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Original Article

The Connection Between Management Guidelines, Factors of Aggression and Marital Conflict, Case Study: The Married Employees

Masoumeh Forough Ameri^{1*} and Abbas Rahmati²

¹Islamic Azad University, Zarand Branch, Kerman, Iran

²Department of Psychology, Shahid Bahonar University of Kerman, Kerman, Iran

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ABSTRACT

The emergence of conflicts is an inevitable issue in human interactions. Generally, there is a wrong belief that declares two individuals will live ever happily after marriage. It is rarely possible to lead a life which is devoid of conflicts; therefore, an individual should accept conflicts in order to be able to address conflicts. In fact, conflict is a process in which an individual's acts and behaviors disturb the others. When two people live together as a couple, the nature of human interactions brings about some inevitable conflicts, therefore, the couples' needs will not be met and they will find a sense of dissatisfaction and anger toward each other that lead to marital conflict. The present paper intends to study the relation between coping strategies and factors of aggression and marital conflicts among the married employees of Islamic Azad University of Kerman that is located in Iran. Therefore, among 337 married employees of the mentioned unit, 180 people were selected based on the simple random method and Cochran formula, and then the questionnaires of MCQ, AQ, and CISS were distributed to them. The research results indicate that there is a significant association between problem- focused coping strategy and emotion-focused coping strategy with aggression and marital conflicts. Moreover, there is a partially positive correlation between avoidance of coping strategies and two factors of aggression and marital conflicts; however, regarding the calculated P-values, the relation was not significant at the level of 0.01. It should be mentioned that the correlation between aggression and marital conflicts is weak; nevertheless, it is positive and significant. According to the modified coefficient of determination, the aggression and the marital conflicts are predictable by the coping strategy up to 21.1 and 14.3 percent respectively, and the aggression by the marital conflicts up to 11.7 percent.

INTRODUCTION

A review of theories and approaches

Psychodynamic approach

The approach emphasizes the individual's past experiences and psychic conflicts which have entered

his life. The approach intends to solve the individual's psychic conflicts with the purpose of solving their family conflicts. The psychoanalytic theory, object theory, and contextual theory are associated with the psychodynamic approach. Frump, Aker man, and Sager are the pioneers of this approach.

The approach is generally based on a psychoanalytic model. It pays attention to the individual's experience and family. According to this approach, what matters is to know how many individuals are involved. In this case, the arguments between the couples are related with their pathological behaviors that they express in the married life. According to this approach, all of the unconscious factors affect the whole aspects of life, factors such as choice of spouse, marital conflicts, dealing with the conflicts and so forth. In fact, the factors are rooted in the childhood conflicts and a good treatment should changes them (Dehgan, 2001).

Behavioral approach

Behaviorist believes that an individual's tendencies determine a specific direction for him. At first, the tendencies are physiological; however, the social learning process provides primary tendencies and motivations that lead the individual to his purposes. The past experiences suggest some expectations for the individual; it means that if the person follows his purposes based on a specific method, he will finally achieve them. The human is influenced by his motivations, thus he has a specific interaction with the environment and increases the greatness of his learning and development of personality. The behaviorists explain the personality regarding the stimulus-response learning theory (S-R) or the stimulus-organism-response learning theory (S-O-R). In the first theory, the individual's personality is merely the result of an individual's responses to different environmental stimuli. In the second theory, an individual's interpretation of the stimuli is considered as an important factor to determine type of responses, his behavior, and personality. Regarding the behavioral approach, the stimuli and environmental factors determine the personality change and development and individual's personality is a function of the environment where he has been brought up (quoted by Shafi Abadi, Naseri, 2007). It should be mentioned that an individual's learning in his lifetime, and factors that make him conditional are important in the investigation of the marital conflicts.

Cognitive- behavioral approach

The approach emphasizes the interpersonal behaviors and cognitions that result in marital conflicts, and how the couple's mutual behavior and cognition influences the emergence of problems. Therefore, the emphasis is on how the couples interpret each other's behaviors, how the cognitive

processes evaluate the partner's behavior via finding the reason, and how the cognitive processes predict the partner's future behaviors (Epstein & Schlesinger, 1991). According to this approach, the partners' interpretation of each other's behaviors is more important than the behaviors. When an individual has a cognitive error, he values his interpretations and finds them as reliable an absolute fact or truth; therefore, they do not test the interpretations as assumptions. In this case, the interpretation of a behavior causes the conflict more than the behavior. According to the research studies, spouses prejudice each other without investigating the issue. For instance, one might say "my partner is selfish; he/she can never understand me". Beck (1994) declares that the couples do not understand their misconception and attribute their fault to their partner's selfishness. In fact, they do not understand that their interpretation is wrong and cause the conflicts. Even the couples that love each other might be influenced by misunderstandings and annoy each other. The misunderstanding will make them feel that they have lost something; therefore, they will experience excitements such as depression, sadness, anger, and wrath (Dehgan, 2001). The excitement results in aggressive reactions toward the partner or getting distant from him/her. In this situation, the person who tolerates the aggression believes that he/she does not deserve such a behavior, therefore, reacts with the same aggressive manner or gets distant from the partner, and the suffering behavioral interactions increase (Beck, trans. Gharachehdagi, 1994).

Social learning approach

According to the social learning approach, social gender roles deeply influence choice of spouse criteria. In childhood, men learn to be brave and independent, and these behaviors are related to the working world, while women learn to be kind, and this behavior facilitates the issue of taking care of others. Later, both genders learn to appreciate each other's traits regarding the traditional norms of the society. According to this approach, in societies that emphasize the gender equality in the state and at workplace, women have less emphasis on the men's financial status and men have less emphasis on women's housekeeping and both genders pay less attention to h age of their spouse. Regardless of gender equality, physical attraction is more important for men than women, and a combination of biological and social forces is the foundation of gender differences in preferences associated with

choice of spouse. Generally, marriage results from the bond between two people, however, in practice it makes two systems - the partners' families- get compatible with each other. As a result, the marriage makes couples confront complicated challenges, especially at the current time that husband and wife roles have begun a movement toward the real emotional, professional, and educational participation. The recent evolutions in the context of married life such as the evolution of gender roles, and living far from the family members mean that the new couples should describe their relations precisely. If the couple's background is very different from each other, they will have difficulties in transferring their experiences to the married life (Loraberk, 2001, trans. Syed Mohammadi, 2005).

Honarparvaran (2011) worked on a research titled "a comparison between the married women working in the governmental banks and housekeeping women of Shiraz in 2009 regarding the communication patterns and marital conflicts". The statistical population consisted of 100 working women who were selected based on the random cluster sampling and 100 housekeeping women who were selected based on the simple random sampling method. The results indicated that the education leads to the increase of conflicts among women. Moreover, there was a relation between rate of conflicts and factors of age, work experience, and duration of marriage.

Abbasi and colleagues (2011) has determined the impact of training life skills on the married and employed women's marital satisfaction in the city of Dogonbadan. It is a quasi- experimental research performed on 50 married women of Dogonbadan. The research conclusion indicates that the life skills training influences the improvement of married life and marital satisfaction; moreover, it improves the quality of the married women's lives. In a qualitative study of marital dissatisfaction factors and the couples' demand for divorce in Kermanshah, Mohsenzadeh and colleagues (2011) have studied 82 couples based on the methods of purposive sampling, convenience sampling, and a semi- structured in-depth interview. The data analysis indicates that violence especially domestic violence is one of the important factors to end a marital relationship. These results are the same in a research done by Ghiasi and colleagues (2010).

Abouyi Mehrizi (2010) has worked on a research titled "the impact of training anger management on self- regularly skills of anger and the teenager- parent conflicts among girls of Tehran middle schools. The statistical population of the research

consists of female students of the first and second grades of Tehran middle schools. First, 30 students were selected by the convenience sampling of two non- governmental middle schools of Tehran and categorized into test and control groups. Then, after determining the test group, one of the students was excluded as a result of being absent and the statistical population consisted of 28 female students. Finally, the post- test was performed for both of the groups. The research tools include two questionnaires related to expression of anger and conflict strategies, both of the questionnaires have a good reliability and validity. The research results obtained by the covariance analysis test indicate that the difference between the test and control groups regarding the self- regulatory skills associated with anger and the teenager- parent conflicts is significant at level of 0.05. The final conclusion indicates that training anger management increases self-regulatory skills and decreases the teenager- parent conflicts. Kimiyae and colleagues (2010) worked on a research titled "training emotional intelligence and its effectiveness on the decrease of teenagers' aggression of middle schools located in the region 5 of Mashhad". The results indicated a negative correlation between the emotional intelligence and the teenagers' aggression. In fact, training emotional intelligence increases the ability of recognizing and managing emotion at a significant level, decreases aggression, and could be an approach to their treatment training. One of the capabilities of emotional intelligence is the capability to manage the emotions. The findings indicate the impact of emotional intelligence on the ways one can confront the mental pressures (Sharifi, 2007). Recently, many research studies have been done associated with the disorder of emotional intelligence and its impacts on the quality of social and marital relationships. The studies indicate the impact of emotional intelligence on the happiness of the married life (Nelis and colleagues, 2009, quoted by Kimiyae et.al, 2010). Therefore, it is concluded that people with higher emotional intelligence have better social and marital relationships and they are less influenced by marital conflicts. In a research titled "the relation between marital conflicts and two factors of violence against children and children's aggressive behavior in North Korea", Doh and Kim (2012) selected 349 mothers with 3-year old children from the kindergartens of Seoul as the sample population. The mothers filled in a questionnaire related to marital conflicts, mothers' violence, and children's aggressive behaviors. The results revealed that there is a significant and

positive relation between the marital conflicts and children's aggressive behavior. Moreover, the impact of conflicts on the children's aggressive behavior results from the mothers' violence. This issue is conformed both for boys and girls. The results of the research included main concepts for the research, and for the policy-making in relation with the domestic violence; marital conflicts; and children's aggressive behaviors in North Korea. Callian and Siwgeok worked on a research titled "a study on the impact of marital conflicts on mental health and social support" in Malaysia. The results indicated how the couples cope with the conflicts influence their mental health. Moreover, the couples' ability to cope with conflicts is associated with their perceived social support. In other words, an individual will have a higher mental health as a result of selecting a better way to cope with conflicts and taking advantage of more social support. Wadsworth and Decarlo Santiago (2009) worked on a research titled "the relation between coping strategies and family conflicts". The statistical population consists of 82 low-income teenagers (%53.7 of girls with the average age of 13.5) and their careers (%95 of women and average age of 34.9). The teenagers were Caucasian, American, African, Spanish, and some of them were from other nationalities. The results indicated that family conflicts have a significant and positive relation with the stress and tensions associated with poverty. Regression analyses indicated that people and especially girls who apply problem-focused coping strategies or efficient coping strategies could better address family conflicts. While, the emotion-focused and avoidance coping strategies balance the impacts of family conflicts on internalizing the signs, therefore, people rarely overcome family conflicts via these two coping strategies.

Maxwell and Siu (2008) worked on a research titled "the skill of using the adults' coping strategies and their relations with aggression, anger, and rumination". It was a cross-sectional study on Chinese adults. The participants were 630 people who filled in the questionnaires related to anger, aggression, rumination, and coping strategies. The results indicated that in comparison with the two other strategies, applying problem-focused coping strategy is more effective for controlling anger ($r=0.20$), aggression ($r=0.13$), and vindictive thoughts ($r=0.22$). There was a negative correlation between problem-focused coping strategy and aggression, however, there was a positive correlation between emotion-focused and avoidance coping

strategies and aggression. Therefore, it seems that the problem-focused coping strategy is the best strategy to control anger and aggression; however, it is in contrast with some of the philosophical traditions common in Chinese society. In a cross-sectional study, Erath and Bierman (2006) selected 360 kindergarten children as the sample population so that they could study the direct relation between marital conflicts and children's aggressive behavior at home and school. Data analysis indicated that aggressive marital conflicts are associated with a child's aggressive behavior at home and school. The children, who observe marital conflicts at home, express more aggressive behaviors at home and school. In a research related to the relation between coping strategies and aggression, Remillard (2005) selected 98 female-students of the middle school and high school as the research sample, and then distributed the questionnaire of coping strategies and aggression to them. The results show that the girls are more suffered from aggression and they mostly take advantage of avoidance coping strategies such as hopeful thoughts, dreams, and so forth. Also, they might get close to friends to take advantage of social support. Cummings and colleagues (2004) studied the relation between daily marital conflicts and its relation with children's aggression. The participants were 108 children who were 8 to 16 years old and observed marital conflicts (53 boys, 55 girls). The children's reactions to the conflicts at home were recorded by 95 fathers and 103 mothers over 15 days. Finally, it was concluded that marital conflicts whether at home or in the laboratorial environment would increase the probability of aggressive behavior emergence. Therefore, there is positive and significant relation between marital conflicts and aggression.

Problem statement

Aggression is one of the irrational behaviors that result from frustration. The sense of inability might be strong enough to cause a destructive behavior such as hostility or anger. If possible, people concentrate their anger and hostility on the person who seems to cause their frustration. However, they rarely can directly attach the person responsible for their frustration; therefore, they turn hostile to another person (Rezaeian, 2005).

Anger will have no result but destruction. Mohammad the prophet says, "Anger with no special reason will result in destruction, while peace and good manner will result in bless" (Azerbaijani et al., 2003).

Obviously, marriage is a stressful event and stress is a mental pressure of a physiologic state or psychological state in response to the stressful stimuli (Bremner & Douglas, 2002). What matters in a stressful situation is how to cope with it. The coping process refers to a certain cognitive, emotional, and behavioral effort to control specific internal and external requests threatening the person or challenging him (Rio, 2001, trans. Syed Mohammad, 2004). People take advantage of coping strategies to reduce harmful stressful effects (Melbourne *et al.*, 2007).

With respect to the importance of aggression, marital conflicts, and strategies to cope with stress in the psychological field of family, the present paper has studied the association of coping strategies with aggression and marital conflicts, and then it has presented the results.

Marriage dates back to the prehistoric times, and marital conflicts are as old as the marriage. Since people do not perceive the concept of "family", the marital conflicts are still complicated. A marriage might confront conflicts for different reasons. Economic issues, intercourse, family relationships, friends, children, hobbies, betrayal, the end of mutual love, emotional problems, physical abuse, marriage at an early age, and job involvement are the known conflicts that occur for couples (Sanayi, 1999).

Marital conflict is a kind of constant and significant disagreement between the two parties of a marriage reported at least by one of the parties. Since it affects the couples' performance, it is significant and since it is not solved by the passage of time, it is called constant (Halford, 2001). Fowers & Olson (1992) believe that the couples who confront conflicts are unhappy with their spouse's traits and personality and have communicating problems in different areas. According to Jacobson's idea (1996), if a couple has difficulties in the mutual interaction, it will not accept each other's differences easily any more. Physical, mental, and relational consequences are the devastating effects of marital conflicts. Depression, drug abuse, sexual incompetence, behavioral problems (O'Farrell, 1989), a decrease of immunity, high blood pressure, atherosclerosis, the pain of acute diseases (Schmaling & Sheer, 1997, quoted by Qalili, 2007), the phenomenon of anger, and divorce are only some of the increasing risks of mental disorders that have been studied in this research.

Research objectives

The objective is to determine the relation between coping strategies and two factors of aggression and

marital conflicts among the married employees of Islamic Azad university of Kerman unit.

The detailed objectives of the research have been mentioned as follows:

1. Determining the relation between coping strategies and aggression among the married employees.
2. Determining the relation between coping strategies and marital conflicts among the married employees.
3. Determining the relation between aggression and marital conflicts among the married employees.
4. Determining the relations between the problem-focused coping strategy and aggression among the married employees.
5. Determining the relations between the emotion-focused coping strategy and aggression among the married employees.
6. Determining the relations between the avoidance coping strategy and aggression among the married employees.
7. Determining the relations between the problem-focused coping strategy and marital conflicts among the married employees.
8. Determining the relations between the emotion-focused coping strategy and marital conflicts among the married employees.
9. Determining the relations between avoidance coping strategy and marital conflicts among the married employees.

METHODOLOGY

In order to do a research, the data should be collected to test the hypotheses. There are various methods to collect data and with regard to the nature of the research, the specific strategies or procedures are identified. Details of the procedures are mostly determined by the research methodology (Khaki, 2000). In this section, the issues such as research methodology, statistical population, sampling method, determining sample size, tools for collecting data, validity and reliability of measurement tools, and also statistical methods used to analyze data have been discussed.

Research plan

The present paper follows a descriptive correlation method. The objective of a correlation study is to study the range of changes of a variable in relation with changes of one or more other variables based on correlation coefficients (Delavar, 2001). The

research is an analytic- descriptive study that measures the relation between coping strategies and marital conflicts among the married employees of Islamic Azad university of Kerman unit.

Size of population, sample size, and sampling method
Size of population

The research size of population consists of all of the married employees of Islamic Azad university of Kerman unit. The population includes 337 employees who have been working there from 2012 to 2013.

Sample size

A part of a population that represents the characteristics of it is called sample. The more the ratio of the sample to the population, the better the sample could describe the characteristics of the considered population. Finally, the scientific validity will increase (Ramezani, 2000). According to Cochran formula, the sample size of the research equals 180 employees who have been selected based on the simple random method of sampling.

N= 337 (total number of the married employees)

D= 0.05 (the maximum relative error of estimate)

Z= 1.96 (%95 of the standard normal distribution)

The formula of sample size determination

$$N = \frac{\frac{n^2}{4d^2}}{1 + \frac{1}{N} \left(\frac{z^2}{4d^2} - 1 \right)}$$

$$180 = \frac{\frac{(1/96)^2}{4(0/05)^2}}{1 + \frac{1}{337} \left(\frac{(1/96)^2}{4(0/05)^2} - 1 \right)}$$

Sampling method

After determining the sample size, the list of employees is provided by the employment section of the university and number from 1 to 337, and then 180 numbers are selected based on simple random sampling via SPSS software, version20 and the questionnaires are distributed to the samples. Finally, the questionnaires have been filled in by the respondents.

Research measurement tools

1. The questionnaire of coping strategies (CISS)
2. Aggression questionnaire (AQ)
3. Marital conflicts questionnaire (MCQ)

In order to analyze data, frequency tables, central indices, dispersion indices, bar graphs, and charts have been used; they present a description of demographic characteristics (gender, age, education, work experience, the period of getting married, and the spouse's education), coping strategies (problem-focused coping strategy, emotion-focused coping strategy, and avoidance coping strategy), aggression, and marital conflicts among the married employees of Islamic Azad university of Kerman unit. Moreover, the linear regression model, Pearson correlation test, and the scatter plot have been used to determine the relation between coping strategies and two factors of aggression and marital conflicts. Also, the relation between demographic characteristics (individual factors) and aggression as well as marital conflicts is determined by the generalized linear model.

RESULTS AND DISCUSSION

Demographic characteristics of the employees' gender

According to table 1, there are 72 women and 108 men among 180 employees who have been studied in the research.

Table 1: Frequency distribution of employees' gender

Gender	Frequency	Frequency percentage
Female	72	40
Male	108	60
Total	180	100

The relation between the coping strategies and aggression among the employees

- There is a significant relation between coping strategies and aggression among the employees

The relation between aggression (Y1) and coping strategies including problem-focused coping strategy (X1), emotion-focused coping strategy (X2), and avoidance coping strategy (X3) is determined based on the following linear regression model:

$$Y^{\wedge} = P_0 + f_t X_j + f_c X_z + f_c X_j + e!$$

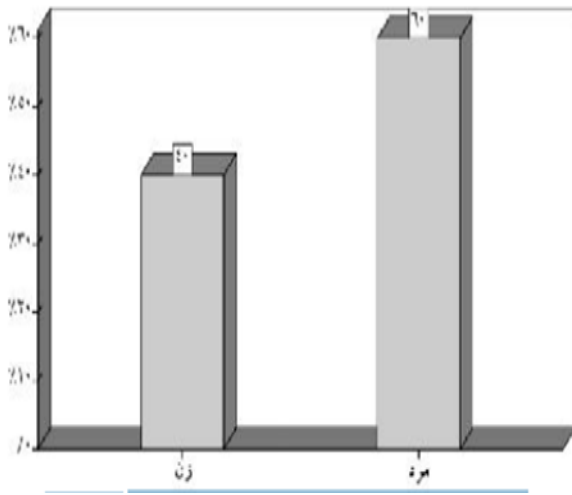


Figure 1: Frequency percentage of employees' gender 87

Since the calculated P-value is considered less than the significant level of 0.01 in the ANOVA table, the above linear regression model is significant. In other words, there is a significant relation between linear combination of problem- focused; emotion-focused, and avoidance coping strategies and aggression (table 3). According to the adjusted coefficient of determination (R_{adj}^2), the aggression is Predictable

up to 0.211 percent via the coping strategies (table 2).

Moreover, according to table 4 and by considering the estimates, there is a negative correlation between aggression and the problem-focused coping strategy, while there is a positive correlation between aggression and both of the emotion-focused coping strategy and avoidance coping strategy. With respect to the calculated P-value of coefficients test ($P < 0.01$), there is a significant relation between aggression and two factors of problem-focused coping strategy and emotion-focused coping strategy, in order to test the validity of the test of model coefficients, the uncorrelated state of errors and constancy of error variance have been studied. According to table 2 and the fact that the value of Durbin-Watson statistic is between 1.5 and 2.5, it is true to say the errors are uncorrelated. With regard to the curve represented in the figure of standardized residual versus the standard fitted values, there is no reason for non-constancy of error variance (figure 2).

Table 2: A summary of linear regression model of coping strategies with aggression

Durbin- statistic	Watson Adjusted coefficient of determinatio n	Coefficient of determination (R^2)	Multiple correlation coefficient (R)
2/031	0/211	0.255	0.474

Table 3: ANOVA of linear regression model related to coping strategies with aggression

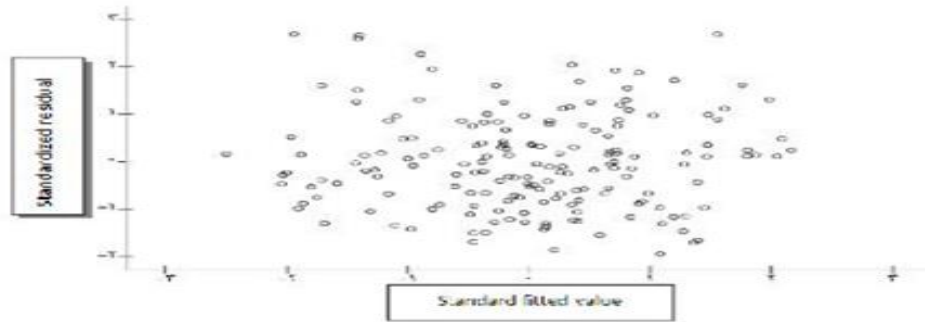
Source of changes	Sum of squares	Degree of freedom	Mean of squares	F	p- value
Regression	12352.52	3	4117.51		
Error	426228.03	176	242.21	17.000	0.000
Total	54980.55	179	-		

The relation between the coping strategies and aggression among the employees

- There is a significant relation between coping strategies and aggression among the employees

Table 4: test of coefficients of linear regression model of coping strategies with aggression

Variable	Estimate of P	Standard error	T value	p- value
Constant	55.616	9.718	9.718	0.000
Problem-focused coping strategy	-0.563	0.147	0.147	0.000
Emotion-focused coping strategy	0.911	0.152	0.152	0.000
Avoidance coping strategy	0.192	0.160	0.160	0.233

**Figure 2:** A scatter plot of the fitted values and residuals in the linear regression model of coping strategies with aggression

The relation between the problem-focused coping strategy and aggression among the employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the problem-focused coping strategy and aggression. Since the calculated P-value (0.004) is less than 0.01, there is a significant relation between the mentioned variables so that the problem-focused coping strategy could predict the aggression up to 4.5 percent with regard to the calculated coefficient of determination (table 5, figure3). The relation between the problem-focused coping strategy and aggression among the employees.

There is a significant relation between the problem-focused coping strategy and aggression.

The relation between the problem-focused coping strategy and aggression among the employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation regression line in the figure of the scatter plot, a weak positive correlation has been observed between the problem-focused coping strategy and aggression. Since the calculated P-value (0.004) is less than 0.01, there is a significant relation between the mentioned variables so that the problem-focused coping strategy could predict the aggression up to 4.5 percent with regard to the calculated coefficient of determination (table 5, figure3).

Table 5 : Pearson coefficient test between the problem-focused coping strategy and aggression

Number	Correlation coefficient	Coefficient of determination	P-value
180	-0.213	0.045	0.004

- The relation between the emotion-focused coping strategy and aggression among the employees.
- There is a significant relation between the emotion- focused coping strategy and aggression

Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the emotion-focused coping strategy and aggression. Since the calculated P-value (0.000) is less than 0.01, there is a significant relation between the mentioned variables so that the emotion- focused coping strategy could predict the aggression up to 16.0 percent with regard to the calculated coefficient of determination (table 6, figure 4).

The relation between the emotion-focused coping strategy and aggression among employees is studied via

Table 6: Pearson coefficient test between the emotion-focused coping strategy and aggression

Number	Correlation coefficient	Coefficient determination	of P-value
180	0.400	0.160	0.000

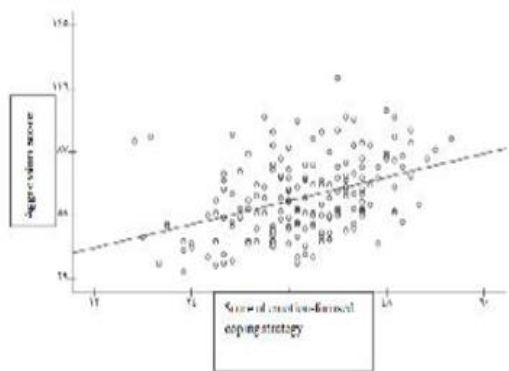


Figure 4: the scatter plot between emotion-focused coping strategy and aggression

The relation between the avoidance coping strategy and aggression among the employees

- There is a significant relation between the avoidance coping strategy and aggression

The relation between the avoidance coping strategy and aggression among employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the avoidance coping strategy and aggression. Since the calculated P-value (0.340) is greater than 0.01, there is not a significant relation between the mentioned variables and there is no significant relation between none of the aspects of the avoidance coping strategy and aggression. (Table 7, figure 5).

Table 7: Pearson coefficient test between the emotion-focused coping strategy and aggression.

Variables	Correlation Coefficient	Coefficient of determination	P-value
Avoidance strategy	0.072	0.005	0.340
Social, Aggressi on	0.038	0.001	0.613
Entertaining aspect	0.082	0.007	0.275
Drawing attention aspect			

The relation between the coping strategies and marital conflicts among the employees

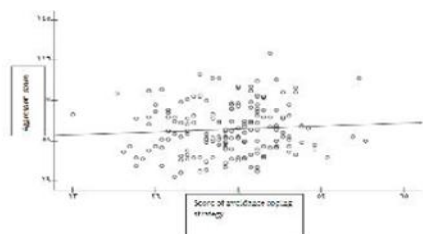
- There is a significant relation between coping strategies and marital conflicts among the employees

The relation between aggression (Y₂) and coping strategies including problem-focused coping strategy(X₁), emotion-focused coping strategy(X₂), and avoidance coping strategy(X₃) is determined based on the following linear regression model:

$$Y_2 = (30 + P_1 X_1 + P_2 X_2 + P_3 X_3 + 8i$$

Since the calculated P-value is considered less than the significant level of 0.01 in the ANOVA table, the above linear regression model is significant. In other words, there is a significant relation between linear combination of problem-focused; emotion-focused, and avoidance

Figure 5: The scatter plot between emotion-focused coping strategy and aggression



coping strategies and marital conflicts (table 9). According to the adjusted coefficient of determination

the marital conflicts is predictable up to 14.3 percent via the coping strategies (table 8).

Table 8: A summary of linear regression model of coping strategies with marital conflicts

Durbin- Watson statistic	Adjusted coefficient of determination	Coefficient of determination (R ²)	Multiple correlation coefficient (R)
0.396	0.143	0.157	0.396

Table 9: ANOVA of linear regression model related to coping strategies with marital conflicts

Source of changes	Sum of squares	Degree of freedom	Mean of squares	F	p- value
Regression	8365.94	3	2788.65		
Error	44869.05	176	254.94	10.939	0.000
Total	53234.99	179	-		

Table 10: Test of coefficients of linear regression model of coping strategies with marital conflicts

Variable	Estimate of p	Standard error	T value	p- value
Constant	91.696	9.971	9.197	0.000
Problem-focused coping strategy	-0.729	-0.151	-4.842	0.000
Emotion-focused coping strategy	0.491	0.156	3.154	0.002
Avoidance coping strategy	0.198	0.164	1.206	0.230

Moreover, according to table 10 and by considering the estimates, there is a negative correlation between marital conflicts and the problem-focused coping strategy, while there is a positive correlation between marital conflicts and both of the emotion-focused coping strategy and avoidance coping strategy. With respect to the calculated P-value of coefficients test ($P < 0.01$), there is a significant relation between marital conflicts and two factors of problem-focused coping strategy and emotion- focused coping strategy, in order to test the validity of the test of model coefficients, the uncorrelated state of errors and constancy of error variance have been studied. According to table 8 and the fact that the value of Durbin- Watson statistic is between 1.5 and 2.5, it is true to say the errors are uncorrelated. Regarding the curve represented in the figure of standardized residual versus the standard fitted values, there is no reason for non-constancy of error variance (figure 8).

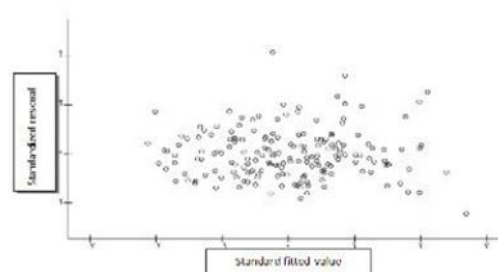


Figure 6: a scatter plot of the fitted values and residuals in the linear regression model of coping strategies with marital conflicts

The relation between the problem-focused coping strategy and marital conflicts among the employees

- There is a significant relation between the problem- focused coping strategy and marital conflicts

The relation between the problem-focused coping strategy and marital conflicts among the employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak negative correlation has been observed between the problem-focused coping strategy and marital conflicts. Since the calculated P-value (0.000) is less than 0.01, there is a significant relation between the mentioned variables so that the problem-focused coping strategy could predict the marital conflicts up to 9.5 percent with regard to the calculated coefficient of determination (table 11, figure 7)

Table 11: Pearson coefficient test between the problem-focused coping strategy and marital conflict

Number	Correlation coefficient	Coefficient of determination	P-value
180	-0.309	0.095	0.000

The relation between the emotion-focused coping strategy and marital conflicts among the employees

- There is a significant relation between the emotion- focused coping strategy and marital conflicts

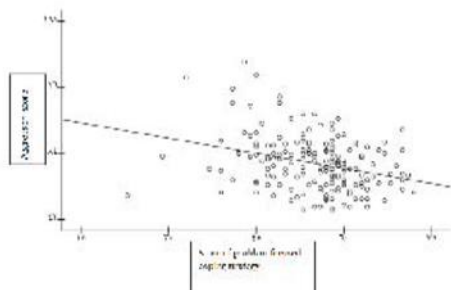


Figure 7: The scatter plot between problem-focused coping strategy and marital conflict

The relation between the emotion-focused coping strategy and marital conflicts among employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the emotion-focused coping strategy and marital conflicts. Since the calculated P-value (0.004) is less than 0.01,

there is a significant relation between the mentioned variables so that the emotion-focused coping strategy could predict the marital conflicts up to 4.4 percent with regard to the calculated coefficient of determination (table 12, figure 8)

Table 12: Pearson coefficient test between the Emotion-focused coping strategy and marital conflicts

Number	Correlation coefficient	Coefficient of determination	P-value
180	0.211	0.044	0.044

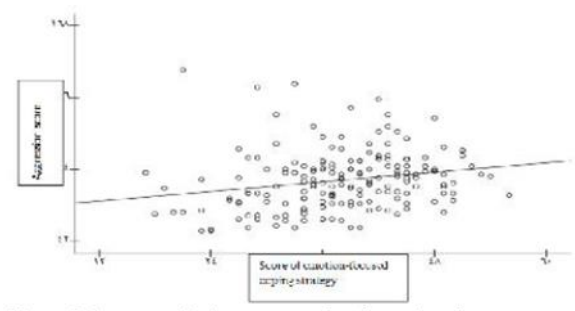


Figure 8: the scatter plot between emotion-focused coping strategy and marital conflicts.

The relation between the avoidance coping strategy and marital conflicts among the employees

- There is a significant relation between the avoidance coping strategy and marital conflicts

The relation between the avoidance coping strategy and marital conflicts among employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the avoidance coping strategy and marital conflicts. Since the calculated P-value (0.790) is greater than 0.01, there is not a significant relation between the mentioned variables and there is no significant relation between none of the aspects of the avoidance coping strategy and marital conflicts. (Table 13, figure 9).

Table 13: Pearson coefficient test between the emotion-focused coping strategy and marital conflicts

		Correlation coefficient	P-value	Coefficient of determination
Aggression	Avoidance strategy	0.020	0.0004	0.790
	Social, entertaining aspect	-0.018	0.0003	0.813
	Drawing attention aspect	0.045	0.0020	0.545

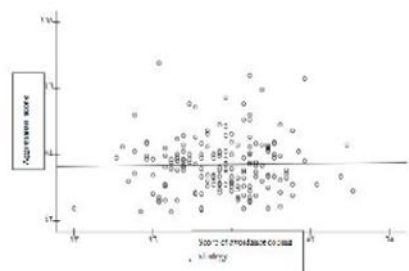


Figure 9: the scatter plot between emotion-focused coping strategy and marital conflicts

The relation between the marital conflicts and aggression among the employees

- There is a significant relation between the marital conflicts and aggression
The relation between the marital conflicts and aggression among employees is studied via Pearson correlation test and the scatter plot. By considering the calculated correlation coefficient and the regression line in the figure of the scatter plot, a weak positive correlation has been observed between the marital conflicts and aggression. Since the calculated P-value (0.000) is less than 0.01, there is a significant relation between the variables. (Table 14, figure 10).

Table 14: Pearson coefficient test between the marital conflicts and aggression

Number	Correlation coefficient	Coefficient of determination	P-value
180	0.342	0.117	0.000

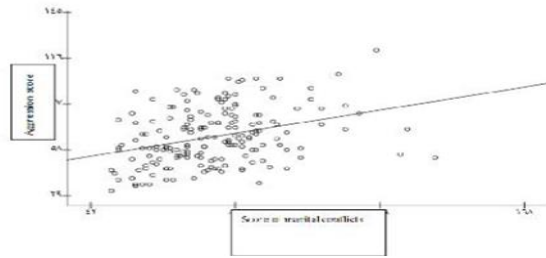


Figure 10: the scatter plot between the marital conflicts and aggression

CONCLUSION

The results of the present paper agree with the results of Abouyi Maurizio's research (2010). In fact, the conflicts disturb the emotional state and damage the cognitive activities; it can also disturb the body balance. Emotional conflict is expressed in the form of hesitation, anxiety, irritability, anger, depression, and sense of guilt (Abouyi Mehrizi, 2010).

Since an effective interaction instead of aggression could strengthen the relations, Ghalili and Ahmadi (2006) have studied the effectiveness of training an effective interaction on marital conflicts, they have concluded that training an effective interaction will decrease the marital conflicts; therefore, the result is in accordance with the results of the present paper. Ismael (1995) concluded that the men's nervousness could be one of the causes for women's divorce demand. Since marital conflicts usually lead to divorce, this research is also in accordance with the findings of the present paper. Moreover, the findings of Barite's research (1996) and Khalooyi's research (2001) confirm the results of the mentioned research.

Cummings and colleagues (2004) studied the marital conflicts and their relation with children's aggression. They concluded that marital conflicts would increase the probability of emergence of aggressive behavior; moreover, there was a positive and significant relation between marital conflicts and aggression. Results of the research are in accordance with Erath and Bierman's results (2006) as well as Doh and Kim's results (2012).

1. There is a significant relation between coping strategies and aggression among the married employees. The coping strategies predict aggression up to 21.1 percent.

2. There is a significant and negative relation between problem-focused coping strategy and aggression among the married employees. The problem-focused coping strategy predicts aggression up to 4.5 percent.

3. There is a significant and positive relation between emotion-focused coping strategy and aggression among the married employees. The

emotion-focused coping strategy predicts aggression up to 16 percent.

4. There is not a significant relation between the avoidance coping strategy and aggression among the married employees.

5. There is a significant relation between the coping strategy and marital conflicts among the married employees. The coping strategy predicts marital conflicts up to 14.3 percent.

6. There is a significant and negative relation between the problem-focused coping strategy and marital conflicts among the married employees. The problem-focused coping strategy predicts marital conflicts up to 9.5 percent.

7. There is a significant and positive relation between the emotion-focused coping strategy and marital conflicts among the married employees. The emotion-focused coping strategy predicts marital conflicts up to 4.4 percent.

8. There is not significant relation between the avoidance coping strategy and marital conflicts among the married employees.

9. There is a significant relation between the marital conflicts and aggression among the married employees. The marital conflicts predict the aggression up to 11.7 percent.

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