

Exploring the Association Between Fear of Relationships and Job Satisfaction in Young Adults

Pallavi Nair¹; Kavya Vijayan²

¹Department of Psychology, JAIN (Deemed-to-be University), Bengaluru, India

²Assistant Professor, Department of Psychology, JAIN (Deemed-to-be University), Bengaluru, India

Publication Date: 2026/09/29

Abstract: This study examines the relationship between job satisfaction and fear of relationship commitment (gamophobia) among unmarried, employed Indian adults aged 18–40. As marriage in India is increasingly negotiated against competing demands for career advancement and personal autonomy, this research investigates how occupational fulfillment relates to relational commitment anxiety. Using a quantitative, cross-sectional, correlational design, data were collected from a purposive sample of 100 unmarried, employed adults using two standardized instruments: the Indian Fear of Relationship Commitment Scale (IFRC-17) and the Minnesota Satisfaction Questionnaire–Short Form (MSQ-SF). Results showed moderate levels of both job satisfaction ($M = 2.95$, $SD = 0.57$) and relationship commitment anxiety ($M = 2.94$, $SD = 0.52$), with a statistically significant moderate positive correlation between the two ($r = .35$, $p < .001$), accounting for approximately 12% of shared variance. Contrary to traditional spillover models, individuals reporting greater professional fulfillment showed heightened fears of relational dependency and perceived constraints of long-term commitment, an autonomy–commitment paradox. No significant gender differences emerged in commitment anxiety, $t(98) = 1.29$, $p = .20$, suggesting relational ambivalence is shaped more by individual psychological orientation and career priorities than by gender. Findings point to an intrapsychic conflict between professional self-expansion and relational attachment in modern adulthood, with implications for psychological counseling, education, and policy aimed at fostering healthier attitudes toward marriage.

Keywords: Fear of Marriage, Gamophobia, Job Satisfaction, Relationship Commitment Anxiety, Indian Adults, Autonomy, Career Orientation.

How to Cite: Pallavi Nair; Kavya Vijayan (2026) Exploring the Association Between Fear of Relationships and Job Satisfaction in Young Adults. *International Journal of Innovative Science and Research Technology*, 11(9), 1755-1761. <https://doi.org/10.38124/ijisrt/26sep558>

I. INTRODUCTION

Marriage has traditionally functioned as a core social institution, offering emotional stability, social recognition, and a structure for family life. In contemporary society, however, it is increasingly approached as a personal choice shaped by career priorities, emotional readiness, and relational expectations rather than a default obligation. This shift has coincided with growing attention to gamophobia: anxiety, hesitation, or avoidance surrounding the prospect of lifelong partnership. In India specifically, younger adults are negotiating traditional expectations around marriage alongside modern aspirations for autonomy and professional achievement, a tension that creates fertile ground for relational apprehension and delayed or avoided commitment.

Psychologically, fear of marriage overlaps closely with fear of relationships more broadly: concerns about emotional vulnerability, compatibility, and loss of autonomy. Job satisfaction, as an indicator of general well-being, is theorized

to interact with these concerns in two competing ways. Traditional spillover models suggest that low job satisfaction produces stress and emotional depletion that carries into personal relationships, heightening marital apprehension, while higher job satisfaction fosters the emotional stability and confidence needed for commitment. An alternative possibility, less examined empirically, is that professional fulfillment itself increases attachment to autonomy and self-directed goals, making the perceived constraints of long-term commitment feel more costly, an autonomy–commitment paradox.

Despite the relevance of this issue in India, empirical research rarely integrates occupational and relational-psychological dimensions of gamophobia together; most existing work treats marital attitudes or relationship fears as separate lines of inquiry. This gap is compounded by rapid social change: digital communication, social media, and online dating are reshaping relational benchmarks and may be

introducing new sources of comparison and performance pressure around commitment.

The present study addresses this gap by examining the relationship between job satisfaction and fear of relationship commitment among unmarried, employed Indian adults aged 18–40, using standardized measures (the IFRC-17 and MSQ-SF) in a cross-sectional correlational design. In addition to testing the direct relationship between these variables, the study considers whether demographic factors (age, gender, education, socio-economic status) shape this relationship, and evaluates the combined predictive contribution of job satisfaction and relational fear to overall marital apprehension. Findings are intended to inform counseling practice, educational interventions, and policy aimed at supporting emotional preparedness for long-term commitment among Indian youth.

Based on the above rationale, the study tested the following hypotheses:

- H1: Job satisfaction is significantly related to fear of relationship commitment among unmarried Indian adults.
- H2: Fear of relationship is significantly related to fear of marriage (gamophobia).
- H3: Fear of relationship mediates the relationship between job satisfaction and fear of marriage.
- H4: Demographic variables (age, gender, education, socio-economic status) moderate the relationships among job satisfaction, fear of relationship, and fear of marriage.
- H5: Job satisfaction and fear of relationship jointly predict fear of marriage, accounting for a significant proportion of variance.

II. LITERATURE REVIEW

➤ *Fear of Intimacy, Commitment and Attachment*

Early work by Descutner and Thelen [1] established fear of intimacy as a distinct psychological construct, showing that individuals who fear emotional closeness tend to avoid deep, committed relationships. This was extended to fear of commitment more broadly, which Stanley, Rhoades, and Whitton [2] identified as a strong predictor of delayed marriage, relationship instability, and dissolution; Vogel [3] further linked it to avoidance behaviors and a subjective sense of being “trapped” when marriage is considered. Attachment theory offers a complementary explanation: Collins and Feeney [4] and Mikulincer and Shaver [5] showed that avoidantly attached individuals struggle with intimacy while anxiously attached individuals desire closeness but fear abandonment, producing ambivalence toward long-term commitment in both cases. Together, this body of work establishes fear of commitment as multidetermined: shaped by past relational experience, attachment insecurity, and perceived inadequacy for sustaining long-term relationships. However, these findings derive almost entirely from Western, often college-student samples and individualistic relationship models; they say little about how commitment fear operates in collectivistic contexts where marriage is negotiated with

family and community rather than decided individually, and most studies address dyadic relationship behavior rather than marriage-specific decisions.

➤ *The Socio-Cultural Context of Marriage in India*

Indian research addresses this gap directly. Gupta [6] described Indian adults as navigating a dual anxiety, personal compatibility with a partner alongside the obligation to fulfill family expectations, reflecting marriage’s status as a social contract tied to family honor rather than a purely individual choice. Urbanization and rising educational and career aspirations have intensified this tension: Sharma [7] linked career instability and financial uncertainty to delayed marriage among urban youth, while Choudhury [8] documented gendered patterns, with women more often citing fears of restricted personal freedom and men more often citing economic burden and provider obligations. Kapadia [9] and Rosenfeld [10] similarly tied gendered marital hesitancy to perceived inequality in marital roles and financial responsibility. The development of the Indian Fear of Relationship Commitment Scale (IFRC-17) [11], incorporating family expectation, financial responsibility, and loss of independence as culturally specific dimensions, represents an important methodological advance over imported Western instruments. Even so, Indian studies in this area have generally relied on small, convenience samples drawn from urban colleges or workplaces, and on cross-sectional designs that cannot establish how these fears develop or interact with other variables over time; gender-based findings, in particular, risk overgeneralization when intersecting factors like socio-economic status, region, and education are not accounted for.

➤ *Job Satisfaction and Relational Readiness*

A separate literature establishes job satisfaction, defined by Locke [12] as the positive emotional state arising from appraisal of one’s work, as a robust predictor of psychological well-being and life satisfaction [13], [14]. In the Indian context, Bhatnagar [15] and Sharma [7] linked long working hours and employment instability to delayed marriage and family planning, and Liu and Cheung [16] found that low job satisfaction increases stress within romantic relationships while occupational fulfillment supports relational stability. This literature is conceptually well developed but has rarely been applied to marital hesitancy specifically: most Indian studies rely on general life-satisfaction measures rather than standardized instruments like the Minnesota Satisfaction Questionnaire, and, more importantly for the present study, none systematically examine how job satisfaction interacts with fear of relationship commitment to jointly predict fear of marriage.

➤ *Synthesis and Gap*

Across these literatures, three limitations recur consistently: samples are rarely representative beyond urban, convenience populations; designs are almost exclusively cross-sectional, limiting causal or mediational inference; and psychological (fear of relationship/commitment) and occupational (job satisfaction) factors are studied in parallel rather than in relation to one another, despite theoretical reasons to expect they interact. Gender is frequently treated as

a straightforward predictor without attention to how it intersects with socio-economic status or education. This leaves a clear gap: no study to date has used validated, culturally appropriate instruments (IFRC-17 and MSQ-SF) within a single pan-Indian sample to test whether job satisfaction and fear of relationship jointly, and possibly interactively, predict fear of marriage among unmarried Indian adults aged 18–40. The present study is designed to address this gap directly.

III. METHODOLOGY

➤ Research Design

The study employed a quantitative, cross-sectional, correlational design to examine the relationship between job satisfaction (independent variable) and fear of relationship commitment (dependent variable) among unmarried, employed Indian adults aged 18–40. This design was selected because the aim was to establish the strength and direction of association between two established psychological constructs using standardized instruments, rather than to explore causal pathways or lived experience. Age, gender, and occupation type were treated as control/comparison variables.

➤ Participants

Participants were recruited via purposive sampling and completed the survey online through Google Forms. Eligible participants were Indian citizens aged 18–40, currently unmarried (never married, not engaged or cohabiting), employed in any sector, and proficient enough in English to complete the questionnaire. Individuals who were divorced, widowed, or separated, unemployed, currently receiving psychiatric treatment for a severe mental health condition, or who submitted incomplete responses were excluded.

Of 180 total responses collected over six weeks, 100 were retained after screening for completeness and consistency. This sample size exceeds the minimum recommended for detecting a moderate correlation ($r = .30$) with 80% power at $\alpha = .05$ [17]. The final sample was approximately gender-balanced (50 male, 50 female; M age = 28.6 years) and included participants across private (55%), government (20%), self-employed (15%), and freelance (10%) sectors, with education levels ranging from undergraduate (45%) to postgraduate (50%) and doctoral (5%). Participants were drawn from multiple Indian states and both metro and non-metro areas.

➤ Measures

Fear of relationship commitment was measured using the Indian Fear of Relationship Commitment Scale (IFRC-17) [11], a 17-item, 5-point Likert scale (1 = strongly disagree to 5 = strongly agree; range 17–85) developed specifically for the Indian socio-cultural context. It yields four subscales: fear of emotional intimacy, fear of responsibility/obligation, fear of loss of independence, and fear of family pressure/social judgment, with higher total scores indicating greater fear of commitment. The scale has demonstrated strong internal consistency ($\alpha = .87$) and test–retest reliability ($r = .82$), along with established construct, convergent, discriminant, and criterion validity in the Indian population.

Job satisfaction was measured using the Minnesota Satisfaction Questionnaire–Short Form (MSQ-SF) [18], a 20-item, 5-point Likert scale (1 = very dissatisfied to 5 = very satisfied) grounded in the Theory of Work Adjustment. It produces intrinsic and extrinsic satisfaction subscales as well as a general satisfaction score, with reported internal consistency between $\alpha = .85$ –.91 and test–retest reliability of .80–.88.

➤ Procedure

Following institutional ethics approval, the questionnaire, comprising a consent section, demographic items, the IFRC-17, and the MSQ-SF, in that order, was piloted with 20 participants to check clarity, timing ($M = 18$ minutes), and reliability (pilot $\alpha = .88$ for IFRC-17, .89 for MSQ-SF); minor wording adjustments were made for cultural neutrality. The main survey was then distributed via social media and professional networks to reach a geographically diverse, pan-India sample. Only participants who provided digital informed consent proceeded to the questionnaire; no identifying information was collected. Data were exported to Excel, screened for outliers ($|z| > 3.29$) and inconsistent responses, and analyzed in IBM SPSS (v.25).

➤ Data Analysis

Descriptive statistics (means, standard deviations, frequencies) were computed for all demographic and scale variables. Pearson product-moment correlation was used to test the relationship between job satisfaction and fear of relationship commitment. Independent-samples t -tests and one-way ANOVA were used to examine gender and occupational-group differences, respectively. Significance was set at $p < .05$ throughout.

➤ Ethical Considerations

The study was approved by the researcher's institutional ethics committee and conducted in accordance with American Psychological Association [19] and Indian Council of Medical Research [20] ethical guidelines. All participants provided informed consent, were informed of their right to withdraw at any time without penalty, and completed the survey anonymously with no personal identifiers collected. Given the sensitive nature of the topics, participants were provided with contact details for mental health helplines at the close of the survey.

IV. RESULTS

➤ Preliminary Analyses

Both instruments demonstrated acceptable internal consistency in this sample: Cronbach's $\alpha = .85$ for the MSQ-SF (job satisfaction) and $\alpha = .77$ for the IFRC-17 (fear of relationship commitment), both exceeding the conventional .70 threshold.

➤ Descriptive Statistics

Table 1 presents means and standard deviations for the study variables. Participants reported moderate levels of both job satisfaction ($M = 2.95$, $SD = 0.57$) and relationship commitment anxiety ($M = 2.94$, $SD = 0.52$). At the item level, the highest-rated job satisfaction domains were leadership

opportunities, helping others, autonomy in work methods, and recognition, while the highest-rated commitment-anxiety items concerned discomfort with lifelong exclusivity, anticipation of marriage, and fear of dependency: the co-

occurrence of anticipation of marriage with discomfort around exclusivity suggests an approach–avoidance pattern rather than outright rejection of commitment.

Table 1 Descriptive Statistics for Job Satisfaction and Relationship Commitment Anxiety (N = 100)

Variable	M	SD	α
Job Satisfaction (MSQ-SF)	2.95	0.57	.85
Relationship Commitment Anxiety (IFRC-17)	2.94	0.52	.77

➤ Correlation Analysis

A Pearson product-moment correlation was conducted to test H1/H2, examining the relationship between job satisfaction and relationship commitment anxiety. A statistically significant, moderate positive correlation was found, $r(98) = .35$, $p < .001$, with job satisfaction accounting for approximately 12% of the variance in commitment anxiety ($r^2 = .12$). Contrary to a traditional spillover model, in which higher job satisfaction would predict lower commitment anxiety, the positive direction of this relationship indicates that participants reporting greater occupational satisfaction also reported somewhat greater ambivalence toward long-term romantic commitment.

➤ Gender Differences

An independent-samples t-test found no statistically significant difference between male and female participants in relationship commitment anxiety, $t(98) = 1.29$, $p = .20$, indicating that commitment anxiety was comparably distributed across genders in this sample.

➤ Supplementary Descriptive Patterns

Exploratory breakdowns of mean job satisfaction and relationship commitment anxiety scores by age and by monthly personal income, and of the sample's distribution across residential-area types, are presented in Figures 1–3. These patterns are descriptive only; no inferential tests were conducted on the age, income, or location subgroups, and they should be interpreted as exploratory rather than confirmatory.



Fig 1 Mean Job Satisfaction and Relationship Commitment Anxiety Scores by Age.

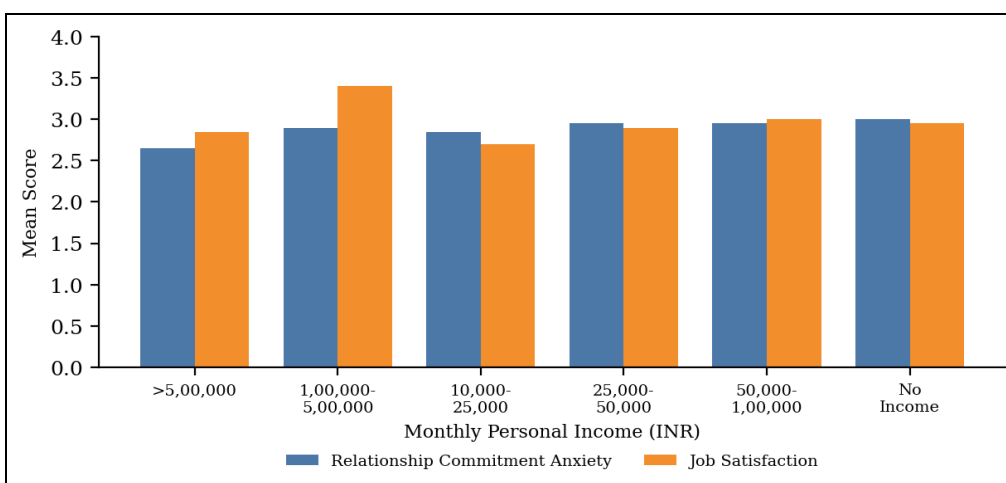


Fig 2 Mean Job Satisfaction and Relationship Commitment Anxiety Scores by Monthly Personal Income (INR).

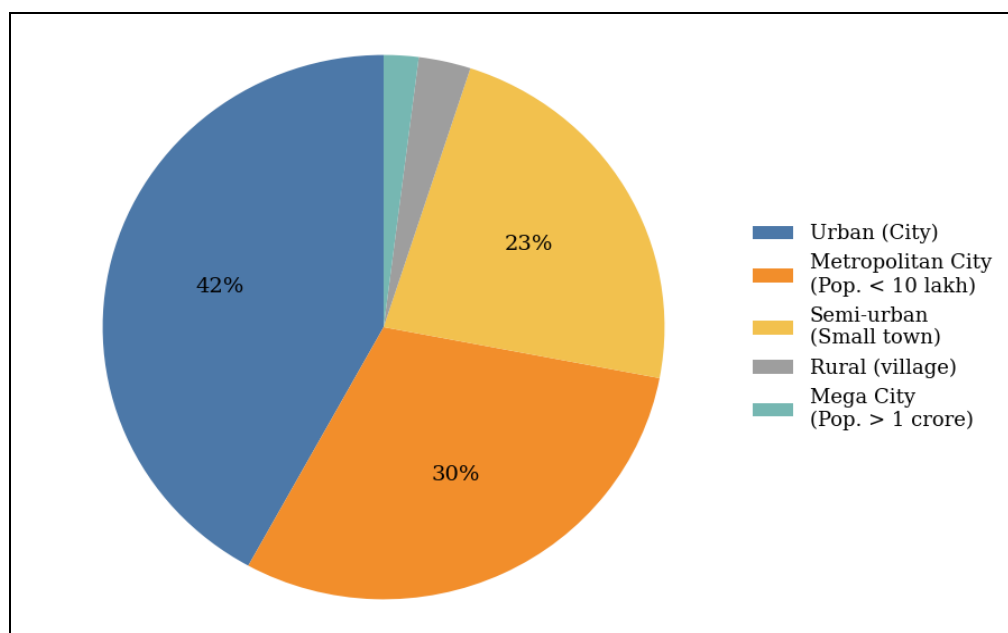


Fig 3 Sample Distribution by Residential-Area Type.

V. DISCUSSION

This study examined the relationship between job satisfaction and relationship commitment anxiety among unmarried, employed Indian adults. Three findings emerged: both constructs were reported at moderate levels; job satisfaction and commitment anxiety were positively and significantly correlated; and no significant gender differences were found in commitment anxiety.

The moderate levels observed for both variables suggest a sample that is neither highly fulfilled nor highly dissatisfied at work, and neither strongly avoidant of nor fully comfortable with long-term commitment. The co-occurrence of high ratings on both anticipation of marriage and discomfort with lifelong exclusivity points to an approach–avoidance pattern: participants were not rejecting commitment outright, but held ambivalent, psychologically complex attitudes toward it.

➤ *The Positive Correlation: An Autonomy–Commitment Paradox*

The central and most theoretically notable finding is the positive, rather than negative, relationship between job satisfaction and commitment anxiety. Traditional spillover models predict that well-being in one life domain (work) should transfer positively to another (relationships), implying that greater job satisfaction should be associated with lower, not higher, relational anxiety. The present results diverge from this pattern.

Several converging explanations may account for this divergence. Individuals who derive strong satisfaction from autonomy, achievement, and self-direction at work may come to place high value on independence more broadly, making the interdependence required by long-term commitment feel more constraining by comparison, an autonomy centrality effect. Relatedly, career-satisfied individuals may be more

achievement- and mobility-oriented, perceiving relational permanence as carrying a higher opportunity cost against continued professional growth. From an identity perspective, when professional identity is highly salient and rewarding, the relational identity merging that commitment implies (an “I” becoming part of a “we”) may feel identity-threatening rather than additive. Together, these explanations align with Self-Determination Theory [21], in which autonomy, competence, and relatedness are basic psychological needs: when autonomy and competence are strongly satisfied through work, individuals may become protective of those domains, and interpret relational relatedness as a threat to autonomy rather than a complement to it, even though this theory itself treats these needs as compatible in principle.

This pattern both extends and departs from existing literature. It is consistent with identity and role-salience research showing that heavy investment in one identity domain can create tension with commitment in another [22], [23], and with work on dual-career couples showing heightened autonomy-preservation concerns among highly educated professionals [24]. It departs, however, from global well-being and spillover models [25] that assume satisfaction in one domain straightforwardly reinforces satisfaction in others, and it differs from work–life balance research, which typically links relational strain to work stress rather than work satisfaction: here, it is satisfaction, not exhaustion, that tracks with relational ambivalence, suggesting the mechanism is identity salience and autonomy reinforcement rather than time scarcity.

➤ *Absence of Gender Differences*

Unlike some earlier relational research associating men with greater commitment avoidance, no significant gender difference emerged here. This is consistent with more recent literature suggesting that gender differences in relational attitudes are narrowing among educated, career-oriented populations, as both men and women increasingly prioritize

career establishment before marriage [26], [27]. It suggests commitment anxiety in this population may be better explained by individual psychological orientation (autonomy needs, identity investment) than by gender per se.

➤ *Cultural Considerations*

Because collectivist societies tend to prioritize relational commitment over individual autonomy [28], the positive autonomy–commitment association observed here may be comparatively more pronounced among the urbanized, career-oriented Indian adults sampled than it would be in more traditionally structured subgroups. Cross-cultural and within-India comparisons (urban–rural, generational) would help clarify how far this pattern generalizes.

➤ *Implications*

For counseling and psycho-educational practice, these findings suggest that clients presenting with high career satisfaction alongside relationship ambivalence may benefit from interventions that help distinguish healthy independence from avoidance, and that reframe commitment as collaborative interdependence rather than restriction, rather than assuming ambivalence necessarily reflects attachment pathology.

➤ *Limitations*

The cross-sectional design precludes causal inference: it cannot establish whether job satisfaction increases commitment anxiety, whether commitment anxiety shapes career investment, or whether a third variable (e.g., personality traits, attachment style) underlies both. Reliance on self-report measures introduces potential response bias, and while the sample size was adequate for correlational analysis, it limits generalizability, particularly given the urban, educated skew typical of online purposive sampling. Attachment style and other individual-difference variables that likely moderate this relationship were not directly assessed. Additionally, because both variables were measured via similarly structured Likert scales within the same survey session, common method variance may have inflated the observed correlation; relationship status (single, dating, engaged) was also not controlled for and may have shaped responses to the commitment-anxiety items independently of job satisfaction.

➤ *Future Directions*

Future research should test autonomy orientation as a mediator and attachment style as a moderator of the job satisfaction–commitment anxiety relationship, employ longitudinal designs to clarify causal direction, and examine whether this pattern holds across more culturally and socio-economically diverse Indian subgroups. Future work could also test personality traits (e.g., conscientiousness, openness) and occupational sector (high-autonomy vs. structured professions) as potential moderators, and dyadic designs (e.g., Actor–Partner Interdependence Models) could clarify whether one partner's job satisfaction relates to the other's relational anxiety.

VI. CONCLUSION

This study found that job satisfaction and relationship commitment anxiety among unmarried, employed Indian adults were both moderate and significantly, positively correlated, a pattern that runs counter to traditional spillover assumptions that satisfaction in one life domain straightforwardly benefits another. Job satisfaction accounted for approximately 12% of the variance in commitment anxiety, and no significant gender difference emerged, suggesting that relational ambivalence in this population is shaped more by individual psychological orientation than by gender. Together, these findings point to an autonomy–commitment paradox: professional fulfillment, rather than easing relational readiness, may heighten sensitivity to the perceived constraints of long-term commitment. This pattern reflects a broader, non-pathological developmental negotiation between autonomy and intimacy in modern adulthood, with practical relevance for psychological counseling, education, and policy aimed at supporting emotionally informed approaches to marriage among Indian youth. Longitudinal, attachment-inclusive, and cross-culturally comparative research is needed to clarify the direction and generalizability of this relationship.

REFERENCES

- [1]. C. J. Descutner and M. H. Thelen, "Development and validation of a Fear of Intimacy Scale," *Journal of Consulting and Clinical Psychology*, vol. 3, no. 2, pp. 218–225, 1991.
- [2]. S. M. Stanley, G. K. Rhoades, and S. W. Whitton, "Commitment: Functions, formation, and the securing of romantic attachment," *Journal of Family Theory & Review*, vol. 2, no. 4, pp. 243–257, 2010.
- [3]. D. L. Vogel, "Relationship avoidance and commitment fears among young adults," *Journal of Counseling Psychology*, vol. 59, no. 4, pp. 598–606, 2012.
- [4]. N. L. Collins and B. C. Feeney, "A safe haven: An attachment theory perspective on support seeking and caregiving in intimate relationships," *Journal of Personality and Social Psychology*, vol. 78, no. 6, pp. 1053–1073, 2000.
- [5]. M. Mikulincer and P. R. Shaver, *Attachment in Adulthood: Structure, Dynamics, and Change*. New York: Guilford Press, 2007.
- [6]. R. Gupta, "Marital attitudes and fears of commitment among Indian young adults," *Indian Journal of Social Psychology*, vol. 19, no. 1, pp. 33–47, 2013.
- [7]. R. Sharma, "Career concerns and delayed marriages among Indian youth: A psychological perspective," *Indian Journal of Psychology and Counseling*, vol. 14, no. 1, pp. 67–79, 2019.
- [8]. S. Choudhury, "Changing perspectives on marriage in urban India: An exploratory study," *Journal of Social Development Studies*, vol. 18, no. 2, pp. 45–59, 2021.
- [9]. K. Kapadia, "Economic responsibility and marital hesitation among Indian men," *Asian Journal of Family Studies*, vol. 9, no. 1, pp. 66–78, 2017.

- [10]. M. J. Rosenfeld, "The independence of young women and the rise of delayed marriage," *Journal of Marriage and Family*, vol. 76, no. 3, pp. 544–561, 2014.
- [11]. P. Mehta and D. Arora, "Development and validation of the Indian Fear of Relationship Commitment Scale (IFRC-17)," *Indian Journal of Psychological Research*, vol. 12, no. 2, pp. 98–112, 2018.
- [12]. E. A. Locke, "The nature and causes of job satisfaction," in *Handbook of Industrial and Organizational Psychology*, M. D. Dunnette, Ed. Chicago: Rand McNally, 1976, pp. 1297–1349.
- [13]. H. M. Weiss, J. P. Nicholas, and C. S. Daus, "An examination of the joint effects of affective experiences and job beliefs on job satisfaction and variations in affective experiences over time," *Organizational Behavior and Human Decision Processes*, vol. 78, no. 1, pp. 1–24, 1999.
- [14]. T. A. Judge, H. M. Weiss, J. D. Kammeyer-Mueller, and C. L. Hulin, "Job attitudes, job satisfaction, and job affect: A century of continuity and change," *Journal of Applied Psychology*, vol. 102, no. 3, pp. 356–374, 2017.
- [15]. D. Bhatnagar, "Work-life balance and its impact on marriage decisions among Indian professionals," *Indian Journal of Applied Psychology*, vol. 51, no. 2, pp. 112–120, 2014.
- [16]. J. H. Liu and F. M. Cheung, "Job satisfaction and relationship quality: Exploring their intersections in modern societies," *Asian Journal of Psychology*, vol. 9, no. 1, pp. 22–34, 2015.
- [17]. J. Cohen, *Statistical Power Analysis for the Behavioral Sciences*, 2nd ed. Hillsdale, NJ: Lawrence Erlbaum Associates, 1988.
- [18]. D. J. Weiss, R. V. Dawis, G. W. England, and L. H. Lofquist, *Manual for the Minnesota Satisfaction Questionnaire*. Minneapolis: University of Minnesota, 1967.
- [19]. American Psychological Association, *Ethical Principles of Psychologists and Code of Conduct*. Washington, DC: American Psychological Association, 2017.
- [20]. Indian Council of Medical Research, *National Ethical Guidelines for Biomedical and Health Research Involving Human Participants*. New Delhi: Indian Council of Medical Research, 2017.
- [21]. E. L. Deci and R. M. Ryan, "The 'what' and 'why' of goal pursuits: Human needs and the self-determination of behavior," *Psychological Inquiry*, vol. 11, no. 4, pp. 227–268, 2000.
- [22]. S. Stryker and P. J. Burke, "The past, present, and future of an identity theory," *Social Psychology Quarterly*, vol. 63, no. 4, pp. 284–297, 2000.
- [23]. J. H. Greenhaus and N. J. Beutell, "Sources of conflict between work and family roles," *Academy of Management Review*, vol. 10, no. 1, pp. 76–88, 1985.
- [24]. B. J. Risman and D. Johnson-Sumerford, "Doing it fairly: A study of postgender marriages," *Journal of Marriage and the Family*, vol. 60, no. 1, pp. 23–40, 1998.
- [25]. E. Diener, E. M. Suh, R. E. Lucas, and H. L. Smith, "Subjective well-being: Three decades of progress," *Psychological Bulletin*, vol. 125, no. 2, pp. 276–302, 1999.
- [26]. A. J. Cherlin, "The deinstitutionalization of American marriage," *Journal of Marriage and Family*, vol. 66, no. 4, pp. 848–861, 2004.
- [27]. J. M. Twenge, "A review of the empirical evidence on generational differences in work attitudes," *Journal of Business and Psychology*, vol. 25, no. 2, pp. 201–210, 2010.
- [28]. H. R. Markus and S. Kitayama, "Culture and the self: Implications for cognition, emotion, and motivation," *Psychological Review*, vol. 98, no. 2, pp. 224–253, 1991.