10.25	14-58	12-60
Limits of Tolerance	9	.91	28.77	9.75	12-45	9-45
<b>Gender Role Attitudes Scale</b>	30	.60	94.64	6.23	84-111	30-150
Traditional Gender Role Attitudes Scale	15	.61	42.95	6.16	29-57	15-75
Egalitarian Gender Role Attitudes Scale	15	.53	47.23	4.33	37-57	15-75
<b>Revised Dyadic Adjustment Scale</b>	14	.85	53.75	9.99	17-65	0-70

*Note.* *K* = Number of items.  *$\alpha$*  = Cronbach's alpha reliability. *M* = Mean. *SD* = Standard Deviation

Table 4 presents the descriptive statistics and Cronbach's alpha reliabilities of the scales and subscales that were used in the study. The Cronbach's  $\alpha$  value for Interpersonal Tolerance Scale (IPTS) was .94 (>.70) which indicates its high internal consistency. Likewise, the subscales of IPTS, Warm Tolerance, Cold Tolerance, and Limits of Tolerance, indicate the Cronbach's  $\alpha$  value of .92, .91, and .91 (>.70) respectively which indicate their high internal consistency. The Cronbach's  $\alpha$  value for Gender Role Attitudes Scale (GRAS) was .60 (<.70) which indicate a moderate level of internal consistency.

Similarly, the Cronbach's  $\alpha$  values of Traditional gender role attitudes scale and Egalitarian gender role attitudes scale were .61 and .53 (<.70) respectively. The alpha value of Egalitarian gender role attitudes indicate a low internal consistency of the subscales. The Cronbach's  $\alpha$  value for Revised Dyadic Adjustment Scale was .85 (>.70) that indicates its high internal consistency.

## Correlational Analysis

Pearson product moment correlation analysis was done between Interpersonal Tolerance (Warm Tolerance, Cold Tolerance, Limits of Tolerance), Gender Role Attitudes (Traditional Gender Role Attitudes, Egalitarian Gender Role Attitudes), and Marital Adjustment. Correlation was also done between these variables in male spouses and in female spouses separately. The results are presented in the tables below.

**Table 5**

*Bivariate Correlation between Study Variables (N = 100)*

Variables	2	3	4	5	6	7	8	9	10	11
<b>1. Interpersonal Tolerance</b>	.86***	-.75***	-.71***	.03	.00	.04	-.02	.03	-.05	-.05
2. Warm Tolerance	-	-.50***	-.46***	-.05	-.04	-.05	.03	.07	-.00	-.00
3. Cold Tolerance	-	-	.25***	.00	.09	-.07	.00	-.05	.05	.04
4. Limits of Tolerance	-	-	-	-.15*	-.14*	-.09	.08	.06	.07	.08
<b>5. Gender Role Attitudes</b>	-	-	-	-	.73***	.79***	-.05	-.23**	-.00	.19**
6. Traditional Gender Role Attitudes	-	-	-	-	-	-.15*	-.02	-.17*	.02	.17*
7. Egalitarian Gender Role Attitudes	-	-	-	-	-	-	-.06	-.18*	-.03	.11
<b>8. Revised Dyadic Adjustment</b>	-	-	-	-	-	-	-	.82***	.87***	.72***
9. Consensus	-	-	-	-	-	-	-	-	.57***	.29***
10. Satisfaction	-	-	-	-	-	-	-	-	-	.58***
11. Cohesion	-	-	-	-	-	-	-	-	-	-

\*p<.05, \*\*p<.01, \*\*\* p<.00



Table 5 shows that interpersonal tolerance was found as significant and positively correlated with warm tolerance, while it was significant but negatively correlated with cold tolerance, and limits of tolerance. Similarly, warm tolerance was significant and negatively correlated with cold tolerance and limits of tolerance. Whereas cold tolerance was found as significant and positively correlated with limits of tolerance. Limits of tolerance was significant and negatively correlated with gender role attitudes and traditional gender role attitudes respectively of both the male spouses and female spouses.

Gender role attitudes was significantly positively correlated with its subscales, traditional gender role attitudes and egalitarian gender role attitudes, respectively. Whereas gender role attitudes was found to be significantly negatively correlated with consensus and positively correlated with cohesion. Traditional gender role attitudes was found to be significantly negatively correlated with egalitarian gender role attitudes, whereas it was significantly positively correlated with cohesion and negatively correlated with consensus. Egalitarian gender role attitudes was found to be significantly negatively correlated with consensus.

Marital adjustment was significantly positively correlated with all of its three subscales, consensus, satisfaction, and cohesion. Similarly Consensus was found to have a significant positive correlation with satisfaction and cohesion, whereas satisfaction was also found to have a significant positive correlation with cohesion.

**Table 6**

*Bivariate Correlation between Interpersonal Tolerance, Gender Role Attitudes, Traditional Gender Role Attitudes, Egalitarian Gender Role Attitudes, and Marital Adjustment Of Male and Female Spouses (N = 100)*

<b>Variables</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
1. Interpersonal Tolerance (M)	.52***	-.23*	-.14	.88***	.47***	-.29**	-.19*	-.03	.05
2. Interpersonal Tolerance (F)	-	-.13	-.09	.48***	.87***	-.25**	-.04	.08	.20*
3. Gender Role Attitudes (M)	-	-	.22*	-.18*	-.15	.80***	.23*	-.16	.07
4. Gender Role Attitudes (F)	-	-	-	-.12	-.05	.23*	.77***	.07	.07
5. Traditional Gender Role Attitudes (M)	-	-	-	-	.44***	-.25**	-.13	-.05	.11
6. Traditional Gender Role Attitudes (F)	-	-	-	-	-	-.25**	-.04	.07	.19*
7. Egalitarian Gender Role Attitudes (M)	-	-	-	-	-	-	.25*	-.16	.10
8. Egalitarian Gender Role Attitudes (F)	-	-	-	-	-	-	-	-.06	.04
9. Marital Adjustment (M)	-	-	-	-	-	-	-	-	.38***
10. Marital Adjustment (F)	-	-	-	-	-	-	-	-	-

*Note.* M = Male spouses. F = Female Spouses. \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .00$

Table 6 presented the bivariate correlations between interpersonal tolerance, gender role attitudes and marital adjustment of male and female spouses. The results showed that there is a significantly positive correlation between the interpersonal tolerance of male spouses with interpersonal tolerance of female spouses. Interpersonal tolerance of male spouses was significantly negatively correlated with their gender role attitudes which means that when male spouses had more traditional gender role attitudes their interpersonal tolerance was high. Interpersonal tolerance of male spouses was significant and positively correlated with traditional gender role attitudes of male spouses and traditional gender role attitudes of female spouses. Whereas, Interpersonal tolerance of male spouses was found as significant but negatively correlated with egalitarian gender role attitudes of male spouses and egalitarian gender role attitudes of female spouses.

Interpersonal tolerance of female spouses was significant and positively correlated with traditional gender role attitudes of male spouses and traditional gender role attitudes of female spouses. Whereas, interpersonal tolerance of female spouses was found as significant but negatively correlated with egalitarian gender role attitudes of male spouses. It implies that when gender role attitudes of male spouses were more egalitarian then interpersonal tolerance of their female spouses was low. Interpersonal tolerance of female spouses was significantly positively correlated with their marital adjustment.

Traditional gender role attitudes of male spouses were found as significant and positively correlated with traditional gender role attitudes of female spouses. Traditional gender role attitudes of female spouses was found as significant but negatively correlated with egalitarian gender role attitudes of male spouses. Traditional gender role attitudes of

female spouses was found as significant and positively correlated with marital adjustment of female spouses. It means that when gender role attitudes of female spouses are more traditional, their marital adjustment was high. Likewise, the gender role attitudes of male spouses were significantly positively correlated with gender role attitudes of female spouses. Similarly, marital adjustment of male spouses was significantly positively correlated with marital adjustment of female spouses which indicates that when the marital adjustment of male spouses increases the marital adjustment of their female spouses also increases.

**Table 7**

*Bivariate correlation between demographic variables (age, education, job experience, personal income, family income, type of marriage, duration marriage, and number of children) and study variables (N = 100)*

Variables	2	3	4	5	6	7	8	9	10	11
1. Age	.02	.57***	.33***	-.15*	-.04	.73**	.61**	.09	-.11	.05
2. Education	-	.27***	.44***	.06	-.34***	-.19**	-.22**	-.07	.15 <sup>+</sup>	.08
3. Job experience	-	-	.66***	-.29***	-.05	.29***	.24***	-.02	-.07	.12
4. Personal income	-	-	-	-.25***	-.18**	.05	-.00	.02	.01	.05
5. Family income	-	-	-	-	-.16 <sup>+</sup>	-.01	-.04	-.04	-.10	.13
6. Type of marriage	-	-	-	-	-	.04	.07	.09	.17 <sup>+</sup>	.68
7. Duration of marriage	-	-	-	-	-	-	.77***	.08	-.11	.07
8. No. of children	-	-	-	-	-	-	-	.03	-.17 <sup>+</sup>	.13
9. Interpersonal tolerance	-	-	-	-	-	-	-	-	.03	-.02
10. Gender role attitudes	-	-	-	-	-	-	-	-	-	-.05
11. Revised dyadic adjustment	-	-	-	-	-	-	-	-	-	-

\* $p < .05$ , \*\* $p < .01$ , \*\*\*  $p < .00$

Table 7 depicted that gender role attitudes was significantly positively correlated with education, the type of marriage (love or arrange) the participants have, and with their number of children. It means that when level of education increases the gender role attitudes will be more egalitarian in nature. Or we can say that when an individual has high level of education, he/she will hold more modern gender role attitudes. Likewise, if an individual has more modern gender role attitudes he/she will have more kids. In the same manner, the results depict that individuals having modern gender role attitudes has had love marriage.

### **Mediation Analysis**

One of the objectives of the present study was to investigate the mediation role of the traditional gender role attitudes of male spouses and female spouses in the predicting the influence of interpersonal tolerance of male spouses and female spouses on marital adjustment of male spouses and female spouses. Mediation analysis was done using the Actor-Partner Interdependence Model of Mediation (APIMeM). Actor-Partner Interdependence Model (APIM) is a model that is used to investigate the dyadic data (Cook & Kenny, 2005). As the scores of the members of a dyad are interdependent on each other therefore APIM interprets this interdependence through analyzing the actor effect and partner effect. In actor effect, the influence of the score of one member of the dyad such as husband is being studied on their own outcome variable. Whereas in partner effect, the influence of the score of one partner in a dyad is checked on the outcome variable of the other partner in dyad (Cook & Kenny, 2005).

This section includes the direct effect of interpersonal tolerance, traditional gender role attitudes, and egalitarian gender role attitudes on marital adjustment of both the male

and female spouses combined (Table 8). It also includes the indirect effect interpersonal tolerance on marital adjustment through the mediating role of traditional gender role attitudes of both the male and female spouses combine (Table 9). Further, this section includes the direct effect of interpersonal tolerance, traditional gender role attitudes, and egalitarian gender role attitudes on marital adjustment of male spouses and female spouses separately (Table 10). It also includes the indirect effect interpersonal tolerance on marital adjustment through the mediating role of traditional gender role attitudes of male spouses and female spouses separately (Table 11).

**Table 8**

*Direct Effect of Interpersonal Tolerance, Gender Role Attitudes (Traditional Gender Role Attitudes and Egalitarian Gender Role Attitudes) on Marital Adjustment (N = 100)*

Direct Effects	$\beta$	SE	t	p
Interpersonal Tolerance → Traditional Gender Role Attitudes	.86	.02	35.78	.000
Interpersonal Tolerance → Marital Adjustment	.34	.14	2.50	.006
Traditional Gender Role Attitudes → Marital Adjustment	.49	.28	1.73	.042
Interpersonal Tolerance → Egalitarian Gender Role Attitudes	-.23	.08	2.79	.003
Egalitarian Gender Role Attitudes → Marital Adjustment	.05	.19	.25	.400

Note:  $\beta$  = standardized regression coefficient. SE = standard error.

Table 8 shows the direct effect of the predicting variable and mediators of the study on its outcome variable. The potential antecedent of the model was interpersonal tolerance,

the mediators were traditional gender role attitudes and egalitarian gender role attitudes, whereas marital adjustment was the outcome variable of the model.

The results of the direct effect showed that interpersonal tolerance significantly positively predicted the traditional gender role attitudes with the beta coefficient value of .86. Similarly interpersonal personal tolerance was found to significantly negatively predict egalitarian gender role attitudes with the beta coefficient value of -.23. Likewise, interpersonal tolerance was found to significantly positively predict marital adjustment with beta coefficient value of .34. On the other hand, traditional gender role attitudes was found to significantly positively predict marital adjustment with beta coefficient value of .463.

**Table 9**

*Mediating (Indirect) Effect of Traditional Gender Role Attitudes and Egalitarian Gender Role Attitudes on the relationship between Interpersonal Tolerance and Marital Adjustment (N=100)*

Variables	$\beta$	SE
Indirect		
Interpersonal Tolerance→ Traditional Gender Role Attitudes→ Marital Adjustment	.42*	.24
Interpersonal Tolerance→ Egalitarian Gender Role Attitudes→ Marital Adjustment	-.01	.05

*Note.*  $\beta$  = standardized regression coefficient. SE = standard error. \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .0$ .

Table 9 shows the specific indirect effect of interpersonal tolerance on marital adjustment through traditional gender role attitudes as well as egalitarian gender role



attitudes of both the male and female spouses combined. The results showed that traditional gender role attitudes has significantly mediated the predicting effect of interpersonal tolerance on marital adjustment. It means that traditional gender role attitudes of male and female spouses play an important role between their interpersonal tolerance level and their marital adjustment. The higher interpersonal tolerance in a dyadic relationship of male and female spouses predict their higher marital adjustment taking the mediating role of the traditional gender role attitudes into account. On the other hand egalitarian gender role attitudes was found to be non-significant in mediating the effect of interpersonal tolerance on marital adjustment. Hence no mediation was significant when egalitarian gender role attitudes was taken as mediator between interpersonal tolerance and gender role attitudes.

The following Table 10 shows the direct effect of interpersonal tolerance and traditional gender role attitudes on marital adjustment of male spouses and female spouses separately.

**Table 10**

*Direct Effect of Interpersonal Tolerance, Traditional Gender Role Attitudes, on Marital Adjustment of Male and Female Spouses (N = 100)*

Direct Effects	$\beta$	SE	t	p
Interpersonal Tolerance (M)→ Marital Adjustment (M)	.36	.13	2.78	.003
Interpersonal Tolerance (M)→ Traditional Gender Role Attitudes (M)	.85	.06	14.93	.000
Traditional Gender Role Attitudes (M)→ Marital Adjustment (M)	.32	.19	1.71	.042
Interpersonal Tolerance (F)→ Marital Adjustment (F)	.20	.13	1.52	.06

Interpersonal Tolerance (F)→ Traditional Gender Role Attitudes (F)	.59	.10	6.07	.000
Traditional Gender Role Attitudes (F)→ Marital Adjustment (F)	.62	.13	4.75	.000
Interpersonal Tolerance (M)→ Marital Adjustment (F)	.04	.12	.35	.36
Interpersonal Tolerance (M)→ Traditional Gender Role Attitudes (F)	.21	.09	2.24	.01
Interpersonal Tolerance (F)→ Marital Adjustment (M)	.03	.13	.26	.39
Interpersonal Tolerance (F)→ Traditional Gender Role Attitudes (M)	.05	.08	.66	.25
Traditional Gender Role Attitudes (F)→ Marital Adjustment (M)	-.09	.14	.62	.27
Traditional Gender Role Attitudes (M)→ Marital Adjustment (F)	-.09	.20	.46	.32

*Note.* *M* = Male Spouses. *F* = Female Spouses.  $\beta$  = standardized regression coefficient. *SE* = standard error

Table 10 presented the direct effect of the interpersonal tolerance of male and female spouses on traditional gender role attitudes of male and female spouses and their marital adjustment. The results showed that interpersonal tolerance of male spouses has a significant positive direct effect on their own marital adjustment with beta coefficient value of .36. It means that the actor effect of male spouses on their marital adjustment is significant which implies that when their interpersonal tolerance was high, their own marital adjustment also got high. Likewise, the direct effect of interpersonal tolerance of male spouses on their own traditional gender role attitudes was also positively significant that indicates that those male spouses who has higher interpersonal tolerance were having more traditional attitudes towards gender role. Similarly, the traditional gender role attitudes of male spouses has a positively significant direct effect on their own marital adjustment that implies that male spouses who had more traditional gender role attitudes were having higher marital adjustment.

Table 10 also showed the significant direct effect of interpersonal tolerance of female spouses on their own marital adjustment. This prediction indicated the actor effect of the interpersonal tolerance of female spouses on their marital adjustment. It implied that when the interpersonal tolerance of female spouses was high, their marital adjustment was also high. Likewise, the interpersonal tolerance of female spouses was found to significantly positively predict their own traditional gender role attitudes that implies that when the interpersonal tolerance of female spouses was high, they have had more traditional gender role attitudes. Similarly, there was a significant positive direct effect of traditional gender role attitudes of female spouses on their own marital adjustment that indicates that those female spouses who had more traditional gender role attitudes had higher marital adjustment.

On the other hand, Table 10 also showed the partner direct effects of the interpersonal tolerance of male spouses on the marital adjustment and traditional gender role attitudes of their female spouses and vice versa. These results depicted that there was a significantly positive direct effect of interpersonal tolerance of male spouses on the traditional gender role attitudes of their female spouses. It implies that those male spouses who had higher interpersonal tolerance were found to have female spouses having more traditional gender role attitudes.

Table 10 showed that other partner direct effects of the interpersonal tolerance of male spouses on the marital adjustment and traditional gender role attitudes of their female spouses and vice versa were founded to be non-significant.

The following table 11 shows the indirect effect of traditional gender role attitudes between interpersonal tolerance and gender role attitudes of male spouses and female spouses separately.

**Table 11**

*Mediating Effect of Traditional Gender Role Attitudes on the relationship between Interpersonal Tolerance and Marital Adjustment of Male and Female Spouses (N=100)*

Variables	$\beta$	SE
Indirect		
Interpersonal Tolerance (M)→ Traditional Gender Role Attitudes (M)→ Marital Adjustment (M)	.27*	.16
Interpersonal Tolerance (F)→ Traditional Gender Role Attitudes (F)→ Marital Adjustment (F)	.36***	.09
Interpersonal Tolerance (M)→ Traditional Gender Role Attitudes (F)→ Marital Adjustment (F)	.13*	.07

*Note.* M = Male Spouses. F = Female Spouses.  $\beta$  = standardized regression coefficient. SE = standard error

Table 11 presented the mediating effects of the traditional gender role attitudes of male and female spouses between the interpersonal tolerance and marital adjustment of male and female spouses. The results indicated that traditional gender role attitudes of male spouses was found to significantly mediate the effect of interpersonal tolerance of male spouses on the marital adjustment of male spouses. These results implies that traditional gender role attitudes of male spouses was found to significantly mediate the actor effect of male spouses which means that when the interpersonal tolerance of male spouses were high then in the presence of their traditional gender role attitudes, their marital adjustment also got high. Similarly, the actor effect of female spouses were also found to be significant

given the mediating effect of their traditional gender role attitudes. It depicts that when the interpersonal tolerance of female spouses was high, given the mediating role of their traditional gender role attitudes, their marital adjustment was also high.

Table 11 also showed the indirect partner effect of the interpersonal tolerance of male spouses on the marital adjustment of their female spouses via traditional gender role attitudes of female spouses. This indirect partner effect was found to be significant which implied that when female spouses had more traditional gender role attitudes then the interpersonal tolerance of male spouses had a positive influence on the marital adjustment of their female spouses.

## CHAPTER 4

### DISCUSSION

The current study investigated the relationship between interpersonal tolerance, gender role attitudes, and marital adjustment in married couples. This study also investigated the actor-partner interdependence in the interpersonal tolerance, gender role attitudes, and marital adjustment of male and female spouses. The direct and indirect effects in the study variables using the Actor-Partner Interdependence Model of Mediation was also explored in this study.

The current study had three phases with the phase I comprised of the translation and adaptation of the Interpersonal Tolerance Scale. After the completion of phase I, Phase II of the study was conducted which comprised of the construct validation of Interpersonal Tolerance Scale. Confirmatory factor analysis was implied to generate the construct validation of the mentioned scale.

#### **4.1 Construct Validation of Interpersonal Tolerance Scale**

The main objective of phase II of the study was to develop the construct validity of interpersonal tolerance scale. Confirmatory factor analysis was carried out to obtain the mentioned objective. All the 34 items of the interpersonal tolerance scale was categorized originally into three subscales i.e. warm tolerance, cold tolerance, and limits of tolerance. Thus confirmatory factor analysis was applied on all the items of these three categories of the scale. The results of phase II confirmed and depicted the similar evidence for the interpersonal tolerance to be a three dimensional measure that assess warm tolerance, cold

tolerance and limits of tolerance as originally proposed by the author of the scale. These results and evidences are in line with the findings of the previously existing study by Wittemann (2005). He translated the interpersonal tolerance scale into German language and confirmed that this scale is the three dimensional scale that measures warm tolerance, cold tolerance and limits of tolerance which supports the findings of the current phase of the study. Nengsih et al. (2022) has also used the scale with its original three dimensions i.e. warm tolerance, cold tolerance, and limits of tolerance in relation with the primary school's student knowledge.

Both the work of Wittemann (2005) and Thomae (2016) has the background concept of Allport's theory (1954) and argued that interpersonal tolerance is a personality trait and see it as one which is open to the diversity in people and have no consideration in the discrimination between any two given individuals or groups. Butrus and Witenberg (2013) also takes the concept of tolerance as a moral virtue which describes one's acceptability and respect to other peoples' attitudes and opinions rather than just putting up with it. Thus the findings of phase II are substantially supported by the existing literature as discussed above.

#### **4.2 Hypotheses based on the Relationship and Prediction between Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment**

After the completion of phase II, phase III of the study was conducted. This phase of the study investigated the Cronbach's alpha reliabilities of the scales, correlation analysis, and dyadic analysis using Actor-Partner Interdependence Model of Mediation (APIMeM).

It was hypothesized in phase III of the study that there will be a positive relationship between interpersonal tolerance of male spouses and that of female spouses. To test this hypothesis, Pearson product moment correlation analysis was carried out. Table 6 summarizes the results of the correlation between the interpersonal tolerance of male and female spouses. These results depicted that there is a significant positive correlation between the interpersonal tolerance of male and female spouses. Hence hypothesis 1 was accepted. These findings are supported by the literature substantially. Al Majali and Al Khaaldi (2020) investigated the values of tolerance in relation with the academic achievements, gender and year of the study the students are enrolled in. They found that different values of tolerance in male and female students were positively correlated with each other having the differences in tolerance level across gender.

Phase III further hypothesized that there will be a positive relationship between gender role attitudes of male spouses and that of female spouses. Pearson product moment correlation analysis was carried out to test this hypothesis. Table 6 summarizes the results of the correlation between gender role attitudes of male and female spouses. These findings showed that there is a significant positive correlation between gender role attitudes of male and female spouses. Hence hypothesis 2 was accepted. Perales et al. (2018) investigated gender role attitudes of men and women across change in parenthood. Their findings revealed that the gender role attitudes of males and females are positively correlated and become more traditional in nature as individuals become parents. Hence supporting hypothesis 2.

It was hypothesized that here will be a positive relationship between marital adjustment of male spouses and that of female spouses. Person product moment correlation



was run to check if marital adjustment of male and female spouses are positively correlated. Table 6 presented that marital adjustment of male and female spouses were positively correlated. Thus hypothesis 3 was accepted. Khatri and Manju (2019) investigated marital adjustment and psychological well-being as a comparative study in couples. Their findings revealed that marital adjustment of men and women are significantly correlated with no gender differences in the variables. Hence it supports hypothesis 3 of the study.

Hypothesis 4 of the study states that there will be a negative correlation between interpersonal tolerance and gender role attitudes of male spouses. To test this hypothesis, Pearson product moment correlation analysis was conducted. The results revealed that there is a significant positive correlation between the interpersonal tolerance and gender role attitudes of male spouses. Thus hypothesis 4 was proven true. As this study has identified it as a gap that there is no such literature exist that study interpersonal tolerance and gender role attitudes directly. However, literature does connect these two variables indirectly. Li et al. (2020) investigated tolerance for intimate partner violence. Their findings revealed that there is a negative relationship between gender role attitudes and the level of tolerance an individual has for intimate partner violence. Thus this study indirectly supports hypothesis 4 of the study.

Hypothesis 5 of the study proposes that there will be a positive correlation between interpersonal tolerance and marital adjustment of female spouses. Pearson product moment correlation analysis was run to check if interpersonal tolerance of female spouses is positively correlated with their marital adjustment. Table 6 summarized these analysis and revealed that there is a significant positive correlation between interpersonal tolerance and marital adjustment of female spouses. Hence hypothesis 5 of the study is accepted. Shahid

and Shahid (2016) investigated tolerance and marital satisfaction and considered marital adjustment as one aspect of the marital satisfaction. Their findings revealed that tolerance and marital satisfaction were significantly positively correlated with each other. Thus hypothesis 5 was supported by this study.

Hypothesis 6 of the study proposes that there will be a negative relationship between gender role attitudes and marital adjustment of male and female spouses. To check this hypothesis Pearson product moment correlational analysis was carried out. Table 6 revealed that there is no significant relationship between gender role attitudes and marital adjustment of male and female spouses. Hence hypothesis 6 was rejected. There is an inconsistent literature that explain the problem of gender role attitudes with that of marital adjustment. Kalsoom and Kamal (2020) investigated gender role attitudes and marital adjustment along with other variables such as emotional intelligence and multitasking preferences. Their findings revealed that gender role attitudes and marital adjustment were positively correlated with each other. These findings contradict hypothesis 6 of the study. On the other hand, Taniguchi and Kaufman (2014) stated that when egalitarian gender role attitudes in spouses are high, then there will be less communication over problem that in turn decreases their marital adjustment.

Hypothesis 7 of the study states that male and female spouses' interpersonal tolerance will positively predict change in their own marital adjustment (actor effect). To test this hypothesis, structural equation modeling using actor-partner interdependence model was run. Table 10 comprehends these analysis. The findings from the standardized regression coefficient revealed that interpersonal tolerance of male spouses significantly positively predicted the change in their own marital adjustment. Likewise, the interpersonal

tolerance of female spouses also significantly positively predicted the change in their own marital adjustment i.e. the actor effects were found to be significant. Thus hypothesis 7 of the study is accepted and proven to be true. There is a gap in the literature to study the interpersonal tolerance and marital adjustment directly especially using the actor-partner interdependence model (APIM). One study investigated personality and marital adjustment using the APIM model. Its findings revealed that there is significant actor effect of personality on marital adjustment of the spouses. Different factors of the personality were investigated with marital adjustment by Knabb and Vogt (2011). Therefore, interpersonal tolerance, as one of the aspects of personality, can be indirectly related to marital adjustment and hence we can infer that interpersonal tolerance of male and female spouses positively predicts the change in their own marital adjustment.

Hypothesis 8a of the study proposed that male spouses' interpersonal tolerance will positively predict change in female spouse's marital adjustment. Hypothesis 8b proposed that female spouses' interpersonal tolerance will predict change in male spouses' marital adjustment (partner effect). Table 10 presented the partner effects of the male and female spouses' interpersonal tolerance on their respective partner's marital adjustment. The results revealed non-significant partner effects of interpersonal tolerance of male and female spouses on marital adjustment of their respective partners. Hence hypothesis 8a and 8b were both rejected. The findings of this investigation is inconsistent with the previous study conducted on APIM for personality and marital adjustment. Taking interpersonal tolerance as one of the aspects of personality as explained above, this study positively predict the partner effect of personality on marital adjustment of the respective spouses (Knabb & Vogt, 2011).

Hypothesis 9 of the study states that Traditional gender role attitudes of male and female spouses will mediate the effect of interpersonal tolerance of male and female spouses on their marital adjustment (actor effect). Table 11 presented the findings of the mediating role of traditional gender role attitudes of male and female spouses between their interpersonal tolerance and marital adjustment. The results revealed that these findings are significant and found traditional gender role attitudes mediated the actor effect of interpersonal tolerance on marital adjustment of male and female spouses. Hence hypothesis 9 was accepted. One study was conducted on Mexican-origin couples in which gender role attitudes is seen as an independent variable while the outcome variable is marital satisfaction. This study revealed that flexibility in gender role attitudes positively predicted marital adjustment (Helms et al., 2019). In the mediation model of the current study traditional gender role attitudes act as independent variable for marital adjustment and has significant positive direct effects. Thus the findings of the above mentioned study contradicts the findings of the current study.

Hypothesis 10 of the study proposed that traditional gender role attitudes of female spouses will mediate the effect of interpersonal tolerance of male spouses on the marital adjustment of female spouses (partner effects). Table 11 summarized these partner effects. The results revealed that traditional gender role attitudes of female spouses mediated the effect of interpersonal tolerance of male spouses on the marital adjustment of female spouses. Hence hypothesis 10 of the study was accepted. There is no direct literature that takes traditional gender role attitudes as a mediator between interpersonal tolerance and marital adjustment utilizing APIM model of mediation. However, Helms et al. (2019) has used APIM model of mediation, taking marital warmth as a mediator between gender role

attitudes and marital satisfaction. Their findings revealed that gender role attitudes negatively predicted marital adjustment. These findings contradict the results of the current studies for the mediation in partner effects.

### **4.3 Conclusion**

The study concluded that there was a positive association of interpersonal tolerance of male spouses and interpersonal tolerance of female spouses. There was found to be a positive association of gender role attitudes of male spouses and gender role attitudes of female spouses. Marital adjustment of male spouses and marital adjustment of female spouses were also found to be positively correlated with each other. There was a positive relationship of interpersonal tolerance and gender role attitudes of male spouses. Interpersonal tolerance and marital adjustment of female spouses were also found to be positively associated with each other. No significant association was found between gender role attitudes and marital adjustment of male and female spouses.

Interpersonal tolerance of male spouses and female spouses positively predicted their own marital adjustment. Whereas the direct effect of interpersonal tolerance of male spouses was non-significant with the marital adjustment of female spouses and interpersonal tolerance of female spouses was also non-significant in predicting the marital adjustment of male spouses. Traditional gender role attitudes mediated the effect of interpersonal tolerance of male spouses and female spouses on their own marital adjustment (actor effect). Traditional gender role attitudes of female spouses mediated the effect of interpersonal tolerance of male spouses on the marital adjustment of female spouses (partner effect).

### **4.4 Limitations and Recommendations for Future Studies**

The limitations of the current study and the recommendations for the future studies could be highlighted in the present study. The current studies collected only 100 couples for investigation of the study variables. Therefore it is recommended for the future study to increase the sample size to improve the generalizability of the study. Pakistani couples only from one province were targeted in the present studies that could be extended to couples from various other cultures in the future studies. The current study is limited to only quantitative investigation of the variables that could be extended to mix research designs to explore the variables in future studies.

#### **4.5 Implications of the Study**

The results of the present study can contribute in spreading the awareness in family system and in couples about how interpersonal tolerance is necessary for their marital adjustment as well as how interpersonal tolerance, gender role attitudes, and marital adjustment are connected and how do they influence their marital life.

The awareness about the importance of the interpersonal tolerance and gender role attitudes of one spouse in a dyad in determining the marital adjustment of the other spouse in that dyad can be understood from the results of the present study. Thus effective measures can be taken to improve the marital life of couples.

This study will help in understanding the interpersonal tolerance, marital adjustment, and gender role attitudes among married couples from a more traditional context (Swabi) of Pakistan. Thus, it contributes to the body of research and knowledge and can add up little more to the literature.

## References

- Ahmed, F., & Iqbal, H. (2019). Self-Silencing and Marital Adjustment in Women With and Without Depression. *Pakistan Journal of Psychological Research*, 34(2), 311–330. <https://doi.org/10.33824/PJPR.2019.34.2.17>
- Aktas, S., Aydin, R., & Binici, D. K. (2022). Examination of the Effect of the Perceived Stress in the Coronavirus-19 Pandemic on Marital Adjustment, Sexual Life and Intimate Partner Violence. *Wiley Online Library*. <https://doi.org/10.1111/jan.15368>.
- Al Majali, S., & AlKhaaldi, K. (2020). Values of Tolerance in Relation to Academic Achievements, Cultures, and Gender among UAE Universities Students. *International Journal of Instruction*, 13(3), 571–586. <https://doi.org/10.29333/iji.2020.13339a>
- Allport, G. W. (1954). *The Nature of Prejudice. 25th Anniversary Edition*. Cambridge, MA: Perseus Book
- American Psychological Association. (2017). *APA Dictionary of Psychology*. <https://dictionary.apa.org/tolerance>
- Askari, S. F., Liss, M., Erchull, M. J., Staebell, S. E., & Axelson, S. J. (2010). Men Want Equality, But Women Don't Expect It: Young Adults' Expectations for Participation in Household and Child Care Chores. *Psychology of Women Quarterly*, 34(2), 243–252. <https://doi.org/10.1111/j.1471-6402.2010.01565.x>
- Astrachan et al., 2014 – Astrachan, C.B., Patel, V.K., Wanzenried, G. (2014). A comparative study of CB-SEM and PLS-SEM for theory development in family firm

- research. *Journal of Family Business Strategy*, 5(1): 116-128.
- Basharpoor, S., & Sheykhholeslami, A. (2015). The Relation of Marital Adjustment and Family Functions With Quality of Life in Women. *Europe's Journal of Psychology*, 11(3), 432–441. <https://doi.org/10.5964/ejop.v11i3.859>
- Batool, S., Ahmed, H. K., & Qureshi, S. N. (2018). Impact of demographic variables on women's economic empowerment: An ordered probit model. *Journal of Women & Aging*, 30(1), 6–26. <https://doi.org/10.1080/08952841.2016.1256734>
- Batool, S.S., & Khalid, R. (2012). Emotional intelligence: A predictor of marital Quality in Pakistani couples. *Pakistan Journal of Psychological Research*, 27(1), 65-88.
- Bem, S. L. (1981). Gender schema theory: A cognitive account of sex typing. *Psychological Review*, 88(4), 354–364. <https://doi.org/10.1037/0033-295X.88.4.354>
- Berridge, D., Penn, R., & Ganjali, M. (2009). Changing Attitudes to Gender Roles. *International Sociology*, 24(3), 346–367. <https://doi.org/10.1177/0268580909102912>
- Bertoni, A., Iafrate, R., Donato, S., & Rapelli, G. (2020). Marital Adjustment. In *Encyclopedia of Quality of Life and Well-Being Research* (pp. 1–5). Springer International Publishing. [https://doi.org/10.1007/978-3-319-69909-7\\_1727-2](https://doi.org/10.1007/978-3-319-69909-7_1727-2)
- Blunsdon, B., & Reed, K. (2005). Changes in Attitudes to Mothers Working: Evidence from Australian Surveys Betsy Blunsdon and Ken Reed. *Labour & Industry: A Journal of the Social and Economic Relations of Work*, 16(2), 15–27. <https://doi.org/10.1080/10301763.2005.10669321>
- Boch, A. (2022). The Limits of Tolerance: Extreme Speakers on Campus. *Social Problems*,



69(1), 143–163. <https://doi.org/10.1093/socpro/spaa019>

Boehnke, M. (2011). Gender Role Attitudes around the Globe: Egalitarian vs. Traditional Views. *Asian Journal of Social Science*, 39(1), 57–74. <https://doi.org/10.1163/156853111X554438>

Bulanda, R. E. (2004). Paternal Involvement with Children: The Influence of Gender Ideologies. *Journal of Marriage and Family*, 66(1), 40–45. <https://doi.org/10.1111/j.0022-2455.2004.00003.x>

Butrus, N., & Witenberg, R. T. (2013). Some Personality Predictors of Tolerance to Human Diversity: The Roles of Openness, Agreeableness, and Empathy. *Australian Psychologist*, 48(4), 290–298. <https://doi.org/10.1111/j.1742-9544.2012.00081.x>

Chadi, A., Hetschko, C. (2020). How job changes affect people’s lives-evidence from subjective well-being data. *British Journal of Industrial Relations*, pp. 1–28.

Cook, W. L., & Kenny, D. A. (2005). The Actor–Partner Interdependence Model: A model of bidirectional effects in developmental studies. *International Journal of Behavioral Development*, 29(2), 101–109. <https://doi.org/10.1080/01650250444000405>

Corneo, G., & Jeanne, O. (2007). A Theory of Tolerance. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.976576>

Cotter, D., Hermsen, J. M., & Vanneman, R. (2011). The End of the Gender Revolution? Gender Role Attitudes from 1977 to 2008. *American Journal of Sociology*, 117(1), 259–289. <https://doi.org/10.1086/658853>

Daily Times. (2023). *Survey says divorce rate hits all-time high in Pakistan.*

- Dimkpa, I. (2011). Effect of Marital Counselling on Women's Attitude Towards Marital Stability. *Edo Journal of Counselling*, 3(2). <https://doi.org/10.4314/ejc.v3i2.63600>
- Doane, M. J. (2016). Cohesion, Marital. In *Encyclopedia of Family Studies* (pp. 1–3). John Wiley & Sons, Inc. <https://doi.org/10.1002/9781119085621.wbefs289>
- Eagly, A. H., & Mladinic, A. (1989). Gender Stereotypes and Attitudes Toward Women and Men. *Personality and Social Psychology Bulletin*, 15(4), 543–558. <https://doi.org/10.1177/0146167289154008>
- Ebenuwa-Okoh, E. E. (2010). Correlates of Marital Adjustment among Married Persons in Delta State of Nigeria. *Studies on Home and Community Science*, 4(3), 175–178. <https://doi.org/10.1080/09737189.2010.11885318>
- Erchull, M. J., Liss, M., Wilson, K. A., Bateman, L., Peterson, A., & Sanchez, C. E. (2009). The Feminist Identity Development Model: Relevant for Young Women Today? *Sex Roles*, 60(11–12), 832–842. <https://doi.org/10.1007/s11199-009-9588-6>
- Fahimdanesh, F., Noferesti, A., & Tavakol, K. (2020). Self-Compassion and Forgiveness: Major Predictors of Marital Satisfaction in Young Couples. *The American Journal of Family Therapy*, 48(3), 221–234. <https://doi.org/10.1080/01926187.2019.1708832>
- Farkhodovich, T. D. (2022). The Problem of Forming Interpersonal Tolerance in Future Teachers. *International Journal of Innovative Analyses and Emerging Technology*, 2(4), 12-15.
- Galanaki, E. P., Polychronopoulou, S. A. & Babalis, T. K. (2008). Loneliness and Social Dissatisfaction among Behaviourally At-Risk Children. *School Psychology International*, 29, 214-229. <http://dx.doi.org/10.1177/0143034308090061>.

- Galeotti, A. E. (2015). The range of toleration. *Philosophy & Social Criticism*, 41(2), 93–110. <https://doi.org/10.1177/0191453714559424>
- Galina, K. (2013). Basic Assumptions as Predictors of Interpersonal Tolerance and Ethnic Identity in Psychology Students. *Procedia – Social and Behavioral Sciences*, 86, 511-517.
- Gallup Pakistan. (2019). *Daily Polls*. <https://gallup.com.pk/post/27670>
- Giani, M., Hope, D., & Skorge, Ø. S. (2022). Household education gaps and gender role attitudes. *Political Science Research and Methods*, 10(4), 823–830. <https://doi.org/10.1017/psrm.2021.16>
- Greenberg, J., Romero, V. L., Elkin-Frankston, S., Bezdek, M. A., Schumacher, E. H., & Lazar, S. W. (2019). Reduced interference in working memory following mindfulness training is associated with increases in hippocampal volume. *Brain Imaging and Behavior*, 13(2), 366–376. <https://doi.org/10.1007/s11682-018-9858-4>
- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: Updated guidelines. *Industrial Management and Data Systems*, 116(1), 2-20.
- Hjerm, M., Eger, M. A., Bohman, A., & Fors Connolly, F. (2020). A New Approach to the Study of Tolerance: Conceptualizing and Measuring Acceptance, Respect, and Appreciation of Difference. *Social Indicators Research*, 147(3), 897–919. <https://doi.org/10.1007/s11205-019-02176-y>

- Horst, M. (2014). Gender Role Attitudes. In Michalos, A.C. (Ed.), *Encyclopedia of Quality of Life and Well-Being Research*, 2451–2453. [https://doi.org/10.1007/978-94-007-07535\\_1135](https://doi.org/10.1007/978-94-007-07535_1135).
- Hu, L. T., & Bentler, P. M. (1999). Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. *Structural Equation Modeling*, 6(1), 1-55.
- Huff, S. T., Lee, F., & Hong, Y. (2017). Bicultural and Generalized Identity Integration Predicts Interpersonal Tolerance. *Journal of Cross-Cultural Psychology*, 48(5), 644-666. <https://doi.org/10.1177/0022022117701193>
- Hussain, N., & Akram, B. (2021). Predictors of Interpersonal Tolerance among School Children: A Demographic Study. *Global sociological Review*, VI (I), 48-53. [https://doi.org/10.31703/gsr.2021\(VI-I\).07](https://doi.org/10.31703/gsr.2021(VI-I).07).
- İnan, M. (2019). *Two Dimensions of Interpersonal Tolerance: Their Prevalence and Etiology in World Civilization*.
- James, S., Herman, J., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). *The report of the 2015 US Transgender Survey*. Washington, DC: National Center for Transgender Equality.
- Jarsaniya J (2021). A Study of Emotional Intelligence and Marital Adjustment in Married Couples Relation to Gender and Family Types. *International Journal of Indian Psychology*, 9(2), 1793-1802. DIP:18.01.179.20210902, DOI:10.25215/0902.179
- Jiménez-Picón, N., Romero-Martín, M., Ramirez-Baena, L., Palomo-Lara, J. C., &

- Gómez-Salgado, J. (2021). Systematic Review of the Relationship between Couple Dyadic Adjustment and Family Health. *Children*, 8(6), 491. <https://doi.org/10.3390/children8060491>
- Kågesten, A., Gibbs, S., Blum, R. W., Moreau, C., Chandra-Mouli, V., Herbert, A., & Amin, A. (2016). Understanding Factors that Shape Gender Attitudes in Early Adolescence Globally: A Mixed-Methods Systematic Review. *PLOS ONE*, 11(6), e0157805. <https://doi.org/10.1371/journal.pone.0157805>
- Kalsoom, S., & Kamal, A. (2020). Perceived Multitasking Ability and Preference, Gender Role Attitudes, and Marital Adjustment of Married Working Individuals. *Pakistan Journal of Psychological Research*, 35(3), 455–471. <https://doi.org/10.33824/PJPR.2020.35.3.24>
- Kamal, A., & Saqib, T. (2004). Exploring Change in Gender Role Attitudes. Paper presented at 1<sup>st</sup> International Conference on Role of Psychologist in the Socioeconomic Development of Pakistan, Islamabad, Pakistan.
- Kan, M.-Y., & Kolpashnikova, K. (2021). Three-Stage Transitional Theory: Egalitarian Gender Attitudes and Housework Share in 24 Countries. *Frontiers in Sociology*, 6. <https://doi.org/10.3389/fsoc.2021.700301>
- Kangas, O., & Rostgaard, T. (2007). Preferences or institutions? Work—family life opportunities in seven European countries. *Journal of European Social Policy*, 17(3), 240–256. <https://doi.org/10.1177/0958928707078367>
- Katz-Wise, S. L., Priess, H. A., & Hyde, J. S. (2010). Gender-role attitudes and behavior across the transition to parenthood. *Developmental Psychology*, 46(1), 18–28.

<https://doi.org/10.1037/a0017820>

Kendrick, H. M., & Drentea, P. (2016). Marital Adjustment. In *Encyclopedia of Family Studies* (pp. 1–2). John Wiley & Sons, Inc.

<https://doi.org/10.1002/9781119085621.wbef071>

Kholikov, Y. O. (2021). Philosophical Fundamentals of the Culture of Tolerance. *The American Journal of Social Science and Education Innovations*, 3(09), 48–51.

<https://doi.org/10.37547/tajssei/Volume03Issue09-11>.

Knabb, J. J., & Vogt, R. G. (2011). The Relationship Between Personality and Marital Adjustment Among Distressed Married Couples Seen in Intensive Marital Therapy: An Actor-Partner Interdependence Model Analysis. *Contemporary Family Therapy*, 33(4), 417–440. <https://doi.org/10.1007/s10591-011-9167-1>

Knight, C. R., & Brinton, M. C. (2017). One Egalitarianism or Several? Two Decades of Gender Role Attitudes Change in Europe. *American Journal of Sociology*.

<https://doi.org/10.1086/689814>.

Kolpashnikova, K., & Koike, E. T. (2021). Educational attainment and housework participation among Japanese, Taiwanese, and American women across adult life transitions. *Asian Population Studies*, 17(3), 266–284.

<https://doi.org/10.1080/17441730.2021.1920147>

Lacasse, A., & Mendelson, M. J. (2007). Sexual Coercion Among Adolescents. *Journal of Interpersonal Violence*, 22(4), 424–437. <https://doi.org/10.1177/0886260506297027>

Laursen, J. C. (2005). Toleration. In M. C. Horowitz (Ed.), *New Dictionary of the History*

of Ideas (Vol. 6, p. 2337). London: Thomson Gale.  
<https://doi.org/10.1057/9780230107496.10>

Lappegård, T., Neyer, G., & Vignoli, D. (2021). Three dimensions of the relationship between gender role attitudes and fertility intentions. *Genus*, 77(1), 15.  
<https://doi.org/10.1186/s41118-021-00126-6>

Levesque, R. J. R. (2011). Sex Roles and Gender Roles. In *Encyclopedia of Adolescence* (pp. 2622–2623). Springer New York. [https://doi.org/10.1007/978-1-4419-1695-2\\_602](https://doi.org/10.1007/978-1-4419-1695-2_602)

Li, Y., Bloom, T., Herbell, K., & Bullock, L. F. C. (2020). Prevalence and risk factors of intimate partner violence among Chinese immigrant women. *Journal of Advanced Nursing*, 76(10), 2559–2571. <https://doi.org/10.1111/jan.14458>

Lomazzi, V., & Seddig, D. (2020). Gender Role Attitudes in the International Social Survey Programme: Cross-National Comparability and Relationships to Cultural Values. *Cross-Cultural Research*, 54(4), 398–431.  
<https://doi.org/10.1177/1069397120915454>

Mahlmann, M. (2003). Religious Tolerance, Pluralist Society and the Neutrality of the State: The Federal Constitutional Court's Decision in the Headscarf Case. *German Law Journal*, 4(11), 1099-1116. <https://doi:10.1017/S2071832200011998>.

Maksymova, O. (2019). Diagnosis of the Interpersonal Tolerance Manifestation of Senior Preschool Children. *Zhytomyr Ivan Franko State University Journal. Pedagogical Sciences*. [https://doi.org/10.35433/pedagogy.1\(96\).2019.5-10](https://doi.org/10.35433/pedagogy.1(96).2019.5-10).

Mangus, A. R. (1957). Role Theory and Marriage Counselling. *Social Forces*, 35, 200-209.

<https://doi.org/10.2307/2573502>.

McCarry, M. (2010). Becoming a 'proper man': young people's attitudes about interpersonal violence and perceptions of gender. *Gender and Education*, 22(1), 17–30. <https://doi.org/10.1080/09540250902749083>

Mehmood, M. I., Qayum, S., & Rehman, I. U. (2022). *The Interpersonal Tolerance Scale (IPTS): Scale Development and Validation Critical Analysis of Criminal Responsibility and legal Capacity of the Mentally Ill Patient in Pakistan*.

Mill, J. S. (1869). *On Liberty*. Batoche Books.

Nengsih, T. A., Rahmy, H. A., Guspianto, G., Kalsum, U., Sitanggang, H. D., & Alharthi, A. S. (2022). Profile Analysis of COVID-19 Patients in Jambi Province. *Disease Prevention and Public Health Journal*, 16(2), 100–109. <https://doi.org/10.12928/dpphj.v16i2.5292>

Newman, B. M., & Newman, P. R. (2020). *Theories of Human Development*. Psychology Press. <https://doi.org/10.4324/9781315871240>

Norton, A. T., & Herek, G. M. (2013). Heterosexuals' Attitudes Toward Transgender People: Findings from a National Probability Sample of U.S. Adults. *Sex Roles*, 68(11–12), 738–753. <https://doi.org/10.1007/s11199-011-0110-6>

Nurhayati, S. R., Faturochman, F., & Helmi, A. F. (2019). Marital Quality: A Conceptual Review. *Buletin Psikologi*, 27(2), 109. <https://doi.org/10.22146/buletinpsikologi.37691>



- Nwoso, & Juliana, O. (2010). Impact of Joint Account on Marital Adjustment of Working Class Husband and Wives in Nsukka Urban. University of Nigeria.
- Nwoye, A. (1991). Marriage and Family Counselling. Jos fab Education Books.
- Padavic, I., & Reskin, D. (2002). Women and Men at Work (2nd ed.). Pine Forge Press.
- Perales, F., Jarallah, Y., & Baxter, J. (2018). Men's and Women's Gender-Role Attitudes across the Transition to Parenthood: Accounting for Child's Gender. *Social Forces*, 97(1), 251–276. <https://doi.org/10.1093/sf/soy015>
- Peters, S. D., & Meltzer, A. L. (2021). Newlywed Couples' Own and Partner Sexual Disgust Sensitivities Interact to Predict Their Marital Satisfaction Through Their Sexual Satisfaction. *Archives of Sexual Behavior*, 50(6), 2563–2577. <https://doi.org/10.1007/s10508-020-01872-y>
- Qing, S. (2020). Gender role attitudes and male-female income differences in China. *The Journal of Chinese Sociology*, 7(1), 12. <https://doi.org/10.1186/s40711-020-00123-w>
- Rattani, S. A. (2012). Working and Nonworking Women's Descriptions and Experiences of their Roles in Society. *Journal of Humanities and Social Sciences*, 2(19):, 230–239.
- Reichelt, M., Makovi, K., & Sargsyan, A. (2021). The impact of COVID-19 on gender inequality in the labor market and gender-role attitudes. *European Societies*, 23(sup1), S228–S245. <https://doi.org/10.1080/14616696.2020.1823010>
- Rogers, S. J., & Amato, P. R. (2000). Have Changes in Gender Relations Affected Marital Quality? *Social Forces*, 79(2), 731–753. <https://doi.org/10.1093/sf/79.2.731>

- Schmader, T., & Block, K. (2015). Engendering Identity: Toward a Clearer Conceptualization of Gender as a Social Identity. *Sex Roles*, 73(11–12), 474–480. <https://doi.org/10.1007/s11199-015-0536-3>
- Sneka, K.S. & Ramasamy, R. (2023). Resilience and Interpersonal Tolerance Among Teaching Professionals. *EPRA International Journal of Research & Development (IJRD)*, 363–369. <https://doi.org/10.36713/epri13057>
- Spanier, G.B. (1975). Marital Adjustment over the Family Life Cycle: The Issue of Curvilinearity. *Journal of Marriage and Family*, 37, 263. <https://doi.org/10.2307/350960>.
- Stritof, S. (n.d.). How to Keep Housework From Hurting Your Marriage. *Verywellmind*. <https://www.verywellmind.com/chores-conflict-in-marriage-2300980>
- Taniguchi, H., & Kaufman, G. (2014). Gender role attitudes, troubles talk, and marital satisfaction in Japan. *Journal of Social and Personal Relationships*, 31(7), 975–994. <https://doi.org/10.1177/0265407513516559>
- Tavakol Z., Nikbakht Nasrabadi A., Behboodi Moghadam Z., Salehiniya H., Rezaei E. (2017). A review of the factors associated with marital satisfaction. *Galen Medical Journal*, 6(3), 197–207. <https://doi.org/10.22086/gmj.v6i3.641>
- Thomae, M., Birtel, M. D. & Wittemann, J. (2016). The Interpersonal Tolerance Scale (IPTS): Scale Development and Validation. Paper presented at 39th Annual Meeting of the Interpersonal Society for Political Psychology, Warsaw, Poland.

- Tomás, J. M., & Oliver, A. (1999). Rosenberg's Self-Esteem Scale: Two factors or method effects. *Structural Equation Modeling*, 6, 84-98.
- Ullrich, R., Becker, M., & Scharf, J. (2022). The Development of Gender Role Attitudes During Adolescence: Effects of Sex, Socioeconomic Background, and Cognitive Abilities. *Journal of Youth and Adolescence*, 51(11), 2114–2129. <https://doi.org/10.1007/s10964-022-01651-z>
- Valentova, M. (2013). Age and sex differences in gender role attitudes in Luxembourg between 1999 and 2008. *Work, Employment and Society*, 27(4), 639–657. <https://doi.org/10.1177/0950017013481638>
- van Egmond, M., Baxter, J., Buchler, S., & Western, M. (2010). A stalled revolution? Gender role attitudes in Australia, 1986–2005. *Journal of Population Research*, 27(3), 147–168. <https://doi.org/10.1007/s12546-010-9039-9>
- VandenBos, G. R. (Ed.). (2007). Tolerance. In *APA Dictionary of Psychology*. American Psychological Association.
- Velthuis, E., Verkuyten, M., & Smeekes, A. (2021). The Different Faces of Social Tolerance: Conceptualizing and Measuring Respect and Coexistence Tolerance. *Social Indicators Research*, 158(3), 1105–1125. <https://doi.org/10.1007/s11205-021-02724-5>
- Verkuyten, M., & Kollar, R. (2021). Tolerance and intolerance: Cultural meanings and discursive usage. *Culture & Psychology*, 27(1), 172–186. <https://doi.org/10.1177/1354067X20984356>

- Walby, S. (2005). Measuring women's progress in a global era. *International Social Science Journal*, 57(184), 371–387. <https://doi.org/10.1111/j.1468-2451.2005.00556.x>
- Wood, Wendy and Eagly, A. (2009). Gender identity. *Lancet*, 314.
- Wright, C., J., Cullum, J., & Schwab, N. (2008). The Cognitive and Affective Dimensions of Moral Conviction: Implications for Attitudinal and Behavioral Measures of Interpersonal Tolerance. *Personality and Social Psychology Bulletin*, 34(11), 1461–1476. <https://doi.org/10.1177/0146167208322557>
- Yang, Juhua, He, & Zhao-hua (2014). Continuity or Change ? Chinese Family in Transitional Era.
- Yoo, J. (2022). Gender role attitude, communication quality, and marital satisfaction among Korean adults. *Journal of Family Studies*, 28(3), 1108–1125. <https://doi.org/10.1080/13229400.2020.1791230>
- Zakin, A. (2012). Hand to Hand: Teaching Tolerance and Social Justice One Child at a Time. *Childhood Education*, 88(1), 3–13. <https://doi.org/10.1080/00094056.2012.643709>
- Zhou, Y. (2021). The Personal and the Political: Gender Equity and Attitudes toward Birth Restriction in Contemporary Urban China. *Socius: Sociological Research for a Dynamic World*, 7, 237802312110327. <https://doi.org/10.1177/23780231211032743>

## Appendix A

اجازت نامہ

میں صائمہ، ماسٹرز طبی نفسیات، بحریہ یونیورسٹی اسلام آباد کیمپس کی طالبہ ہوں۔ میں **Interpersonal Tolerance, Gender Role Attitudes, and Marital Adjustment of Married Couples** پر اپنی تحقیق کر رہی ہوں۔ اس مقصد کے لئے آپ کی شمولیت اجازت چاہتی ہوں جس میں آپ کو ایک ذاتی کوائف نامہ اور تین سوالنامے بھرنے ہوں گے۔ آپ کو ان سوالناموں میں اپنی مطابقت درست جواب کا انتخاب کرنا ہے۔ حاصل کردہ معلومات کو صیغہ راز میں رکھا جائے گا اور صرف تحقیقی مقصد کے لئے ہی استعمال کیا جائے گا۔ آپ کی اس تحقیق میں شرکت مکمل طور پر رضا کارانہ ہوگی۔ اگر آپ اس تحقیق سے مستفید ہیں تو برائے کرم اس فارم پر اپنی دستخط ثبت کریں۔ اگر آپ کی اس پر کوئی تحفظات ہوں تو آپ اس تحقیقی کام سے کسی وقت بھی کنارہ کر سکتے ہیں۔

آپ کے تعاون کا شکریہ!

دستخط برائے کنندہ: \_\_\_\_\_

تاریخ: \_\_\_\_\_

دستخط برائے تجربہ کار: \_\_\_\_\_

## Appendix B

ذاتی کوائف نامہ

عمر: \_\_\_\_\_

جنس: \_\_\_\_\_

تعلیم: \_\_\_\_\_

پیشہ: \_\_\_\_\_

جواب کا تجربہ: \_\_\_\_\_

ذاتی آمدنی: \_\_\_\_\_

خاندان کی آمدنی: \_\_\_\_\_

ازدواجی حیثیت: \_\_\_\_\_

آپکی شادی آپکی اپنی پسند سے ہوتی تھی یا ماں باپ کی پسند سے؟ \_\_\_\_\_:

خاندانی نظام؛

انفرادی: \_\_\_\_\_ مشترک \_\_\_\_\_:

شادی کی مدت: \_\_\_\_\_

بچوں کی تعداد: \_\_\_\_\_

رہائش: \_\_\_\_\_

## Appendix C

## ہدایات

نیچے دینے گئے ہر بیان کے آگے 7 ممکنہ جوابات دئے گئے ہیں۔ آپ ہر بیان کے ساتھ کتنا اتفاق یا اختلاف رکھتے ہیں 1 سے 7 تک متلقہ خانے میں نشان لگا کر جواب دیجئے۔

7	6	5	4	3	2	1		
بمیشہ متفق	تقریباً ہمیشہ متفق	اکثر متفق	نہ متفق نہ غیر متفق	اکثر غیر متفق	تقریباً ہمیشہ غیر متفق	بمیشہ غیر متفق	سوالات	سریل نمبر
							میں لوگوں کی رائے اور عقائد میں فرق کو ایک ایسے موقع کے طور پر لیتا ہوں کہ ان سے کچھ سیکھ سکوں۔	01
							اگر مجھے لگے کہ کسی شخص کا رویہ غلط یا پر اسرار ہے تو میں اس کی وجہ جاننے کی کوشش کرونگا۔	02
							اگر کسی کی اقدار یا کردار میرے سے متضاد ہو تو میں کوشش کرتا ہوں کہ دوسرے کو سمجھوں نہ کہ اس کے بارے میں رائے قائم کروں۔	03
							میں دوسرے لوگوں کو جس طرح وہ ہیں ویسے ہی قبول کر لیتا ہوں چاہے ہمارے درمیان بہت کم مشترک/معاشرت ہوں۔	04
							میں دوسرے لوگوں کا احترام کر سکتا ہوں اگرچہ ان کے نظریات میرے نظریہ کے متضاد ہوں۔	05
							میں دوسروں کو ان کے اپنے انداز میں تسلیم کرتا ہوں اور انہیں تبدیل کرنے کی کوشش نہیں کرتا۔	06

						17	مجھے مشکل ہوتی ہے اگر میں لوگوں کے معاملات پر اپنی رائے کا اظہار نہ کروں۔
						18	میں دوسروں کے حالات جتنے بغیر ہی ان کے بارے میں رائے قائم کر لیتا ہوں۔
						19	میں ان لوگوں سے کتراتا ہوں جن کی اقدار مجھ سے مختلف ہوں۔
						20	مجھے ایسے لوگوں کو قبول کرنا مشکل لگتا ہے جو مجھ سے بہت مختلف ہوں۔
						21	مجھے ان لوگوں کی تعریف کرنا مشکل لگتا ہے جو میری ذاتی رائے سے مماثلت نہ رکھتے ہوں۔
						22	جن لوگوں کا برتاؤ میرے لیے ناقابل قبول ہے میں ان لوگوں کو تبدیل کرنے کی کوشش کرتا ہوں۔
						23	میں ان لوگوں کے بارے میں خوشگوار رائے نہیں رکھتا جن کا طرز زندگی ان اقدار سے مطابقت نہیں رکھتا جو میرے نزدیک اہم ہیں۔
						24	میرے نزدیک شرمناک طرز عمل کو برداشت کرنا مشکل ہے۔
						25	اگر کوئی مجھے اگساتا ہے یا پریشان کرتا ہے تو میں بدلہ لینے کا موقع تلاش کرتا ہوں۔
						26	جب بھی لوگ ناقابل برداشت رائے دیتے ہیں تو میں ان کو تنبیہ کرتا ہوں۔
						27	میں ان لوگوں کو متنبہ کرتا ہوں جو کمزور لوگوں کے ساتھ جارحانہ سلوک کرتے ہیں۔
						28	،میں کسی شخص کی شناخت (مثلاً جنسی رجحان جنس، نسل، مذہب) کی بنیاد پر منفی تصور عام کرنے کے عمل کو متنبہ کرتا ہوں۔



						29	میں غلط یا متعصب معلومات کی بنیاد پر عدم برداشت کو متنبہ کرتا ہوں۔
						30	میں جب بھی عدم برداشت کو دیکھتا ہوں اسے متنبہ کرتا ہوں۔
						31	میں اس وقت عدم برداشت کو متنبہ کرتا ہوں جب میرے پاس مضبوط دلائل ہوں۔
						32	میری برداشت کی حد اس وقت ختم ہو جاتی ہے جب کوئی شخص کسی کی زندگی کے تجربے کو خراب کرے۔
						33	میرے نزدیک عدم برداشت کو متنبہ کرنا اہم ہے۔
						34	جہاں نقصان شروع ہوتا ہے وہاں میری برداشت ختم ہو جاتی ہے۔

## Appendix D

سوال نمبر	سوال	بالکل صحیح	کس قدر صحیح	نہ صحیح نہ غلط	کس قدر غلط	بالکل غلط
01	قانون کے معاملات میں خاندان کی طرف سے شوہر کو فیصلہ کرنا چاہیے۔					
02	جس طرح شادی سے مرد کے کیریئر پر کوئی فرق نہیں پڑتا اس طرح عورت کے کیریئر پر کوئی فرق نہیں پڑنا چاہیے۔					
03	بیوی کی سرگرمیاں شوہر کے مرتبے کے مطابق ہونی چاہیے۔					
04	عورتوں کو وہی آزادی چاہیے جو مردوں کو حاصل ہے۔					
05	جس گھر میں مرد اور عورت ہوں، وہاں عورت کو گھریلو اور مردوں کو باہر کے کام کرنے چاہیے۔					
06	عورت کو یہ حق حاصل ہونا چاہیے کہ وہ مرد سے طلاق لے سکے۔					
07	کوئی شادی شدہ عورت اگر مردوں سے دوست کرتی ہے تو اس میں کیا حرج ہے۔					
08	اگر شوہر بے روزگار ہو اور بیوی ملازمت کرتی ہو تو پھر بھی گھر کا سربراہ مرد ہی ہوگا۔					
09	اگر بچوں کی تربیت اچھی نہ ہو تو قصور صرف ماں کا ہوتا ہے۔					
10	عورتوں اور مردوں کے کام بنیادی طور پر مختلف نہیں ہونے چاہیے۔					
11	گھر کے روزمرہ کی اشیاء کی خریداری میاں بیوی کو مل کر کرنی چاہیے۔					
12	بچوں کی گھمبہداشت کے ادارے (ڈے کئرسٹنٹس) زیادہ ہونے چاہیے تاکہ ماؤں کو کچھ فراغت بھی ملے۔					
13	اس میں کیا حرج ہے کہ اگر کوئی پختہ عمر کی عورت کسی نوجوان میں دلچسپی لینے لگے۔					
14	مردوں کے لئے ان کا پیشہ یا ان کی ملازمت اتنی اہم ہے کہ ان کا گھریلو کاموں میں الجھنا مناسب نہیں۔					
15	کسی لڑکی / عورت کا اکیلے کسی پارک / تفریحی مقام پر جانا ٹھیک نہیں۔					

					16 عورتیں اگر نوکری کرے لگتیں تو ان کو سوائیت ختم ہو جاتی ہے۔
					17 بچوں پر رعب باپ کا ہی ہونا چاہیے۔
					18 اس میں کوئی حرج نہیں کہ مرد اور عورت ایک جگہ کام کریں۔
					19 بزنس کے معاملات عورتیں بھی اچھی طرح سمجھ سکتی ہے۔
					20 لڑکوں اور لڑکیوں کا تعلیمی نصاب ایک ہی ہونا چاہیے۔
					21 عورت کو اپنا کیریئر بنانے کے بجائے شوہر کے کیریئر میں مدد کرنی چاہیے۔
					22 عورتوں کو گھر کی چار دیواری میں رکھنا ان پر ظلم ہے۔
					23 مرد اور عورت کا اکٹھے ایک کار میں سفر کرنے کی صورت میں یہ ضروری نہیں کہ کار صرف مرد چلائے۔
					24 عورتوں کو بہت نرم گفتار ہونا چاہیے۔
					25 گھر سے باہر نکلنے والی عورتوں لڑکیوں کا مقصد عام طور مردوں کا جھمانا ہے۔
					26 بیوی ہر کام کرنے سے پہلے شوہر سے اجازت لینا ضروری نہیں۔
					27 عورتیں بہت خوش اسلوبی سے اپنی نوکری اور گھریلو زندگی سے انصاف کر سکتی ہے۔
					28 عورتیں بہت جذباتی ہوتی ہیں اس لئے ان میں فیصلہ کی صلاحیت نہیں ہوتی۔
					29 عورتوں لڑکیوں کو صرف ان حالات میں گھر سے نکلنا چاہیے / نوکری کرنی چاہیے جب آمدن کا کوئی اور ذریعہ نہ ہو۔
					30 اکثر وہ ہی لڑکیاں اعلیٰ تعلیم حاصل کرتی ہیں جن کی شادیاں نہیں ہو پاتیں۔



## Appendix F

press.com/2019/11/29/how-to-request-permission-to-use-score-and-cite-the-interpersonal-tolerance-scale-ipts/

---

# How to request permission to use, score and cite the Interpersonal Tolerance Scale (IPTS)

### *Hello readers and visitors*

Welcome to this blog. As I have left academia and therefore now spend relatively little time on my desk and conducting research, I thought I post a general message to give some answers to those of you, who are interested in using the IPTS for your own research.

### Permission to use the IPTS:

There is no need to ask either me or my co-authors for permission to use the IPTS and we are generally happy for you to translate the scale into another language. The only precondition to using the IPTS is, that you cite the origin of the IPTS as shown below or in the attached document ([IPTS Reference & Items](#)). We would also be very happy to hear about your findings if you have used the IPTS in your own work. A short email or a comment on this blog would be fantastic 😊

## Appendix G

## STUDENT COPY

PERMISSION FORM  
(For Research Only)

Applicant's Name SAIMA Supervisor's Name Dr. Saima Kalsoom  
 Applicant's Email Say.ma4932@gmail.com  
 Institution/ Department Bahria University, Islamabad Department of Professional Psychology  
 Topic of Research Interpersonal Tolerance, Gender Role Attitude, and marital Adjustment in married couples.  
 M.Sc. / M.Phil /  M.S / Ph.D / Diploma M.S clinical Psychology  
 Test Required: (scale title, year, author) Gender Role Attitude Scale, 2004, Kamal and Saqib

## Undertaking

- This is hereby specified that the above mentioned information is correct.
- I applied for the above mentioned scale after consultation with my supervisor.
- I also understand that I have to follow the copy rights requirements of the National Institute of Psychology.
- This test / scale is the intellectual property of the National Institute of Psychology. No part of this test / scale may be reproduced or photocopied or disseminate or to republish without written permission from the National Institute of Psychology.
- I am also under obligation to share my data and research findings with the TRC of National Institute of Psychology.



Research Supervisor



Student

The Incharge  
 Nida Par.  
 21/7/23

## Appendix H

Revised-Dyadic-Adjustment-Scale-RDAS-1.pdf - Message - Mail

↶ Reply ↶ Reply all → Forward 🗳 Archive

### Fwd: Revised-Dyadic-Adjustment-Scale-RDAS-1.pdf



Saima Khan <say.ma4932@gmail.com>

12/19/2022 3:16 PM

To: skalsoom.buic@bahria.edu.pk

[Save all attachments](#)



self scale 3.inp  
119.74 KB

----- Forwarded message -----

From: **Muhammad Aqeel** <[aqeel.1924@gmail.com](mailto:aqeel.1924@gmail.com)>

Date: Mon, Dec 19, 2022, 3:01 PM

Subject: Fwd: Revised-Dyadic-Adjustment-Scale-RDAS-1.pdf

To: Muhammad Aqeel <[aqeel.1924@gmail.com](mailto:aqeel.1924@gmail.com)>, <[Say.ma4932@gmail.com](mailto:Say.ma4932@gmail.com)>

**aqeel**

On Wed, Feb 16, 2022 at 7:51 PM Muhammad Aqeel <[aqeel.1924@gmail.com](mailto:aqeel.1924@gmail.com)> wrote:

----- Forwarded message -----

From: **bushra naeem** <[bushranaeem03@gmail.com](mailto:bushranaeem03@gmail.com)>

## Appendix I


### Thesis

#### ORIGINALITY REPORT

<b>18%</b>	<b>13%</b>	<b>10%</b>	<b>6%</b>
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

#### PRIMARY SOURCES

<b>1</b>	<b>pr.hec.gov.pk</b> Internet Source	<b>3%</b>
<b>2</b>	<b>Submitted to Higher Education Commission Pakistan</b> Student Paper	<b>2%</b>
<b>3</b>	<b>Submitted to Northcentral</b> Student Paper	<b>1%</b>
<b>4</b>	<b>pjprnip.edu.pk</b> Internet Source	<b>1%</b>
<b>5</b>	<b>digital.library.unt.edu</b> Internet Source	<b>&lt;1%</b>
<b>6</b>	<b>Lihua Chen, Kehui Wu, Hongfei Du, Ronnel B. King, Anli Chen, Tongxiaoyu Li, Peilian Chi. "Less Equal, Less Satisfied? Gender Inequality Hampers Adults' Subjective Well-Being via Gender-Role Attitudes", Sex Roles, 2023</b> Publication	<b>&lt;1%</b>
<b>7</b>	<b>www.science.gov</b> Internet Source	<b>&lt;1%</b>

Supervisor's Signature: 

Supervisor Name: Dr. Saima Kalsoom