

**MULTITASKING, GENDER ROLE ATTITUDES,
EMOTIONAL INTELLIGENCE, AND MARITAL
ADJUSTMENT OF MARRIED MEN AND WOMEN**



By
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NATIONAL INSTITUTE OF PSYCHOLOGY
Centre of Excellence
Quaid-i-Azam University Islamabad

2021

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By

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A dissertation submitted to the

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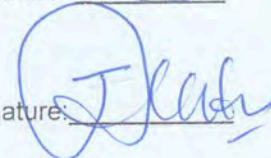
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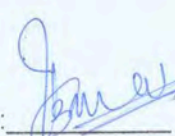
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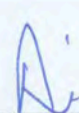
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Prof. Dr. Anila Kamal

Supervisor

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Saima Kalsoom

ABSTRACT

The current research was planned to explore and understand the evolving construct of multitasking in an integrative psychological background. More explicitly, this research had assumed to examine the relationship and psychological correlates of multitasking. For this survey research design based upon cross-sectional data was employed into two studies. Study I further comprised into two phases and phase I was carried out to translate and adapt the two measures of multitasking. Multitasking Preference Inventory (MPI, Poposki & Oswald, 2010) and Communication Specific Multitasking Measurement Instrument (CSMMI, Kushniryk, 2008) into Urdu. While phase II consisted with empirical validation of these two aforementioned multitasking scales. To establish the validity, primarily it was imperative to explore the factor structures of these two translated scales of multitasking on the data collected from socio-organizational context of Pakistan. A sample of ($N= 230$; Mean age = 35.53, $SD = 8.40$) married working men ($n = 126$) married working women ($n = 61$) and housewives ($n = 43$) was selected and all the participants were approached individually at their work places and residences, respectively. Purposive convenient sampling technique was employed to collect the data for study I. Along with the two translated multitasking scales data was collected on the Self-Report Measure of Emotional Intelligence (SRMEI, Khan & Kamal, 2010), Gender Role Attitudes Scale (GRAS Kamal & Saqib, 2004) and marital adjustment scale (DAS, Naseer, 2000) to see the pattern of relationship of all the variables of this study. Results of Exploratory Factor Analysis (EFA) showed new factor structures for the two translated and adapted scales of multitasking on the data collected for pilot study. Further analysis showed that the translated and adapted scales and other measures are reliable to proceed further in this research. The results of correlation coefficients showed significant positive association of multitasking preference scale, perceived multitasking ability scale, and the subscales of these two scales. Trend analysis on the data of this study also showed the results into expected and desired directions i.e., significant and positive association of all the study variables with each other, which suggested to proceed into the study II of this research.

Study II was designed to establish the factorial validity and to test the direct, indirect, and group differences hypotheses. These objectives were achieved into two

passes. Phase I consisted with the determination of factorial validity of the two translated and adapted scales in the study I. For this purpose, a sample ($N = 850$) age ranged between 23-65 years and ($M = 36.48$; $SD = 8.83$) was selected through purposive convenient sampling. The criteria for study II was similar to the study I of this research i.e., married working men ($n = 328$), married working women ($n = 300$), and housewives ($n = 222$). All the instruments and demographic information sheet used to collect the data for study II were similar to study 1. The results of phase I confirmed the new factor structures (explored through EFA in Study I) of both the instruments i.e., MPI as two factors instead the original uni-factor and CSMMI as three factors instead of original four factors. These newly explored factor structures (through EFA) were conformed (through CFA) and considered as the subscales of these two translated and adapted instruments. Percentile, T and Z scores for MPI along with its two subscales were also determined to develop Norms for Pakistani sample. Results of alpha coefficients provided the satisfactory evidences of reliability for all the scales and subscales. Estimates of inter scale correlations provided the evidences of convergent validity for the measure of multitasking preference with perceived multitasking ability measure. A contrasted group validity through group differences (analysis of variances ANOVA) also confirmed the validity evidences regarding the two translated and adopted instruments from the socio-cultural context of Pakistani.

The phase II of the study II comprised with hypothesis testing, in which first direct effect, then conditional indirect effect, and then in the end group difference hypotheses were tested. Results of inter scale correlations and multiple hierarchal regression model tested for direct effect hypotheses supported the first seven hypotheses established in the phase II of this study. Moreover, results of moderated mediation model tested through process macro model number 89 provided the support for the conditional indirect effects hypotheses of this study. Further the results of moderated mediation model across different sample groups also provided the evidences to fulfill the objectives of this study pertaining to gender and work status of participants. These results have showed that interactions for moderations were significant for the indirect effects (serial mediation) model tested on the overall sample and models tested across the three groups of samples i.e., married working women and housewives

collectively, for the married working women and for housewives, separately. Further, these model results supported the indirect effects of multitasking preferences and perceived multitasking ability on the relationship between emotional intelligence and marital adjustment of married individual. In relation to this conditional (moderated) effect of egalitarian gender role attitudes also found as positive and significant in the same model. These findings confirmed the newly proposed moderated mediation model in the socio-organizational context of Pakistan.

Hypotheses testing in relation to demographic variables provided the supporting evidences for work status, age, education, job experience, duration of marriage, and number of children on the study variable. Further in relation to gender, family system, organizational structure, and ethnicity non-significant differences were observed in the study variables. Additionally, demographic variables i.e., paid domestic help, house chores, age of the youngest born child, profession, and transportation indicated significant group differences in relation to the study variables across groups. Overall findings of this study would advance and facilitate the knowledge of the construct of multitasking in relation to emotional intelligence, gender role attitudes, and marital adjustment from the integrative psychological context. Further it would also enhance the understanding of multitasking in terms of its role and association with these variables more precisely. The results of this study are important to interpret in relation to gender and role theory also. Limitations of this study, theoretical, conceptual, and practical implications for policy, and future recommendations are also discussed.

INTRODUCTION

Emotional resources including emotional awareness, emotional regulation, and interpersonal skills (emotional intelligence) are certainly important for healthy interpersonal relationships. People might attain mutual love, intimacy, commitment, compassion, and empathy through experiencing and sharing emotions into intimate relationships. In order to accomplish higher and better marital satisfaction and adjustment sharp emotional awareness and vigilant emotional regulation is pertinent. Active involvement and management of interpersonal skills are the dynamic ingredients of interpersonal happiness and adjustment in life. However, these emotional resources are also central while making adjustment with adverse situations and circumstances. The person may have to utilize emotional awareness and regulations to deal when a marital relationship is worse or in distress. This emotional intelligence as emotional capital and significant resource provides an opportunity to fight against challenging dilemmas to get motivated for reducing the adversity of role overload and strain.

Life is evolving by every passing moment and this evolution is taking place due to the various factors like invasion of technology which brings changes not only in thinking patterns but also in life styles. Modernization, impact of media particularly social media, career choices, and perception of time are pertinent factors for this evolution. These factors effect the way individuals perform their essentials roles and responsibilities in general, as it is the most common saying that time is money, which is considered as the most valuable resource for human beings now a days. In this instance an individual's preferences, attitudes, skills, and abilities are central for behaving and performing across different life situations. An individual's preference and the ability to perform various task at the same time called multitasking which is an empirical viewpoint to study time perception in different societies and cultures.

The construct of multitasking is perhaps a novel concept to examine in relation to emotional intelligence, gender role attitudes, and marital adjustment considered to study in this research. So far wellbeing, job performance, and job satisfaction are the most frequently studied correlates of multitasking (Offer & Schneider, 2011; Russ & Crews, 2014; Srna, Schrift, & Zauberman, 2017). However, there is an indeed scarcity

of multitasking literature in the field of social psychology especially in collaboration of gender and health psychology. The ability to multitask and the ability to understand, control, aware, and empathize are related in a way that, the ability to focus attention while performing various tasks is very important factor for emotional stability, communication, and sociability. This perhaps bridged the link between multitasking and emotional intelligence ability. Due to the time pressures and multiplicity of tasks and roles people might not have the time to interact and communicate with others. Moreover, involvement and indulgence of an individual while doing several activities may requires more emotional resources and interpersonal skills to get those activities done proficiently. In this way the need for multitasking and emotional intelligence skills are vital for resolving personal needs, self-expression, and maintain relationships in a contemporary rampant technology world.

The set of different socio-emotional and interpersonal skills plays an integral part in understanding and managing the social, interpersonal, and gender roles. The quality of intimate relationship may also depend on gender role attitudes. It is an extent to which earning and household responsibilities are distributed among both the spouses (Vidal & Lersch, 2019). This distribution is called traditional and modern/egalitarian gender role attitudes. Employed and married individuals having children may have to manage duplicity of role with in the limited time span and multitasking may be an important mode of managing various roles and tasks. In context to this multitasking is central for people who are dual earners or assume paid and unpaid role simultaneously. For these individuals multitasking is an ideal skill and essential ability to exercise for accomplishing their core responsibilities with in the time frame across both contexts work and family.

Pakistani culture is quite rich with its traditional collectivistic roots, in which certain norms and expectation are important for the success and survival of relationships particularly marital relations. This may make the nature of interpersonal relationships more complex and for developing an understanding about the role of emotions along with gender role attitudes for marital adjustment numerous indigenous studies have been conducted (Ahmed & Iqbal, 2019; Bibi, Masood. Ahmad, & Bukhari, 2017; Hashmi, Khurshid, & Hassan, 2015; Sikandar, Ahmad, Maqsood, & Maqsood,

2018). However, the consideration of multitasking is increasing in the psychological literature especially in the domain of work and family, media and marketing, organizational, and human factor psychology. While in the published psychological literature the conceptual link between the contemporary and vigorous construct of multitasking with marital adjustment, emotional intelligence, and gender role attitudes has not been empirically established yet. The silence and vacuum in the empirical literature itself has provided the need to explore the association among these variables in this study from the socio-organizational context of Pakistan. In this section (chapter one) introduction of all the study variables, interplay between all these variables, and newly proposed conceptual model has been established through the support of available empirical literature.

Multitasking

Scientists explained multitasking as an ability to perform numerous distinct tasks sequentially while holding the goals of individual task in mind, and they claimed that it is an exceptional human characteristic (Koechlin, Basso, Pietrini, Panzer, & Grafman, 1999). An anthropologist Hall (1959) is the pioneer to study this phenomenon and labeled it with the term polychronicity and measured it as one of the individual features of a culture and a cultural communication system also. Hall and Hall (1987) stressed that people ‘preferred’ to act more monochronically or more polychronically as per societal standards within a culture. In lieu of this Bluedorn (2002) has defined “polychronicity as a time personality or the extent to which person prefer to be engaged in two or more tasks or events simultaneously and is actually so engaged (the preference strongly implying the behavior and vice versa), and believe that preference is the best way to do things” (p. 51). Thus, people who choose to complete one activity, project, or a task, before engaging with another are called as monochronic individuals, however people who prefer to be engaged with many projects, tasks, and activities simultaneously are called polychronic individuals (Bluedorn, 2002).

Polychronicity for multitasking was the new term donated from computer system and information processing to the communal practice. Multitasking is a method of sharing multiple tasks or actions utilize mutual resources of information processes (Manyutina, 2005). Though, these two terms i.e., polychronicity and multitasking are

one and used as partial synonyms (Bluedorn, 2002). Besides, multitasking has been developed as an identical system of workplace communication today which is technically infused (Turner & Reinsch, 2007). Several interdisciplinary terms are also used for multitasking include task switching (Monsell, Sumner, & Waters, 2003) concurrent activities, primary and secondary tasks, dovetailing, combined/dual production, overlapping (primary, secondary & tertiary) activities (Floro & Miles, 2003), and multicomunication (Turner & Reinsch, 2007). On the other hand, Deldridge (2000) describes the construct of multitasking as “accomplishing multiple-task goals in the same general time period by engaging in frequent switches between individual tasks” (p. 1).

Multitasking can also be categorized into four (Kieras, Meyer, Ballas, & Lauber, 2000) groups. The first group is distinct consecutive tasks that may be defined as quickly alternating between the two ongoing tasks. An example of this category is when searching for information through electronic mode users can frequently think and work on several tasks successively (Spink, 2004). The second category is related to tasks which are distinctly synchronized like simultaneously performing a primary and secondary task with quick interruptions between the two like listening music and searching online information. The third category is basic continuous tasking in which an individual accomplishes one task uninterruptedly and rarely take insertion of quick separate tasks (like interrupting online research and checking of email occasionally). Fourth category comprises composite continuous tasks, while performing two primary tasks simultaneously (collaborating with air traffic controller during flying an aircraft concurrently).

Pollak (1999) proposed the distribution of concurrent activities into two diverse categories as parallel and on-call activities. He describes when two independent activities are performed concurrently like surfing the internet and attending class lecturer is called parallel activities. While checking the children during cooking meals is called on call activities which restrict the choices for doing other task /activity and first activity is restricted by the second one which is related to the care of an elderly or a child in general. Pollak (1999) further suggested the main difference of on-call and parallel activities is that parallel activities consume more time demand stochastically.

He explained that parallel activities are easily combined and on-call concurrent activities are tough to explain and examine properly. In this instance, Bluedorn (2002) presented the categories of concurrent tasks based upon the relative differences between the simultaneous tasks. In viewing multitasking behaviors, it is also important to consider similarities and differences of the tasks being compared and measured. Thus, in this research, multitasking is framed according to the definition given by (Poposki & Oswald, 2010) which described multitasking as completing several-tasks/goals in the same general time period either concurrently or by engaging in common shifts among the specific separate tasks.

Multitasking and polychronicity. The supposition that time is tangible, is an important aspect that time is vital monetary and non monetary asset for individuals and organizations which is saved, wasted, managed, and spent (Palmer & Schoorman, 1999). Developing an understanding regarding the differences about time orientations and response of individuals in relation to the contradictory strains and demands of various tasks might be important to consider in temporal research. Time orientation is a broadly defined construct which provided two related streams of research i.e., polychronicity and multitasking. Hall (1959) stated that the preference to multitask and the belief about this preference is the “right” way to achieve tasks which is called polychronicity.

Polychronicity encompasses the preferred way to get involved in numerous tasks at the same time and these tasks are not restricted to be visible but also holds mental labor or “tasks of thought.” Poposki and Oswald (2010) they have considered multitasking preference as an individual difference, and confines the concept to preference, “a non cognitive variable reflecting an individual’s preference for shifting attention among ongoing tasks, rather than focusing on one task until completion and then switching to another task” (p. 250). Multitasking preference and polychronicity is assumed as a persistent trait stable over the time (Conte & Jacobs, 2003; Circella, Mokhtarian, & Poff, 2012; Landy, Rastegary, Thayer, & Colvin, 1991; Slocombe & Bluedorn, 1999). It is expected that an individual with polychronic preferences would be utilizing multitasking ability fully because multitasking skills/abilities are consistent

with the preferences of that individual (Stachowski, 2011). Multitasking preferences are related with self-motivating multitasking behaviors (Goonetilleke & Luximon, 2009; König, Oberacher, & Kleinmann, 2010) which demonstrated that if an individual prefers to be involved in several tasks simultaneously the preferences will drive behavior.

Due to the changing dynamics of workforce and technical advancements multitasking is used for handling communications (Howard, 1996; Ilgen & Pulakos, 1999). Individual differences and interactional effects of multitasking preference is not empirically tested very commonly. However, the results of a study conducted by Sanderson, Lee, Viswesvaran, Gutierrez, and Kantrowitz (2013) explained the significance of fit for understanding the interaction of multitasking preference and multitasking ability while predicting organizational performance. The connection of multitasking ability with the overall composite performance was much higher for employees having stronger preferences for multitasking. Moreover, Sanbonmatsu, Strayer, Ward, and Watson (2013) has explained individual differences in multitasking and indicate that multitasking was positively related with perceived multitasking ability. Which suggested that people who are more proficient of multitasking are not likely to effectively engage in multiple tasks simultaneously, high level of impulsivity and sensation seeking reported higher multitasking behaviors.

Preference for multitasking is recognized for playing an important role as moderator for the association of performance and multitasking ability in various jobs, considering multitasking ability as an indispensable capability and competency of employees and the association was much higher for individuals who prefers to multitask (Goonetilleke & Luximon, 2009; König, Oberacher, & Kleinmann, 2010). While people prefer for one task/monotasking when possible and might be less expected to engage multitasking abilities and skills (Sanderson et al., 2013). Polychronicity and multitasking are indispensable in working spheres because of empower individuals to utilize their time in a more effective and flexible manner. People engage in multitasking for different reasons i.e., multitasking opportunities, interruptions, and unplanned tasks predicts multitasking. Multitasking vary over the days displaying the difference of multitasking as a vigorous phenomenon which happens inside the individuals (Kirchberg & Roe, 2015). This advocates that the degree of multitasking may be

regulated by the exterior demands, stresses, disruptions, and unintended tasks innate in the real work situations also.

Theories of multitasking. Numerous models and theories of multitasking have developed to describe and understand the way an individual perform multitasking.

Single channel theory. One of the initially developed (Welford, 1952) theories from modern cognitive psychology for explaining multitasking performance is a single-channel theory. This is a selective attention theory which suggests mental processes required for one task essentially get delay when an individual involves in another preceding task. The theory also holds the view that human multitasking stand in line or service from single server of human information process.

Bottle neck theory. Broadbent (1958) extended single-channel theory into a bottleneck theory that converted into a general attention theory which has impacted the first group of cognitive psychologists along with the scholars and researchers from communication domain (Logan & Gordon, 2001). This theory advocates that intrusion arises because certain mental processes either motor and visual may not be separated which are consequential for blocking in the channel that permits only one task to go through in one time.

Capacity model. As per the restricted capacity theory person may have only an insufficient bunch of cognitive resources for information processing (Lang, 2000). While combining primary and secondary task an individual is stimulating two tasks that strive for restricted set of resources for information processing. Joining two tasks may create an excessive information which surpasses the capacity of attentional resources and consequently the only fragment of the information is managed due to which performance may also declines.

Strategic response deferment theory. This theory was developed by Meyer and Kieras (1997) and explained that swapping a task requires two discrete functional steps of decision-making control i.e., goal shifting and rule instigation, which are distinct from the basic cognitive, motor, and perception procedures used for the execution of different tasks.

Theory of threaded cognition. The most common theory of multitasking is threaded cognition which explained multitasking behaviors through emphasizing the role of several cognitive filaments processed concurrently, in which every thought implies a diverse goal of task achievement (Salvucci & Taatgen, 2008). All the actions are performed up to the degree of resource (perceptual, motor, and cognitive) availability. This theory suggests three key dimensions each has been labeled as a range, which is related to the research on multitasking. The first continuum is devoted multitasking as tasks are swapped at intermissions lesser than one second and swapped up to every few seconds also. This switching behavior is called simultaneous multitasking, in which tasks are basically proceed concurrently. The third continuum refers to the abstraction continuum which may be ranged from the fine grained mental processing (“activities and component tasks”) to other “bands” involving genetic (physiological processes and neural), rational (“tasks ranged from minutes to hours”) and social information (“long term behavior”) (p. 15) (Salvucci & Taatgen, 2011).

Multicommunicating theory. This concept professed multicommunication as a precise multitasking system which comprises the involvement of several conversations at a time Turner and Reinsch (2007). They characterized the upsurge in media multicommunication through chat and e-mail that permit correspondents to organize communications (i.e., interact with two persons, neither of whom has the reach to another communication) to control pace. Technology invasion in communication has brought changes into workers communication patterns commonly and employees regularly share various concurrent and one-on-one exchanges (Cameron & Webster, 2005; Turner & Tinsley, 2002). Another aspect of multitasking concerned with an individual multitasking and functioning beneath diverse circumstances as compared to the individual executing one task. The three features of multitasking conditions are disruptions or switch, stress for time, and uncertainty (Delbridge, 2000). In relation to a current research, theory of multicomcommunication is pertinently significant as one of the multitasking scales, Communication Specific Multitasking Measurement Instrument CSMMI (Kushniryk, 2008) is used to study the perceived multitasking ability of married individuals. This scale is developed in consideration of

multitasking theory and designated to measure the ability of an individual to accomplish several communication tasks concurrently.

Boundary/ border theory and multitasking. The theory suggested that the boundary of work and family is categorized into a continuum of full integration to full segmentation. In the extremely segmented frameworks boundaries based upon space and time produce distinguishing operational provisions, which are parallel to the distinct work family domains each with diverse set of behavioral expectations (Schieman & Glavin, 2008). On the other side of the continuum, higher integration arises once there is a minute discrepancy among family and work roles particularly if these roles are endorsed and involved. An overall estimation from this observed notion is related to the role distorting hypothesis in the work and family settings, which indicate higher consolidation also increases role-blurring (multitasking) events and tasks (Glavin & Schieman, 2012).

Border theory recognizes two important elements permeability and flexibility, which refers to the degree that one's tasks, roles, and responsibilities are performed out from the typical physical and time-based constraints of the work settings, which is, "the extent to which a boundary might be contracted or extended contingent to the strains of one sphere to another" (Clark, 2000, p. 757). Likewise, permeability is the extent to which a role permits one to be physically situated in the role's sphere but behaviorally/psychologically engaged in another (Ashforth as cited in Clark, 2000). Though both the elements permeability and flexibility often facilitate evolutions among various roles. Which may also ease the family and work borders in a way that enable multitasking as role-blurring tasks/actions (Olson & Boswell, 2006).

The blurred role hypothesis forecasted multitasking activities more commonly between people who experienced higher integration and or those whose family and work boundary is highly permeable and flexible (Glavin & Schieman, 2012; Lyness, Gornick, Stone, & Grotto, 2012). Moreover, in relating job demand and resource theory along with boundary theory, the significance of permeability and flexibility to advance a precise connection of multitasking and working conditions (Bakker & Demerouti, 2007). Lower chances of multitasking are positively related with schedule control and the challenging work is linked with more chances of multitasking. Whereas job

autonomy is not related with the chances of multitasking and collectively positive relationship of multitasking with each of the job demands (Schieman & Young, 2015).

In milieu to the current research the conceptual grounds provided by the boundary/boarder theory are important to relate and understand the proposed relationship (i.e., multitasking, gender role attitudes, emotional intelligence, and marital adjustment) among the study variables. As individuals are surrounded into a broader socio-emotional unit such as family and worksphers, which may exert influence on thinking, emotions, and behaviors. In combining the work and family roles/tasks spillover effects has been studied by the researchers (Casper, Vaziri, Wayne, DeHauw, & Greenhaus, 2018; Chen, Powell, & Greenhaus, 2009). As Halbesleben, Wheeler, and Rossi (2012) described work related job stress and individual emotions as spilling over on the private sphere and effect the quality of marital relationships. In another study (Russo, Ollier-Malaterre, Kossek, & Ohana, 2018) reported that blurring of boundaries between work and nonwork spheres may have critical consequences for relationship satisfaction among couples and this association was stronger when partners had perceptual equivalence on traditional gender role activities. Moreover, in context to this researcher have also examined the gender discrepancies for expensation of working hours and flexibility (Glass & Noonan, 2016; Lott & Chung, 2016) and explained that women are more likely to use flexible working for traditional gender role related behaviors. Women expand their care/housework more (Chung, van der Lippe, 2018; Hilbrecht, Shaw, Johnson, & Andrey, 2013) flexible working permits workers to be able to fulfil the social normative roles prescribed within societies (Clawson & Gerstel, 2014). These empirical evidences have provided the grounds to relate the conceptual framework of boundary/ boarder theory with the proposed relationships of current study variables.

Multitasking Research in Different Arenas

Many research filaments on multitasking have observations that it is shared and significant behavior in a particular field, and the search is still ongoing to understand the implications of multitasking for the way people think, communicate, work, learn and socialize. Multitasking has attracted attention into several fields and the field with

the longest tradition in multitasking studies is cognitive psychology. There, multitasking studies have been conducted for over 100 years, with a focus on human multitasking abilities. Multitasking settings have also provided a way to learn about human functional architecture by offering a simple means to overload the cognitive system (Pashler, 1994). For example, a pioneer study in 1896 used a dual tasking setting with writing and reading tasks to understand the nature of consciousness (Solomons & Stein as cited in Pashler, 1994) in academia aimed to understand unconscious actions by dual-task experiments called multitasking.

The common trends in multitasking assessments is the experimental designs (dual tasks), laboratory-based measurements, and through involving subjects in actual multiple task/simulation series task to measure multitasking performance of these subjects. More broadly there are various other methods (i.e., large scale survey related to who does multitasking, where it is done, how it is done, and why it is done). Multitasking measures implemented into different field (e.g. education, marketing and media, human computer interaction, cognitive psychology, information science and system, organizational and communication studies, and last but not the least work family interaction), has conceptualized multitasking distinctively like in a survey conducted by Zhang (2013) conceptualized media multitasking as a subtype of computer multitasking in categorizing the tasks visibly comprise more than one medium. Various other survey instrument has been established to measure multitasking (i.e., PAI, Kaufman, Lane & Lindquist, 1991; MPAI3 Lindquist, Knieling & Kaufman-Scarborough, 2000; PMTS; Lindquist & Kaufman-Scarborough, 2007; IPV; Bluedorn et al., 1999). Later, Kushniryk (2008) developed a measure Communications Specific Multitasking Measurement Instrument (CSMMI) taking the aspect of multitasking with communication/media in account. The improved version of Preference Inventory MPI (Poposki & Oswald, 2010) has emerged as a sound self report measure of multitasking preference.

Cognitive psychology sheds light into how people multitask in a variety of perceptual and cognitive settings and studied the limits of the human capacities in relation to multitasking and task switching (e.g., Salvucci & Taatgen, 2008). This makes it possible to track higher level phenomena within media multitasking down to

the human cognitive capabilities. Human Computer Interaction (HCI) studies deepen the perspective of media multitasking by investigations of multitasking strategies and practices within a single medium (Kushniryk, 2008). Multitasking has been examined considering diverse viewpoints and differences in the scope of tasks from various contexts. Many research endeavors conducted by personnel psychologists aiming to recognize job candidates who may have the skills and ability perform various tasks simultaneously (Sanderson et al., 2013; van der Horst, Klehe, & Van Leeuwen, 2012). Cognitive psychology surrounds multitasking as human ability and similarly multitasking as preference emerged from anthropology to organizational research (König & Waller, 2010).

Organizational, educational, and cognitive psychology all contributed to the understanding of multitasking outcomes. The first aims to discover outcomes of multitasking within organizational contexts, the second in educational contexts and the third focuses on the outcomes of cognitive tasks. Finally, information science can develop the understanding of mechanics of multitasking in knowledge-based media use by providing knowledge of the nature of human information retrieval and processing. Thus, as every day phenomenon it has been viewed more than human ability and in relation to human ability in information processing Viitanen, Westman, Kinnunen, and Oittinen (2012) stated that multitasking should be assessed as a subjective preference or may be as a practice in social and organizational contexts, as considered in the present research while studying its correlates emotional intelligence, gender role attitudes, and emotional intelligence of married working men, women and housewives having children from the socio- organizational context of Pakistan. However, keeping in view the scientific standards (i.e., need for worldwide diverse populations, context, & samples) for cross cultural assessment of the constructs and cross validation of the measures, it was decided to use the two scales MPI and CSMMI of multitasking to measure multitasking in the collectivistic Asian cultural context of Pakistan.

Although, the phenomenon of multitasking in the field of social and gender psychology is quite new and developing. However, some indirect relevance is evident from the work done by sociologist (Offer & Schneider, 2011; Sayer, 2007a, 2007b) with reference to time use pattern and cultural aspects. Multitasking literature with

respect to gender and work roles largely focused on gender role attitudes (Adesinaola & Monisola, 2012) with reference to division of labor among genders, work family conflict and balance (Brines, 1994; Gupta & Ash 2008; Treas & de Ruijter 2008). From the studies of work family multitasking (Schieman & Young 2010) explained that employees attempt to blur and blend the boundary among family and work in order to strive for work family balance. Multitasking also present unique challenges when stresses and strains between family and work roles occur (Glavin & Schieman 2012; Schieman & Young, 2010). Multitasking may also be a source of problem especially when it reduces energy and concentration from familial roles including marital relations, childcare, and domestic demands (Bianchi, Robinson, & Milkier, 2006; Glavin & Schieman, 2012; Lyness et al., 2012). However, the evidences for understanding the role of individual and psychological factors as correlated and predictors of multitasking are yet required to explore in to future investigations. Furthermore, it is also pertinent to study these correlates and predictors in psychological researches with reference to gender from the diverse socio-cultural perspectives. Therefore, the current research specifically aimed to study psycho social corelates i.e., emotional intelligence, gender role attitudes, and marital adjustment of married individuals.

Psychosocial Correlates of Multitasking

Gender role attitudes, emotional intelligence, and marital adjustment are less examined with multitasking and first time proposed in combination as correlates of multitasking in the present research. Multitasking is considered as a successful time management strategy for parents who frequently engage in various household and childcare activities simultaneously and different studies (Chong & Mickelson, 2015; Mittal & Bienstock, 2019; Newkirk, Perry-Jenkins, & Sayer, 2017) have also tested and fostered this notion by providing empirical evidences. Arendell as cited in Sayer, Michael, and Bianchi (2009) explained that multitasking is a mode of time management for working individuals having children in an efficient way which also helps them to spent time with their children. Similarly, in context to division of household and childcare (Newkirk et al., 2017) noted that this division embraces different

consequences for evaluating relationship conflicts across gender of the parents. Perhaps this indicates the role related norms and attitudes of these individuals. In connection to this the concept of multitasking at home may help to explain the gender role attitudes of individuals. The researchers (Mantyla, 2013; Stoet & Snyder, 2012) have suggested that association between multitasking and gender fundamentally due to the division of roles. Ren, Zhou, and Fu (2009) has also supported this argument based upon the hunter gather hypothesis explained that gatherings of women required a sharing of burden along with child care probably involves extra multitasking as compared to performing a task related to household without child care than a man. This is likely the manifestation of gender role attitudes of these married individuals as parents.

Gender Role Attitudes

Gender role generally states gender specific socially appropriate customs, norms, and behaviors adopted by men and women in the socio-cultural settings. The views about these fitting roles of men and women concerning the separation of paid and unpaid work in home spheres refers to the gender role attitudes of people (Walter, 2018). Gender roles and gender role attitudes vary from cultures and traditions but can be altered with time in the similar cultural backgrounds even (Cotter, Hermsen, & Vanneman, 2011). Various agents of socialization including peers, teachers, parents, electronic, print, social media, books, and religion impact in shaping gender roles and attitudes about these roles within a society/culture. Iqbal (2003) has also defined gender role attitudes as an established behavioral pattern of individuals including certain commitments, responsibilities, and rights. There is a divide of gender role attitudes and this divide hold traditional/conventional gender role attitudes which considered men's privilege in paid roles and women's unpaid roles, women should devote care and nurturance for the home and family over other roles i.e., paid roles. While equality in both domains is manifested through egalitarian gender role attitudes (Sweeting, Bhaskar, Benzeme, Popham, & Hunt, 2014). Indigenously, Anila and Ansari (as cited in Aziz & Kamal, 2015) defined traditional gender role attitudes are those where women are relegated as house wives and mothers and are viewed weak, vulnerable in need of protection and deserving of special respect man as the provider the final authority. On

the other hand, modern/egalitarian gender role attitudes hold believe in role sharing rather than role differentiation between genders.

Theories and perspectives of gender role attitudes. There are various theories and perspectives that are relevant and have directed research to measure and explain difference across gender about gender role attitudes broadly.

Gender role theory. This theory foresees one's perception regarding gender specific roles that influence on the distribution of domestic labor in the family. This division suggested traditional or conservative gender ideology which was appropriate in the pre transformation period and the essentialist gender ideology was acquired in the transformation time period which might have diverse impacts on the individual for household distribution during those eras (Zhang, 2013). In today's modern world due to the advancement in technology computers and machines are doing most of the work (Adesinaola & Monisola, 2012), however, it is also well recognized fact that women as spouses do more child care activities and household tasks/work as compared to men as husbands.

Time availability theory. The distribution of domestic labor is grounded on the time that spouses devotes in engagement which confines the available time for domestic work. Married couples and spouses both women and men are required to change their schedules and time consumed for household since many tasks and responsibilities are joint (Coverman as cited in Sullivan & Gershuny, 2012). The existence of children in the family especially presence of young child and toddler is not only linked with time strains but need for domestic work also, which is relevant to multitasking (Blair & Lichter, 1991). In connection to this Brines (1994) explained that male spouses perform more house hold tasks in response to the amount of time (working hours) their spouses spent on paid work but not essentially as a result of their job position (Goldscheider & Waite as cited in Goldscheider, Goldscheider, & Bernhardt, 2011) that described the relationship of spousal time distribution in comparison the gender of a spouse. Multitasking at domestic spheres appears to be associated with the opportunity

(domestic time) as compared to time burdens (Sullivan & Gershuny, 2012) among female nurses.

Relative resource theory. The theory was developed on the family perceptions of economists who explain family as an institute of utmost dual utility (Becker as cited in Coltrane, 2000). It designates women and men as collaborating artistes following the similar goal and growth in the welfare and wellbeing of the family along with its members also (Coltrane, 2000). In another study Gupta (1999) explained the reduction of time consumed on household routine after entering marital relations by men on the other hand these men increase time for household task when leave marital or relationships or couple reunions. Exchange/dependency theory along with human capital theory came to the similar sort of inference lesser comparative wages connect with higher amount of time for household which reflects gender role attitudes of a society also.

Egalitarian perspective. Fathers holding modern gender role attitudes seem to be more engaged with their offspring than fathers having more traditional gender role attitudes, both in relation to various tasks and activities with children and the real time spent with children (Bulanda, 2004). Although one may assume that mothers with an egalitarian gender ideology would be better able to promote (and indirectly increase) father's time spent with children, there is little empirical support for this (Bulanda 2004). In a longitudinal study, Goldscheider, Goldscheider, and Bernhardt (2011) indicated that higher level of traditional gender role attitudes, childcare, household activities are more strongly related with traditional attitudes for work family.

Traditional perspective. Couples with traditional gender role attitudes strongly believe that a man must hold supremacy and more control in and outside the house than women as wives. Among these traditional couples' men do the paid role as fulltime job and women stays inside the house, where one discovers the major inconsistencies in terms of overall workload among spouses in a role of wife and husband (Milkie, Melissa, Sara, Raley, & Bianchi, 2009). According to a research study overall women as unemployed mothers work for lesser time than mothers who are working, but unemployed women as mothers hold higher traditional attitudes for child care and domestic work, provident the way these women as unemployed mothers devote vast

amount of time on domestic work as compared to the working counterparts (Milkie et al., 2009).

Transitional perspective. Couples who are in transition are made up of dual-earner. These are the individuals who may be trying to discover their identity in and outside the domestic spheres. On the other hand, women having transitional perspective desire to support their spouse economically along with other roles related to home care, nurturance, and upbringing of children. In dual earners men are now keener to do their part of share from household activities which demonstrate a substantial transformation in the approach of men toward gender roles (Craig, 2007; Sayer et al., 2009). Now household is not extended to be viewed as an undermining task, the social acceptance of this transition has become wider in recent times in which cooking, cleaning, and childcare related tasks are also performed and relegated to men also. Now a lot of men take it as satisfying to shoulder the responsibilities of the second shift in order to evade the bitterness experienced by women when enforced to yield sole responsibility of the upbringing of children, household, and elderly care (Craig, 2007). On the other hand, women have concurrently discovered and accepted to give lesser effort for household than men who are more eager to resume a fair share of domestic labor (Mattingly, Marybeth, & Bianchi, 2003; Milkie et al., 2009; Sayer et al., 2009). All these transitions in gender related policies have led to a decrease second shift as well as variations in marital roles and philosophies (Craig 2007; Offer & Schneider 2011).

Gender parity, gender role attitudes, and multitasking. The ideal and popular image portrayed more often in cultures suggested that a woman should be able to handle any number of roles competently and graciously without disappointing anyone else (Multitasking). Modern day women are expected to be career oriented, independent, and successful, but they are also praised when they quit their jobs to stay at home with the children (Moser, 1993). However, the division of labor based on sex, is believed to be the most visible manifestation of gender inequality and aspects to work intensity which include multitasking which is the overlay of several tasks generally care and informal work which may influence the maintenance of individuals, particularly women in the undeveloped world (Jackson, & Jones, 1998). Multitasking may be a

source of disparity across gender that plays a significant role to aggravate the traditional inadequate distribution of labor among men and women for attaining human capital preferences for multitasking which are connected (Kirchberg & Roe, 2015).

Multitasking enlarge the work intensity; women may place higher effort per unit of time by performing two/more than two tasks concurrently. They resume various role as productive, reproductive, and managerial that is why time demand is much higher for them. Every role may require a diverse volume of time intensity. The multiplicity of roles and responsibilities accomplished by women in evolving countries, along with the degree of multitasking is not well recognized (Jackson & Richard, 1998). Unpaid work, care work, activities including fetching water, cooking, cleaning, working in land/agricultural fields, there is a massive juncture of childcare and multitasking going towards long (never ending) workday for them. If employed, right after her return to home, again ready to put forward to house hold such as cooking, cleaning, and caring for others (Sarah, 2010). In many parts of the world women incline to work for higher times than men do, although the time and amount of work gap differs across nation. It is the blend of unceremonious house work on top of paid labor that situates women at an inadequacy (Bardasi & Wodon, 2010). In a recent investigation (Zuo, Lou, Gaol, Lian, & Iqbal, 2018) explained that the prevailing traditional standards about gender roles that contributed in illumination of gender variance and women reported higher egalitarian/modern gender role attitudes as compared to men who report traditional attitude generally.

Dual earners working for long hours take housework as secondary tasks which increased the overall workload for working women than men and this might be due to the notion that women may tend to perform domestic work along with other self-care and leisure related activities jointly (Sayer 2007b). In domestic spheres working mothers multitask (combining) more as compared to the working fathers because men may not have enough to part from childcare and house chores. Just by focusing on the number of working hours per week mothers and fathers spend do not examine the emotional demands and stresses that multitasking accompanies which may or may not vary across gender (Craig, 2007). Because women are considered the ones who naturally incline to carry all, they assume multitasking more tense, demanding, and as

a negative experience as compared to men. Moreover, child care, house chores are still regarded as the main duty of women and the gap across gender for emotional burden is linked with multitasking which is more obvious in house hold (Bianchi et. al., 2006; Offer & Schneider, 2011). In a review paper by Offer and Schneider (2011) reflected that the emotional experiences and multitasking among married working parents is very well documented and they explained that employed mothers are performing two activities at a time more than two-fifths of the time they are awaking, while employed fathers multitask higher than a third of their awaking hours.

According to Ali, Khan, and Munaf (2013) attitude towards women managers is neutral it has no direction as positive or negative. The reason might be a move about the position of women in Pakistan since the last two decades. No gender variations were observed about the attitudes towards women mangers. On the other hand, (Saeed as cited in Sikandar et al., 2018) said that social privileges and position of Pakistani women are restricted yet than amen and this might be due to the gender related norms and attitudes prevailing in the society. The association of gender role attitudes for traditional and nontraditional profession was indicated positively among professionals (Zara, Tariq, & Hanif, 2012). Moreover, Evertsson (2013) reported an association of gender ideology with the traditional household distribution and child care married couples. They explained that women having egalitarian ideology about gender roles devote small amount of time in household as compared to the women having traditional attitudes whereas egalitarian men devote more time or household than the men having traditional gender role ideologies. Sullivan and Gershuny (2012) reported women as spouses spend more time to multitask than husbands, and partners' share of multitasking time at home is parallel. Gender variations across two group appeared significant in simultaneous activities through time involving that is, when engaged with domestic work and task related to care roles (Pereira, 2015).

Multitaskers may have well established planning, scheduling, and hardworking skills. Findings disclosed that polychronic attitude increases overall happiness and satisfaction among spouses. Harmony, consensus, and satisfaction are essential (O'Rourke & Cappelliez, 2002). Hence, the degree of agreeableness among spouses on important issues for the relations and the degree to which partners engage on household

work together, enhance overall happiness and satisfaction. Equity in the household division is important for impacting the quality of marital relations (Frisco & Williams, 2003). People who contribute above than the required share of house chores indicated lesser amount of satisfaction in marital relations (Bird as cited in Bittman & Wajcman, 2000). In this instance the time spent for house chores among the married people has also an important effect for the marital satisfaction and happiness. It has been detected that people who spend extra time on house work may likely to experience higher level of dissatisfaction and unhappiness. Spouses are disposed to a role related strain rising as a result of challenging stresses and lack of time for those strains (Silverstein, Auerbach, & Levant, 2002). This aspect of household time intensification by the spouses is negatively related with marital satisfaction and happiness. These two constructs also are contingent on partner's ability to make adjustment with diversity and variations in order to manage numerous demands and strains (Frisco & Williams, 2003).

Research evidences related to family and work domain suggested that employees in work contexts indicated strains and stress from one domain can spill over into the other domain (Burke, Greenhaus & Beutell as cited in Aziz & Cunningham, 2008). Spillover of tempers and feelings are more common in telework settings as the work and home border and boundary may get more flexible. In connection to this the perceptual time quality is associated to reduce when the emotions from the other sphere interrupt, distress attention, emotional receptiveness and sensitivity during the main task which may reduce a sense of temporal independence. Reviewing an individual's emotional reactions to a task in routine life and across spheres indicated that spouses in a marital relation experienced variation in their emotional statuses as they moved in one to another domain, they may communicate their emotional expression and positions to one another (Larson & Richards, 1994). The researchers explained the process of mood experiences as a carryover affect from one domain to another and said that satisfaction and temperament at work affected the mood of workers in home domain, having positive spillover impact more significant as compared to the negative impact (Judge, Piccolo, & Ilies, 2004).

The other two important psychosocial correlates subsequently considered in the present research, to investigate its conceptual link with multitasking are emotional intelligence and marital adjustment. Emotional intelligence is very vital due to the fact that cognitive functions help in coordination of several thought processes during multitasking Royall et al. (2002) explained that cognitive scientists and psychiatrists have proposed a distinctive set of cognitive tasks that help with the synchronization of multiple thought processes. The essential skills for multitasking includes task planning and postponing depending on urgency and need (Vandierendonck, Liefoghe, & Verbruggen, 2010), they added that healthy adults can reasonably well incorporate two novel tasks rapidly. In this instance while switching back and forth between multiple tasks in a limited amount of time, may produce stress and emotional burden on an individual. In order to manage the stress and burden one may utilized emotional capabilities and skills for better coping and adjustment. Therefore, it would be very important to build an empirical understanding of multitasking and emotional intelligence of married individuals.

Emotional Intelligence

Emotional intelligence may be described as an individual's capacity to produce positive consequences in relation to oneself and others. According to another perspective of emotional intelligence, it is the ability to control feelings and emotions of others and self for discriminating and using this information to direct the process of thinking and behavior (Mayer & Salovey, 1997). Thus, emotional intelligence is a comprehensive concept which involves a broad set of intrapersonal, interpersonal, and social skills. Interpersonal skills comprise the ability to recognize feelings of others through empathy, development and maintenance of interpersonal relations and a sense of social responsibility. On the other hand, intrapersonal skills include an individual's ability to realize, comprehend one's own drive and energy for motivation.

Goleman (1995) reflected that emotional intelligence may not be an inborn skill while there are many emotional skills that can be learned as an essential ability for the accomplishment of individuals goals. These skills include 1. Self-awareness which embraces understanding and recognizing emotions, identifying feelings as it arises, and

differentiation among them, 2. Management of emotions comprises management of feelings aptly, 3. Self-motivation contains assembly of emotions and feelings and self direction to achieve a goal, regardless of impulsiveness, self-doubt, and apathy, 4. Empathy comprises recognition of others feelings and regulation of these feelings for action, and 5. Relationships management contains management of interaction among interpersonal relations through handling negotiations and conflict resolution. Indigenously Khan and Kamal (2010) explained that emotional intelligence should be considered as an adequate ability to regulate one's emotions, upright awareness about his or her own emotions, and the skills to maintain better interpersonal relations of healthy individuals. The three proposed (Khan & Kamal, 2010) components of emotional intelligence include awareness, regulation, and interpersonal skills of individuals to measure self-reported emotional intelligence and these dimensions may be examined through subscales scales also. Similarly, on the same measure Khurshid, Majoka, and Khan (2018) reported the higher level of emotional intelligence, on the emotional self-awareness, emotional self-regulation, interpersonal skills, and on the eleven different sub-factors of these three factors measuring emotional intelligence of university students.

Role of emotional perception and expression in marital adjustment. The expression of emotions in marital adjustment is characterized through care, happiness, and enjoyment. It is the manifestation seen in maintaining warmth, calmness, and maturity in interpersonal relationships (Ebenuwa, 2007; Ebenuwa, & Okorodudu, 2003). These studies reveal positive connection of expressing emotions and marital adjustments and the way emotions are expressed by the marital partners also impact the level of marital adjustment. Okoh in (2011) argued that in this relationship expression of emotion guide the process of adjustment irrespective of racial, economic, social, professional status. Fitness (2001) added that understanding of emotions, emotional reasoning, and emotional management/regulation is imperative in marital relationships. However, he also suggested that the relationship of these emotional aspects of an individual with marital happiness is not straight and simple. Higher emotional

perception, emotional management, and emotional utilization indicated higher marital adjustment of couples in life (Schutte et al., 2001).

Skilled people who can better understand other's feelings and emotions are more capable to use these skills constructively and even destructively. That is why, married couples and partners may likely to exploit each other's insecurities and weaknesses for their own motives through utilizing emotional intelligence capabilities (Fitness, 2001). Similarly, an indigenous study reported that greater benefit of emotionally intelligent couples is the sensitivity towards each other's needs and the process of communication between the spouses. It is also reflected through their own personal acceptance and the level of self-awareness, and the most important force and crucial factor for spouses as husband and wives is the emotional factors than anything else (Batool, & Khalid, 2009). Emotional perception is an essential component of being emotionally intelligent therefore, it is rational to conclude that having higher level of emotional intelligence leads to a superior level of marital satisfaction for couples, whereas lesser level of emotional intelligence resulted as a negative relationship experience and marital dissatisfaction (Lavalekar, Kulkarni, & Jagtap, 2010).

Role of emotional intelligence in the marital adjustment. The relationship and role of emotional intelligence in the quality of marital relationships is quite popular and evident into empirical investigations (Brackett, Warner, & Bosco, 2005) explained that couples having lower level of emotional intelligence showed the lowermost perception about the support in relationship quality examined through the availability of perceived social support from the partner, and complexity through measuring the level of relationship security perception, how much relationship significance exist along with the extent to which the relationship of spouses is perceived as positive. It was further added that higher level of emotional intelligence of couples may also tend to result into more positive relationship. In another study Bricker (2005) highlighted the association of marital satisfaction with the overall self-reported emotional intelligence. The findings of this research also described the role of interpersonal skills required to manage conflict and increase intimacy among spouses which is vital for achieving better marital adjustment.

In another study, a positive connection of self-reported emotional intelligence was projected with the satisfaction in marital relations among married couples (Schutte et al., 2001). Similarly finding of a study (Tabinda & Amina, 2013) revealed a positive relationship of marital adjustment with emotional intelligence and indicated as a predictor for this relationship. The study by Joshi and Thingujam (2009) designated the relationship of overall emotional intelligence and marital adjustment of individuals. Moreover, this relationship was further supported by another research satisfaction (Singh, Dhaliwal, & Kaur, 1996) manifested higher marital satisfaction as a result of having higher emotional intelligence in Indian married couples. The study outcomes indicated a significantly positive effect of emotional intelligence for the satisfaction of married people about their relationships and the outcomes of linear regression displayed the general emotional intelligence as predictor for the marital quality and satisfaction (Eslami, Hasanzadeh, & Jamshidi, 2014). Individuals with higher emotional intelligence, interact effectively and have more adjustable styles. Higher level of emotional intelligence proficiently contributes in the management and resolution of matrimonial conflicts of women, and schedule planning is essential to rise emotional intelligence (Veshki, Jazayeri, Esfhani, Aminjafari, & Hosniji, 2012) and marital adjustment which were positively related as well.

Role of different dimensions of emotional intelligence in marital adjustment. A research has studied the association of marital quality with emotional intelligence among forty-four couples, among all the sub-dimensions (emotional regulations, emotional awareness, and social skills) of emotional intelligence, intrapersonal awareness was the single most predictor of perceived marital quality and adjustment of both husbands and wives (Mary & Adhikari, 2012). While the study findings reported marital adjustment between male and female (Bharambe & Baviskar, 2013) and the study outcomes presented overall marital adjustment and cohesion were associated with overall emotional intelligence and with all the sub factors of it. Sub factors of marital adjustment including satisfaction and consensus were associated with all the sub factors i.e., emotional awareness, regulation, and social skills along with overall emotional intelligence level. Further significant difference across gender were

emerged also for the two aspects of marital satisfaction includes sharing domestic responsibilities and sexual relations, which may be drawn through the socio-cultural effects (Schutte et al., 2001). Gender differences were reported for emotional regulations of married couples and men spouses expressed higher emotional regulations than women spouses among these married couples in Pakistan (Shahid & Kazmi, 2016). The result analysis of a study (Lavalekar, 2007) indicated difference across gender on openness to criticism, empathy, and self-management as an aspect of emotional intelligence.

Dyadic attributes developing from coherence and emotional intelligence are indispensable for sensing and achieving satisfaction from an intimate bond (Pokorski & Kuchcewicz, 2012). The statistical analysis of an indigenous study (Batool & Khalid, 2012) exhibited positive connection among marital adjustment and emotional intelligence. Further various components of emotional intelligence optimism, empathy, impulse control, and interpersonal skills emerged as positive predictors for the marital adjustment. Hasani, Mokhtaree, Sayadi, Nazer, and Mosavi (2012) explained that different the components of marital satisfaction along with emotional intelligence were meaningfully associated and the aspect of interpersonal empathy was also implicitly impactful across gender. Batool and Khalid (2009) also reported similar evidences that factors of emotional intelligence, emotional expression, empathy, impulse control, optimism, and emotional self-awareness had stronger impact for the marital relationships. Shahid and Kazmi (2016) emotional regulation as significant predictors for the marital satisfaction of married couples.

Interpersonal skill is important and significant predictor of marital adjustment, a person exhibiting higher interpersonal skill can well maintain the adjustment related issues and concern with his/ her spouse (Yazdi & Glozary, 2008). Similarly, the role of interpersonal skill was braced for marital adjustment and happiness (Ortese and Tor-Anyiin, 2008). Hajihasani and Sim (2019) reported role of emotional intelligence in marital satisfaction and emotional expression is significant for marital satisfaction. Rauer and Volling (2005) examined emotional expressiveness in relation to the marital satisfaction of women and reported positive effect. Components of emotional intelligence are positively related with marital satisfaction and intrapersonal skills,

adaptability and general mood significantly predict marital satisfaction of married individuals (Abbasi, Tabatabaei, Sharbaf, & Karshki, 2016). The results of (Hasani et al., 2012) depicted an expressive change of emotional intelligence, its components and matrimonial relationship satisfaction. Anghel (2016) reported positive relationship among the various components of emotional intelligence and marital satisfaction. Similarly, Kalsoom and Kamal (2018) have also reported the positive role of emotions through emotional intelligence and its individual components including self-regulations, self-awareness, along with interpersonal skills for the marital adjustment of married men and women. Further different dimensions of marital adjustment including cohesion, satisfaction, consensus, and affectional expression were predicted through the emotional regulation, awareness, and interpersonal skills of married individuals positively and these findings were also in line with previous researchers (Beirne, 2014; Bloch, Hasse, & Levenson, 2014; Campos, Walle, Dahl, & Main, 2011) who have reported the similar empirical evidences.

Role of Personal and Organizational Factors in Emotional Intelligence and Marital Adjustment

Emotional intelligence and financial satisfaction have positive relationship with marital adjustment and the demographic variables as personal and organizational factors i.e., gender, number of children, family income, and duration of marriage are also related with emotional intelligence and marital adjustment (Shanavas & Venkatammal, 2014). The study conducted by Lavalekar (2007) noted the association between emotional intelligence and marital satisfaction of people in relation to their age groups which ranged between (25-65), women scored significantly higher on emotional intelligence than men (Schutte et al., 2001). Similarly, emotional intelligence differences across men and women were also indicated by Ahmad, Bangash, and Khan (2009). While women reported higher emotional intelligent (Arshad, Abbas, & Mahmood, 2015) as compared to the men.

Higher level of emotional involvement of female partners in the unification may mitigate the experienced feelings of satisfaction. The result of a study by (Sharma, Mishra, & Sharna, 2014) reported the effect of emotional intelligence for the employees

working in the private and government sector organizations and gender difference on emotional intelligence between male and female married employees. Further an impact of age on the emotional intelligence of bank employees was also highlighted. Employees belonging to age group (31-35) years scored high on the self-reported instrument measuring emotional intelligence. of these workers. The relationship between gender and emotional intelligence was also reported in which men employees scored high as compared to the women employee (Mary & Adhikari, 2012). The employees who have completed their post-graduation level of education scored high in emotional intelligence as well as the employees of higher income group expressed high emotional intelligence. Moreover, employees with job experience between 5-10 years also exhibited high emotional intelligence (Das & Sahu, 2014). Relationship of emotional intelligence and age is positive for predicting marital satisfaction of girls (Hajihassani & Sim, 2018).

In another study gender was found significantly related to accommodation style of conflict resolution and emotional intelligence (Monteiro & Balogun, 2015). Significant differences between two genders as men and women in the marital and emotional adjustment revealed that there was a significant impact on men as well as women adjustment level (Nema, 2013). The results of a study maintained the similar evidence across gender that working men scored lower on the emotional intelligence as compared to the working women (Ilyas & Habib, 2014). The marital adjustment and overall emotional intelligence are associated with each other (Dildar, Bashir, Shoaib, Sultan, & Saeed, 2012) differences for the two groups of gender indicated that perception about relationship satisfaction was lower among women than men. The reason of these findings can be explained through the juggling roles of women as they have to manage many paid and unpaid role simultaneously. In context to this the association of emotional intelligence and multitasking is pertinent especially with marital adjustment. Bibi, Chaudhry, and Awan (2015) studied the relationship of marital status with perceived emotional intelligence which indicated non significant difference across gender and marital status for this relationship.

Emotional Intelligence and Multitasking

Emotional responses are shaped in work to family and family to work circumstances as Offer and Schneider (2011) noted that multitasking among dual-earner families impact positively as feeling good about oneself, relaxation, and cheerfulness, while it can also impact negatively as experiencing the feelings of nervousness, irritated, and frustrated, all these are an important well-being indicators. In a study Rustia and Seva (2011) have studied the mental work ability which was aided as investigation of multitasking ability. Later, Gutierrez, Ang, Carlos, and Umali (2016) demonstrated the connection of a person's emotional intelligence with the ability to multitask. They claimed the interactional effects of various dimensions of emotional intelligence on multitasking and on the perceptual, attentional resource, working memory, and responsiveness as various components of multitasking.

Many studies have considered the multitasking alongside the individual dimensions of emotional intelligence as (Ratan, Cruz, & Vorderer, 2007) has recognized a link of emotional self-awareness with multitasking ability and preference using video games measures. Ismail and Sharma (2012) has discovered a relationship between multitasking and self-regulation in explaining that how individual accomplish emotional and cognitive processes to attain a certain goal. In another study Lietz (2011) revealed that empathy and multitasking are related while understanding that how individuals juggle with strain and stress at work and social settings. A link between multitasking and social interpersonal skills was documented by (Lieberman & Rosenthal, 2001) through classifying individuals as extroverts and introverts. They have observed the way people performed multiple tasks and explained the difference across introverts and extroverts for performing multitasking.

Regarding the different components of emotional intelligence and multitasking (Gutierrez et al., 2016) stated that they are independently and individually linked to each other. Studies on working memory (DePrez et al., 2013; Konig, Buhner, & Murling, 2005; Meyer & Kieras, 1997) supported the argument that working memory along with well functional working memory enhanced and contributed in the ability to multitask. During switching between multiple tasks working memory of individuals aid to store information for the on going tasks along with diversion of attention for the next task

ahead (Meyer & Kieras, 1997). A research study (Malterer, Samantha, Glass, & Newman, 2008) based on psychopaths discovered an association of proper allocation of attention and emotional intelligence, which explained that lower level of emotional intelligence creates hardships for switching of attentional resources from one to another stimulus. The positive link of responsiveness and emotional intelligence was projected and attributed for requiring attentional mental and cognitive resources (Gul, & Hussain, 2016). It is indeed essential to investigate the association and role of multitasking with marital adjustment and emotional intelligence of married individuals. As the relationship of the two marital adjustment and emotional intelligence has already well established through emotional intelligence literature cited above in this section.

Marital Adjustment

Marital adjustment denotes stability in interpersonal emotions, efficiency in cognitive functioning, and effectiveness in social interactions of people. Adjustment is important not only in marriage but as an overall process for involvement, satisfaction, and adjustment in interpersonal and social relationships. Marriage is also considered as part of our commonly acceptable life style, which is important for behavioral adaptation and adjustment in life that enable us to fulfill the demand of various life situation. The person both men and women as husband and wife acquire the norms to live together for sharing, compromising, accommodating, adjusting, and planning. In order to resolve socio-cultural, personal, sexual issues, and to create balance in life the institution of marriage is essential for individuals and social structures. That is why marriage and family are considered necessary rather optional for human beings and adjustment in marriage is essential.

Marital adjustment can be explained as the state of mutual pleasure, contentment, and feelings of satisfaction among spouses about and with each other (Hashmi, Khurshid, & Hassan, 2007). It is characterized as feelings of pleasure and cohesion among partners (Mukherjee & Sinha cited in Sharma et al., 2014). Marital adjustment is meticulously associated with marital quality, marital satisfaction, and marital happiness (Bibi et al., 2017). Marriage offers an opportunity to an individual to create a protected and secure way of getting satisfaction for his needs through a

companionship. It encompasses the intimate ties without having any inhibition for emotional dependency in relationship among the spouses and two individuals. There is a likelihood that we may take the positive outcomes of marriage for granted inclined towards focusing on accusing negatives, the spouses who give response to their needs like sexual needs in relationship are more satisfied (Arshad, Mohsin, & Mehmood, 2015). The study conducted by Bradbury, Fincham, and Beach (2000) suggested that the process of obtaining balance and functionality of marital relations are utmost important for the marital adjustment in spouses.

Divorce rates are continuously increasing globally, United States of America is on the 6th highest number of rising divorce rates in the world which is 60%. Similarly, in Pakistan reported cases in 2012 of Khula (i.e., Islamic women right to get divorce) (13,299) in Punjab as the largest province were higher (14243) in 2013, and (18901) in 2016 respectively (Ramzan, Akhtar, Ahmad, Zafar, & Yousaf, 2018). More recently, Gallup (2020) reported rising trends of divorce rates in Pakistan which is petrifying for the institution of family. Women reported higher divorced status and divorced rates are higher in Punjab province than Sindh, KPK, and Baluchistan respectively. Education and employment were reported as positively corelated with divorced status of adults. On the other hand (Ramzan et al., 2018) reported that Illiteracy, poverty, unemployment, and lack of communication among spouses are the other major factors of divorce in Pakistan. They have further added that higher education of the women partner, caste, sect, ethnic and language differences, impotency on the part of men and most important differences in social class/status (SES) are some of the reasons which may contribute in the growing divorce rate in Islamic countries generally and particularly in Pakistan. The persistent increase in the divorce rates would be a devastating factor for the survival and growth of family life in Pakistan. Conjugal relationship plays pertinent role for the health, growth, and wellbeing of an individual. Therefore, it is very important to keep marriage intact and for this an area of marital adjustment is indeed very important to investigate in relation to the other variables (multitasking, gender role attitudes, emotional intelligence) of the study.

Role of personal and social factors in marital adjustment. In context to gender working women displayed higher marital adjustment as compared to the housewives (Nattawut & Mathur, 1993). These results have also designated that the marital adjustment and socioeconomic status are related and socioeconomic status has contributed for achieving marital adjustment having higher income level resulted in lower divorce chances. These differences were important for low, middle, and high income in relation to the marital satisfaction and happiness among working women (Nema & Bansal, 2015). Within the working class women (Kausar as cited in Nema & Bansal, 2015) established the similar evidences for marital adjustment in relation to the socioeconomic status among working women. Similar level of marital adjustment was displayed by the two groups of women having low and higher status of income (Jamabo & Ordu, 2012). However, number of children indicated negative effect for the marital adjustment (Batoool & Khalid, 2012) having more number of children decreases the marital adjustment. The result of the study by Joshi and Thingujam (2009) presented that both non working and working women displayed similar level of marital adjustment and education of these women not emerged as important for their marital adjustment. Differences across gender and family system for emotional intelligence and marital adjustment were also examined by (Devika & Rohini, 2019) and significant effect for emotional intelligence was reported in men than women.

Married and working women experience higher marital adjustment problem as compared to the married women who are not working or are housewives. For working married women, the added amount of responsibilities from employment might be expected which may lead to suffer more adverse reasons for maladjustment at home or at work (Slathia, 2014). Men showed high marital adjustment than women (Arshad et al., 2015). The results of another study also revealed differences in both the groups as working women were found using more problem focused strategies, having better marital adjustment but low level of happiness than homemakers (Hooda & Singh, 2014). Origin of family predicted marital adjustment and romantic attachment for women than men (Muraru & Turliuca, 2013). Fertility and marital adjustment were associated and suggested that women who are fertile indicated higher adjustment in marital relations as compared to the group of women who are infertile. It was

determined that the education background of husbands influenced marital adjustment (Avci & Kumcagız, 2011). While Qadir, Khalid, Haqqani, Huma, and Medhin (2013) reported that nuclear family system, Higher socioeconomic status, and level of education were positively associated with the marital adjustment and mental health of Pakistani married women.

Role of Social and Demographic Factors in Studying Multitasking

Multitasking is contingent on various demographics and social factors and (Floro & Miles, 2003) suggested that it may deteriorate as age grow and increase with the level of income and education. Creighton as cited in Crouter, Bumpus, Head, and McHale (2001) pointed out that people who are employed as fulltime workers are more prone to follow concurrent goals as compared to the people who are not employed and only employed for part time. However, prevailing norms pertaining to gender and social roles influence the distribution of domestic labor, and this also impact the housework by generating pressures for time and multiplicity of roles. In connection to this Craig (2006) indicated that mothers involve in overall time bounds more long with multitasking more than fathers. The amount and nature of care differences across gender appeared more even when women are employed fulltime. Studies show cohesion among women's tendencies to multitask (Szebo & Cebatorev, 1990; Moser, 1993; Floro & Miles 2003) and employment while merging with domestic work and income-earning tasks.

Multitasking is a very familiar phenomena with in the domestic arena related with time pressure from cooking to crunches of many other simultaneous activities (Rosen, 2008), it also differs conferring to gender, age, education, job types, cultures, nations and immigrants or ethnic minority and majority groups. The results of a study explained Asian ethnic minorities living in UK multitask less frequently than Whites, women tend to multitask more than men. Pakistani and Bangladeshi men spend lesser time on multitasking. While Australians spend around one third of waking hours on multitasking (Ironmonger, 2003). Overall, in the sample in some of the nations above than 90 percent of the household was indicated to involved in secondary tasks/ activities (Kalenkoski, Ribar, & Stratton, 2009; Kalenkoski & Foster, 2015). The study (Otto,

Wahl, Lefort, & Frei, 2012) investigated the individual differences for multitasking in terms of personality, gender, age, career tenure, organizational position/status. In the study of 310 adult (Kaufman, Lane, & Londquist, 1991) found that multitasking preference is positively associated with the formal age and educational level of respondents but no difference in preference for monotasking.

The preferences for multitasking vary in cultures and grounded on the interpretations derived from ethnography (Hall, 1983) he also determined that Mediterranean societies as compared to the Non- Mediterranean world preferred higher preferences for multitasking, while European and Latin American were also higher on multitasking preferences than the people from United States. In another study Gesteland (1999) classified North Americans and Japanese having higher preferences for monotasking/single task than the Arab world most of African, Latin American, and Southeast Asians were more multitasking oriented. Further, O'Hara-Devereaux and Johansen (1994) noted, "polychronic time is characteristic of high-context people and monochronic time is characteristic of low-context people" (p. 61). It may be inferred the decisions about multitasking and domestic outsourcing in context to domestic spheres are concerned with the employment status of spouses either employed jointly or individually, shared resources, age, and number of children (Sayer, 2007). Mothers working as fulltime workers having absolutely and relatively high resources are frequently related to multitasking and to avail paid domestic help for decreasing time pressures for these mothers. Because women in general have both managerial and economic duties even for employing child care and domestic work staffing/ assistance (Gupta & Ash, 2008).

Presence of children significantly enhanced the multitasking and age of the children is important as indicated that children under 12 and 16 years are important for multitasking in family. Employment status is also related with multitasking, employed person are more inclined to multitask than the unemployed individuals (Chang et al., 2010), similarly, income is also positively related to multitasking and individuals earning higher income (wages and salaries) tend toward higher multitasking. However, the effect of residential location on multitasking is relatively less explained. It is also established that multitasking seems to upsurge with the accessibility of services and

amenities. People who resides in bigger town and in the inner outskirts also have more availability and quality of services and amenities which results in more multitasking as compared to the people who resides in villages, small suburbs, and small-town Kenyon & Lyons, 2007). However, the effects of multitasking impact all the socioeconomic groups and the people from lower income groups incline more to tolerate the load of its agonies. While families that may unable to manage other sources to look after of the daily ins and outs of performing house chores may have to depend on women to do all the daily house chores. An alternate to multitasking may also influence women and their relations in more poverty. The significance of appropriately measuring multitasking by viewing at the dual roles related to domestic work and care related activities (Braunstein, van Staveren, & Tavani, 2011).

Education has positive influence and related with various demands from diverse responsibilities and activities concerning to household (Gronau & Hamermesh, 2008). House chores compositions and marital position indicated the prevalence of multitasking intensity that is stronger for singular family units than the other kind of arrangements. Whereas married individuals having children less than the age of 25 years experienced multitasking more positively during simultaneous performance of various tasks. There are clear differences between age groups in experience and attitudes towards multitasking. The number of journalists who feel that they are multi-reporters is much larger among young journalists. The younger groups also have a more positive attitude and agree that multitasking gives room for creativity and more power to the individual journalist (Nygren, 2014). Gender differences in married individuals with children regarding paid and unpaid work time has increased Sayer (2007a) while mothers who live with males as bread earners (having traditional gender role attitudes) multitask more frequently as compared to the dual earner families (having egalitarian gender role attitudes). While working women as mother have to compete with time pressures while engaging into more and more multitasking in order to create a required fit essential for domestic duties and time management.

Research on multitasking and gender, regardless of having an outwardly assured view of the public that women as compared to men are better multitaskers (Ren et al., 2009) showed that gender differences are small and inconsistent (Dean & Jeremy, 2013;

Mantyla, 2013). In a study (Morgan, 2013) reported that women performed to some extent better at synchronizing a primary task along with the secondary, which have established the view that women are superior in multitasking. Though, the tasks may not have showed the real-life multitasking and recommended the future research is essential to explore this notion further in context to real life multitasking. In comparing overall men are inclined to learn and do one task at a time such as navigations than women having better social, memory, and cognitive skills which enables them more efficient for multitasking and problem solving in groups (Watson & Strayer, 2010). Lacking multitasking ability “one would have to always finish task (e.g., cooking the vegetables for a meal) before starting another (e.g., cooking other parts of the main meal)” (Burgess, Veitch, Costello, & Shallice, 2008). In investigating the amount of multitasking time, kind of tasks performance, content, context, and feeling about multitasking is important to identify the required information regarding the differences across men and women for the pattern used for using time by gender (Spink, Cole, & Waller, 2008).

Sufferings of women is equal to men when multitasking is enforced and reported lower motivated for multitasking when are having the choice to multitask (Buser & Peter, 2011). Differences among men and women suggested that women frequency of reporting multitasking is higher than men (Bianchi et al., 2006), Proportions are considerably larger for dual-earning couples (Bianchi & Wight, 2010). In a study (Galinsky, Bond, Kim, & Brownfield, 2005) report similar evidences for gender differences in measuring multitasking indicated stronger levels of overload feeling by women in comparison to men. Qualitative experiences of working women regarding multitasking were reported by Hessing (1994) who has conducted interviews from women working on clerical jobs and explained that mostly working mothers pursue to time saving through multitasking at both spheres work and home. Moreover, studies Craig, 2006; 2007; Lee & Waite, 2005; Sayer, 2007b) concentrating on explicit tasks most particularly childcare and household, pointed out qualitative variances in multitasking experiences of men and women considering secondary activities that enlarges the gap across gender for domestic chores.

Multitasking Studies in Pakistan

In context to studying multitasking indigenous literature is not very enriched with frequent studies except few as one attempt made by Sehrish and Zubair in (2013) who have explored the association of polychronicity (preference for multitasking) with quality of life related to work and managing time of people working in Pakistani banks and made an important contribution by revealing positive relationship of work-related quality of life and time management, while negative relationship of these two constructs with polychronicity. Later Sehrish (2015) also studied the relationship of personality traits with polychronicity and job performance of university teachers in Pakistan. Another recent study (Hisam et al., 2018) have assessed the relationship of game playing with cognitive abilities of teenagers in Pakistan. They have concluded that long term games playing was related with various cognitive abilities i.e., analogy, deductive reasoning, processing speed, and mathematical intelligence than those who were not involved into any game playing. This has suggested ed that gaming activities exhibited higher brain activity. Kalsoom and Kamal (2018) have examine the relationship between perceived multitasking ability, emotional intelligence, and marital adjustment of married and working men and women residing in Pakistan. Very recently Kalsoom and Kamal (2020) have also investigated the relationship between perceived multitasking ability, multitasking preferences, gender role attitudes, and marital adjustment of Pakistani married working individuals.

A rural household panel survey (2012) was conducted in Pakistan including nationally represented sample from Punjab, Sindh, and Khyber Pakhtunkhwa (KPK) as provinces of Pakistan provided data regarding time use patterns. This survey indicated statistical evidences regarding education, migration, consumptions patterns, income sources, type of job/employment, time use asserts and savings, credits and loans, economic shockwaves, social safety nets' participation, and aspirations for household. This data was collected using six instruments and information regarding different household was collected separately from men and women. These evidences were purely for economic and statistical purposes and there was not any analysis reported performed further to build any sort of associations among all the variables on which the data was collected by an International Food Policy Research Institute (IFPRI) reported (2014).

While no such known survey was conducted till to date in Pakistan regarding time use data. The current empirical endeavor is based upon psychological variables as an initial step to put forth for developing pragmatic evidence regarding the time construct i.e., multitasking preferences and perceived multitasking ability of Pakistani married men and women both working and housewives.

Relationship of Multitasking, Gender Role Attitude, Emotional Intelligence, and Marital Adjustment

Although there is a scarcity of literature and availability of empirical evidences regarding the direct relationship of the current research variables i.e., multitasking, gender role attitude, emotional intelligence, and marital adjustment. However, Kalsoom and Kamal (2020) reported positive relationship between perceived multitasking ability, multitasking preferences, gender role attitudes, and marital adjustment among married men and women. Findings based upon the small data collected for this research revealed that marital adjustment was positively related and predicted from the perceived multitasking ability and egalitarian gender role attitudes were positively related with perceived multitasking ability and multitasking preferences. Moreover, based upon the social insight approach with in the cultural context of Pakistan. It can be evident that working and married individual irrespective of being employed meet their domestic responsibilities along with their work roles. In a collectivistic culture like Pakistan people are dependent on each other and mutual expectations are inevitable to be met. In case of married working men and women the expectation may be more burdensome because of the prevailing conservative norms pertaining to gender role attitudes of people. As in context to single family system where the external help or assistance is not available so the solution and strategy for meeting the multiple roles and demands might be multitasking. On the other hand, in case of joint family where social support is available but additional responsibilities of mother in law, father in law or sister/brother in law may also an important factor for multitasking.

The attitudes and perceptions about working women (paid roles) has initiated to change among both the genders as men and women. This transition perhaps also shaping the way men and women today interpret gender roles. On the other hand,

managing domestic spheres has been considered women's duty. However, growth in men contributions in the household has also started since last few decades (Sullivan, Gurion, & Coltrane, 2008). These variations in the atmosphere are mainly ascribed to social changes also especially towards gender roles, relationships and marital adjustment (Amato & Booth, 2003). In addition to this age, attitudes, and values people choose to have as a married also predict the satisfaction in marital relationship (Amato & Booth, 2003; Amato, Booth, Johnson, & Rogers, 2007). The utmost noteworthy variation is the growing number of women who are continuing their devotion to full time employment. This has also intensified the men role in the participating the domestic tasks, which may cause women taking an equal position in marital decision making impacting the increase for egalitarian relationships. These associations are based on gender parity which is better for satisfaction than traditional unequal relations (Amato & Booth, 2003). An increasing occupation of paid roles specifically by women also contributed in growing number of divorce rate (Astone, Rothert, Standish, & Kim as cited in Amato & Booth, 2003), in this instance Goleman (1996) also noted that an amplified burden on marriage as the divorce rate are gradually rising. In the past, social pressures of being stigmatized for being divorced aided to maintain the relationship intact even the hard relations. Now such pressures are not considered accountable for holding marriages intact and in the current times more than ever, emotions are integral to play a leading role in the marital success (Goleman, 1996).

In a patriarchal society like Pakistan gender role attitudes, household and child upbringing practices are culturally allocated towards women and men and People in Pakistan have more traditional gender role attitudes (Sikandar et al., 2018). Ample literature is available (cited in this section) in the area of marital adjustment from the western cultures whereas relatively lesser amount of published literature is available (Kalsoom & Kamal, 2020; Masood, 2012; Sadia, Bashi, Shoaib, Sultan, & Saeed, 2012; Sikandar et al., 2018) in which marital adjustment has been considered and examined positive association between egalitarian gender role attitudes and marital adjustment, the results of these studies have supported this relationship for Pakistani married individuals. Akram and Malik (2011) investigated the relationship of marital adjustment with personality traits and reported this relationship in a positive direction

for Extraversion, and Conscientiousness among couples working as university teachers in Pakistan. Further, positive relationship between marital adjustment and self compassion among married individuals was endorsed (Bibi et al., 2017). While Ahmed and Iqbal (2019) have also taken marital adjustment into account in relation to self silencing and reported better marital adjustment among women without depression than women with depression. While (Qadir et al., 2013) explained the role of marital situations as risk factors for the mental health (depression and anxiety) of married women specifically in Pakistan whereas social support is salient for buffering the psychological distress. Perception of having high social support has positive relationship with perceived adjustment in marital relations for these women in Pakistan.

In Pakistan, a steady expansion of women role and contribution in work force has occurred and since past twenty years, the proportion of their participation has surge from 13 to 25 percent. Women participation in labor force is burgeoning as in 2012 - 2013 this participation was 29 percent (The World Bank, 2013). This aspect is vital to take account for the impact of distribution of domestic work, provisions of children's upbringing, work hours/schedule of female spouse, and marital adjustment of married individuals especially working. Up surging literature in the domain of marital adjustment and labor force is available from the Western countries (Hostetler, Desrochers, Kopko, & Moen, 2012; Stevens, Kiger, & Mannon, 2005; Tripathi & Bhattacharjee, 2012). The most notable reason of the persistent consideration of marital adjustment is not only related with the individual and relational competence rather it influences the overall happiness and adjustment in life as well. Social science intelligentsias have paid abundant devotion for building an understanding about the factors that play an important role in the success of marital bounds (Bibi et al., 2017). However, there are several contextual differences between western and Pakistani cultures. Recently in context to Pakistan (Sikandar et al., 2018) has focused upon the significance of married employed women's marital adjustment and gender role attitudes of their husbands. They have investigated the husband's perception about wives' employment, impact of domestic labor distribution, child care arrangements for childcare, working schedule of female spouse, and husband's marital adjustment. This study also studied the role of wife's work preferences, economic contributions, and

employment perceptions in the form of marital adjustment which have positively and significantly contributed for the marital adjustment husbands of married working women in Pakistan. These empirical evidences are imperative to draw insight about the significance of multiplicity of roles in relation to multitasking, gender role attitudes, and marital adjustment of married men and women (working & housewives).

Global developments in technology, lifestyles, working status, modernization and growth in urbanization have brought changes in marital relations as well. The institutional dynamics of marriage are effected by social, cultural and individual factors. Traditional gender role attitudes focus the discrete nature of the traditional husband as breadwinner and wife in the role of a homemaker, mutual dependence of each other, and the difference in authority relation implied by these roles. While modern roles stress communal capabilities for nurturance and monetary production, as well as modern/egalitarian influence (Masood, 2012) and a relationship of marital adjustment with traditional and modern gender role attitudes was facilitated. In another indigenous study Muneer (2014) found significant gender differences on marital quality and explained that the predictors of marital quality are forgiveness, attachment, commitment, conflict handling and husband marital quality was more pertinent than wives. On the other hand, love, marital emotion work or communication patterns predicts marital quality. In another study a relationship of marital adjustment with traditional and modern gender role attitudes (Masood, 2012) was studied.

Various other studies have established a positive connection between gender role attitudes and marital satisfaction/adjustment (Anar, 2011; Çınar, 2008; Zaiceva & Zimmermann, 2011). A study conducted by McGovern and Myer (2000) explained that husbands having modern gender role attitudes reported greater marital adjustment than husbands having traditional gender role attitudes. Gender role attitudes along with domestic tasks are linked inappropriately with marital adjustment (McGovern & Meyers, 2002). The research Çetinkaya and Gençdoğan (2014) showed that married people having egalitarian gender role also have more stronger marital satisfaction than couples having traditional roles. Gender roles attitudes as predictors of marital quality is investigated by (Güven & Sevim, 2007). Intimacy and marital satisfaction have important positive effect for relationship (Goodman, 1999), women who seek equality

in domestic role sharing having egalitarian ideologies also have stronger marital satisfaction (Steven, Kiger, & Riley, 2001). Similarity, family origin and marriage are significant and positively predicted marital satisfaction which is related with emotional intelligence in a meaningful and positive way to impact the quality of relationships (Üncü, 2007). Having higher marital conflict and presence of children causes reduction in the satisfaction of marital bond (Şendil & Korkut, 2012; Twenge, Campel, & Foster, 2003).

Work is considered as a way of withdrawal for women from house hold roles and tasks which intensify marital satisfaction (Stevens et al., 2005). Furthermore, in explaining nonsignificant difference between marital quality and gender, these results can be described that social impact is higher on men gender roles attitudes and women have a higher desire to alter their status including work and family (Kulik, 1999). Further, it can be described while taking help from the fact that women rapidly adjust as compared to men and take higher positive stances for gender roles (O'Sullivan, 2012; Scott, Alwin, & Braun, 1996). Moreover, these evidences are supported by other researchers (Kulik, 1999; Zeyneloğlu, 2008). In relation to multitasking and life satisfaction a recent study (Mittal & Bienstock, 2019) articulated that individuals having higher multitasking preferences are more likely to project thin boundaries about their work and home realms and have more life satisfaction.

Studies have revealed that positively androgynous individuals might also score the highest on all the emotional intelligence subscales and total emotional intelligence (Murphy, 2009; Schutte et al., 2001). While androgyny, gender role behavior, and emotional intelligence were also measured by Guastello and Guastello (2003) and established the link between gender roles and emotional intelligence they stated that people with higher emotional intelligence expressed a wider range of gender role behavior and preferences than people with lower level of emotional intelligence for father and mothers. They further added that androgyny predicted emotional intelligence among fathers and mothers separately. Some other studies found that individuals having modern or egalitarian gender role attitudes express their feelings and thoughts more openly into marital connections (Taniguchi & Kaufman, 2014; Wilcox & Nock, 2006).

Empathy is one of the important elements that permit the individuals to exhibit higher emotional intelligence (Harms & Crede, 2010) and empathy is stereotypically associated with femininity, so it one may infer that that feminist people positively display higher emotional intelligence explicitly mentioning to the appraisal of emotions and the submission of emotions (Petrides, Pita, & Kokkinaki, 2007) in the challengeable situations. Satisfying relationships and the ability of self-awareness are central characteristics of positive feminisms and related with higher emotional intelligence skills i.e., optimism and social skills (Petrides et al., 2007). The capability to employ one's own and others emotions is also linked with high social skill and emotional intelligence and therefore individuals with a positive masculine identity may also show higher emotional intelligence social skill (Harms & Crede, 2010; Murphy, 2009). The results showed a relationship of multiple intelligence with gendered personality traits which indicated that intelligence is a share of gender roles and intelligence is relegated with masculinity than femininity (Szymanowicz & Furnham, 2013). In another recent study (Nourani, Seraj, Shakeri, & Mokhber, 2019) noted that husbands believe in traditional gender-roles correlate with their marital satisfaction and husbands who had higher marital satisfaction reported more participation in housework. These results showed a significant association between participation of men in household labor and their marital satisfaction.

Multitasking is the frequent self-control with exertion which may lead to bad effect as negative emotions and exhaustion. Negative emotions may also sequentially lead to challenges the emotional regulation. Multitasking may also include several instances of emotional regulation (Baethke & Rigotti, 2010). In case of emotional regulation and self-control are illustrating from the similar and restricted resource, the regulation of emotions may become more tough (Schmeichel, 2007). Though regulation of emotions effects mental and intellectual faculties and resources differentially for generating negative/positive emotion during multitasking. In this instance emotional regulation impact the social relations and cause vital effects for individuals variably (Gross & John, 2003). Suppression of emotional expression is related with less positive effects than mindfulness which is related with higher positive affect (Glomb, Duffy, Bono, & Yang, 2011; Gross, 2013). In this instance, multitasking is demonstrated as

self and emotional regulation during working at tasks/goals, which enable ease and facilitation for each other (Koole, 2009). There are contexts and situations in which workers may feel and experience time pressures and negative emotions. Instrumental approach (Gross & Tamir, 2011) of emotional regulation explained that people used and maintained emotions according to the tasks and targets they wanted to achieve. Although in explaining and understanding the relationship of positive emotion and multitasking, the interaction of mindfulness with regulation of emotions interactions intensify the positive affect/feelings more commonly (Gross, 2013).

The professionals having stronger emotional intelligence as being more consistent, better in focus, manage conflicts efficiently, and are more composed, do not combine their emotions with problems at hands and can concentrate on activities instead of getting disturbed during multitasking (Bagger, Li, & Gutek, 2008). Emotional intelligence as a significant predictor for task-switching performance (multitasking) and an indicator of higher order cognitive functioning was investigated by (Gul & Hassan, 2016). In connection to this (Gutierrez et al., 2016) highlighted the positive role of emotional intelligence for predicting multitasking ability among employed nurses. The various components attention, perception resources, and working memory along with emotional intelligence indirectly impacted multitasking. However, the relationship of multitasking and emotional intelligence is still unexplored in the context of Pakistan. Therefore, the current study is planned to explore this relationship with reference to gender role attitudes and marital adjustment of working men, women and housewives.

Moderating role of Gender Role Attitudes on the Relationship between Emotional Intelligence and Marital Adjustment

The empirical evidences regarding direct effects and association of multitasking, gender role attitudes, emotional intelligence and marital adjustment is quite novel to explore. However, there is a considerable amount of literature available on the relationship among gender role attitudes, emotional intelligence and marital adjustment in this instance studies (Bissessar, 2011; Goldenberg, Matheson, & Mntler, 2006; Guastello & Guastello, 2003; Kumar & Muniandy, 2012) in relation to emotional

intelligence and gender has provided inconsistent findings and this literature tends to focus predominantly on the biological sex and emotional intelligence such as in one study Meshkat and Nejati (2017) related gender and emotional intelligence and explained that emotional intelligence is different for both the genders as men and women. Over the period especially last two decades career and family goals and aspirations are going through a transition and relatively become more liberal, however an argument on the traditional gender role attitudes in which men in comparison to women are bread winner is still endorsed by many people (Crompton, 2006; Kiernan, 1992; Scott, Braun, & Alwin, 1993). Therefore, the gender role attitudes of people might not have strong impact of it on the family and work arrangements and requiring the importance to examine this relationship under the indirect effect of tradition/modern work and family systems. For this reason, gender role attitudes are significant to assume its impact on the feelings of individuals regarding the distribution of tasks across gender as men and women more broadly (Greenstein, 2000; Hochschild & Machung, 1990).

Regarding the conditional effect of gender role attitudes (as moderator) for studying the relationship between emotional intelligence and marital adjustment of married individuals relatively less empirical support is available. The first study in this regard is by Taniguchi and Kaufman (2014) who have explained that more troubles talk (communication and emotional regulation) was related to higher level of satisfaction among married couples. Women holding modern gender role attitudes as compared to the women having traditional gender role attitudes projected trouble talk less commonly which resulted in lower level of satisfaction in marriage. The effect of gender role attitudes as moderator was studied by Ahangar, Juhari, Yaacob, and Talib (2014) they have found significant and positive association of conflict resolution with marital satisfaction in married Iranian postgraduate students and reported that gender role as negative moderator in the positive relationship between conflict resolution and marital satisfaction in context of having egalitarian gender role attitude. While on the other hand, Yüksel and Dağ (2015) suggested that gender role attitudes should be studied as moderator due to the reason that it has affected the relationship of the study variables i.e., psychological symptoms, coping strategies in relation to marital adjustment of married couples. In another study (Leone, Parrott, Swartout, & Tharp, 2016) traditional

male gender role as moderator was studied for the mediating role of higher positively perceived consequences of intervention for men masculine gender role stress.

Rederstorff, Buchanan, and Settles (2007) studied the moderating role of gender role attitude for investigating the association of psychological well-being and sexual harassment. These results reported that less traditional gender attitudes intensified the negative association between sexual harassment and psychological wellbeing, the findings also revealed that lesser traditional gender role attitudes buffered the negative effects of sexual harassment for the sample of white women than black women for whom its effects were more aggravated. The results of a study conducted by (Helms, Supple, Hengstebach, Wood, & Rodriguez, 2019) also suggested that marital satisfaction was highest for those Mexican-origin couples in which marital partners were less sex-typed in their attitudes about marital roles to the extent that partners' attitudinal role flexibility promoted spouses' feelings of warmth and connection to their partner. The distribution of domestic work with gender role attitudes and marital quality was examined through the interactional effects, results suggested that differences across gender and gender role attitudes are significant in developing an understanding for linking the marital quality and spousal support. Gender role attitude as moderator was also examined for predicting marital quality from emotional support of spouse designated significant positive effect for women having traditional gender role attitudes than men having egalitarian gender role attitudes (Mickelson, Claffey, & Williams, 2006) both active support and emotional support of spouse projected higher satisfaction among women having modern gender role attitudes and for men having traditional gender role attitudes. Jibeen (2019) investigated gender roles and communication styles as moderators for the relationship of marital satisfaction and acculturative stress, which described that beliefs related to gender and aggressive communication styles reduced marital satisfaction whereas nonlinked/transcendent gender beliefs along with warm communication styles positively reinforced the boosted the marital satisfaction. These evidences are sufficiently enough to propose a moderating role of egalitarian gender role attitudes for the relationship of emotional intelligence with marital adjustment of married individuals. In relation to these evidences current study would focus on the

conditional role of gender role attitudes for the relationship between emotional intelligence and marital adjustment of married individuals as men and women.

Mediating Role of Multitasking Preferences and Multitasking Ability on the Relationship between Emotional Intelligence and Marital Adjustment

The growing intricacy of modern life has brought about the necessity of doing more and attend various things in less time rather at the same time, perhaps this needs to deal with frequently multiple interruptions (Korabik, Lero, & Whitehead, 2008) also. This is predominately applicable for parents particularly employed who are always caught in time crises in order to perform myriad of work family demands (Korabik, Rhijn, Ayman, Lero, & Hammer, 2016). Multitasking is pervasive and due to the vigorous changes happening in the work spheres the ability to multitask is also perceived as a highly required distinctive skill (Srna et al., 2017). The technological developments are creating impact on the way communications are managed in the workplace which make multitasking as an important capability of workers (Ilgen & Pulakos, 1999). Early attempts to assess individual differences in multitasking did not investigate the moderating and mediating effects of preference for multitasking. However, latter on the results of a study by (Sanderson et al., 2013) supported the significance for the fit between multitasking ability and multitasking preferences and to further understand the interactional effects of these two for performance. The relationship among overall performance and multitasking ability was supported or which the effect was stronger for individuals having higher multitasking preferences and multitasking preference proved to play a significant moderating role in the relationship between multitasking ability and performance in a variety of jobs, where multitasking ability was determined to be an essential competency. The correlations were stronger for individuals high in preferences to multitask.

In estimating the effect of multitasking demands for time preferences the positive association of cognitive ability (multitasking), time perceptions, and time preferences were explored in context to individual time perception, time preferences, and multitasking performance (Hjördis, 2019), consistent with (Brocas, Carrillo, & Tarrasó, 2018) described that perceptions plays an important role for time preferences in variations for individual preferences across various contexts, time perceptions

mediate between time preferences and multitasking. Individual factors like body temperature, hormones, stress, emotions, and fatigue effect time perceptions and these factors may also determine difference within and between individual preferences across context and time (Hjördis, 2019). In another study (Wu, Gao, Wang, & Yuan, 2020) suggested that the positive relationship between polychronicity fit (multitasking preference), wellbeing, and job performance, which revealed that polychronicity predicted employee's wellbeing. Employees having greater polychronicity offered tasks with higher multitasking capabilities in order to enhance employee motivation and wellbeing to improv effects for work. Brüning, Reissland, and Manzey (2020) examined individual preferences (mode of task processing) correspond strongly with task coordination for multitasking and preference for flexible verses persistent styles of cognitive controls which are pivotal in understanding multitasking performance efficiency. The relationship between preferences for multitasking and role demands is examined (Bianchi & Wight, 2010) and indicated that multitasking preference attitudes aid to manage multiple duties and responsibilities. The persons who prefer to multitask more can better manage disruptions in schedules and relish professions that comprise harmonizing nature of tasks while assimilating contradictory strains (Kaufman & Lindquist, 1999). The persons having higher multitasking preferences reported lower level of overloading feelings by the demands from several roles than the persons having higher preference for monotasking attitudes and orientation (Kantowitz, Grelle, Beay, & Wolf, 2012; Kaufman et al., 1991). Research suggested that effect of preferences for multitasking is linked with motivational multitasking behavior of people (Goonetilleke & Luximon, 2009; K€onig et al., 2010). The misfit between high preference to multitask and lower level of multitasking ability which might impact the regular use of unproductive work behaviors that render into lesser performance ratings. Individuals who prefer to multitask do tasks consecutively and do not employ their multistking skills if lacking and not required (Sanderson et al., 2013).

Multitasking has been designated as a prerequisite in today's work as it enables people to utilize the time more efficiently and flexibly. A considerable amount of multitasking differences over the days showed the difference within multitasking as a rigorous phenomenon arises within and between persons (Kirchberg & Roe, 2015) and individuals may involve in multitasking for various motives and causes. These results

showed that an opportunity to multitasking, unplanned tasks, and to get interruptions, are the predictors of multitasking. That means the extent and frequency of multitasking is determined from the difference demands, disruptions, and unexpected activities inherent in the working contexts. In the daily work strains and requirements higher variation was explained in multitasking as compared to the preferences for multitasking only. In this way multitasking ability and preferences are related and perception of multitasking improves performance and people are more engaged when perceive to be involved in multitasking (Srna et al., 2017), this has suggested that multitasking preferences effects multitasking ability. As showed in a study of (Sanderson et al., 2013) who has examined the moderating role of polychronicity in examining the multitasking ability and performance from an organizational setting. This relationship was stronger as composite for working individuals who were highly polychronic than individuals lower polychronic tendencies. The positive association of multitasking preferences and perceived multitasking ability was reported and results suggested that higher preference resulted in higher perceptual ability to multitask for married working parents and the indirect effect of multitasking preference was positively significant for predicting marital adjustment (Kalsoom & Kamal, 2020). Based upon these conceptual and empirical grounds it was felt appropriate to examined the combined indirect effect of multitasking preferences and perceived multitasking ability (as mediators) for the relationship of emotional intelligence and marital adjustment of married men and women (working and housewives).

The instruments of polychronicity predicted performance in job and hence used as moderator for the studying an association of multitasking preference and multitasking performance (König & Waller, 2010), However, these evidences related to the moderating role of multitasking preferences were based upon the concept of trait preference for multitasking and was measured as the trait rather behavioral preference of an individual. While in this study the preference for multitasking is considered as the individual's perception of behavioral preference for multitasking across various situations and contexts. However, the specific evidences related to the mediating role of multitasking is rarely explored perhaps due to the emergent nature of the construct. However, Sanderson (2013) is the pioneer who has put his empirical labor to explore the role of multitasking preferences mediator for the relationship among overall job

performance and multitasking ability. In this instance the empirical evidences were found that multitasking performance measured through the ratings of executives/supervisors mediated the association job performance and multitasking ability. These evidences were constant in all three studies emphasizing the usefulness of measuring multitasking ability in the context of employments where multitasking is very important element of effective job performance.

The critical aspect of above stated evidences is that the multitasking performance was measured through single item instruments and supervisory rating. But in the current study self-report measures would be used to study multitasking instead single measure laboratory-based simulation and experimental designs. Later, recently (Srna et al., 2017) argued that multitasking is perceptual and simple perception of multitasking is useful for performance. Further mediational analysis supported the heightened engagement is an important driver of this effect. They reported that individuals perceiving an activity as multitasking found more involved, and subsequently outperformed the individuals perceiving the same activity as monotasking. Moreover, Arndt, Arnold, and Landry (2006) investigated the direct and indirect positive effects of multitasking attitudes/orientations on job satisfaction and employee's satisfactions and these results also established consistency with the findings of another (Jang & George, 2012) investigation. Similarly, the evidences regarding the indirect effects of multitasking preferences for performing a job and additional role work engagement were also reported (Karatepe, Karadas, Azar, & Naderiadib, 2013). Therefore, to study the indirect effects of multitasking preferences and multitasking ability these evidences are radical for developing initial assumptions to test in the current study. Nevertheless, these empirical evidences have provided the grounds to assume and establish the indirect effect of multitasking preferences and multitasking ability for the relationship among emotional intelligence and marital adjustment. Based upon all these evidences current research would also focus on the indirect effects (as mediators) of multitasking preference and multitasking ability to predict marital adjustment from emotional intelligence.

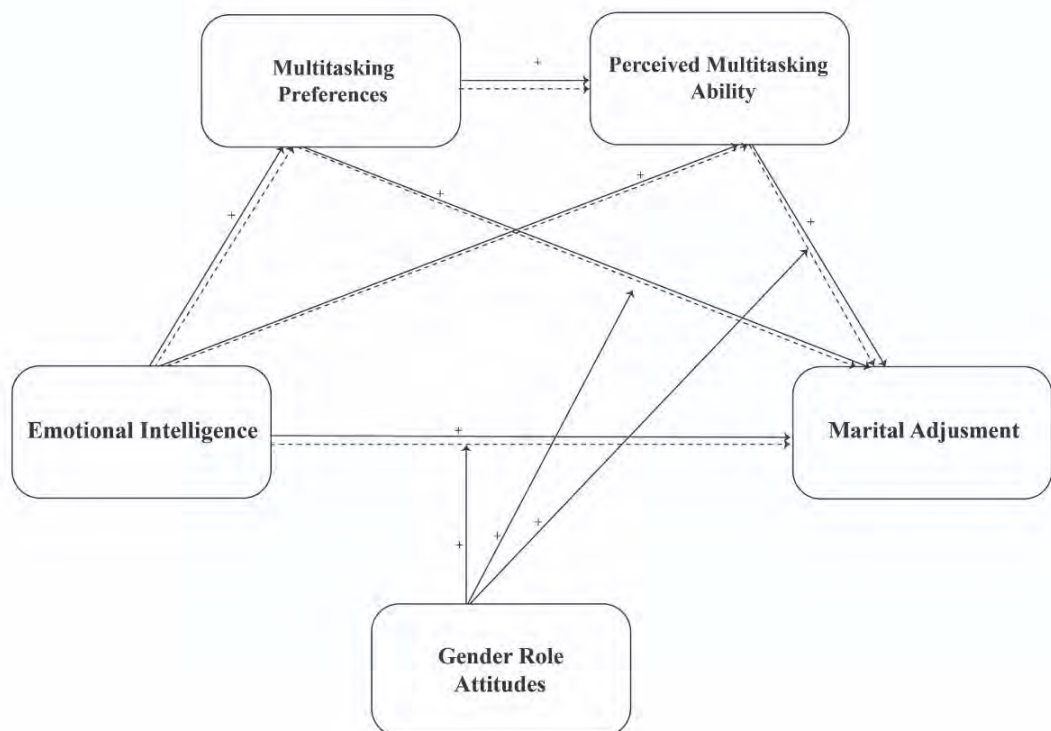
Therefore, after reviewing the relevant literature (cited in this chapter) and considering the recommendations given by previous researchers (Kushniryk, 2008; Poposki & Oswald, 2010; Sanderson, 2013), the gaps were identified to study

multitasking. The important gap is related to the populations of future studies, it is certainly required to study multitasking into more diverse populations i.e., adult workforce in terms of age, education, socioeconomic status, gender, and work experience. Another important gap is related to the outcomes of multitasking, it was also identified that satisfaction or fulfillment related outcomes (i.e., marital adjustment) are important to study as outcome of multitasking. That is the reason behind to plan the cultural adaptations of the available measures of multitasking i.e., Multitasking Preference Inventory (MPI; Poposki & Oswald, 2010) and Communication Specific Multitasking Measurement Instrument (CSMMI; Kushniryk, 2008) on a Pakistani population first. Moreover, correlational studies are also required to build the association and link of multitasking with other constructs (i.e., emotional intelligence and gender role attitudes) beyond the research endeavors of cognitive and experimental psychology. However, the current study is a kind of initiatory effort to study multitasking by employing cross-sectional research design in which translated and adapted versions of multitasking instruments after completing the empirical validation would be used as self-report measures.

The findings of this research would provide pragmatic and empirical understanding about the relationship and effects of the study variables from the sociocultural and organizational framework of Pakistan. Similarly, current study would also provide the empirical evidences for the new predictor (emotional intelligence) and outcome (marital adjustment) of multitasking. Subsequently, for the first time a newly proposed conceptual model for conditional indirect effect of gender role attitudes (moderator) while multitasking preferences and perceived multitasking ability (mediators) for the relationship between emotional intelligence and marital adjustment of married men and women (working and housewives) would be tested. Therefore, the below mentioned conceptual model is proposed to test on the data collected for the current research. Relationship patterns and directions among all the variables in this proposed model is in positive direction.

Proposed Conceptual Model

Based upon the empirical evidences given in the first chapter of this research and rationale the newly proposed conceptual (moderated mediation) model is presented below to test on the data collected for the present research. This moderated mediation model has been developed on the empirical ground derived from the boundary/ border theory. The theory suggested that the boundary of work and family is categorized into a continuum of full integration to full segmentation (Schieman & Glavin, 2008) which indicated that higher consolidation increases role-blurring (multitasking) events and tasks (Glavin & Schieman, 2012). Through time availability theory (Sullivan & Gershuny, 2012) logical ground have built for the conceptualization of this model, as the theory stated that multitasking at domestic spheres appears to be associated with the opportunity (domestic time) as compared to time burdens (Sullivan & Gershuny, 2012). Egalitarian and traditional perspectives have also indicated the justification to proposed and test this model.



Note. Dotted lines = direct paths; bold lines = indirect paths in the model.

Figure 1. First time proposed conceptual moderated mediation model for this study.

Description of the Newly Proposed Model

The model in Figure 1 is newly proposed and first time developed for this research. This is the conditional indirect effect (moderated mediation) model suggests that emotional intelligence is an independent variable predicts the marital adjustment of married working men, women, and housewives (as overall sample) under the conditional (moderating) effect of gender role attitudes and indirect (mediational) effects of multitasking preferences and perceived multitasking ability. This model explains the indirect effect of multitasking preferences as first mediator and perceived multitasking ability as second mediator as serial mediators. Which reflects the combined effect of multitasking preferences and perceived multitasking ability on the relationship between emotional intelligence and marital adjustment, and this combined effect is further effected by gender role attitudes as moderator. Moreover, gender role attitudes also moderated the direct relationship between emotional intelligence and marital adjustment.

In this newly proposed model two mediators have proposed as serial mediators. The purpose was to investigate holistic and path specific effects by following (Daniel, De Stavola, Cousens, & Vansteelandt, 2015; Park & Pierce, 2020; Steen, Loeys, Moerkerke, & Vansteelandt, 2017) who have provided empirical evidences through bridging the gap from single mediator theory to multiple mediator practice for decomposition of an effect of predictor on outcome via several path ways. Similarly, in context to the current research previous researchers (Middermann, 2020; VanderWeele & Vansteelandt, 2015; Wang et al., 2012) have established the similar approach of multiple mediators as serial mediators. They have suggested the conceptual and empirical grounds to test the three way indirect effects of two mediators as serial mediators. Furthermore, the newly proposed moderated mediation model in the current research also extend empirical support from the previous researches (Borau et al., 2015; Chang, Hsu, & Yu, 2019; Li, Liu, & Dong, 2019) who have established the pragmatic evidences of moderated mediation.

The proposed relationship directions of all the path given in this model are positive. Which mean emotional intelligence would positively predict marital adjustment and multitasking preferences of married individuals. Multitasking

preferences would positively predict the perceived multitasking ability of these individuals and both multitasking preferences and perceived multitasking ability collectively predict the marital adjustment positively in this model. Gender role attitudes would positively effect these patterns of correlations as moderator. Furthermore, this Figure 1 reflects that there are two mediational models with in this model. The first single mediational model can be explained through the role of emotional intelligence as predictor, multitasking preference as mediator, and marital adjustment as outcome. This single mediational model is further moderated by gender role attitudes. The other single mediational model reflects that emotional intelligence is a predictor variable, perceived multitasking ability is a mediator, and marital adjustment is an outcome variable for this indirect effect model, and this indirect effect would be further effected (moderated) by the gender role attitudes.

This newly proposed and first time developed moderated mediation model would be statistically tested on the larger data set collected for the study II i.e., main study in this research. This moderated mediation model would be tested thorough the latest version of SPSS process macro (model number 89). Overall, this model suggests that the relationship between emotional intelligence and marital adjustment will have an indirect combine effect of multitasking preferences and perceived multitasking ability. While gender role attitudes would also have the conditional effect on the direct and indirect (through multitasking preferences and perceived multitasking ability) relationship between emotional intelligence and marital adjustment of married working men, women, and housewives for overall sample and across separate sample groups.

Rationale of the Present Study

The current research endeavor attempts to study an interplay of five major psychological constructs i.e., multitasking preferences, perceived multitasking ability, gender role attitudes, emotional intelligence, and marital adjustment in the backdrop of Pakistani socio-organizational context. Due to the complex nature of interpersonal and marital relationships numerous indigenous studies on the quality of marital relations, its association with emotional intelligence (Arshad et al., 2015; Atta, Adil, Shujja, & Shakir, 2013; Batool & Khaild, 2012; Dildar et al., 2012; Hashmi et al., 2007; Ilayas &

Habib 2014; Shahid & Kazmi, 2016) and gender role attitudes (Anila, 1992; Jibeen, 2019; Masood. 2004; Masood, 2012) has been conducted to build an empirical understanding about this complexity. Whereas, to study a relationship between multitasking preferences and perceived multitasking ability with marital adjustment, emotional intelligence, and gender role attitudes is relatively new way to develop an approach towards the relationship patterns among these variables.

There are various reasons to considered in the present research such as time strains, intensifying pace of life, and multiplicity of roles for studying the undertaken variables. Multitasking is considered very important construct which demands much more to accomplish during the same time span. This demand may put extra pressures and burdens on individuals to perform effectively in a less time. Therefore, it is utmost important to study multitasking in relation to emotional intelligence, gender role attitudes, and marital adjustment of married individuals. Although socio-cultural and religious traditions and values discourage divorce and majority of people think in Pakistan divorce is an act of indignity not only for a person but for a family as well. However, due to the ever-increasing divorce rates (Karim & Janjuah, 2015; Ramzan et al., 2020; Gallup, 2020), it is very unfortunate that the institution of marriage is in immense risk and perhaps Pakistani society has been not immune to this risk. Therefore, it is crucial to examine the relevant and vital factors that may possibly contribute in the marital adjustment of married men and women (working & housewives) in Pakistan. Adding to this it is indeed important to study the variables that may aid to support the bond among married couples. That is why keeping the scope precise, the role of multitasking and gender role attitudes in association between emotional intelligence and marital adjustment of Pakistani married men and women (working & housewives) would be examined.

Multitasking is relatively emerging construct which has been framed differently (i.e., as human ability, a trait, as behavioral preference, as preference skill, as information behavior, media multitasking, and multitasking behaviors) into various disciplines. However, a very recent definition of multitasking is extended by Viitanen et al. (2012) who have viewed it as human ability in information processing and proposed that it should be studied as subjective preference or as a practice in social and

organizational contexts. Therefore, taking this notion in consideration the present research has focused to assess multitasking preferences and perceived ability of married individuals from socio-organizational context of Pakistan. There are evident gaps in the literature regarding the correlates of multitasking, so far job performance, organizational performance, and wellbeing has been studied more commonly in relation to multitasking. While, new correlates and outcomes of multitasking such as marital adjustment is quite important to study. Based upon the literature gaps, it is also vital to study the role of gender role attitude and emotional intelligence in relation to multitasking especially due to the more traditional gender role attitudes prevailing (Sikandar et al., 2018) in Pakistan.

Furthermore, this study is also important due to the increasing role and participation of women in work spheres (Ramzan et al., 2020). Taking gender and work status in perspective while studying all the variables especially multitasking it is also important to build the in-depth pragmatic understanding regarding all these constructs. However, there is an evident constant debate in the literature and media especially about gender differences regarding multitasking behaviors and skills. Therefore, it would be very interesting to see the direction and pattern of the relationship of all the study variables with multitasking preferences and perceived abilities of married men and women both working and housewives. Further, to build an empirical understanding about the paid and unpaid roles in relation to emotional intelligence, gender role attitudes, and especially multitasking in association with marital adjustment this research would be very beneficial for the socio-organizational framework of Pakistan.

Moreover, one of the important gaps in the literature is regarding the samples of multitasking studies (Kushniryk, 2008; Poposki & Oswald, 2010; Sanderson, 2013) in which undergraduate students have been selected as potential incumbents. However, this study would fulfill this gap through selecting the actual employed men and women to study multitasking and its correlates. Further, empirical evidences (Kirchberg & Roe, 2015; Poposki & Oswald, 2010; Sanderson, 2013) have also provided the clear justification to study the developing construct multitasking along with its new correlates (gender role attitudes, emotional intelligence, and marital adjustment) from the Asian collectivistic cultural perspective other than the western individualistic cultures.

Self report measures are important to create knowledge about multitasking preferences and perceived multitasking ability instead involving actual multitasking where different multitasking activities, games, and simulation-based tasks are designed to study multitasking. According to our knowledge there is no auspicious and indigenously developed or adapted vision of multitasking instrument available in Pakistan. Keeping this in mind, this study envisioned to have and use indigenous scales. For this reason, the application of translated measures would address the translation, adaptation, and empirical validation of Multitasking measures i.e., Multitasking Preference Inventory (MPI) and Communication Specific Multitasking Measurement Inventory (CSMMI). Therefore, this research has also planned to develop the empirical and construct validation of both translated and adapted scales of multitasking MPI and CSMMI through exploratory and confirmatory factor analysis, respectively. Further, it is also crucial to establish the worth of these two translated scales. Therefore, psychometric evidences through convergent and contrasted group validity methods would be determined. Although self report measures are used broadly however normative data is not readily available for these measures. In examining multitasking preferences, the commonly used self report scale is MPI and normative data for MPI is not previously available. In addition to the empirical validity the current study also focused to first time develop and describe percentile norms for the Urdu version of multitasking preference inventory along with its two subscales on the overall sample of Pakistani married individuals and for gender wise also.

All the logical ground given above are considered important enough for motivation to hypothesized the relationship among all the variables undertaken in this research. That is why in order to examine the direct effect of emotional intelligence, perceived multitasking ability, multitasking preferences and egalitarian gender role attitudes for the marital adjustment hypotheses were framed precisely. On the other hand, it is indeed important in understanding the effect of gender role attitudes for the association of emotional intelligence and marital adjustment. Therefore, to estimate the indirect effects of gender role attitudes and multitasking the newly proposed moderated mediation model was established. Further, role of various demographic variables was also important to estimate and for this hypothesis based on various demographics were

also formulated to test in this research. Theorizing all the assumptions, rationale based upon the literature review, and indigenous socio-organizational needs have provided adequate justifications to follow the research design of this study given in the next chapter.

Chapter 2

RESEARCH DESIGN

The current research is correlational employing cross-sectional design. The data was collected through self-report measures from married working men and women both housewives and working. The main purpose of this research was to examine these five variables (1) Multitasking Preferences, (2) Perceived Multitasking Ability, (3) Gender Role Attitudes, (4) Emotional Intelligence, and (5) Marital Adjustment through survey method. This research was completed into two studies and each study comprised two phases. In order to study the associations among the above stated five variables of this study indigenous instruments were required. Therefore, in the present research after reviewing extensive literature (cited in the previous chapter) indigenous instruments Self Report Measure of Emotional Intelligence (SRMEI; Khan & Kamal, 2010), modified version of Gender Role Attitudes Scale (GRAS; Kamal & Saqib, 2004), and translated version of Dyadic Adjustment Scale (DAS; Naseer, 2000) were selected to study the proposed relationships between emotional intelligence, gender role attitudes, and marital adjustment. However, to study the proposed relationship of these variables with multitasking preferences and perceived multitasking ability two self report measures Multitasking Preference Inventory (MPI; Poposki & Oswald, 2010) and Communication Specific Multitasking Measurement Instrument (CSMMI; Kushniryk (2008) of multitasking developed in English language (Appendix H & I) were selected to use after translation and adaptation of these two scales into an indigenous language Urdu.

Study I: Translation, Adaptation, and Empirical Validation of Multitasking Scales

Selection of the appropriate instruments through literature review. After the completion of literature review and selection of appropriate measures to study all the variables of the present research. Study I of the present research was further completed into two phases. Phase I dealt with the translation and adaptation of the two multitasking instruments (MPI & CSMMI) from original language English to target language Urdu. Subsequently, phase II dealt with the empirical validation of the translated scales and estimation of psychometric properties of these translated and adapted scales along with other three instruments (SRMEI, GRAS, & DAS).

Phase I: Translation and adaptation of multitasking instruments. A key purpose of phase I was to translate and adapt the two self-report measures of multitasking (MPI; Poposki & Oswald, 2010 & CSMMI; Kushniryk, 2008) from the original source language English into an indigenous language (Urdu) through back and forward method of translation. Subject matter experts through committee approach were employed to finalize the translated versions of the two scales respectively.

Phase II: Empirical validation of the two translated scales. Empirical validation of (MPI and CSMMI) and the development of psychometric properties of these two translated and adapted scales along with other three (SRMEI, GRAS, & DAS) scales were the main objectives of this phase. In this phase empirical validation through exploratory factor analysis (EFA) of the two translated measures of multitasking MPI and CSMMI was completed, respectively. The newly established factor structures were adequately retained to confirm further through CFA in study II main study of this research. In this phase trends and directions of the relationship among all the study variables were assessed on the data ($N = 230$) collected from married individuals having children and living with their spouses. Sample of working married men, working married women and housewives residing in Pakistan was selected through purposive convivence sampling technique. Separated, divorced, single (spouse living abroad), and widows were not selected in the sample of this study. Based upon the direction and evidences established in study I. The design of present research was further continued towards the Study II as main study.

Study II: Construct Validation of MPI and CSMMI, Hypothesis Testing, and Testing of Newly Developed Moderated Meditation Model

After the completion of study, I, Study II as main study was undertaken. The data for main study was ($N = 870$) collected from the similar population of married working men, women, and housewives having children and living with their spouses. The participants of this research were permanently residing in Pakistan during data collection. Same (as in study I) sampling technique was employed to selected a sample to collect the data. The current study was also completed into two phases (construct

validation of translated scales of multitasking and hypotheses along with model testing), respectively.

Phase I: Construct validation of MPI and CSMMI. In phase I construct validation of the translated and adapted scales was further established through confirmatory factor analysis (CFA) for both the translated and adapted scales of multitasking MPI and CSMMI, respectively. Moreover, convergent and divergent validity evidences were also established through intra and inter scales correlations among MPI and CSMMI along with other scales used in this research. Contrasted group validity was established through analysis of variance for the three sample groups i.e., married working men, married working women, and housewives. Further it was also imperative to develop norms for MPI along with its two subscales for the for Pakistani population. For this purpose, percentiles, *T* and *Z* scores were also developed. All these patterns of validity and reliability evidences provided the adequate grounds to use the data collected on these two instruments for further analysis to achieve the objectives of study II.

Phase II: Hypotheses testing. In the second phase of main study hypotheses testing was completed. First relationship (through inter scale correlations) and direct effect hypotheses through regression analysis were tested. The piece of evidences derived from this section provided the ground to test the indirect effects. Subsequently conditional indirect effects through newly developed moderated mediation model testing were completed to achieve the specific objectives of this study. Further, in order to understand and built the empirical evidence regarding the role of demographic variables group comparison hypotheses were tested through *t*-test and *F*- test statics along with post hoc analyses. The findings of this research have been discussed in relation to the relevant literature and pertinent implications for developing in depth understanding regarding all the constructs of this research. Limitation, suggestions, and implications of this research were discussed in the respective sections.

Chapter 3

STUDY I: TRANSLATION, ADAPTATION, AND EMPIRICAL VALIDATION OF MULTITASKING SCALES

This study of the present research was planned to translate, adapt, and empirically validate the two multitasking instruments to study the relationship among all variables i.e., multitasking preferences, perceived multitasking ability, gender role attitudes, emotional intelligence, and marital adjustment undertaken in this research. Following the research design described in the previous Chapter 2. After selection through literature review (see details in the section below given in this chapter) of five respective instruments (MPI, CSMMI, GRAS, SRMEI, & DAS). Translation, adaptation, and empirical validation of two multitasking scales MPI and CSMMI was the core purpose of this study. For this purpose, study I was conducted into two phases. In Phase I, after selection of five appropriate measures translation and adaptation of Multitasking instruments i.e., Multitasking Preference Inventory (MPI Poposki & Oswald, 2010) and Communication Specific Multitasking Measurement Instrument (CSMMI Kushniryk, 2008) was completed. In Phase II psychometric

properties (empirical validation) of the translated and adapted scales along with other instruments used in the main study were established. The empirical validation of the two translated and adapted measures through exploratory factor analysis (EFAs) and inter scale correlations was completed respectively. To see the data trends, further analyses (group differences) were employed taking demographic variables in to consideration.

Objectives of the Study I

This study precisely aimed to translate and empirically validate the two measures of the construct of multitasking i.e., multitasking preference inventory (Appendix H) developed by Poposki and Oswald in (2010) and Communication Specific Multitasking Measurement Instrument (Appendix I) developed by Kushniryk in (2008) to use in Pakistan. Following are the specific objectives of study I.

1. To translate and adapt the Multitasking Preference Inventory (MPI) and Communication Specific Multitasking Measurement Instrument (CSMMI)

from originally developed source language English to the Urdu language of Pakistan.

2. To empirically validate the translated and adapted versions of MPI and CSMMI on the data collected from married men and women both working and housewives.
3. Additionally, to see the data trends through group differences in relation to demographic variables (gender, age, education, personal income, family system, nature of job, job experience, duration of marriage, transportation, and assistance for house chores).

In order to fulfill the above stated objectives of this study and to examine the proposed relationship among the five above mentioned variables of this study, indigenously developed self report measures were selected through extensive literature search and review of the relevant literature related to all these variables. Through literature review it was decided to use Self Report Measure of Emotional Intelligence (SRMEI; Khan & Kamal, 2010) to examine the relationship between emotional intelligence, Gender Role Attitudes Scale (GRAS; Kamal & Saqib, 2004) gender role attitudes, and Dyadic Adjustment Scale (DAS; Naseer, 2000) marital adjustment. These three scales are frequently used and readily available in indigenous language (see details in instruments section of this chapter).

Based upon the literature review (cited in the first chapter) pertaining to the evolving construct of multitasking, it was adequately decided to use the already developed measures of multitasking. First to avoid multiplicity of already developed instruments, and secondly due to the soundness of development procedures, a cross cultural adaptation of a test was planned which is more convenient and beneficial (Hall et al., 2018; Wild et al. 2009) than the construction of a new instrument. Another valid and thoughtfully applicable reason of using existing instrument for a research is the resource effectiveness (financial cost & time) as Toma, Guetterman, Yaqub, Talaat, and Fetters (2017) also acknowledged that adaptation and validation of already developed measure is perhaps less intensive in terms of resources than developing a new instrument. Besides this, literature review related to the construct of multitasking revealed that multitasking is complex and quite rigorous construct involved two

important aspect (1) preference for multitasking, and (2) perceived ability to multitask. Therefore, in order to build precise, in depth, wholistic, and comprehensive understanding regarding the construct both aspects of multitasking i.e., individual's preference and ability were undertaken to assess in relation to the other three variables of this research. Another important reason behind the selection of these two aspects of multitasking was to develop conceptual clarity about the intricacy of this dynamic variable, whether behavioral preference for multitasking is related with perceived ability to multitask or vice versa.

Multitasking Preference Inventory MPI is developed in (2010) by Poposki and Oswald into English language. MPI is readily available and commonly used self report scale of multitasking. It has 14 items and sound in terms of its psychometric properties. Factor structure of this scale offers that multitasking preference is a unidimensional construct, as MPI measures behavioral preferences for multitasking only, not a belief of an individual. The MPI is frequently used in time related research by various researchers (König & Waller, 2010; Kushniryk, 2008; Kirchberg & Roe, 2015; Sanderson et al., 2013) from distinct fields. Hence, prior studies of polychronicity and multitasking evaluated trait-level multitasking and have not observed variations in this variable over time. The above cited authors have also suggested the use of this instrument across cultures for further studies, so that the new factor structure on diverse population instead western culture should be established, which might yield new dimensions to contribute in the evolution of this construct. The newly established factors structure would be significant for the psychometrics of MPI also. Therefore, this aspect of across cultural validation was undertaken in this research, and one of the main objectives of this study was developed based upon the construct validation of translated version of MPI in context to Pakistani culture.

The second measure of multitasking is developed by Kushniryk (2008) into English language. Kushniryk (2008) describes multitasking as a complete set of jobs in the same time period, simultaneously or with a transition time often and quickly from one task to another task. Kushniryk also proposes four factors that affect multitasking: 1) general multitasking abilities, 2) computer multitasking ability, 3) ability to perform two primary tasks simultaneously, 4) ability to perform primary and secondary tasks

simultaneously. Multitasking is to do a job, activity or task more than once or changed activity with one another with a fast time frame. This scale is conceptually based on the definition “multitasking is accomplishing multiple-task goals in the same general time period either simultaneously or by engaging in frequent switches between individual task” given by (Poposki & Oswald, 2010). Originally this multi facets instrument measures perceived multitasking ability of an individual.

This scale (CSMMI) is not very commonly used as MPI however, Widyahastuti and Anwar (2017) has used this scale to study effects of personality dimensions on multitasking but reliability and validity evidences were not reported in this study. Whereas, later this scale was also translated and adapted into Chinese language to study multitasking among adolescents (Luo, Sun, Yeung, & Li, 2018). However, Kushniryk (2008) also suggested that the implications of this multitasking scale are quite captivating for many future studies from varied populations. Thus, it is important to consider that the development of this scale was previously limited to the undergraduate students who are potential incumbents not actual. Subsequently further studies were required to demonstrate the potential use and generalizability of this measure into more diverse settings, populations, and cultures. The future studies would strengthen the psychometric properties of this measure for future use. Therefore, one primary objective of this research was specifically developed in consideration of validating this scale into Pakistani culture. Subsequently, to achieve the main objective of this research i.e., to examine the relationship of emotional intelligence, gender role attitudes, and marital adjustment with multitasking preferences and perceived multitasking ability two multitasking measures (MPI & CSMMI) were considered appropriate to select. These two self report instruments were selected to use after cross cultural adaptation through translation in this research. The details of translation adaptation procedures of these scales are given below.

Phase I: Translation and Adaptation of Multitasking Measures

After the selection of these two scales the immediate intention was to get copyrights/ formal permissions from the original authors to use these scales in Pakistan. Following this intent, formal permission of both the scales was taken through email

from Dr. Elizabeth M. Boyd, formerly Elizabeth M. Poposki as first authors of MPI and from Dr. Alla Kushniryk as first authors of the CSMMI (Appendix J & K). These authors extended their support by granting unconditional permission to use the scales for translation, adaptation, and validation into Pakistani culture. Both the scales of multitasking MPI and CSMMI were selected to use first time in the context of Pakistan. Thus, it was certainly essential to translate and adapt the instruments as per our cultural requirements to maximize its utility in future studies also.

Although the target population of this research was bilingual, but in psychological/cognitive testing understanding of translated items reflects the interpretation and comprehension of protentional respondents (DeVellis, 2012) framed in respect to their social and cultural backgrounds. In general problem related with language comprehension and cultural relevance are significant issues and that is why the combined use of translation and adaptation approaches have increased to obtain accurate and culturally more suitable versions of translated test (Sousa & Rojjanasrirat, 2011). Similarly, to make it more convenient, practical for broader set of populations, and culturally appropriate (especially for housewives) multitasking instruments were translated in Urdu language by following the forward and back-translation methods. Because forward and back translation methods indicate better evidences of reliability and validity for cross cultural translation adaptations (Borsa, Damásio, & Bandeira, 2012; Brislen, 1980).

For translation it was important to consider that the process of linguistic and cultural adaptation is a very complex and accuracy of translation and adaptation is difficult to achieve for measures developed into different language (Toma et al., 2017). Therefore, Translation and adaptation of MPI (Poposki & Oswald, 2010) and CSMMI (Kushniryk, 2008) was done to fulfill the second objective of this study by following the guidelines given by (Brislen, 1980; Sousa & Rojjanasrirat, 2011) i.e., (1) to maximize the similarity of content between the original measure and the target language version, (2) to relatively maintain the simple language level of the original instrument with the translated adapted version and (3) translating the test without substitution or elimination of any item from the original measure. The major steps followed to

accomplish the cross language translation and adaptation procedures of the two scales are given below:

Step I: Forward translation of MPI and CSMMI into Urdu. In order to attain the sound and good quality Urdu versions of multitasking scales, it was certainly important to get conceptual equivalence of both the scales in the target language and culture. The goal of translation process was to have similar content, meanings, utility, and practical value of both the scales in the target culture (Pakistan). For this purpose, there are different approaches but forward and back translation method is very well developed and recognized way to use. However, the quality experts who understand and comprehend both the languages (source & target) and cultures (original & target) are required to get engaged in this rigorous process. Therefore, bilingual experts were approached and involved to do the translations of MPI and CSMMI into Urdu. The details of the translation procedures completed through engaging the bilinguals are given below:

Bilingual experts. Five bilingual experts were selected and approached for the purpose of translation and adaptation of the two instruments in Urdu language. These experts were fluent to understand and comprehend both language (Urdu & English). As Sousa and Rojjanasrirat (2011) has suggested that skills, aptitude, and abilities of subject matter experts is equally important into the cross cultural translation adaptation procedures. Therefore, it was also kept in mind to select subject matter experts who were rich in experience regarding the linguistic proficiency, cultural backgrounds, and adequate knowledge of English and Urdu. Moreover, regarding the educational backgrounds two of the subject matter experts were PhDs in psychology and one was PhD Scholar in psychology, one expert was holding master degree in Urdu and having sufficient experience in teaching at post graduate level college and the other expert was holding engineering management degree and teaching at university also involved in the administration of that university.

Procedure. All these five experts were bilinguals approached individually at their workplaces by the researcher respectively. They were briefed about the research

purpose for understanding the main aim of test translations. Uniform instructions were given to all the five translators that translations should be simple, clear, and concise. they were also requested to avoid using technical terms, jargon, idioms, and difficult dictionary words. Translated items should be easily comprehensible by the common person. These five translators were fit into the conventional yet appropriate criteria as described by the Brislen (1980) believed that:

1. All the translators must have the clear understanding of the original language.
2. Have a high probability of finding a readily available target language equivalent so that he/she does not have to use unfamiliar terms.
3. Translators must be able to produce target language items and must be easily understandable by the eventual set of population.

The instructions were also given to the translators about the translation procedures and requested to translate individual items accurately to convey conceptually equivalent meanings of the items instead the dictionary and literal meanings of items and words in the items. The were instructed that translations of items for both the scales would be used in Pakistani socio-cultural context. They were further instructed to identify and suggest the items they considered as unsuitable and irrelevant in Pakistani culture. However, no such suggestion and recommendation were made by these five bilingual translators. Both the scales were translated by these five bilingual experts and each expert has translated both MPI and CSMMI scales. After the completion of all the translations, committee approach was adopted to select accurate and most appropriate translation of all the items for both the instruments.

Step II: Committee approach. A subject matter experts committee consisted two bilinguals PhD psychology teachers and researchers (assistant professors having more than ten years of experience) along with the present researcher was formed to analyze the Urdu translations of the two scales of Multitasking. Committee members analyzed each item in order to check either translated items carry the exact meaning as actual in the original version of scale. Only those translations for each item were chosen which were conveying the similar feelings and connotation rather than the literal meanings of the original words in the items. Committee members also evaluated the

translated items with reference to the context, grammar and wording by giving emphasis on the conceptual equivalence to provide common meaning and legitimate comparison between the original and target items. Based upon these facts five best translations for each item of both the scales were selected through mutual consensus of all the committee members to proceed further. Therefore, by following the same procedures all the translated items on both the scales (MPI & CSMMI) were finalized., no word or item was removed or modified in these two scales.

Step III: Back translation. The cost of back translation is quite high however, due to high reliability and validity producing approach this method is considered essential for translation and cultural adaptation of a test. Therefore, in consideration of this approach, similar procedure was followed in back translation of MPI and CSMMI that was followed in the forward translation of these two scales. The emphasis was to obtain conceptual and cultural equivalence instead linguistic.

Bilingual experts. Again, in this step five independent bilingual experts were selected and approached for the purpose of translating the instruments from Urdu to English language. They were fluent in understanding and comprehension of both language (Urdu & English). Two of them were PhD in psychology (assistant professors) and one was PhD in pharm D and teaching (associate professor) at national university, one expert was holding master degree in English and was teaching in a postgraduate level college and the other expert was also well educated in the field of engineering, law, and management and working as vice president an oil sector organization. All these experts were unfamiliar with the original versions of both scales. These experts were briefed about the scales and instruction were given to translate the Urdu translation into English. Instruction for the back translations given to the expert were same as given to the expert of forward translations. After getting back all five translations of both the scales, again subject matter expert committee approach was set to select the accurate English translation of Urdu version of MPI and CSMMI.

Step IV: Committee approach. Same committee members, two PhD psychology teachers (assistant professors) along with the preset researcher analyzed the

original and back translated items. After scrutinizing the original English version items and translated items, only those items were chosen that were conveying the same meaning as were doing original English items. No item was eliminated from both the scales however, the word car/motorbike/ vehicle was added in the item number 1 of the CSMMI, because it was felt that this addition would make this item clearer and more appropriate for commons person to understand and respond. Similarly, in items number 4 as per the original version of (CSMMI) was also modified by removing the word class from the item again to make the item more applicable to the broader set of respondents/populations. Another slight modification was done in the item number 2 of MPI and the example of two profession (i.e., receptionist and air traffic controller) given in the original version were removed. The comparative details of these three slight modifications are given in the Table I.

Table 1

Modification made in the three items of multitasking measures CSMMI and MPI

Items No.	Original	Modified (English translations)
1-CSMMI	I like talking on the phone while I am driving.	I like talking on the phone while I am driving a car/motorbike/any vehicle.
4-CSMMI	I can easily understand and comprehend material presented in class lectures while I am doing something unrelated.	I can easily understand and register in my mind the material being taught in the lecturer, even if I am doing something unrelated meanwhile.
2-MPI	I would like to work in a job where I was constantly shifting from one task to another, like a receptionist or an air traffic controller.	I would prefer a job in which I can continuously switch from one to another work/task.

Note. CSMMI= Communications Specific Multitasking Measurement Instrument; MPI= Multitasking Preference Inventory.

Table 1 presents the three slight modification made in the item number 1 and 4 of CSMMI and item number 2 of MPI. The original version and modified English translations of these three items of CSMMI and MPI are presented in the Table 1. These necessary changes were made based upon the recommendation made by the subject

matter experts involved in this committee approach. Additionally, all the members of this committee were also in agreement that these two professions respectively considered as one being low and the other being high status professions in Pakistan. Therefore, these two words were removed from the final Urdu version of MPI. After completing the process, a final list of translated items of both the measures was selected respectively for further validation process. The translated items of MPI and CSMMI into Urdu were arranged in the similar order of original versions separately to proceed further in this study. Before validation feedback of the original authors of both the scale was also taken and the details are given below.

Step V: Reviews and feedback from the original authors. After finalizing the translations adaptation with the help of subject matter expert back translations of both the scales were sent (via email) to the original authors Dr. Elizabeth M. Boyd, formerly Elizabeth M. Poposki and Dr. Alla Kushniryk for their feedback. The motive behind their feedback was to get extended expert opinion in order to make the translated version of the instruments more closely accurate with the original English versions. Original author's feedback approach is commonly used approach to translate and validate the Multidimensional Body Self Relations Questionnaire cross culturally. This approach is certainly important to build the consensus in terms of language discrepancies and conceptual equivalence. This afterward ensure the content validity of the scale. As Thimmaiah, Manchaiah, Easwar, and Krishna (2016) also engaged the first author to build consensus for writing a report to synthesize a common translation of a self-report health scale from English to Kannada South Indian language. However, no change and modifications in the back translated items were specifically suggested by the original authors of MPI and CSMMI and the feedback received from both the authors (Appendix I) meticulously approved the back translation. Subsequently, the Urdu versions of the MPI and CSMMI along with SRMEI, GRAS, DAS, and demographic information sheet were used to collect the data from the sample selected (see details in sample section of this chapter) from married working men, women, and housewives residing in Pakistan.

Conclusion

This phase of study I was planned to translate, and adapt the two multitasking measures. Forward and back translation methods were followed. Five bilingual experts were involved in the forward translation and five independent bilingual experts were involved in the back-translation method. Subject matter experts were involved in the committee approaches to finalize the Translated items of MPI and CSMMI through forward and back translation method. All the items of original scales were retained and selected for the translated versions of MPI and CSMMI and no item was excluded from these two scales. Only three slight modification (mentioned above) were done to make the items more comprehensive and generalizable for the broader population. The order of both the translated scales was maintained as given in the original versions of MPI and CSMMI. After completing the systematic and methodical process of translation and adaptation, all the items of these two instruments were finalized to proceed further with the phase II of this study.

Phase II: Estimation of Factorial Validity Through Exploratory Factor Analysis (EFA) of Multitasking Instruments (MPI & CSMMI)

Phase II of this study was further planned to established factorial validity of translated and adapted scales of multitasking. Factorial validity and pilot testing of translated and adapted measures is as crucial as for the newly developed measures. In a recent study (Hair et al., 2019) adopted and suggested factorial validity as an essential approach for validity evidences employing exploratory factor analysis in validating an attitude measure. (Püsküllüoğlu et al., 2014) also followed the similar pattern of psychometric evidences for the translated measure. Therefore, considering this approach indispensable for the present study the Phase II dealt with the establishment of validity (through EFA) and psychometric properties of MPI and CSMMI through reliability, inter scale correlation of MPI and CSMMI with Self-Report Measure of Emotional Intelligence (SRMEI), Gender Role Attitudes Scale (GRAS), and Dyadic Adjustment Scale (DAS). For this purpose, specific objectives are formulated.

Objectives. The specific objectives of this Phase are mentioned below:

1. To establish the empirical validity through Exploratory factor analysis of MPI and CSMMI on the data collected from Pakistani sample.

2. To establish reliability estimates, and inter scales correlations of MPI and CSMMI with other scales SRMEI, GRAS, and DAS on the data collected from Pakistani sample.
3. To see data trends through group differences in relation to demographic variables of the data collected for this study.

In order to achieve these objectives data was collected from the sample of married employed men, women, and housewives. Details of sample are given below.

Sample. A sample of (230) married (men = 126) and (women = 104) with age range of (23-65) years and ($M = 38.74$ and $SD = 9.19$) were selected from the various organizations located at twin cities Rawalpindi and Islamabad. Purposive convenience sampling was employed to select the sample for data collection. Inclusion criteria was married having one child minimum and living with their spouses. Single, divorced, separated, widows, and women whose spouses working outside the country were not included in the sample of pilot study. The specific reason for this exclusion was the marital adjustment as an outcome variable for this study. Physical distances may impact the adjustment process in a dyad. Therefore, it was felt inappropriate to include such married individuals who were not living together for longer durations and were not residing in the same country. Descriptive details of demographic variables of this sample is given in the Table 2.

Table 2
Demographic description of the sample (N = 230)

Variables	Frequency	%	Variables	Frequency	%
Gender			Nature of Job		
Male	126	65.3	Teachers	82	39.5
Female	104	34.7	Doctors, Nurses, Eng. & Gov employees	130	55.5
Age in years			Missing	18	5.0
23 to 40	156	63.9	Nature of Organization		
41 to 65	63	26.7	Gov & Semi-gov	112	51.6
Missing	11	9.4	Private & Personal	105	48.0
Education			Missing	3	2.3
Metric & Inter	52	24.5	Job experience		
Graduation	58	25.4	1 to 15 years	151	70.9
Master	72	30.0	16 20 years	63	25.0
MPhil & PhD	50	23.1			

Variables	Frequency	%	Variables	Frequency	%
Punjab	153	69.9	Family system		
Sindh	9	4.1	Joint	129	59.7
Baluchistan	4	1.8	Single	87	33.3
KPK	33	15.1	Missing	14	2.0
AJK & GB	20	9.2	Age of the last Born		
Missing	11	8.4	1 Month to 1 year	58	28.7
Duration of marriage			1.2 Years to 3.5 years	72	35.7
1 to 5 years	86	38.4	4 Years to 10 years	43	21.2
6 to 10 years	64	30.6	11 Years to 20 years	29	7.9
11 to 15	33	14.7	Missing	28	7.0
16 to 25	41	13.7	Personal income		
Missing	6	2.6	10,000 to 50,000	84	42.4
Number of Children			52,000 to 110000	76	40.8
1 Child	68	30.4	Missing	70	15.0
2 Childs	77	34.4	Transportation		
3 to 4	62	27.0	Personal car	121	58.2
5 to 7	17	10.8	With Spouse	22	9.6
Missing	6	2.6	Public transport	80	28.2
Job hours			Missing	6	4.0
3 to 8	150	45.5	Spouse nature of job		
9 to 13	41	24.5	Gov-emp, Teacher	43	21.2
Missing	66	15.2	Doctors/Nurses	35	17.1
			Housewives	104	52.3
			Missing	6	4.0

Table 2 demonstrates the descriptive statistics of the demographic characteristics of the sample of this study. Both (Men = 126) and women (working = 66 & housewives = 43) were included in the sample. Further, respective percentages and frequencies of all the demographic variables of the sample selected in this study are given in the Table 2.

Instruments. The details of all the instruments are given below.

Consent form. An informed consent is the compulsory requirement for data collection in every psychological research. Therefore, detailed, elaborative, and customized informed consent form was designed in Urdu language (Appendix A) to present at the beginning of the questionnaire booklet. The broader purpose for developing this form in the current research was to ensure the ethical rights of the participants, i.e., confidentiality, willingness, and anonymity of information, that was presented in the consent form. For further concerns and queries by the participants, the contact details of the present researcher were also given in the consent form.

Demographic information sheet. A sample specific demographic information sheet (Appendix B) was tailored to get the data regarding demographic characteristics of respondent of this study. This demographic information sheet encompassed both personal (gender, age, education, duration of marriage, number of children, age of the youngest child, family system, family size, driving ability, ethnicity, and paid domestic help for home chores) and organization characteristics of the participants of this study (type of organizational structure/ design, work experience current and previous, working hours, spouse working hours, profession, spouse profession, family/ personal income, transportation for job).

Multitasking Preference Inventory (MPI). Culturally adapted and translated (Kalsoom & Kamal, 2018) version (Appendix C) is used in the pilot study to collect the data. Items are scored on a five-point Likert scale with the following response options (1: *Strongly disagree*; 2: *Disagree*; 3: *Neither agree nor disagree*; 4: *Agree*; 5: *Strongly agree*). Seven out of the 14 items are (item number 5, 6, 8, 10, 11, 13, & 14 in the original and in the translated version) reverse coded prior to computing the total scale scores. The MPI was intended to examine the preference to involve in multiple tasks simultaneously. The scale was developed and validated on multiple samples, in which the scale established adequate level of internal consistency, with the Cronbach's alpha reliability estimates ranging from .88-.92 (Sanderson, 2013). Previously reported (Kalsoom & Kamal, 2018) $\alpha = .78$ for overall all scale is, .73 and .84 for the two subscales respectively. In another study (Kirchberg & Roe, 2015) also reported $\alpha = .84$ sound and higher level for reliability evidences. The score range is 14- 90. High score indicates the high multitasking preferences and low scores indicate the low multitasking preferences of individuals.

Communication Specific Multitasking Measurement Instrument (CSMMI). Culturally adapted and translated Kalsoom and Kamal (2020) version (Appendix D) of CSMMI was used in the pilot study to measure the individual multitasking abilities. It is a 19 item Likert type multitasking scale requested whether the respondents agree or disagree with the statements using a standard five-point scale (1: *Strongly disagree*; 2: *Disagree*; 3: *Neither agree nor disagree*; 4: *Agree*; 5: *Strongly agree*). All items included minimum one task related to communication, which is completed

simultaneously or in quick sequence along with other task. The scale originally consists of 4 facets, such as: 1) general multitasking abilities, 2) computer multitasking, 3) ability to perform two primary tasks simultaneously, and 4) ability to perform primary and secondary tasks simultaneously with the coefficient alpha of .82 to .92 (Kushniryk, 2008). Previously Widyahastuti and Anwar (2017) reported ($\alpha = .81$) for the translated version of CSMMI into China's language. Similarly, Kalsoom and Kamal (2018) also reported ($\alpha = .72$) for overall scores and .75 to .65 for the three subscales.

Gender Role Attitude Scale (GRAS). To study gender role attitudes an indigenous instrument originally developed by Anila and Ansari (1992). Gender Role Attitude Scale's (GRAS) is a modified (Kamal & Saqib, 2004) version of Sex Role Attitude Scale which was used in this study. It is a five point rating scale. The GRAS is a 30-item scale which assesses the attitude related to role of both genders as women and men inside and outside homes regarding responsibilities as parents, occupational responsibilities, vital life decisions, personal relationships, academic achievement (level & type) for women and men (Appendix E). Out of 30 items 15 items represents traditional gender roles and rest of the 15 represents modern/egalitarian gender roles. GRAS is a reliable ($r = .80$, Kamal & Saqib, 2004; $r = .76$, Kalsoom & Kamal, 2020) and valid measure.

Self-Report Measure of Emotional Intelligence (SRMEI). SRMEI is an indigenous measure developed. It has 60 items with three subscales i.e. Emotional Self-Regulation Scale, Emotional Self-Awareness Scale and Interpersonal Skills Scale, consisting of eleven facets of emotional intelligence which are Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement drive, Self-Awareness, Perceived Self-Awareness, Self-Confidence, Empathy, Sociability and Communication (Appendix F). The SRMEI is also a reliable and valid measure of emotional intelligence in social and organizational settings. This Measure is convenient to administer individually into various contexts and backgrounds. Time completion is not restricted and limited for this scale however usually ranges from 15-20 minutes. It has five response categories can be rated as having highest value 5 for the response option *always*, 4 for *often*, 3 for *moderate*, 2 for *rarely*, and the lowest value 1 *for never*. 27 items are positive and 33 are negative which requires reverse scoring. The score

ranged from 60-300. High scores on this scale reflects healthier and higher emotional stability or intelligence. In the previous research reliability estimates for SRMEI were reported as ($\alpha = .90$ for overall scores and for the subscales .90 to .72; Kalsoom & Kamal, 2018).

Dyadic Adjustment Scale (DAS). The Dyadic Adjustment Scale (DAS) is originally developed by Spanier (1976), translated and adopted (Naseer, 2000) version for Pakistani population was used in this research. The scale is self report that offers worldwide width of marital adjustment and suffering (Appendix G). The Urdu version of this scale comprises 27 items. Factors Structure of DAS has suggested four components of adjustment: (1) Dyadic Cohesion, (2) Dyadic Satisfaction, (3) Dyadic Consensus, and (4) Affectional expression. This measure can be easily administered and previously reported reliability ($r = .50$ to $.89$, Masood, 2012 for subscales and $.92$ for total scores on the scale) indicated that the measure is valid and reliable over time. Score ranged from 1-124. High scores indicate high marital adjustment. In the previous studies authors reported quite high reliability estimates ($\alpha = .90$, Ahmed, & Iqbal, 2019) and ($\alpha = .89$ for overall sores and $.90$ to $.81$ for subscales, Kalsoom & Kamal, 2018).

Procedure. In order to collect the data for pilot study formal permission was taken from the administrative bodies of all the (Appendix L) organization and institutes from where the respondents were selected to collect the data. Before the data collection informed consent was taken. Participants were briefed about the nature, purpose, and scope of this study. All the employed participants were approached individually at their work places. Although this is a survey research and it is difficult to build rapport with each respondent of the study, but still rapport was the most important step and experience regarding the data collection of this study. Most of the respondents appreciated the nature of study and the kind of questions were asked in the instruments. It is perhaps due to the conservative and traditional mindset of the social system of Pakistani society where people may not like to express about their issues pertaining to personal and professional life. Moreover, the participants were very excited during filling the questionnaires, especially gender role attitudes and marital adjustment. Some of the participants expressed that they never talked about and given data on such issues

and these things should be studied and discussed frequently in Pakistan. However, in order to avoid any sort of subjectivity and biasness, these participants were further briefed about the true and natural response to fill out the questionnaires. These positive attitudes of respondents have made the data collection process more motivational for the researcher.

All the participants first filled the demographic information sheet and then rest of other five instruments presented in the booklet. All the data was collected through voluntary participation of the respondents. No compensation was given to any participant. The average time taken to complete the questionnaires booklet by an individual participant was between 20 to 30 minutes. The response rate was very good, amongst all approached only few participants refused to give the data on the questionnaire booklet. Confidentiality and anonymity of the data was assured to all the respondents verbally and through consent form also. At the end, respondents were acknowledged for their worthy participation in the data collection of this study.

Results of Phase II: Exploratory Factor Analysis (EFA) of MPI and CSMMI. Factor analysis illustrates adequate empirical validation of any measure to verify the findings across populations and cultures. Empirical validity evidences of instrument into new context through evaluating its factor structure is indeed an important method to verification. Because of the discrepancies and changes that may occur during processes (qualitative and quantitative) of validation studies. By applying these two aspects in validation process one may understand the changes in factor structures of the instrument more accurately. It is also essential that certain changes are caused by sample, sample characteristics, number of items, and number of factors. Therefore, EFA and CFA are essential to use for understanding the plausible structure for the sample (Borsa et al., 2012). Validation of instruments through factorial structures (EFA & CFA) is proficiently proposed by (McMurtry & Torres, 2002; Titlestad, et al., 2017) also. In context to cross cultural studies and comparing various groups (Borsa et al., 2012) suggested that both EFA and CFA must be employed to validate the instruments. Therefore, in order to achieve the objective number 1 in the phase II of this study, factorial structure of the translated and adapted versions of multitasking

measure MPI and CSMMI was established through EFA on the data of study I, and then through CFA on the large data collected for study II.

Exploratory Factor Analysis of MPI. As MPI is translated and adapted in Urdu language first time. Therefore, factorial structure was explored to confirm and empirically validate the existence of the construct on Pakistani sample. Data was first analyzed to check the adequacy of sample for MPI. The value of Kaiser-Meyer-Olkin KMO is (.85) Measure of Sampling Adequacy indicating that the data is appropriate for the factor analysis as recommended values (Field, 2009) from 0.7 to 0.8 are considered as good criteria for applying EFA. Further, Bartlett's Test of Sphericity for MPI is also significant $p = .000$ which is below .05 criteria also suggested that the data is appropriate to employ factor analysis. Further commonalities for all the items of MPI were higher than .30 suggested that each item shares some common variance in the variable (Thongrattana, 2012). Taking all these facts into consideration factor analysis was applied on all 14 items of MPI.

Scree Plot. The scree plot graphically displays the eigen values for each factor that is presented in figure 2.

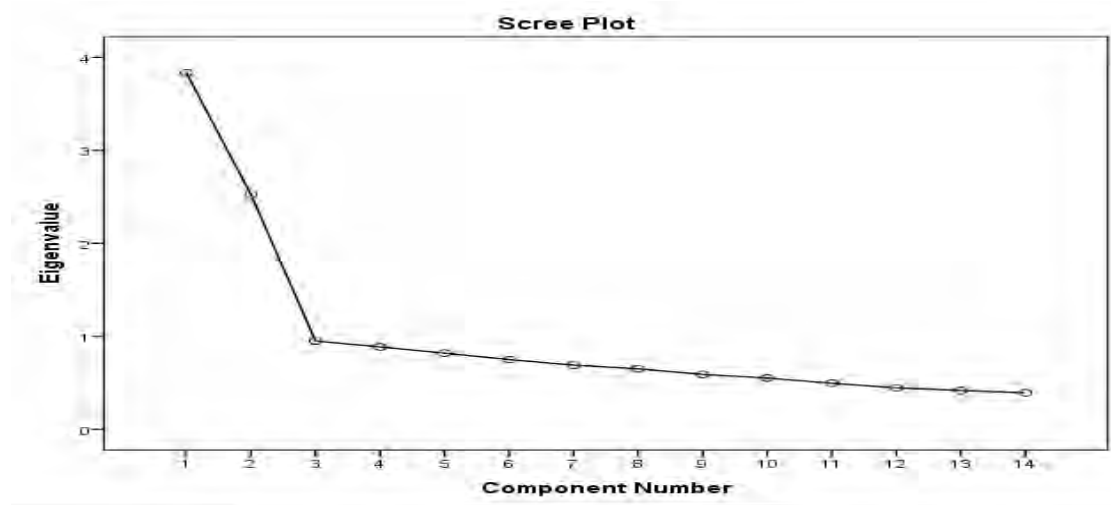


Figure 2. Scree plot for factor matrix of 14 items MPI ($N = 230$)

Figure 2 scree plot results suggest that factor 1 and factor 2 are predominant factors showing the eigen values greater than 3 and 1 respectively, and the results of factor analysis on the data collected from the sample of study I indicated the MPI as two factors construct representing two primary latent factors for the translated and adapted version. Factor 1 explain 29% and factor 2 explain 17% variance. Overall, these two factors explained satisfactory 46% level of variance collectively.

Table 3

Factor Loading of Multitasking Preference Inventory (MPI) through Principle Axis Factoring by Using Maximum Likelihood Method (N = 230)

Serial No	Item No	Monotask Preference	Multitask Preference	<i>h</i> ²
1	10	.73	.07	.79
2	5	.72	.04	.78
3	6	.71	.06	.77
4	11	.70	.01	.68
5	8	.68	.12	.61
6	14	.67	.10	.58
7	13	.55	.02	.61
8	4	-.02	.70	.59
9	9	-.00	.70	.60
10	1	.04	.70	.56
11	2	.20	.60	.61
12	12	-.04	.57	.59
13	7	.16	.51	.71
14	3	.06	.42	.70

Explained variance by factor 1 = 29%, eigen value = 4.02; factor 2 = 17%, eigen value 2.35; collective variance of factor 1 & 2= 46%.

Note: Factor Loading > 0.40 have been reported in each factor.

The results of exploratory factor analysis in Table 3 show the factor loadings of 14 items for MPI based on loading greater than .40 suggested by (Stevens, 1992) although factor loading equal to .32 is also acceptable (Field, 2013; Tabachnick & Fidell, 2013). The loadings were obtained by principle axis factoring as it helps to identify the factors by maximum likelihood technique, Promax rotation was used to determine the factor structure of the scales. Promax rotation was chosen as it is one of the unorthogonal rotation which produce factors that are correlated using the maximum amount of variance (Tabachnik & Fidell, 2007). The results in Table 2 also display the commonalities of all the items are above than .50 which is the indication of less specific variance among these variables. All the 14 items were retained into two factors. First

factor was related to Preference for Monotask included 7 items number 5, 6, 8, 10, 11, 13, and 14. Second factor Preference for Multitask also comprised 7 items number 1, 2, 3, 4, 7, 9, and 12.

The results of EFA displayed multitasking preferences as two factors construct indigenously and therefore considered two-dimensional construct instead unidimensional (Poposki & Oswald, 2010). The two newly emerged factors are considered as preferences for multitasking and preference for monotasking as two subcomponents of MPI. These two factors were considered separate according to the original distribution of the items given by the original authors of the scale. According to them seven items were considered under the theoretical concept of multitasking preference and seven items considered under the theoretical concept of preference for monotasking. Therefore, these two factors were labeled and named accordingly. These results were further validated through confirmatory factor analysis in the main study on the large data set.

Exploratory factor analysis of CSMMI. To achieve the first objective given above in the phase II, EFA was also applied for all the 19 items of CSMMI. This instrument is translated and adapted in Urdu language for the first time and EFA for this scale was employed to explore its factor structure to validate the existence of the construct on Pakistani sample. In order to check the suitability of data for EFA, data was examined and the value of KMO measure .76 suggested that the data of this study is suitable to conduct exploratory factor analysis as the criteria (Field, 2009) given above also recommended values between 0.7 and 0.8 are good to run the EFA. Bartlett's test of sphericity also emerged as significant $p = .000$ which is below .05 criteria, provided the clear grounds to run EFA. Therefore, EFA was employed for the all 19 items of CSMMI. The commonalities for 19 items of CSMMI were above .30 endorsed the idea (Thongrattana, 2012) that each item also shares some common variance in the variable. Therefore, considering these evidences factor analysis was applied using varimax rotation as suggested by the original author Kushniryk (2008) of the scale who also used the same rotation method in the EFA run for all 19 items of the CSMMI.

Scree Plot. The scree plot graphically displays the eigen values for each factor that is presented in the figure 3.

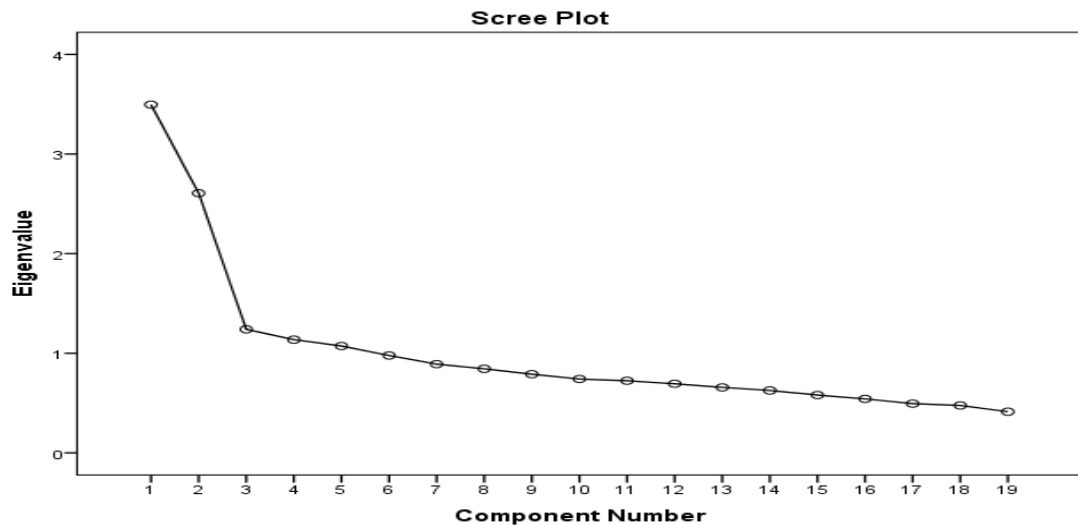


Figure 3. Scree Plot for Factor Matrix of 19 items of CSMMI (N = 230)

The results of scree plot indicated eigen values and explained variance in percentage by three factors. First factor has an eigen value of 3.63 which explained 19.30 % of the total variance, that is the maximum value amongst the three factors. Second factor displayed eigen value 3.07 which explained 16.20% of variance, and the third factor displayed an eigen value of 1.42 explaining 7.50 % variance. The overall variance explained by these three factors is 43%. Further, these results suggest that factor 1, factor 2 and factor 3 are the predominant factors showing the eigen values of greater than 3, 2, and 1 while factor 4 also showing the eigen value slightly greater than 1. Whereas, the factor analysis of this sample data resulted in three factor solution adequately as indicators of three primary latent constructs for the translated and adapted version of CSMMI. The fourth factor that can be seen in the scree plot was the smallest one showing only small number of loading statements in more than one factors. These were mismatched and found irrelevant by the face value. Therefore, these factors were not considered meaningful and appropriate theoretically to explain the specific new dimension of the multitasking specifically. So, the factor was not included separately in the factor solution determined for this scale. Keeping this in view, three factors were extracted having eigen values greater than 1 as meaningful and appropriate solution on

the data of this study. Further, this factor solution was validated through confirmatory factor analysis in the main study on a large data.

Table 4

Factor Loading of Communication Specific Multitasking Measurement Instrument (CSMMI) through Principle Axis Factoring by Using Maximum Likelihood Method (N = 230)

Serial No	Item No	GMA	APTMTPTS	APPSTS	h2
1	16	.75	-.09	-.07	.68
2	6	.72	.05	.09	.73
3	7	.69	-.07	.03	.70
4	15	.67	-.01	-.04	.72
5	11	.62	.00	.25	.66
6	8	.48	.04	-.03	.76
7	17	.44	-.13	-.20	.56
8	3	-.16	.73	-.15	.54
9	5	-.05	.63	.08	.62
10	9	-.08	.61	.31	.61
11	2	-.08	.56	.18	.59
12	10	.23	.53	.25	.66
13	4	.15	.50	.16	.59
14	18	-.03	.50	-.05	.58
15	14	.17	.49	.20	.70
16	19	-.21	.44	.19	.61
17	1	.04	.40	.28	.58
18	12	.01	.05	.82	.70
19	13	-.12	.04	.84	.71

Explained variance by factor 1 = 19.30%, eigen value = 3.63; factor 2 = 16.20%, eigen value 3.07; factor 3 = 7.50%, eigen value 1.42; collective variance of factor 1, 2, & 3 = 43%.

Note: Factor Loading > 0.40 have been reported in each factor; APTMTPTS = ability to perform two/more than two primary tasks simultaneously; APPSTS = ability to perform primary and secondary tasks simultaneously.

Table 4 shows the factor loadings of 19 items for CSMMI based on loadings greater than .40 as recommended by (Field, 2013; Stevens, 1992; Tabachnick & Fidell, 2013). The loadings were obtained by Principle axis factoring as it helps to determine factor structures and construct validity through maximum likelihood method. Varimax rotation was used to determine the factor structure of the scale. Varimax rotation was chosen as suggested by the original author of the scale and it is one of the most

frequently used types of orthogonal rotation which produce factors that are uncorrelated as the correlation. Varimax also maximize the interpretability of the factors (Khan, 2006) using the maximum amount of variance (Tabachnik & Fidell, 2007). Commonalities for all the 19 items are also greater than .5 indicated that evidences of shared variance among all these factors. Three factors were considered as three subscales of CSMMI. The newly emerged factors are 1. General multitasking ability, 2. The ability to perform two/more than two primary task/activities simultaneously, and 3. The ability to perform primary and secondary tasks simultaneously. These factors are similar to the already existing factors only three items number 5, 17, and 18 were emerged and loaded differently than the previous factor structure examined by the original author Kushniryk (2008). The two items 17 and 18 were loaded separately under the factor named as computer multitasking ability in the original version. However, the solution was determined for undergrad students in the original version. Whereas, the factor structure determined in the present study these two items were loaded under the two factors named as General multitasking ability (item number 17) and as the ability to perform two or more than two primary tasks simultaneously (item number 18) for the data of married men and women both working and housewives. Item number 12 and 13 were loaded under the subcomponent of ability to perform primary and secondary task simultaneously just like the original version.

Generally, factor consisting minimum three items/three item measure is considered more appropriate in psychological measurement (O'Brien, Buikstra, & Hegney, 2008). However, the loadings for these two items were also very strong. Therefore, we retained these two items under the separate component of the scale named as ability to performed primary and secondary task simultaneously. However, in the original factor structure determined on the data of undergrad students item number 5 was loaded under the sub component of ability to perform primary and secondary task simultaneously, while in the current factor structured explored in the present study this item is loaded under the subfactor of general multitasking ability. Over all factor structure determined through exploratory factor analysis indicated that the factor structure is similar with the original version as this solution has also provided the multidimensional solution (three dimensional instead of four dimensions) for the scale. While differences of items lading (three items 5, 17, & 18) are noticed and reported for the data of married men and women. However, these three components were labeled just like the original author (Kushniryk, 2008) labeled in the original version of the

scale. Further these factor solutions were confirmed through confirmatory factor analysis on the larger data set of married men and women both working and housewives.

Validity evidences through reliability and inter scale correlations. In order to establish the psychometric evidences of translated adapted instruments, validity evidences other than factorial structures, (i.e., internal consistency between the items and precision in addition to consistency (stability) over time) are also pertinent to obtain for adapted instruments (Borsa et al., 2012; Urbina, 2014). Therefore, to extend the psychometric evidences of translated and adapted scales of multitasking validity evidences were also determined through reliability and inter scale correlation techniques. In order to develop reliability coefficients for these scales and sub scales alpha coefficients were determined. However, due to the disagreement regarding the appropriateness of Cronbach alpha for two item tests (O'Brien et al., 2008; Yang & Green, 2011). In this study, it was considered appropriate to calculate the reliability estimates through Spearman Brawn formula, for the two sub scales which were used as two item scale in this research for both the studies respectively.

Descriptive statistics and alpha coefficients on all the scales and sub scales. Descriptive statistics and reliability estimates were computed on all the scales and subscales used in the pilot study. The results are presented in Table 5.

Table 5
Descriptive Statistics and Alpha Reliability for all the scores on Scales, Subscales, and Sub Facets of the Study Variables (N=230)

Variables	k	α	M	SD	Range		Skewness	Kurtosis
					Potential	Actual		
MPI	14	.75	44.02	7.88	14-70	18-60	-.51	.21
PMul	7	.65	21.02	4.82	7-35	9-34	-.15	-.11
PMono	7	.74	23.00	5.10	7-35	9-34	-.18	-.37
CSMMI	19	.77	55.22	8.99	19-95	30-80	-.04	.39
GMA	7	.70	21.66	4.79	7-35	8-35	-.18	.01
APTMTPTS	10	.72	28.81	5.99	10-50	10-47	-.02	-.16
APPSTS	2	.80	4.74	2.19	2-10	2-10	.56	-.55
SRMEI	60	.90	217.32	26.31	60-300	154-274	-.19	-.84
ESR	27	.91	96.80	16.98	27-135	42-130	-.38	-.33
ADP	8	.76	28.01	5.75	8-40	12-39	-.52	-.13
ERM	6	.76	22.69	4.66	6-30	7-30	-.82	.52
ES	6	.81	22.48	5.08	6-30	7-30	-.75	.18
CON	3	.58	11.82	2.10	3-15	5-15	-.64	.26
AD	4	.61	13.56	2.89	4-20	5-20	-.32	-.00
ESA	21	.72	75.20	8.75	21-105	52-97	.02	-.47
SA	9	.68	31.16	5.51	9-45	17-44	-.12	-.17
PSA	8	.65	29.26	4.18	8-40	18-37	-.33	-.35
SC	4	.63	14.07	2.73	4-20	4-20	-.21	.24
IPS	12	.72	45.35	5.85	12-60	29-56	-.28	.32
EMP	4	.55	13.41	2.10	4-20	6-18	-.51	.16
SOC	4	.60	15.96	2.59	4-20	7-20	-.51	.18
COM	4	.60	15.41	2.55	4-20	7-20	-.15	-.12
DAS	26	.89	96.03	17.85	0-131	48-128	-.33	-.63
DCON	11	.88	42.46	8.78	0-55	8-55	-.95	1.10
AEX	2	.70	8.25	1.89	0-11	2-11	-.87	.31
DCOH	8	.72	15.85	5.27	0-24	1-24	-.33	-.81
DSAT	5	.74	29.47	7.23	0-40	10-40	-.33	-.63
GRAS	30	.78	93.53	13.32	30-150	61-135	.62	.90

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication. **p < .01.

Table 5 presents the descriptive statistics and alpha reliability coefficients for the overall instruments and its subscales respectively used in this study. Evidently all the measures have quite acceptable level of alpha coefficients for reliability estimates showing the internal consistency between scale items and precision. The alpha coefficients range from .72 to .90 for the scales and for subscales reliability coefficients ranges from .65 to .81. The coefficients of skewness and kurtosis are also in the acceptable range for all the scales and their subscales which explain the normal distribution of the data for the pilot study. Item total correlations significantly ranged between ($r = .36$ to $.58$) for MPI and ($r = .34$ to $.63$) for CSMMI. These results have provided the satisfactory empirical ground for all the instruments especially for translated and adapted scales to proceed further analyses in the pilot study.

Inter scales Correlation. Inter scale correlations were computed to see the pattern and direction of the associations among the study variables and to assess the link of translated and adapted scales of multitasking MPI and CSMMI with other scales used in this study i.e., GRAS, DAS, and SRMEI.

Table 6

Correlations among the scores on SRMEI, Subscales and its Sub Facets, DAS, subscales, GRAS, MPI, subscales, and CSMMI, its subscales (N= 230)

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
1 CSMMI	-	.61**	.81**	.54**	.21**	.14*	.19**	.05	.09	.16**	.04	.06	.04	.03	.01	-.01	.05	-.04	-.03	.05	-.12	.01	.01	-.06	.03	.02	.07	.12
2 GMA/ATM		-	.10	.06	.27**	.01	.41**	.14*	.15*	.14*	.13*	.15**	.13*	.09	.08	-.04	.21**	.01	.04	.05	.03	.03	.17*	.05	.12	.21**	.15*	-.05
3APTMTPTS			-	.39**	.10	.20**	-.03	.04	.06	.14*	.03	.02	.02	-.01	.01	.05	.03	-.04	-.01	.08	-.11	.01	-.06	-.09	-.01	-.05	-.01	.18**
4 APPSTS				-	-.01	.04	-.04	.18**	.12	-.04	-.13	-.12	-.12	.18**	-.07	-.02	.15*	-.07	.20**	.13*	.28**	-.04	.15*	-.10	.12	.23**	-.01	.12
5 MPI					-	.78**	.81**	.18**	.12	.09	.15*	.09	.08	.06	.23**	.10	.26**	.08	.12	.06	.18**	.02	.15*	.04	.06	.23**	.11	.02
6 PMulti						-	.26**	.11	.04	.03	.06	.04	.02	-.01	.20**	.08	.20**	.13*	.07	.06	.09	.01	.06	-.03	-.01	.13*	.06	.15*
7 PMono							-	.18**	.15*	.10	.17**	.11	.11	.11	.17*	.08	.22**	.01	.12	.05	.19**	.01	.19**	.10	.12	.23**	.11	-.11
8SRMEI								-	.91**	.77**	.81**	.86**	.32**	.72**	.84**	.80**	.51**	.50**	.60**	.29**	.56**	.53**	.55**	.35**	.32**	.65**	.27**	.17**
9 ESR									-	.90**	.89**	.93**	.27**	.82**	.60**	.76**	.21**	-.10	.29**	.09	.30**	.27*8	.51**	.26**	.25**	.66**	.28**	.12**
10 Adap										-	.73**	.78**	.12	.69**	.49**	.70**	.12	.14*	.14*	.04	.16*	.12	.45**	.19**	.19**	.60**	.31**	.16*
11 ERM											-	.78**	.17**	.65**	.55**	.70**	.18*	-.07	.27**	.08	.30**	.25**	.40**	.19**	.22**	.55**	.18**	.17*
12. ES												-	.19**	.74**	.58**	.75**	.19**	-.09	.29**	.09	.27**	.30**	.50**	.29**	.27**	.62**	.27**	.17*
13.Con													-	.08	.19**	.04	.28**	.06	.38**	.32**	.31**	.25**	.12	.03	.03	.21**	.05	.05
14 AD														-	.46**	.60**	.18**	-.12	.19**	-.05	.26**	.23**	.46**	.28**	.25**	.58**	.22**	.14*
15 ESA															-	.76**	.72**	.41**	.58**	.26**	.55**	.52**	.39**	.26**	.23**	.45**	.20**	.14*
16. SA																-	.18*	-.03	.23**	.05	.23**	.25**	.37**	.20**	.21**	.44**	.23**	.21**
17. PSA																	-	.29**	.62**	.31**	.59**	.53**	.25**	.20**	.17**	.26**	.10	.02
18. SC																		-	.36**	.21**	.32**	.31**	.05	.06	.01	.07	-.05	-.06
19.IPS																			-	.68**	.83**	.82**	.41**	.43**	.34**	.31**	.12	.04
20 Emp																				-	.31**	.29**	.19**	.21**	.18**	.15**	.03	.12
21 Soc																					-	.60**	.42**	.42**	.33**	.34**	.14*	-.04
22.Com																						-	.33**	.38**	.29**	.22**	.10	.04
23DAS																							-	.84**	.69**	.80**	.66**	-.01
24.DCon																								-	.69**	.450**	.35**	.06
25AEX																									-	.42**	.26**	-.06
26 DCoh																										-	.41**	.04
27. DSat																											-	.05
28. GRAS																												-

Note. SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability; ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = achievement drive; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; AEX = affectional expression; DSAT = dyadic satisfaction; DCOH = dyadic cohesion; CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory.

The results in the Table 6 shows inter scale correlation of among the Communication Specific Multitasking Measurement Instrument , its three subscales i.e., General Multitasking Ability, Ability to Perform two or more than two Primary task simultaneously, Ability to Perform Primary and Secondary Task Simultaneously, Multitasking Preference Inventory, its subscale i.e., Preference to Multitask, and Preference to Monotask, Gender Role Attitudes Scale, Dyadic Adjustment Scale, its four subscales, Dyadic Cohesion , Dyadic Consensus, Dyadic Satisfaction, Affectional Expression, Self Report Measure of Emotional Intelligence and sub scales of emotional intelligence as Emotional Self-Awareness, Emotional Self-Regulation, and Interpersonal Skills, which suggests that there is a strong significant positive correlation between communication specific multitasking measurement instrument with its three subscales and with multitasking preference inventory. Communication Specific Multitasking Measurement Instrument also showed significant positive correlation with gender role attitudes scales Gender Role Attitudes Scale and subscale of Dyadic Adjustment Scale i.e., Dyadic Cohesion. However, Communication Specific Multitasking Measurement Instrument showed significant but low correlation with Self Report Measure of Emotional Intelligence total and with its three subscales i.e., Emotional Self-Awareness, Interpersonal Skills, with Dyadic Adjustment Scale total its three sub scales out of four i.e., Dyadic Consensus, Dyadic Satisfaction, Affectional Expression.

The significant positive correlation was found with the subscales of Communication Specific Multitasking Measurement Instrument i.e., General Multitasking Ability, with Multitasking Preference Inventory, and Ability to Perform two or more than two Primary task Simultaneously is significant and positively correlated with Ability to Perform Primary and Secondary Task simultaneously, Gender Role Attitudes Scale, Multitasking Preference Inventory , and with Dyadic Cohesion, the subscale Ability to Perform Primary and Secondary Task Simultaneously is significant and positively correlated with MPI but significant and negatively correlated with the measure of emotional intelligence total only. This measure of emotional intelligence is significant and positively correlated with its three subscales i.e., Emotional Self-Awareness, Interpersonal Skills, Emotional Self-Regulation, Gender

Role Attitudes Scale, Dyadic Adjustment Scale, its four sub scales i.e., Dyadic Cohesion, Dyadic Consensus, Dyadic Satisfaction, and Affectional Expression. The subscales of Self Report Measure Emotional Intelligence i.e., Emotional Self-Regulation is significant and positively correlated with Emotional Self-Awareness, Interpersonal Skills, Gender Role Attitudes Scale and Dyadic Adjustment Scale its four subscales, while the Emotional Self-Awareness and Interpersonal Skills are significant and positively correlated with Dyadic Adjustment Scale, its sub scales and Emotional Self-Regulation, Self Report Measure of Emotional Intelligence but showed no correlation with Gender Role Attitudes Scale and Dyadic Cohesion. Gender Role Attitudes Scale is significant and positively correlated with Dyadic Adjustment Scale and Dyadic Cohesion while Dyadic Adjustment Scale is significant and positively correlated with all its sub scales and with each other.

The results in the Table 6 also shows correlations among the total scores on the emotional intelligence instrument along with the sub scales i.e., Interpersonal Skills, Emotional Self- Regulation, and Emotional Self-Awareness, and with the eleven sub facets of these three subscales, Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement Drive, Self Awareness, Perceived Self Awareness, Self Confidence, Empathy, Sociability, and Communication. The results suggest that the sub facets of Adaptability are significant and positively correlated with all the other sub facets, subscales and Self Report Measure of Emotional Intelligence total except Perceived Self Awareness, Self Confidence, Empathy, Sociability, Communication and Interpersonal Skills. Emotional Reactivity Management is significant and positively correlated with all except Perceived Self Awareness, Self Confidence, Empathy.

Emotional Stability is significant and positively correlated with all except Perceived Self Awareness, Self Confidence, Empathy, Sociability, and Interpersonal Skills. Conscientiousness is significant and positively correlated with all the sub facets, subscales and Self Report Measure of Emotional Intelligence total. Achievement Drive is significant and positively correlated with all except Self Confidence, Empathy. Self Awareness is significant and positively with all except Self Confidence. Perceived Self Awareness is significant and positively correlated with all. Self Confidence, and

Empathy is significant and positively correlated with all except Emotional Self-Regulation. However, Sociability and Communication significant and positively correlated with all the sub facets, subscales, and total scores on the instrument used to measure the emotional intelligence of married individuals.

The results in the Table 6 represents the cross correlations with the sub facets Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement Drive, Self Awareness, Perceived Self Awareness, Self Confidence, Empathy, Sociability, and Communication of the subscales of Self Report Measure of Emotional Intelligence. Emotional Self-Regulation, Emotional Self Awareness, and Interpersonal Skills with Gender Role Attitudes Scale, Multitasking Preference Inventory, Communication Specific Multitasking Measurement Inventor total with its subscales i.e., General Multitasking Ability, Ability to Perform two or more than two Primary Tasks Simultaneously, and Ability to Perform Primary and Secondary Tasks Simultaneously, Dyadic Adjustment Scale total with its subscales, Dyadic Consensus, Dyadic Cohesion, Dyadic Satisfaction, and Affectional Expression.

The results suggest that Gender Role Attitudes Scale shows significant positive correlation with Adaptability, Emotional Reactivity Management, Emotional Stability, Achievement Drive and Self Awareness. Multitasking Preference Inventory shows significant negative correlation with Conscientiousness and Self Confidence. The Communication Specific Multitasking Measurement Inventor shows significant negative correlation with Conscientiousness, the subscale of General Multitasking Ability shows significant negative correlation with Conscientiousness, Perceived Self Awareness and Self Confidence. The Ability to Perform two or more than two Primary Tasks Simultaneously shows no significant relationship while the subscale of Ability to Perform Primary and Secondary Task Simultaneously shows significant negative correlation with Conscientiousness and Perceived Self Awareness. The Dyadic Adjustment Scale total and its sub scale of Dyadic Consensus with all the sub facets showed the correlation coefficients significantly positive. The sub scales of Dyadic Cohesion show significant positive correlation with Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement Drive, Self Awareness. While Dyadic Satisfaction shows significant and positive correlation with

all the sub facets except Self Confidence and Empathy. The sub scales of Affectional Expression show significant and positive correlation with all the sub facets except Adaptability and Self Awareness. Overall, these relationship pattern shows that the link of multitasking measures with other instruments was found to be in a desired direction which is significant and positive.

Group differences to see data trend. Additionally, in order to see the trends of the data various demographic (i.e., gender, age, education, personal income, family system, professions, job experience, duration of marriage, transportation, and paid domestic help for house chores) variables were analyzed in relation to all the variables of this study i.e., multitasking preferences, perceived multitasking ability, gender role attitudes, emotional intelligence, and marital adjustment by employing *t* test statistics. These evidences would clarify the role of these demographic variables in relation to hypothesis testing in the main study of the present research. The detail results of these analyses are given in the Tables number 7-16.

Gender. Considering gender as an important demographic factor in relation to all the variable of this study. Two groups of participants as men and women were categorized to see the mean differences among these two groups in relation to multitasking preferences, perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment. The results obtained are presented in the Table 7.

Table 7

Mean, Standard Deviation and t Values for gender differences (N =230)

Variables	Men (n = 126)		Women (n = 104)		T	P	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
CSMMI	54.48	9.19	56.39	8.57	-1.51	.13	-4.41	.58	-0.21
GMA	20.40	5.30	19.89	4.56	.71	.47	-.89	1.91	0.10
APMTPTS	24.22	5.75	26.26	5.11	-2.49	.01	-3.48	-.40	-0.37
ATPPSTS	9.89	3.33	10.32	3.27	-1.09	.30	-1.39	.44	-0.13
MPI	39.65	7.26	38.51	5.68	1.19	.23	-.73	3.02	0.16
PMulti	20.95	21.10	4.78	4.89	-.23	.18	-1.14	1.10	0.12
PMono	22.82	23.21	5.23	4.96	-.57	.56	-1.72	.94	0.19
GRAS	91.76	13.05	96.87	13.25	-2.76	.00	-8.75	-1.46	-0.39
DAS	96.72	18.23	93.67	17.40	1.20	.23	-1.93	8.03	0.17
DCOH	15.97	5.69	15.64	5.83	.40	.68	-1.26	1.92	0.06
DCON	42.71	8.50	41.99	9.36	.58	.56	-1.72	3.16	0.08
DSAT	29.96	7.31	28.54	7.05	1.39	.16	-.58	3.42	0.20
AEX	8.08	1.95	7.50	1.78	2.15	.03	.04	1.10	0.31
SRMEI	219.50	26.42	214.74	24.26	1.31	.19	-2.38	11.89	0.19
ESR	99.63	17.64	96.55	16.04	1.28	.20	-1.66	7.84	0.18
ADP	28.08	5.89	27.90	5.52	.22	.82	-1.42	1.78	0.03
ERM	22.90	4.73	22.29	4.54	.93	.34	-.68	1.91	0.13
ES	22.90	5.23	21.69	4.73	1.70	.09	-.19	2.62	0.24
CON	11.97	2.15	11.52	1.99	1.53	.12	-.13	1.03	0.21
AD	13.78	3.04	13.16	2.55	1.53	.12	-.17	1.42	0.22
ESA	75.10	8.37	73.36	8.37	1.46	.14	-.59	4.06	0.21
SA	31.40	5.69	30.71	5.16	.88	.38	-.84	2.21	0.13
PSA	29.43	4.22	28.94	4.12	.84	.40	-.66	1.66	0.12
SC	14.26	2.58	13.71	2.97	1.42	.15	-.21	1.30	0.20
IPS	44.77	6.09	44.83	5.47	-.07	.93	-1.70	1.57	-0.01
EMP	13.30	2.13	13.64	2.03	-1.14	.25	-.92	.24	-0.16
SOC	15.97	2.72	15.95	2.35	.06	.94	-.70	.74	0.01
COM	15.50	2.66	15.25	2.35	.69	.49	-.49	.96	0.10

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 228

The results in Table 7 indicate the group differences in relation to all the variables of this study. These results reveal significant differences on gender role attitudes among married women as compared to the married men. Non-significant differences are found on Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, Dyadic Adjustment, and Self Report Measure of Emotional Intelligence as total scores. There was a significant difference between men and women on the subscale i.e., Ability to Perform two or more than two Primary Tasks Simultaneously of Communication Specific Multitasking Measurement Instrument and on the subscale i.e., Affectional Expression of Dyadic Adjustment Scale among married women as compared to the married men.

Age. Age is also important demographic variable in relation to all the constructs under study multitasking preferences, perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment of married individuals having children. Based upon the cited literature in this research (Mary & Adhikari, 2012) originally reported age by the respondents was categories into two groups as younger and older married individuals. The results for mean differences are presented below in the Table 8.

Table 8

Mean, Standard Deviation and t Values for Age in Years differences (N = 230)

Variables	23-40 Years		41-65 Years		<i>T</i>	<i>P</i>	95%CI		Cohen's <i>d</i>
	<i>(n = 156)</i>		<i>(n = 63)</i>				<i>LL</i>	<i>UL</i>	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>					
CSMMI	56.03	8.13	54.48	9.24	1.19	.23	-1.00	4.10	0.18
GMA	20.30	5.17	20.36	5.04	.08	.93	-1.57	4.11	-0.01
ATPMTPTS	25.63	5.35	24.36	5.58	1.53	.12	-.34	2.87	0.23
ATPPSTS	10.09	3.51	9.74	2.86	.72	.46	-.60	1.30	0.11
MPI	39.55	6.82	39.13	7.02	.40	.68	-1.61	2.46	0.06
PMult	21.24	20.21	5.27	5.07	.24	.84	-3.15	4.00	.024
PMono	23.16	23.18	5.65	6.95	.39	.69	-3.94	2.62	0.20
GRAS	93.30	11.42	98.38	15.30	2.10	.03	-9.87	-.29	0.39
DAS	95.60	17.80	97.17	16.54	.61	.54	-6.63	3.49	-0.09
CON	43.17	8.55	42.41	8.12	.60	.54	-1.70	3.21	0.09
DCOH	15.97	5.56	16.45	5.48	.58	.56	-2.10	1.46	-0.09
DSAT	28.43	7.50	30.27	7.03	1.70	.09	-3.98	.30	-0.25
AEX	8.03	1.77	8.03	1.78	.00	.99	-.52	.52	0.00
SRMEI	213.33	26.39	227.31	22.77	2.88	.00	-23.55	-4.39	-0.56
ESR	95.83	17.50	105.13	15.41	2.88	.00	-15.68	-2.91	-0.56
ADP	27.29	5.82	29.87	5.65	2.34	.02	-4.76	-.40	0.49
ERM	22.12	4.84	24.08	4.32	2.18	.03	-3.73	-.18	-0.43
ES	21.58	5.01	24.23	4.74	2.81	.00	-4.51	-.78	-0.54
CON	11.74	2.30	12.36	2.04	1.45	.14	-1.45	.22	-0.28
AD	13.10	3.10	14.59	2.13	2.74	.00	-2.57	-.56	-0.56
ESA	73.25	8.38	76.77	8.45	2.19	.03	-6.69	-.35	-0.42
SA	29.83	5.75	32.72	4.88	2.74	.00	-4.97	-.80	-0.54
PSA	29.10	4.05	29.82	4.79	.88	.37	-2.34	.89	-0.16
SC	14.32	2.84	14.23	2.32	.17	.85	-.92	1.11	0.03
IPS	44.26	6.15	45.41	6.53	.96	.33	-3.51	1.21	-0.18
EMP	13.23	2.27	13.49	2.02	.62	.53	-1.09	.57	-0.12
SOC	15.92	2.66	16.10	2.88	.34	.74	-1.20	.85	-0.07
COM	15.11	2.75	15.82	2.63	1.37	.16	-1.73	.31	-0.26

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self-report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; *df* = 217; missing = 11

The results in the Table 8 shows significant differences on Gender Role Attitudes Scale and Self Report Measure of Emotional Intelligence on overall scores and on the two sub scales i.e., Emotional Self-Regulation and Emotional Self Awareness among the two groups of participants who aged between 41-65 years than the group of participants who aged between 23-40 years. Out of five sub facets, significant differences are also observed on the four facets of Emotional Self-Regulation i.e., Adaptability, Emotional Reactivity Management, Emotional Stability, and on Achievement Drive. Out of three sub facets of Emotional Self-Awareness significant differences are observed on SA only. However nonsignificant differences were observed on the sub scale i.e., Interpersonal Skills as sub scale of emotional intelligence measure and on all the sub facets of Interpersonal Skills. While nonsignificant differences were also observed on Dyadic Adjustment Scale, Multitasking Preference Inventory, and Communication Specific Multitasking Measurement Instrument among the two groups of samples in relation to age of the respondents.

Education. Education was taken into consideration while studying multitasking preferences, perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment of married men and women having children for mean differences. Therefore, the reported education levels of the participants of this study were categorized into two groups as lower and higher levels. Previously in an indigenous research similar levels of age were used by (Irfan, 2017) for group comparisons. The detail results of *t* tests computed on these group differences are presented in the Table 9.

Table 9

Mean, Standard Deviation and t Values for education in years differences (N =230)

Variables	10-14 years		16 & Above years		<i>t</i>	<i>p</i>	95 % CL		Cohen's <i>d</i>
	<i>(n = 122)</i>		<i>(n = 108)</i>				<i>LL</i>	<i>UL</i>	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>					
CSMMI	53.27	7.96	55.02	8.44	1.17	.24	-4.68	1.18	-0.21
GMA	19.15	5.26	20.38	4.87	1.37	.17	-2.99	.53	-0.25
APMTPTS	24.00	5.68	24.56	5.76	.55	.58	-2.59	1.41	-0.10
ATPPSTS	10.11	3.50	10.06	3.34	.08	.93	-1.15	1.24	0.01
MPI	39.10	6.21	39.61	6.67	.40	.68	-3.02	1.99	-0.08
PMul	20.22	4.64	21.11	5.48	.98	.32	-2.67	.90	0.01
PMon	22.25	4.42	23.13	5.82	.95	.34	-2.71	.95	0.11
GRAS	88.18	9.09	94.63	2.74	3.05	.00	-10.62	-2.27	-1.41
DAS	91.59	18.59	96.25	17.21	1.47	.14	-10.88	1.56	-0.26
DCOH	14.41	5.63	15.67	5.82	1.21	.22	-3.29	.78	-0.22
DCON	40.91	9.09	43.14	8.50	1.43	.15	-5.29	.83	-0.26
DSAT	28.72	7.27	29.52	7.23	.61	.53	-3.36	1.76	-0.11
AEX	7.54	2.16	7.91	1.82	1.07	.28	-1.05	.30	-0.19
SRMEI	213.52	28.54	219.30	27.17	1.16	.24	-15.54	3.99	-0.21
ESR	95.45	18.74	99.19	18.38	1.13	.26	-10.27	2.79	-0.20
ADP	26.45	5.93	28.41	6.01	1.82	.07	-4.07	.16	-0.33
ERM	22.00	5.42	22.69	5.02	.75	.45	-2.51	1.12	-0.13
ES	21.68	5.82	22.66	5.33	.99	.32	-2.91	.96	-0.18
CON	12.11	2.26	11.69	2.25	1.03	.30	-.37	1.21	0.19
AD	13.20	2.85	13.74	3.07	.99	.32	-2.91	.52	-0.18
ESA	72.84	9.43	75.26	8.83	1.50	.13	-5.60	.76	-0.27
SA	29.68	5.26	31.78	5.68	2.10	.03	-4.06	-.13	-0.38
PSA	29.02	4.83	29.58	4.29	.70	.48	-2.13	1.01	-0.13
SC	14.14	3.16	13.90	2.76	.46	.64	-.78	1.25	0.08
IPS	45.23	7.22	44.84	5.84	.43	.73	-1.83	2.60	0.06
EMP	13.30	2.26	13.46	2.13	.43	.66	-.93	.60	-0.07
SOC	16.39	2.87	15.89	2.63	1.01	.30	-.45	1.45	0.19
COM	15.55	3.02	15.49	2.58	.11	.91	-.90	1.01	0.02

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 228

The results in the Table 9 demonstrates significant differences among the participants on the two groups of samples relating to the level of education on Gender Role Attitudes Scale, and on the sub facets Self Awareness of the subscale of Emotional Self-Awareness of Self Report Measure of Emotional Intelligence only. Whereas nonsignificant differences were observed on rest of the sub scales and their sub facets respectively. Similarly, nonsignificant differences were observed on Communication Specific Multitasking Measurement Instrument and on the Dyadic Adjustment Scale in relation to education among the married individuals.

Personal income. Income is also an important social and demographic factor to consider in relation to all the study variables for computing mean differences. Therefore, following Irfan (2017) monthly personal income was also categorized into two groups as lower and higher income groups respectively. The results of *t* test analysis are reported in the Table 10.

Table 10
 Mean, Standard Deviation and *t* Values for Personal Income in Years differences (*N* = 230)

Variables	Income in Rupees				<i>t</i>	<i>p</i>	95%CI		Cohen's <i>d</i>
	10000-50000		520000-110000				<i>LL</i>	<i>UL</i>	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>					
CSMMI	54.98	8.63	55.56	10.03	.32	.75	-4.15	3.00	-0.06
GMA	20.19	5.40	20.38	5.11	1.87	.85	-2.29	1.90	-0.04
ATPMTPTS	25.05	5.60	25.47	5.80	.36	.72	-2.64	1.81	-0.07
ATPPSTS	9.72	3.50	9.70	3.07	.04	.96	-1.31	1.37	0.01
MPI	37.10	6.20	36.60	6.66	.40	.66	-3.00	1.69	-0.08
PMul	20.11	4.60	21.00	5.08	.95	.31	-2.60	.92	0.04
PMon	22.15	4.40	23.10	5.80	.91	.35	-2.70	.96	0.11
GRAS	90.87	11.81	98.94	17.31	2.96	.00	-13.47	-2.67	-0.60
DAS	95.21	17.07	99.47	17.90	1.23	.22	-11.09	2.57	-0.25
DCOH	15.65	5.70	16.22	5.84	.49	.62	-2.83	1.70	-0.10
DCON	42.58	8.55	44.94	8.22	1.40	.16	-5.70	.97	-0.28
DSAT	29.20	6.91	29.94	7.50	.52	.60	-3.54	2.05	-0.10
AEX	7.77	2.03	8.36	1.80	1.50	.13	-1.36	.18	-0.30
SRMEI	215.18	26.51	224.75	20.63	1.92	.05	-19.40	.25	-0.39
ESR	95.96	17.53	104.14	14.56	2.45	.01	-14.76	-1.58	-0.49
ADP	26.81	5.75	29.83	5.16	2.71	.00	-5.22	-.81	-0.54
ERM	22.13	5.02	24.00	3.53	2.02	.04	-3.69	-.04	-0.41
ES	21.95	5.26	24.03	3.98	2.11	.03	-4.01	-.13	-0.43
CON	11.18	2.18	12.03	1.94	.54	.60	-1.02	.61	-0.40
AD	13.26	2.95	14.25	2.59	1.83	.08	-2.11	.13	-0.35
ESA	73.96	9.02	75.25	6.34	.77	.37	-4.56	1.99	-0.16
SA	30.39	5.53	31.63	5.53	.119	.25	-3.33	.82	0.22
PSA	29.39	4.48	29.50	3.52	.12	.89	-1.62	1.41	-0.03
SC	14.8	3.15	14.14	2.49	.13	.92	-1.13	1.21	0.22
IPS	45.25	6.40	45.36	4.13	.09	.92	-2.40	2.18	-0.02
EMP	13.15	2.43	13.89	1.89	.62	.11	-1.63	.16	-0.33
SOC	16.42	2.78	16.14	1.80	.34	.51	-.72	1.27	0.11
COM	15.68	2.83	15.33	2.15	1.37	.46	-.70	1.28	0.13

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; ATPMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD =

adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 158; missing = 70

The results in the Table 10 display significant differences on Gender Role Attitudes Scale and on the instrument of emotional intelligence as total and on the subscale of Emotional Self-Regulation and its three sub facets i.e., Adaptability, Emotional Reactivity Management and Emotional Stability among the group of participants whose income is higher than the group of people whose income is lesser. These results demonstrated nonsignificant differences on rest of the instruments used in this study i.e., Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, and Dyadic Adjustment Scale along with the subscales of these scales.

Family system. In context to the present study family system is quite significant to analyze in relation to multitasking preferences, perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment of married men and women having children. For this purpose, two groups as nuclear and joint family system were categorized (following Tabinda & Amina, 2013) to see the mean difference. The results of *t* test computed in relation to these two groups on all the variables of this study are present in the Table 11.

Table 11

Mean, Standard Deviation and t Values for family system differences (N =230)

Variables	Joint (n = 129)		Nuclear (n = 87)		t	p	95%CI		Cohen's d
	M	SD	M	SD			LL	UL	
CSMMI	55.76	8.66	54.34	9.67	1.12	.26	-1.06	3.89	0.16
GMT	20.44	5.15	19.82	4.85	.89	.45	-.75	1.99	0.12
ATPMTPTS	25.24	5.58	24.66	5.39	.75	.45	-.93	2.07	0.11
ATPPSTS	10.06	3.37	9.85	3.20	.48	.63	-.68	1.12	0.06
MPI	39.25	7.42	39.32	5.74	.07	.93	-1.93	1.78	-0.01
PMul	21.04	4.93	20.96	4.73	.10	.91	-1.24	1.39	0.12
PMon	23.08	4.94	22.52	5.20	.79	.42	-.82	1.92	0.10
GRAS	94.09	13.52	93.11	13.28	.52	.60	-2.70	4.64	0.07
DAS	98.40	15.51	92.33	20.11	2.50	.01	1.27	10.84	0.35
DCON	44.12	7.50	40.34	9.40	3.27	.00	1.50	5.05	0.46
DCOH	16.21	5.78	15.56	5.62	.81	.41	-.91	2.21	0.11
DSAT	29.84	6.86	29.04	7.87	.79	.43	-1.19	2.79	0.11
AEXP	8.21	1.62	7.37	2.13	3.27	.00	.33	1.34	0.46
SRMEI	219.22	24.55	217.52	26.40	.48	.62	-5.21	8.63	0.07
ESR	99.33	17.20	98.68	16.10	.28	.78	-3.93	5.24	0.04
ADP	28.12	5.87	28.22	5.33	.12	.90	-1.64	1.45	-0.02
ERM	22.95	4.73	22.66	4.27	.47	.63	-.94	1.54	0.06
ES	28.12	5.87	28.22	5.33	1.01	.31	-.65	2.04	-0.02
CON	11.79	2.04	11.84	2.20	.16	.87	-.62	.52	-0.02
AD	13.55	2.86	13.75	2.84	.50	.62	-.97	.58	0.00
ESA	74.78	7.62	74.45	9.37	.28	.73	-1.95	2.62	0.04
SA	30.98	5.49	31.84	5.31	1.14	.25	-2.34	.62	-0.16
PSA	29.64	3.97	28.71	4.42	1.59	.11	-.21	2.06	0.22
SC	14.17	2.66	13.90	2.81	.72	.47	-.47	1.02	0.10
IPS	45.11	5.84	44.39	5.82	.87	.37	-.87	2.31	0.12
EMP	13.39	2.20	13.49	1.87	.36	.71	-.67	.46	-0.05
SOC	16.16	2.15	15.70	2.71	1.25	.20	-.25	1.16	0.19
COM	15.75	2.58	15.20	2.51	1.04	.30	-.32	1.06	0.22

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; ATPMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 214; missing = 14

The results in the Table 11 display significant differences on the two groups of family system for Dyadic Adjustment Scale total and on the two subscales dyadic consensus and affectional expression. These differences are significant among the respondents who were married having children and living in joint family system as compared to the nuclear family system. Moreover, non-significant differences were observed on Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, subscales of these two scales, and the scale of emotional intelligence, subscales and sub facets between the two groups of participants living in joint and nuclear family systems.

Professions. Various profession of married working men and women were also considered important in relation to multitasking preference, perceived multitasking ability, gender role attitudes, emotional intelligence, and marital adjustment. For this purpose, two various professions (doctors, nurses, engineers, and government employees) considering the nature of tasks/job similar and were categorized into a separate group. The reason of categorizing this group is that their job description includes more administrative responsibilities, to meet the project deadlines urgency, and emergency is more prevalent in these professions as compared to the profession of university teaching and research., Which is more planned (year planning as per semester) and organized activity. Previous literature as cited in the introduction section (e.g. Sharma et al., 2014) also studied the similar groups. Based on all these notions the data of this study was analyzed through computing *t* test and the detailed results are reported in the Table 12 below.

Table 12

Mean, Standard Deviation and t Values for nature of job differences (N =230)

	Teachers (n = 82)		Doc/Nur/Eng/Gov (n = 130)		t	p	95 % CI		Cohen's d
	M	SD	M	SD			LL	UL	
CSMMI	56.11	9.92	54.97	8.95	.58	.56	-2.73	5.01	0.12
GMA	20.91	5.38	20.54	4.34	.35	.72	-1.67	2.41	0.07
APMTPTS	25.39	4.95	24.28	6.18	1.01	.31	-1.05	3.27	0.21
ATPPSTS	9.81	3.46	10.14	2.88	.49	.62	-1.65	.99	-0.10
MPI	38.9	6.78	41.37	6.01	2.08	.03	-.77	10.34	-0.42
PMul	20.96	21.78	4.91	5.78	.59	.55	-3.56	1.92	0.21
PMon	22.64	23.28	5.14	4.73	.44	.65	-3.44	2.17	0.16
GRAS	96.70	14.60	91.89	11.54	1.72	.08	-.72	10.34	0.35
DAS	96.44	18.11	97.34	18.36	.24	.80	-8.22	6.42	-0.05
DCOH	16.48	6.08	16.31	5.48	.13	.89	-2.21	2.54	0.03
DCON	42.52	8.91	42.83	8.53	.17	.86	-3.84	3.23	-0.04
DSAT	29.49	6.88	42.83	8.53	.59	.55	-3.68	1.98	-1.81
AEX	7.94	1.80	7.85	1.68	.25	.80	-.61	.80	0.05
SRMEI	219.18	21.94	217.34	25.08	.39	.69	-7.39	11.06	0.08
ESR	100.00	13.500	100.83	16.78	.28	.78	-6.69	5.03	-0.06
ADP	28.42	4.86	29.66	5.08	1.23	.21	-3.22	.74	-0.25
ERM	23.14	3.61	23.20	4.45	.07	.93	-1.62	1.50	-0.02
ES	22.96	4.10	22.91	4.66	.05	.95	-1.67	1.76	0.01
CON	11.89	1.88	11.23	2.47	1.55	.12	-.18	1.50	0.32
AD	13.59	2.49	13.83	3.24	.41	.67	-1.33	.87	-0.09
ESA	74.62	8.01	73.14	8.08	.90	.36	-1.74	4.70	0.18
SA	31.54	5.25	31.46	4.71	.08	.93	-1.96	2.13	0.02
PSA	29.05	4.12	27.97	3.96	1.30	.19	-.56	2.71	0.27
SC	14.03	2.63	13.71	2.80	.57	.57	-.77	1.39	0.12
IPS	44.56	5.96	43.37	5.61	.99	.32	-1.17	3.54	0.20
EMP	13.25	2.84	13.54	2.02	.64	.51	-1.17	.60	-0.11
SOC	15.99	2.50	14.91	2.71	2.05	.04	.03	2.10	0.42
COM	15.32	2.55	14.91	2.45	.78	.43	-.61	1.41	0.16

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 210; missing = 18

The results in Table 12 exhibit significant differences on Multitasking Preference Inventory among the participants whose job profession is medical and engineering than the group of participants who are occupying the profession of university teaching. These results showed non-significant differences on CSMI, Gender Role Attitudes Scale, Dyadic Adjustment Scale, and Self Report Measure of Emotional Intelligence, its subscales, and sub facets except the one sub facet i.e., Sociability among the group of people who were occupying the job of teaching than the participants who were working as doctors, nurse, and engineers.

Job experience. Years of job experience is also pertinent in relation to emotional intelligence, multitasking attitudes and abilities. Based on the years of job experience as previously done by Das and Sahu (2014), the data of married working men and women was categorized into two groups as lesser and higher job experience in relation to all the variables of this study. The results of *t* test computed on these two groups for mean differences are given in the Table 13.

Table 13

Mean, Standard Deviation and t Values for Job Experience in Years differences (N =230)

Variables	1-15 Years (n = 151)		16-20 Years (n = 63)		t	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
	CSMMI	96.05	13.97	95.29			12.18	2.15	
GMA	56.37	8.22	54.17	9.61	1.48	.13	-.72	5.12	0.25
APMTPS	19.93	4.72	21.19	5.00	1.54	.12	-2.85	.34	-0.26
ATPPSTS	26.26	4.94	23.11	5.78	3.54	.00	1.39	4.91	0.59
MPI	10.16	3.11	9.87	3.53	.54	.58	-.76	1.35	0.09
PMulti	20.30	4.34	18.50	3.10	.79	.43	-2.84	6.45	0.08
PMono	22.46	6.04	23.50	3.88	.97	.37	-4.34	3.32	0.09
GRAS	96.70	15.68	95.45	12.11	2.37	.11	-11.64	-2.27	0.20
DAS	102.03	16.49	103.00	6.37	.11	.91	-18.26	16.34	0.21
DCOH	17.80	5.59	20.25	4.57	.82	.41	-8.48	3.60	0.19
DCON	44.46	6.64	41.50	4.79	.86	.39	-4.07	9.99	0.24
DSAT	31.73	7.64	33.50	7.22	.37	.71	-9.88	6.84	0.27
AEX	8.03	1.77	8.00	1.43	.04	.96	-1.87	1.95	0.26
SRMEI	213.23	28.65	223.70	21.78	2.08	.03	-20.42	-.52	-0.42
ESR	94.32	19.80	102.12	14.64	2.27	.02	-14.60	-1.00	-0.46
ADP	26.80	6.60	28.86	5.49	1.71	.09	-4.45	.32	-0.34
ERM	21.30	5.38	23.47	4.03	2.32	.02	-4.03	-.31	-0.40
ES	21.43	5.63	23.56	4.51	2.10	.03	-4.13	-.12	-0.43
CON	11.70	2.27	12.14	1.90	1.04	.29	-1.26	.39	-0.21
AD	13.09	3.29	14.09	2.39	1.76	.08	-2.11	.12	-0.36
ESA	73.86	8.67	76.02	7.62	1.32	.18	-5.37	1.01	-0.27
SA	30.16	6.30	31.63	4.41	1.38	.17	-3.59	.64	-0.28
PSA	29.16	3.90	30.09	4.17	1.14	.25	-2.54	.75	-0.23
SC	14.55	3.09	14.30	2.73	.42	.67	-.90	1.39	0.09
IPS	45.05	5.72	45.56	6.19	.42	.66	-2.90	1.87	-0.09
EMP	13.16	1.93	13.68	2.01	.17	.85	-.85	.71	-0.26
SOC	16.05	2.65	16.25	2.48	.38	.69	-1.22	.83	-0.08
COM	15.39	2.24	15.63	2.67	.49	.62	-1.23	.72	-0.10

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 212; missing = 16

The results in the Table 13 show significant differences on the instrument measuring the emotional intelligence and on the subscale measuring emotional self-regulation with its two sub facets i.e., Emotional Reactivity Management and Emotional Stability among the group of participants who have the job experience between 16-35 years than the group of participants who have the job experience between 1-15 years. Moreover, nonsignificant differences were observed on Dyadic Adjustment Scale, Gender Role Attitudes Scale, Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, and its three subscales except, one sub scale i.e., the ability to perform primary and secondary task simultaneously.

Duration of marriage. Among the various social and demographic variable of the data collected from married men and women duration of marriage is also an important factor to analyze in relation to multitasking, emotional intelligence, gender role attitudes, and marital adjustment. Previously cited literature (e.g. Batool & Ruhi, 2012; Batool & Khalid, 2012) have also used the similar groups for year of marriage to study variables undertaken in this study. Therefore, the two groups were formed as less and more years of marriage. In order to estimate the mean differences t test for independent sample was computed on all the variables of this study and results are present in Table 14.

Table 14

Mean, Standard Deviation and t Values for Duration of Marriage in years differences (N = 230)

Variables	1-15 (n = 151)		16-25 (n = 62)		t	P	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
CSMMI	57.75	10.15	53.16	4.79	1.05	.30	-4.34	13.51	-0.20
GMA	22.35	4.19	22.66	3.20	.17	.86	-4.16	3.54	0.20
APMTPS	30.25	6.89	25.16	5.20	1.70	.10	-1.06	11.23	0.18
ATPPSTS	27.25	6.80	27.16	5.20	2.06	.11	-2.09	9.07	0.10
MPI	45.25	9.25	44.83	5.70	.10	.91	-7.87	8.78	0.02
PMul	22.15	5.43	22.50	3.50	.14	.88	-5.24	4.54	-0.01
PMon	23.10	5.75	22.33	4.61	.30	.76	-4.40	5.93	0.09
GRAS	93.85	13.94	93.33	8.98	.07	.93	-13.03	12.06	0.01
DAS	95.35	22.83	94.66	16.55	.06	.94	-19.99	21.35	0.10
DCOH	17.20	6.56	16.33	6.65	.27	.78	-5.67	7.40	0.21
DCON	41.90	11.75	41.00	4.80	.18	.85	-9.33	11.13	0.01
DSAT	21.15	9.20	30.50	8.11	.56	.57	-10.98	6.28	0.21
AEX	8.10	2.00	6.83	2.13	1.34	.19	-.68	3.21	0.12
SRMEI	212.60	26.59	225.21	19.09	2.50	.01	-22.55	-2.65	-0.52
ESR	96.22	17.42	102.65	14.25	1.90	.05	-13.11	-3.38	-0.39
ADP	27.19	5.77	28.91	5.29	1.49	.13	-3.99	.55	-0.31
ERM	22.42	4.54	23.56	3.89	1.27	.20	-2.90	.52	-0.26
ES	21.78	4.88	23.74	4.71	1.98	.05	-3.90	-.00	-0.41
CON	11.52	2.38	12.38	1.90	1.87	.06	-1.77	.04	-0.38
AD	13.30	3.18	14.06	3.39	1.25	.21	-1.95	.44	-0.23
ESA	72.87	8.55	76.47	7.40	2.14	.03	-6.92	-.27	-0.44
SA	30.31	5.43	32.59	4.67	2.13	.03	-4.38	-.16	-0.44
PSA	28.63	4.44	29.74	4.25	1.23	.85	-2.88	.66	-0.25
SC	13.93	3.06	14.15	2.59	.36	.71	-1.39	.95	-0.08
IPS	43.52	5.95	46.09	6.22	2.09	.03	-5.00	-.06	-0.43
EMP	13.06	2.38	13.74	2.13	1.43	.15	-1.61	.25	-0.29
SOC	15.66	2.75	16.18	2.89	.90	.36	-1.64	.63	-0.19
COM	14.80	2.58	16.18	2.56	2.62	.01	-2.42	-.30	-0.54

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 211; missing = 17

The results in the Table 14 display significant differences on the overall scores on the scale of emotional intelligence and on the three subscales Emotional Self-Awareness, Emotional Self-Regulation, Interpersonal Skills, and on sub facets of these subscales i.e., Emotional Stability, Self Awareness, and Communication among the group of participants whose duration of marriage is between 16-25 years than the group of participants whose duration of marriage ranged between 1-15 years. Furthermore, nonsignificant differences were found on Gender Role Attitudes Scale, Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, Dyadic Adjustment Scale, and the sub scales of these scales respectively.

Transportation. The system of transportation in context to the present study two groups of transportation were formed as personal transport and public transport. The independent sample *t* test was computed on all the variables of this study considering these two groups of transportation. Details of the results for mean differences are given in the Table 15.

Table 15

Mean, Standard Deviation and t Values for Transportation Differences (N = 230)

Variables	Personal (n= 143)		Public Transport (n = 80)		<i>t</i>	<i>p</i>	95%CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
CSMMI	55.04	9.10	55.26	8.24	.13	.89	-3.36	2.92	-0.02
GMA	20.26	4.95	20.11	5.63	.15	.87	-1.67	1.96	0.03
ATPMTPTS	24.91	5.57	25.07	6.01	.15	.88	-2.16	1.85	-0.03
ATPPSTS	9.85	3.22	10.07	3.52	.35	.73	-1.38	.95	-0.07
MPI	39.28	7.11	38.28	5.59	.32	.74	-1.99	10.43	0.15
PMult	22.10	4.90	19.63	6.00	1.54	.12	-.70	5.63	0.20
PMon	22.75	5.14	21.63	5.35	.68	.49	2.13	4.38	0.17
GRAS	95.03	13.82	88.79	11.89	2.61	.01	1.52	10.97	0.47
DAS	97.00	18.98	91.04	16.47	1.80	.07	-.54	12.45	0.32
DCON	23.40	8.60	39.98	10.6	2.12	.03	.24	6.61	-1.82
DCOH	15.91	5.99	15.17	5.56	.70	.48	-1.34	2.82	0.13
DSAT	29.76	7.65	28.80	6.57	.71	.47	-1.66	3.56	0.13
AEXP	8.21	1.62	6.73	1.93	2.39	.01	.14	1.51	0.87
SRMEI	219.98	24.45	215.21	27.21	1.05	.29	-4.14	13.66	0.19
ESR	100.29	16.19	97.74	17.78	.85	.39	-3.32	8.42	0.15
ADP	28.73	5.41	27.60	5.60	1.15	.25	-.80	3.06	0.21
ERM	23.16	4.26	22.14	5.14	1.25	.21	-.57	2.60	0.23
ES	22.88	4.78	22.36	4.92	.60	.54	-1.17	2.23	0.11
CON	11.83	1.99	12.02	2.44	.52	.60	-.94	.55	-0.09
AD	13.69	2.80	13.62	2.90	.14	.88	-.92	1.07	0.02
ESA	74.93	7.97	73.52	8.47	.96	.33	-1.46	4.24	0.17
SA	31.65	5.22	29.98	5.25	1.78	.07	-.17	3.52	0.32
PSA	29.30	3.70	29.14	4.65	.21	.82	-1.24	1.55	0.04
SC	13.98	2.55	14.40	3.25	.87	.38	-1.40	.54	-0.15
IPS	44.76	5.52	43.95	6.74	.77	.44	-1.26	2.88	0.14
EMP	13.50	1.94	12.81	2.50	1.84	.06	-.04	1.43	0.33
SOC	15.83	2.42	15.86	3.31	.06	.94	-.97	.91	-0.01
COM	15.43	2.44	15.29	2.80	.31	.75	-.75	1.01	0.06

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness;

SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 221; missing = 7

The results in the Table 15 demonstrate significant differences on Gender Role Attitudes Scale among the group of participants who were having their personal transportation than the group of participants who were using public transport. On the two subscales of Dyadic Adjustment Scale i.e., Dyadic Consensus, and Affectional Expression difference were observed significant. Further, these findings showed nonsignificant differences on Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, Dyadic Adjustment Scale, Self Report Measure Emotional Intelligence, its subscales, and sub facets of these subscales of emotional intelligence instrument among the two groups of participants in relation to transport.

Paid domestic help. Considering the paid domestic help in relation to multitasking, marital adjustment, gender role attitudes, and emotional intelligence of married women (working & housewives) and men. The reason for analyzing this variable were extracted from the concept of domestic outsourcing and specifically gender role attitudes in context to Pakistan. In the literature cited in this study (e.g. Sayer, 2007; Marks, Bun, & McHale, 2009, Gallup, 2020) have supported to compute the *t* statistics considering paid domestic help and for this data of this study was categorized into two groups as full time available paid help and no help paid available for house chores. The results of *t* test for mean differences are reported in the Table 16.

Table 16
Mean, Standard Deviation, *t*, and *d* Values for Household Assistance differences (*N* = 230)

Variables	Fulltime Paid Help (<i>n</i> = 76)		No Paid Help (<i>n</i> = 94)		<i>T</i>	<i>p</i>	95%CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
CSMMI	55.15	10.02	54.55	9.23	.35	.72	-2.78	3.97	0.06
GMA	20.43	4.80	20.10	5.41	.35	.72	-1.52	2.81	0.06
ATPMTPTS	25.08	6.59	24.46	5.25	.60	.54	-1.41	2.65	0.11
ATPPSTS	9.63	2.94	9.97	3.36	.60	.55	-1.49	.80	-0.11
MPI	39.30	7.23	38.68	6.85	.50	.62	-1.85	3.10	0.09
PMul	20.14	4.98	21.61	5.22	1.50	.13	-3.59	.49	0.11
PMon	21.69	5.01	22.53	4.70	.91	.36	-2.91	1.06	0.12
GRAS	97.41	15.13	89.78	12.25	3.20	.00	2.91	12.35	0.58
DAS	91.56	18.95	97.65	16.65	1.94	.05	-12.29	.11	-0.35
DCON	39.96	10.15	43.59	7.78	2.33	.02	-6.70	-.55	-0.42
DCOH	15.41	6.63	16.05	5.44	.60	.54	-2.72	1.14	-0.11
DSAT	48.47	6.67	30.08	7.00	1.29	.19	-4.06	.84	2.67
AEXP	7.71	1.69	7.93	1.97	.64	.52	-.89	.45	-0.12
SRMEI	220.07	24.32	219.04	24.11	.23	.81	-7.58	9.62	0.04
ESR	100.39	16.23	98.41	16.49	.66	.50	-3.86	7.81	0.12
ADP	28.61	5.04	27.63	5.74	.98	.32	-.98	1.19	0.18
ERM	22.96	4.39	22.78	4.97	.21	.83	-1.49	1.85	0.04
ES	23.37	4.57	22.50	4.97	.99	.32	-.85	2.59	0.18
CON	11.76	2.21	11.91	2.04	.40	.68	-.90	.59	-0.07
AD	13.70	2.81	13.60	2.74	.20	.84	-.88	1.08	0.04
ESA	75.15	8.44	75.28	7.48	.08	.93	-2.90	2.65	-0.02
SA	32.48	4.28	30.81	5.48	1.81	.07	-.15	3.49	0.33
PSA	29.11	4.34	14.64	2.93	1.01	.31	-2.12	.67	4.27
SC	13.75	2.95	14.64	2.93	2.01	.04	-2.11	-.02	-0.30
IPS	44.52	5.46	45.35	6.05	.78	.43	-2.91	1.26	-0.14
EMP	13.59	2.08	13.36	2.17	.58	.56	-.53	.98	0.11
SOC	15.48	2.64	16.41	2.46	2.06	.04	-1.83	-.03	-0.37
COM	15.46	2.14	15.75	2.75	.25	.79	-1.03	.79	-0.11

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; DCOH = dyadic cohesion; DSAT = dyadic satisfaction; AEX = affectional expression; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM =

emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df = 168; missing = 60

The results in the Table 16 indicate significant differences on Gender Role Attitudes Scale and Dyadic Adjustment Scale, along with its subscales of Dyadic Consensus among the group of participants who were having full time assistance for household than the group of participants who were having no assistance for household. Nonsignificant differences were found on Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument, Self Report Measure of Emotional Intelligence, its sub scales and sub facets, except the sub facets of Self Confidence and Sociability among the two groups of participants in relation to paid domestic help for house chores.

Discussion

The main objective of this study was to select, translate and adapt the two instruments of multitasking i.e., Multitasking Preference Inventory (MPI) and Communication Specific Multitasking Measurement Instrument (CSMMI) into the indigenous language Urdu from the original source language English, and the pre-testing of the instruments on a representative group of Pakistani samples. Most widely used self report measure MPI measures the individual's preference for multitasking. Another self report measure CSMMI which measures the perceived ability of individual to multitasking. As a common practice for translating and adapting psychological instruments into another culture is quite difficult choice but at the same time convenient also.

Considering the protentional advantages of translated measures in the present study, cultural adaptation was established through employing independent back translation and subject matter experts committee approach. All the items of both scales (14- MPI & 19- CSMMI) were retained in the Urdu translation. No item was excluded from these two scales, only three slight modifications were made based upon the subject matter experts' recommendations. After completing the translation procedures, MPI and CSMMI were finalized to use to achieve the other objectives of this study of the

present research. Both the translated and adapted instruments of multitasking MPI and CSMMI were further used to collect the data for factorial validation (through factor structures) and pilot testing of these instruments. In the framework of present study, these evidences were essential and preliminary as these measures are translated and adapted to use first time for studying multitasking in the socio-cultural context of Pakistan.

Factorial validity through EFA of MPI and CSMMI. Validity of Multitasking Preference Inventory (MPI), Communication Specific Multitasking Measurement Inventory (CSMMI) were established through exploratory factor structures (EFA) in this study. A principle component analysis with Promax rotation was used. Based upon the results of exploratory approach, it was inferred that MPI has emerged as two factor construct. The overall variance explained by the two factors of MPI was also sufficiently enough for the newly translated and adapted version of a scale. These results have specified the new factor structure for Multitasking Preference Inventory and this newly determined two factor structure was different to the already existing i.e., unidimensional. The newly explored factor structure was further confirmed in the study II main Study.

Subsequently, exploratory factor analysis EFA was also performed for the second measure of multitasking Communication Specific Multitasking Measurement Instrument (CSMMI) and for this, results have also suggested the three factors solution instead of the originally established (Kushniryk, 2008) four factors solution. The results of EFA showed that there are three primary factors. The overall variances explained by these three factors through varimax rotation was also sufficient for the data collected on translated versions of CSMMI from Pakistani married individuals. The newly emerged three factors were similar to the original scale theoretically and conceptually. Therefore, these three factors were considered as the three subscales of Communication Specific Multitasking Measurement Instrument and these three factors were further confirmed on the large data set by employing CFA in the study II main study.

Validity evidences for MPI and CSMMI thorough reliability estimates. The findings of reliability coefficients determined for the translated and adapted versions of Multitasking Preference Inventory, Communication Specific Multitasking Measurement Instrument and for the subscales of these two instruments were also satisfactory (see Table 5). These results have ensured the authenticity of translation procedures and the internal consistency of the items of these translated and adapted scales for Pakistani population. Similarly, these reliability coefficients were also in line with the previously established (Kushniryk, 2008; Poposki & Oswald, 2010; Widyahastuti & Anwar, 2017) estimates of stability for the English versions of these scales. However, these previously established estimates are based on the undergrad student's data. Whereas, the evidences of this study have established the grounds to proceed forward for confirmation of the soundness and stability of these measures in study II main study. In the main study higher estimates of reliability and construct validity would confirm these evidences more strongly.

Reliability estimates for SRMEI, GRAS, and DAS. The reliability coefficients were also determined for the other instruments used to take data for emotional intelligence, gender role attitudes, and marital adjustment in the phase II of pilot study. These instruments are indigenous Urdu versions and frequently used in indigenous studies. The reliability coefficients established for Gender Role Attitudes Scale are consistent with previously estimated evidences (Kamal & Saqib, 2004; Kalsoom & Kamal, 2020; Aziz & Kamal, 2015). Similarly, satisfactory reliability evidences were determined for Dyadic Adjustment Scale along with its subscales and these evidences are also in line with Naseer in (2000) and (Ahmed, & Iqbal, 2019; Kalsoom & Kamal, 2018) for total scores and for subscales also. The reliability estimates for emotional intelligence scale as total scores, for its subscales, and sub facets of these subscales are also sound and strong as validity evidence. These estimates are also consistent with the previously determined and reported estimates by (Kalsoom & Kamal, 2018; Khan & Kamal, 2010). The coefficients for total and for subscales for these measures were found quite high and satisfactory. Which proved sound evidences

for the internal consistency and stability of scores on the scales i.e., SRMEI, GRAS, DAS for overall and for subscales of these scales (see Table 5).

An important consideration was pertaining to the reliability of the DAS, it was found that one of the items (number 26) as part of the subscale of affectional expression found in dropping the reliability, stability of scores, and consistency of the overall instrument and in estimating the reliability as a subscale also. The value for alpha coefficients for total scale was found .80 including this item and by excluding this item the reliability turned out as .89. Similarly, for the subscale of affectional expression it turned out very low as .40. However, after excluding this item from the subscale it turned out very high till .70, which is far better than .40. Whereas, reliability of this subscale previously reported by Masood (2012) was also low (.50). On the other hand, during data collection while filling the Dyadic Adjustment Scale respondents also gave their verbal feedback. They expressed that this item is not culturally appropriate as it is related about the sexuality/ physical relationship (intercourse) of spouses. Moreover, through written comments by many respondents of this study, it was adequately evident that it is perhaps unethical to ask about the sexual relationship of a person with the spouses in the society of Pakistan. Due to the cultural traditions and religious believes, it is in general not acceptable for people to talk about their intimate relationship and sexuality openly in Pakistan.

Another observation was made regarding the response pattern on this item, all the women participants responded on this item and their response option was also into the right side i.e., on the desired option (*Yes*, instead *No*), as the items was dichotomous in nature. However, majority of the men respondents did not respond on this item and those who have responded, they opted the response option of *No*. Men also gave comments that it is very much personal and unethical to ask about their sexuality. Perhaps this reflects the indigenous view regarding the gender role attitudes in Pakistan which is more traditional (Sikandar et al., 2018). Due to all these factors it was felt that it might not be culturally appropriate item, which has effected the reliability of the overall scale and the respective subscale also. Therefore, after discussing this aspect with the subject matter experts it was decided to exclude this item from the scale for the main study. Further the coefficients of skewness and kurtosis for all the scales and

subscales were found in the acceptable ranges which explained the normal distribution of the data (see Table 5). Thus, results of this study established empirical support regarding the validity and reliability evidences for the instruments on the sample of married individuals to use further in this study.

Validity evidences for MPI and CSMMI through inter scale correlations.

The internal consistency of both the translated and adapted scales was further determined by the inter scale correlations among all the scales (see Table 6). These results suggested that there is a significant positive relationship between communication specific multitasking measuring instrument Communication Specific Multitasking Measurement Instrument and its subscale i.e., 1) general multitasking, 2) the Ability to Perform more than two Primary Task Simultaneously, & 3) the Ability to Perform Primary and Secondary Task Simultaneously with each other and with Multitasking Preference Inventory MPI, and with its two subscales, Gender Role Attitude Scales GRAS, and Dyadic Adjustment Scale DAS and its subscales. The significant but negative pattern of association was found between the Multitasking Preferences Inventory and with the sub facets i.e., Conscientiousness and Self-Confidence of the subscale of emotional intelligence (SRMEI). The negative association of Communication Specific Multitasking Measurement Instrument with Conscientiousness and the subscale of General Multitasking Ability was determined. The significant but negative relation was assessed with Conscientiousness, Perceived Self-Awareness, Self-Confidence and the subscale i.e., the Ability to Performs Primary and Secondary Task Simultaneously. A significant but negative relationship with Conscientiousness and Perceives Self-Awareness was also found for the sub facets of Self Report Measure of Emotional Intelligence Scale. However, weak but significant and positive relationships were found between emotional intelligence scale its subscales i.e., Emotional Self-Regulation, Emotional Self Awareness, and Interpersonal Skills with Multitasking ability, multitasking preferences, and marital adjustment on overall scores. Moreover, emotional intelligence as overall its subscales, marital adjustment scale overall its sub scales, and gender role attitudes were found significant and positively related with each other.

The relationship between self-report measure of emotional intelligence for overall scores and for subscales with marital adjustment total and with subscales, and with gender role attitudes scale were also in the expected direction. These findings are also consistent with the previous indigenous studies (Batool & Khalid, 2012; Batool & Ruhi, 2012; Masood, 2004; Masood, 2012) and with cross-cultural studies (Hasani et al., 2012; Zarch, Marashi, & Raji 2014). In all these studies the relationship of emotional intelligence with marital adjustment was in positive direction. Moreover, the association of communication specific multitasking measurement instrument and multitasking preferences with the emotional intelligence and with the subscales also consistent with the previously reported findings of (Gutierrez et al., 2016) who have studied the relationship between multitasking and emotional intelligence in the context of nursing job. These results further suggested that the relationship between multitasking preference and perceived multitasking ability is consistent with Conte and Jacobs (2003) and with (König et al., 2005) who have also stated a positive relationship of mental abilities with polychronicity significantly. These results have argued that polychronic people might prefer working on several things at a time because they found themselves to be adaptive in multitasking situations and contexts.

The findings of this study as a first effort served the purpose of providing convergence evidence for the relationship between multitasking preference and perceived multitasking ability measures also. This evidence was established on the cross sectional data collected from actual working and married individuals by employing the correlational research methodology using self-report measures. The studies conducted previously (Kirchberg & Roe, 2015; König & Waller; 2010; Poposki, Oswald, & Brou, 2009; Poposki & Oswald, 2010; Sanderson et al., 2013) were based upon the experimental and laboratory based research designs in which the aspect of trait like preference/ polychronicity and multitasking as behavioral were tested. However, these findings established the similar view as established from the findings of this study that both multitasking preference and perceived multitasking ability are related. However, based upon these evidences these relationships were assumed to be tested further with more in-depth approach (predictions through regression) in the main study involving hypotheses and model testing. Thus, in conclusion these findings established

the relationship of all the study variables in a desired and assumed direction, which has provided the empirical ground for reliability and validity for all the instruments. Subsequently data of this study was also analyzed to see mean differences in relation to the various demographic variables and the details of results are given below.

Group Differences across gender, age, education, monthly income, family system, profession, job experience, duration of marriage, number of children, transportation, and paid domestic help. Further, data trends on all these demographic variables through group differences were also tested. All these findings are salient in relations to the variables of this study in Pakistan specifically. As Gallup (2020) recognized that age, gender, financial conditions and empowerment, family structures impact for the social and living standards (divorce rates) of people in Pakistan.

Gender. In general women are perceived greater multitasker than men and it is the most commonly prevailing notion tested by various scholars (Morgn, 2014; Mäntylä, 2013; Ren et al., 2009; Richard, 2010; Szameitat, A. J., Hamaida, Y., Tully, R.S., Saylik, R., & Otermans, 2015) by employing qualitative and quantitative research methodologies in which inconsistent gender difference were observed on the ability to multitask. Therefore, considering gender as an important variable for multitasking preference and abilities. Independent sample *t* test data was analyzed and the results of this study (in Table 7) showed nonsignificant differences on the total scores of men and women respondents for MPI and CSMMI along with two subscales i.e., general multitasking ability and the ability to perform primary and secondary task simultaneously. These results are not consistent with the findings of (Kushniryk, 2008) suggesting that women are more likely to be engaged in multitasking activities than men. However, significant differences were found on the subscale i.e., the ability to perform more than two primary tasks simultaneously, the results showed that women were higher on the mean values than men respondents of this study. The results in (Table 7) were also consistent with the findings of (Offer & Schneider, 2011; Ruiz et al., 2015; Zaiceva & Zimmermann, 2011). These results are very important in context to the Pakistani culture where both urban and rural lifestyles exist and due to higher illiteracy rates more traditional gender roles (Sikandar et al., 2018) are prevalent and

this might be the reason behind the results on the subscale of perceived multitasking measure. As higher positive perception was reported by the women respondents and this might be related with the general practice and attitudes of Pakistani society in which women has to perform both paid and unpaid/domestic roles. In general, men do not share the domestic burden frequently. Therefore, these findings can be interpreted into the lens of these indigenous factors also.

Moreover, gender differences were also significant (see Table 7) on the gender role attitudes in which women were found holding higher egalitarian/ modern gender role attitudes than men. These results are similar with the previous findings of (Lewis & Giullari, 2005; Wise, Priess, & Hyde, 2010). Although the sample of the present study is representative of working married individuals and it is quite evident that gender role attitudes are in a transitional period where working married (both men and women) individuals are becoming more egalitarian. Similarly, over the past few decades gender role attitudes for men and women have become less traditional and this argument is also supported by the previous studies (Rogers & Amato, 2000; Spain & Bianchi, 1996). Moreover, women's attitudes have changed more than men's such that women hold more egalitarian attitudes (Twenge, 1997). The evidences cited above have also supported the findings of this study which exhibited higher modern gender role attitudes of married women than married men. In the context to the indigenous studies (Masood, 2004) reported nonsignificant gender differences on gender role attitudes. While Masood in (2012) also reported nonsignificant differences for gender preference and gender role attitudes among pregnant mothers. However, findings of another study (Aziz & Kamal, 2015) were in line with the results of this study in which higher egalitarian gender roles were reported among women than men respondents. Similarly, Çetinkaya and Gençdoğan (2014) also reported significant gender differences and women as compared to men reported higher modern gender role attitudes.

Furthermore, the results in (Table 7) exhibited non significant gender differences on the emotional intelligence of both men and women and these findings are consistent with the results of a recently conducted study (Meshkat & Nejadi1, 2017). These results also displayed non-significant differences on the marital adjustment across gender but these findings were not in line with the previous studies (Çetinkaya

& Gençdoğan, 2014; Giusta, Jewell & Kambhampati; 2011; Sullivan, & Gershuny, 2012) who have reported the significant gender differences regarding marital adjustment. However, the results of the present study are in line with few other studies (e.g. Allendorf & Ghimire, 2013; Anar, 2011) conducted on gender differences in relation to marital adjustment. However, regarding the results of this study one possible explanation might be the small sample size. There is a possibility of having an inherent coherence of perceptions regarding emotional intelligence and marital adjustment as majority of the participants were educated and working.

Age. Group comparison across age displayed non significant differences for multitasking preferences and perceived multitasking ability (Table 8) and these results were not in accordance with the previous studies reported that multitasking varies across age (Floro & Miles, 2003; Gronau & Hamermesh, 2008; Nygren 2014) significantly. The data was also analyzed for the two groups of participants across age in relation to gender role attitudes and significant differences were noted on gender role attitudes and emotional intelligence (see table 8), these results suggested that participant from the age group between 41-65 presented higher perception of emotional intelligence on the emotional intelligence scale and also displayed higher egalitarian gender role attitudes than the group of participants whose age ranged between 23-40 years. These results are not consistent with the previous findings of (Masood, 2004). While the results of this study are consistent with (Beyerlein, 2017; Khan & Kamal, 2010; Mokhtari & Enayat, 2011) suggested that age significantly related with gender role attitudes and participants of higher ages have higher egalitarian gender role attitudes. These results can be explained with the supportive argument derived from the traditional cultural perspective of Pakistan. In a traditional society culture due to authoritative developmental norms and upbringing patterns age of an individual is an important factor develop and explore emotional skills and gender-based attitudes. As the individual get financial and familial autonomy then the person may get more stable and independent in decision making also which impact the thinking pattern of that individual. Perhaps these factors also contributed in the perception and expression of emotional intelligence and gender role attitudes of married individuals in Pakistan.

Furthermore, significant differences (Table 8) were also observed on the subscale of emotional self-regulation and emotional self-awareness along with the sub facets of these subscales i.e., adaptability, emotional reactivity management, emotional stability, achievement drive, and self-awareness. While nonsignificant differences were found on the subscale of interpersonal skills and its sub facets i.e., empathy, sociability, and communication. These findings are consistent with the findings of previously studies (Khan & Kamal, 2010; Kumar & Muniandy, 2012; Shukla & Srivastava, 2016) suggested that higher age is significantly associated with higher level of emotional intelligence. Similarly, in another study Goleman (2004) examined the five elements of emotional intelligence are self-awareness, self-control, motivation, empathy and social skills and reported that emotional intelligence improves with age and consistent findings with this study were also demonstrated by (Yılmaz & Şahin, 2004).

Education. Education is a significant predictor and correlate for multitasking Floro and Miles (2003) and considering these evidences in relation to education group comparison was made and findings of the present study exhibited nonsignificant result (see Table 9) explaining that participants holding 16 and above years of education as compared to the 10 to 14 years of formal education have nonsignificant differences for multitasking preferences and perceived multitasking ability of married individuals. These findings are not similar with these studies (Hamermesh, 2008; Nygren, 2014). Education, experience, and exposure also effect in forming more flexible and modern approach towards gender role attitudes, therefor in the current study gender role attitudes were also studied in relation to levels of formal education. The finding of the present study found significant differences (see Table 9) on gender roles from the scores of participants who were having 16 and above years of education holding higher modern gender role attitudes than those of having 10 to 14 years of education. These findings are similar to the previous findings of these studies (Beyerlein, 2007; Fazeli, Golmakani, Tghipour, & Shakeri, 2015). The data was also analyzed for the two groups of participants across age on emotional intelligence and marital adjustment and nonsignificant differences were observed among the groups. These results are also pertinent in context to Pakistan where age impact the divorce patterns (Gallup, 2020) in a family and women reported higher divorce rates than men. Whereas, in general

Pakistan is on the lower level of literacy rates, especially for women education there are less opportunities and resources. On the other hand, there is a general observation that more traditional and conservative attitudes are prevalent regarding women education especially in the rural areas.

Monthly income. The findings of the present study also revealed significant differences from the two groups of monthly income for gender role attitudes and these results are consistent with the results reported by Masood in (2012). The significant group differences were observed on self-report measure of emotional intelligence (see Table 10), subscale of emotional self-regulations, and the sub facets i.e., adaptability, emotional reactivity management and emotional stability. However, nonsignificant differences were revealed on the subscales of emotional self-awareness and interpersonal skills and sub facets i.e., conscientiousness, achievement drive, self-awareness, perceived self-awareness, self-confidence, empathy, sociability, and communication. The findings revealed that the participants having higher monthly income showed higher egalitarian gender role attitudes and higher emotional intelligence than the group of participants having less monthly income. These results are consistent with the findings reported by (Shukla & Srivastava, 2016; Yılmaz & Şahin (2004; Yelkikalan et al., 2012). These findings are also consistent with (Zou & Tang, 2000) reflects that higher income is significantly related to egalitarian gender role attitudes than traditional gender role attitudes. The results have revealed non significant differences on multitasking and found in consistent with (Chang et al., 2010). Similarly, non significant differences were observed on marital adjustment and its sub scales in relation to personal monthly income of married individuals. To justify these findings in the socio-cultural context of Pakistan an insight can be drawn from a survey conducted by Gallup (2020) reported financial status, conditions, and empowerment is important factor for increasing divorce rates in Pakistan. Increasing role of women in workforce is another important factor to consider in relation to these results which reflects the changing gender role attitudes of people in Pakistan and may also impact the adjustment pattern in dyadic relations as (Ramzan et al., 2018) suggested that increasing working status of women in Pakistan is important for causing divorce status also. Because with education and financial empowerment women may get more informed and independent

about their rights and decision. Which is critical in the patriarchal and traditional social and institutional structures of Pakistan. On the other hand, relatively small size and non-equivalent groups may account for non significant results.

Family system. In the context to the collectivistic culture like Pakistan family system is very important to analyze in relation to marital adjustment of married individuals. Various scholars (Batool & Khalid, 2012; Muraru & Turliuc, 2013) have established the relation of family origin and family system with marital adjustment of married individuals. The results of independent sample t test computed on the data of this study showed significant differences on the total scores and on the three subscales dyadic consensus, dyadic satisfaction, and affectional expression for the participants living in joint family system than the participants who were living in nuclear systems (see Table 11). Married working individuals from joint family system showed higher marital adjustment for overall and for the sub scales i.e., dyadic consensus, dyadic satisfaction, and affectional expression. While, non significant differences were observed on dyadic cohesion. The results are persistent with the above cited evidences but contradictory to (Batool & Khalid, 2012) who found and reported non significant results and explained these differences among the two groups of joint and nuclear family system non impactful on the marital adjustment. The results in (Table 11) exhibited non significant differences of multitasking in relation to family system which means participants living in joint and nuclear family system did not have any significant effect on their perception of multitasking preference and ability. The relevant reason for these findings may be the sample size, education, and employment status of the participants. As majority of the respondents were employed and financially empowered which may have impacted their perception regarding adjustments in marital relationship. In context to Pakistani culture family is a great source of support and in case of residing in nuclear family system the support from in-laws and from extended family is available for house chores, to take care of kids, and older people at home.

Profession. Considering the variations regarding the professional requirements it was felt important to understand the role of profession in context to the variables of this study. Therefore, in relation to the various professions as demographic variable group differences for perceived multitasking ability and multitasking preferences

revealed that the groups of participants holding the job (nursing, doctors, engineering, & government employees) were higher on the preference for multitasking as compared to the group of participants who were holding the job of university teaching (see Table 12). These findings are in accordance with the findings of Tinsley (1998) who have found that American managers were more polychronic than Germans and Japanese managers. Similarly, Floro and Miles in (2003) suggested that polychronicity and multitasking depends on a variety of economic, demographic, and social factors.

Employment status is one of them and found fully employed people are more likely to pursue simultaneous goals than the unemployed or part-time employed. In the context of current findings, it is evident that nurses, doctors, engineers, and government employees might be performing more demanding and pressured jobs where they have to manage diverse task with in the specific time frame of daily routine as compared to the university teaching which might be more flexible job for time pressures. These findings are also similar with (Chang et al., 2010). Non significant findings of this study were observed with reference to the various professions in relation to gender role attitudes among university teachers and the other group of respondents (see Table 12). These findings were not consistent with the previous findings of (Fazeli et al., 2015; Zhang, 2006). Moreover, non-significant differences were also observed on marital adjustment and emotional intelligence across various professions. The reason for these results might be a small and nonequivalent group of samples across professions. Moreover, again the financial and employment status of married individual are important especially in relation to working women residing in Pakistan.

Job experience. The results on the data of two groups in relation to years of job experience was also analyzed and significant differences were observed on the self-report measure of emotional intelligence (see table 13). These results suggested that participants who were having the job experience between 16-25 years exhibited higher emotional intelligence, higher level of emotional self-regulations, and higher levels on the sub facets i.e., emotional reactivity management and emotional stability as compared to the participants who were having the job experience between 1-15 years. These findings are similar in nature and consistent with previous studies (Jafri, Yaacob & Shah, 2011; Kumar & Muniandy, 2012; Shukla & Srivastava, 2016). However, on

the subscales i.e., emotional self-awareness and interpersonal skills along with the sub facets i., adaptability, conscientiousness, self-awareness, perceived self-awareness, self-confidence, empathy, sociability, and communication non-significant differences were displayed among the two groups in relation to the years of job experience. Furthermore, the results in (Table 13) indicated non-significant differences on egalitarian gender role attitudes, marital adjustment, multitasking preferences, and perceived multitasking ability in relation to job experience of respondents of this study.

Duration of marriage. Due to the collectivistic socio-cultural context families in Pakistan are well knitted, members are closer to each other and not only share their own emotions, but they may have to understand the emotions of others also. In the context of present study significant differences were observed on emotional intelligence among the two groups of participants who were married since 16 – 25 years than those who were married since 1- 15 years (see Table 14). Significant differences were also observed on the subscale of emotional self-regulation, emotional self-awareness, and interpersonal skills, and on the sub facets i.e., emotional stability, self-awareness, and communication. However, non significant differences were observed on the sub facets i.e., emotional reactivity management, conscientiousness, achievement drive, adaptability, self-confidence, empathy, perceived self-awareness, and sociability. These results are consistent with the previous studies in relation to marital adjustment and emotional intelligence indicated consistency with the findings of present study as (Batoool & Ruhi, 2012; Batoool & Khalid, 2012) reported the similar line of results. These results are important in the socio-cultural context of Pakistan where higher divorce rates are causing concerns for social scientists.

Number of children. Presence of children, and number of children along with the age of a youngest child are also important factors in relation to the marital adjustment as reported by (Batoool & Khalid, 2012; Shanavas & Venkatammal, 2014) also. They have found non significant differences for duration of marriage and number of children in predicting emotional intelligence and marital adjustment. In relation to number of children the results of this study also showed consistent findings as displayed non-significant differences across number of children in relation to marital adjustment. Similarly, from these results it was also observed that number of children has no

significant effect on the gender role attitudes, multitasking preferences, and perceived multitasking ability of married individuals. The reason for these results might be a family system in which these married individuals were residing as joint family system considered as a source of social and family social support for married individuals especially in the presences of children and toddlers.

Transportation. Multitasking, emotional intelligence, and Gender role attitudes were also investigated among the two group of participants who were having their person transport than those who were using public transport. The result suggested that the group of participants having personal transportation showed higher modern gender attitudes (see Table 15). The explanation for these results might be that, the participants were educated, employed and most of them were self-drivers. In a traditional society of Pakistan self-reliance and independence is still perceived as deviance of social norms especially for women. And it is also evident that most of the wage earners employed women are not allowed to drive alone by the male authority. The reason might be having higher traditional attitudes about gender roles. Another finding from the similar group (transportation system) was determined on the dyadic adjustment scale, showed nonsignificant differences among the same two groups of participants, but the means values were higher among the group of participants who were having their personal transportation (see Table 15). However, significant differences were observed on the two subscales i.e., dyadic consensus among the group of participants who were availing public transport than who were having their personal transport, and higher affectional expression was exhibited among the group of participants who were having their personal transport than those of availing public transport. The reason for these findings might be the economic empowerment that is essential for decision making of individuals.

Paid domestic help. In the context of Pakistani society paid domestic help and support is readily available for minimal wage. As the resources increases time poverty might also increases due to the multiplicity of paid/unpaid roles and pressures of these roles. Therefore, to manage the domestic responsibilities paid help/assistant is the most common practice in Pakistan. For this reason, the data was also analyzed for the two groups of participants who were having full time assistance for household and who

were having no assistance for household as paid domestic help. The findings suggested that participants who were having full time paid domestic help for house chores showed higher modern gender role attitudes than the group of participants who were having no paid domestic help for house chores (see Table 16). These results are the clear evidences of the prevailing gender role attitudes that, married individuals having no assistance for house chores are holding more traditional and less modern gender role attitudes as believers of traditional household management, that is not share by anyone else and even by male spouses, rather it is considered as the responsibility of female spouse to perform the house chores irrespective of being employed. But another indigenous reason for these findings might be a joint family system in which social support and help is available for married working individuals. The role of other family members like grandparents are important for people having children especially younger preschoolers.

Group differences in relation to paid domestic help on marital adjustment was found significant in the same group and the differences were significant for those who were having no assistance than the group having fulltime paid help for horseshoes. The results showed that the group of participants having no paid help for house chores had higher marital adjustment than the group of individuals who have full time assistance for house chores (see Table 16). Which showed that the traditional way of thinking of these individuals and traditional gender role attitudes, which is related with having higher marital adjustment. As (Hengstebeck, 2013) reported that gender roles are related to the marital satisfaction while (Marks et al., 2009) also reported that non-traditional allocation of housework is likely to promote egalitarian attitudes within the family. Furthermore, these results disclosed that there were nonsignificant differences for both the groups on multitasking and emotional intelligence. And these results were in consistent with (Bianchi & Milkie, 2010; Bianchi & Wight 2010; Offer & Schneider, 2011) reported multitasking or combing two or more activities frequently by the married individuals. But importantly in context to collectivistic social and familial system of Pakistan, role of homemaker is central to perform house chores. Because no matter what so ever the case is, women are considered more responsible for house hold and child up bringing in a common practice. Although, the traditional thinking patterns

are changing and men are also playing their role in breaking the traditional conservative boundaries and decategorizing the rigid norms of the society. Overall, the possible reason for the non significant group difference might be a small sample size of this study and non equivalency of these sample groups. Holistically, all the results obtain from the mean differences in relation to demographic variables provided the preliminary understanding and direction to study these patterns in the main study on the larger data set.

Conclusion

The results of this study have generated quite sound psychometrics of both the translated and adapted scales of multitasking, hence satisfactory and allowing the two translated Urdu visions of these two multitasking scales i.e., MPI and CSMMI to be used further in the main study. These evidences ensured the authenticity of translation procedures adopted in this study. Furthermore, these results have also suggested that the factorial validation of these scales through Exploratory Factor Analyses (EFA) on the data of married individuals, to further ensure and verify the construct validity evidences of these translated and adapted scales. Additionally, results of group comparisons for mean differences provided preliminary evidences to test hypotheses in relation to demographic variables in the study II on the larger data collected from the married individuals as working men, working women, and housewives.

VALIDATION, NORMS DEVELOPMENT, AND TESTING OF MODERATED MEDIATION MODEL

Study II of the present research was conducted to further validate the two translated and adopted measures of multitasking. The broader aim of this study was three-folded, first to confirm the factorial validity models (explored in study I) of both translated and adapted scales of multitasking. Second, to test the hypotheses based on the relationship among study variables (i.e., emotional intelligence, multitasking preferences, perceived multitasking ability, gender role attitudes, and marital adjustment) and hypothesis based on the direct effects of emotional intelligence and perceived multitasking ability on the marital adjustment. Subsequently to test the newly proposed and first time developed moderated mediational model. Third, to test the hypotheses of group differences in relations to the various demographic variables of this study. These aims were achieved in two phases. The details are written in subsequent sections.

Phase I: Construct Validity Through Factorial Validity of MPI and CSMMI

The specific objectives of this phase are mentioned below:

1. To confirm the factorial structures of translated and adapted measures through Confirmatory Factor Analysis.
2. To assess factorial structures of translated and adapted measures across the three different groups (working married men, working married women, & housewives) of sample.
3. To establish the norms for the translated and adapted version of Multitasking Preference Inventory along with its two subscales (Preference to Multitask & Preference to Monotask) on the overall data of married individuals (working men, working women, & housewives) in Pakistan.
4. To assess convergent validity through intra and inter scales correlations among Multitasking Preference Inventory with its two subscales i.e., Preference to

Multitask and Preference to Monotask, and Communication Specific Multitasking Measurement Instrument with its subscales i.e., General Multitasking Ability, The Ability to Perform Two or More than Two Primary Tasks Simultaneously, and The Ability to Perform Primary and Secondary Tasks Simultaneously.

5. To establish the contrasted group validity of Multitasking Preference Inventory its two sub scales Preference to Multitask and Preference to Monotask and Communication Specific Multitasking Measurement Instrument and its three sub scales General Multitasking Ability, The Ability to Perform Two or More than Two Primary Tasks Simultaneously, and The Ability to Perform Primary and Secondary Tasks Simultaneously among married individuals.
6. To assess convergent validity through inter scales correlations among Multitasking Preference Inventory, its subscales, Preference to Multitask and Preference to Monotask, Communication Specific Multitasking Measurement Instrument, its subscales, General Multitasking Ability, the Ability to Perform Two or More than Two Primary Tasks Simultaneously, and the Ability to Perform Primary and Secondary Tasks Simultaneously, Self-Report Measure of Emotional Intelligence, its subscales Emotional Self-Regulation, Emotional Self-Awareness, and Interpersonal Skills, and sub facets of these three subscales Adaptability, Emotional Reactivity Management, Emotional stability, Conscientiousness, Achievement Drive, Self-Awareness, Perceived Self-Awareness, Self-Confidence, Empathy, Sociability and Communication, Dyadic Adjustment Scale, and its subscales, Dyadic Consensus, Dyadic Cohesion, Dyadic Satisfaction, and Affectional Expression and Gender Role Attitudes Scale.

Method

In order to achieve the objectives of this study. Details of the method followed are written in the relevant sections of the current study.

Sample

A sample of 870 married individuals (working men = 328, working women = 300 & non-working/housewives = 222) was selected. Purposive convenient sampling technique (like Study I) was employed to collect the data. The inclusion criteria for the participants was similar to the study I i.e., married living with their spouses and having children (minimum one). Widows, single, separated, divorced individuals were not included in the sample of this study. Information regarding their demographics (gender, age, education, work experience, profession, duration of marriage, family size, family system, number of children, family/personal income etc.) was also taken on the demographics information sheet (see Appendix Aii). All the married working individuals (men and women) both were approached at their respective workplaces located in the different cities of Pakistan. However, to collect the data from housewives they were approached at their residencies. The demographic description of the sample is presented in the Table 17 with respective frequencies and percentages.

Table 17

Description of all the Demographic variables of the sample (N = 850)

Variables	Frequency	%	Variables	Frequency	%
Gender			Nature of Job		
Male	328	38.6	Teachers	244	33.8
Female	522	61.4	Doct, Nur, & Managers	212	22.4
Work Status			Government employees	128	12.0
Working men	328	38.6	Housewives	222	24.6
Working women	300	35.3	Missing	44	5.2
Housewives	222	26.1	Nature of organization		
Age in years			Government	283	34.4
23 to 40	627	76.4	Semi-government	146	17.8
41 to 60	194	23.6	Private	172	20.9
Missing	29	3.4	Housewives	222	27

Continued...

Variables	Frequency	%	Variables	Frequency	%
Education			Missing	27	3.2
Up to Graduation	287	36	Job experience		
Masters	300	37.6	1 to 15 years	432	72.8
MPhil & PhD	211	26.4	16 to 35	161	27.2
Missing	52	6.1	Missing	35	4.0
Duration of marriage			Housewives	222	27.0
1 to 5 years	321	39.5	Family system		
6 to 15 years	312	37.7	Joint	357	49.0
16 to 45 years	180	18.4	Single	372	51.0
Missing	37	4.4	Missing	121	14.0
Number of children			Age of last born		
1 child	297	36.5	1 month to 1 years	195	27.3
2 children	212	26.1	1.1 year to 3 years	242	30.7
3 children	158	18.4	3.5 year to 10 years	173	20.5
4 to 9	146	15.0	11 year to 30 years	140	14.8
Missing	37	4.0	Missing	100	6.7
Spouse nature of job			1 to 16	130	28.8
Government job	147	22.3	17 to 21	321	71.2
Teachers	70	10.6	Missing	247	44.3
Doctors/ nurses	27	4.1	Housewives	222	27
Personal/private	84	4.2	Personal income		
Housewives	230	34.9	10,000 to 50,000	255	46.8
Missing	192	22.6	52,000 to 110000	208	38.3
Transportation			120,000 to 1500000	82	15
Personal car	394	49.4	Missing	83	4
With spouse/ company	81	10.2	Housewives	222	27
Public transport	192	24.1	House chores		
Missing	67	8.4	(cooking, cleaning, washing)	470	55.8
Paid domestic help			Kids assistance	228	27.1
Part time help	117	14.1	Help spouse/others	40	40.2
Full time help	304	36.7	Grocery & personal care	43	40.7
No help	408	49.2	No work at home	61	7.2
Missing	21	2.5	Missing	8	.9
Spouse working hours			Ethnicity		
5 to 7	146	22.2	Federal	240	40
8 hours	144	22	Punjab	260	44.8
9 to 12	173	16.8	KPK, Sindh, AJK, & Baluchistan	237	24.2
Missing	165	12	Missing	113	22
Housewives	222	27			
Job hours			9 to 12 hours	116	19.1
5 to 8 hours	462	49.0	Housewives	222	27.0
Missing	50	4.9			

Table 17 shows initial descriptive analyses, in which the whole data was analyzed to get demographic distribution of the sample and reported with respective frequencies and percentages. The overall sample of women was higher than men however, the sample of married women was further divided into two categories i.e., married working women and housewives. Higher number of participants were holding master degrees and employed in the government sector organizations. Similarly, higher number of participants were employed as university teachers than other professions. The other demographic details are given above in the table.

Instruments

In order to achieve the above stated objectives of Phase I and to study all the variables i.e., multitasking preferences, perceived multitasking ability, gender role attitudes, emotional intelligence, and marital adjustment. All the indigenously reliable and validated instruments along with demographic information sheet (see details in instrument section of study I) were administered to collect the data from married men and women both working and housewives. The details of these instruments are similar as reported in the Study I. All the procedures of data collection for this study were also similar followed in Study I (see details in procedure section of Study I).

Procedure

Procedure for the study II was same as followed in the study I (see procedure in Study I, p.75).

Conceptual and Operational Definitions of study Variables. In order to achieve the objectives of this study all the variables were operationally defined as followed:

Multitasking Preference. Conceptually defined as accomplishing multiple-task goals in the same general time period either simultaneously or by engaging in frequent switches between individual tasks (Poposki & Oswald, 2010), in the present research multitasking has been studied from two aspects i.e., people's preference for multitasking and perceived multitasking ability as people perform two or more tasks simultaneously (Kirchberg & Roe, 2015). The respondent's score on the translated

versions of Multitasking Preference Inventory MPI were their multitasking preferences. High scorers feel higher positive attitudes towards multitasking whereas low scorers have less positive attitude towards multitasking. The two components of this scale preference to multitask and preference to monotask are considered as the performance of multitasking and monotasking on these two components as subscales of this scale.

Preference to Multitask. It refers to an individual's preferences to multitask and in the current research study it is examined through a subscale Preference to Multitask. Higher scorers were very much inclined towards higher multitasking while low scorers were less inclined towards multitasking.

Preference to Monotask. It refers to an individual's preferences to Monotask/ single task and in this research, it is investigated through the subscale Preference to Monotask. Higher scorers were very much inclined towards higher monotask (performing single task at a time) while low scorers were less inclined towards single task.

Perceived multitasking ability. Respondent's scores on the translated version of Communication Specific Multitasking Measurement Instrument CSMMI developed by Kushniryk (2008) were considered as the perceived multitasking ability of married individuals. In the present study high scores exhibited higher perceptual ability to multitask while low scorers exhibited less perceptual ability to multitask. Similarly, respondents scores on the three components of this scale were considered as the subscales i.e., general multitasking ability, the ability to perform two or more than two primary tasks simultaneously, and the ability to perform primary and secondary task simultaneously of this scale respectively.

General Multitasking ability. It refers to the general perception of respondents about multitasking ability. In the present study high scorers expressed higher positive perception about their capability of performing multiple tasks at a time whereas low scores exhibited less positive perception of having the capability of performing multiple tasks.

Ability to Perform Two/ More Than Two Primary Tasks Simultaneously. It is the perception of respondents of this study about their capability to perform two or more than two primary tasks at once. High scores displayed higher positive perception of

their ability to perform two or more than two primary tasks at a time while low scores displayed less positive perception about their capability to perform two or more than two primary tasks at a time.

Ability to Perform Primary and Secondary Tasks Simultaneously. It is the perception of respondents of this study about their capability to perform primary and secondary tasks at a time. High scores displayed higher positive perception of their ability to perform primary and secondary tasks at a time while low scores displayed less positive perception about their capability to perform primary and secondary tasks at a time.

Gender role attitudes. Traditional gender role attitudes reflect where women are relegated to the house wife and mothers and are viewed weak, vulnerable in need of protection and deserving of special respect man as the provider, final authority. On the other hand, modern gender role attitudes hold believe in role sharing rather than role differentiation between sexes (Anila, 1992). However, in the present study the respondent's scores on the Gender Role Attitude Scale (GRAS Kamal & Saqib, 2004) were considered as the modern/egalitarian and traditional gender role attitudes of married working men, women, and housewives collectively.

Emotional intelligence. The ability to recognize, understand, and manage, one's own emotions is generally considered emotional intelligence Goleman (1995). However, in the present study the respondent's scores on the Self-Report Measure of Emotional Intelligence SRMEI (Khan & Kamal, 2010) were considered as emotional intelligence of married working men, women, and housewives collectively. Similarly, respondent's scores on the three components i.e., Emotional Self-regulation, Emotional Self-awareness, and Interpersonal Skills and eleven subcomponents i.e., Adaptability, Emotional Reactivity Management, Emotional Stability, Conscientiousness, Achievement drive, Self-Awareness, Perceived Self-Awareness, Self-Confidence, Empathy, Sociability and Communication of these three components were considered as the subscales/subcomponents of these subscales.

Emotional self-regulation. It refers to the regulation of one's own emotions. In the present study higher scores exhibited higher positive perception about regulating their own emotions across contexts and low scorers exhibited less positive perception

of their emotional regulations across contexts. It included the self perception of, emotional stability, conscientiousness, adaptability, emotional reactivity management, and achievement drive.

Emotional self-awareness. It refers to the awareness of one's own emotions. It includes the self-awareness, perceived self-awareness, self-confidence of an individuals as a skill and ability. In the present study present study high scores displayed higher positive perception about the self-confidence and emotional awareness while low scorers displayed less positive perceptions of one's own emotions and confidence.

Interpersonal skills. It includes the different skills of an individual's empathy, sociability and communication are the three important skills included in it. In the present study high scorers displayed higher positive perceptions about their ability to empathize, communicate, and socialize with others and low scorers displayed less positive perceptions about their ability to empathize, communicate, and socialize with others across contexts.

Marital adjustment. Spanier and Cole (1987) are of the opinion that marital adjustment is a progression in dyad and it is the assessment of an individual related to the experience of marital relation. They included four aspects of marital adjustment as dyadic cohesion, dyadic consensus, dyadic affection, and dyadic satisfaction. However, in the present study the respondent's scores on overall and on the subscales of Dyadic Adjustment Scale (DAS) translated by Naseer in (2000) were considered as marital adjustment of married working men, women, and housewives collectively.

Dyadic cohesion. It references to the mutual unity and consistency between the spouses. In the present study high scorers expressed higher positive perception about mutual consistency about their marital relationships and low scorers displayed less positive perception about having mutual unity in their marital relations.

Dyadic consensus. It refers to the harmony and agreement in the marital relationship. In the present study high scores displayed higher positive perception about the harmony in their marital relation and low scores displayed less positive perception about the harmony in their marital relations.

Dyadic affection. It refers to the expression of mutual love and affection of husband and wives. In the present study high scores displayed higher positive

perception about the mutual love and fondness about their marital partners as (husband and wives) whereas low scores displayed less positive perceptions about the mutual love and affection.

Dyadic satisfaction. It refers to the contentment and fulfillment in the marital relationships. In the present study high scorers disclosed higher positive perception about the relationship fulfillment and about their spouses (as husband and wives) while low scorers exhibited less positive perception about the contentment in their marital relationship.

Descriptive analysis for all the instruments used in this study. In the first phase of this study data was analyzed to estimate the construct validity of the two translated, adapted, and empirically validated scales along with other scales used in this study. For this purpose, estimates of reliability coefficients through alpha correlation coefficients, intra scale and inter scales corrections were employed to establish the convergent validity and to see the relationship among all the study variables.

Descriptive statistics and reliability estimates. In order to draw more reliable conclusions descriptive statistics of the sample is the most appropriate way to start with therefore, initially Mean, standard deviations, skewness, kurtosis, alpha coefficients and following Study I reliability coefficients through Spearman Brown formula were estimated for the subscales comprised two items as recommended by (O'Brien et al., 2008; Yang & Green, 2011). Potential and actual ranges of these scales along with subscales have been calculated on the data collected for this study and results are reported in Table 18.

Table 18

Descriptive Statistics and Alpha Reliability for all the scores on Scales, Subscales, and Sub Facets of all the Study Variables (N = 850)

Variables	<i>k</i>	<i>A</i>	<i>M</i>	<i>SD</i>	Range		Skewness	Kurtosis
					Potential	Actual		
MPI	14	.80	41.44	6.68	14-70	14-67	-.34	.03
PMul	7	.84	20.64	5.23	7-35	7-34	-.20	-.33
PMono	7	.74	20.79	6.14	7-35	7-35	.03	-.69
CSMMI	19	.82	55.15	9.49	19-95	19-83	-.29	.27
GMA	7	.75	20.81	4.99	7-35	7-35	.01	-.29
APTPTS	10	.76	29.11	6.38	10-50	10-47	-.23	-.17
APPSTS	2	.75	5.23	2.15	2-10	2-10	.32	.82
SRMEI	60	.92	203.32	30.37	60-300	81-121	-.53	-.67
ESR	27	.93	87.35	20.85	27-135	41-132	-.02	-.99
ADP	8	.80	24.98	6.68	8-40	9-40	-.14	-.85
ERM	6	.82	19.24	5.97	6-30	6-30	-.22	-.90
ES	6	.85	19.10	6.16	6-30	6-30	-.13	-.91
CON	3	.65	11.72	2.13	3-15	5-15	-.64	.22
AD	4	.66	12.29	3.28	4-20	5-20	.00	-.45
ESA	21	.73	102.00	71.10	21-105	41-102	-.02	-.03
SA	9	.73	28.24	6.36	9-45	10-44	-.00	-.39
PSA	8	.70	28.69	4.26	8-40	15-40	-.11	.03
SC	4	.65	14.16	2.58	4-20	4-20	-.35	.30
IPS	12	.73	44.85	5.59	12-60	23-59	-.20	.12
EMP	4	.65	13.59	2.27	4-20	6-20	-.17	.16
SOC	4	.68	16.00	2.48	4-20	7-20	-.46	.08
COM	4	.66	15.25	2.50	4-20	7-20	-.27	.06
DAS	26	.90	95.66	18.4	0-131	29-129	-.41	-.55
DCON	11	.87	41.31	8.83	0-55	8-55	-.67	.36
AEX	2	.72	7.71	2.00	0-11	0-10	-.92	.61
DCOH	8	.79	16.09	5.77	0-24	1-24	-.32	-.18
DSAT	5	.79	30.54	6.61	0-40	9-40	-.53	-.67
GRAS	30	.80	95.96	13.64	30-150	52-146	.45	.82

Note. SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability; ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = achievement drive; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; AEX = affectional expression; DSAT = dyadic satisfaction; DCOH = dyadic cohesion; CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; PMul = preference for multitask; PMono = preference to monotask.

Table 18 shows the descriptive statistics for the data of main study of this research, which indicates actual and potential ranges of the scores on the scales, subscales, and sub facets of the subscales. Indices of skewness and kurtosis show normal distribution of the data which is within the range +1 & -1 as per the criteria given by Pallant (2013). Results of alpha reliability coefficients indicate the degree of consistency and homogeneity for the constructs (i.e., multitasking preferences, and perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment) of the present research. Alpha values for all the scales used for the construct fall within the acceptable range .75 to .92, thus acceptable as per the criteria given by Pallant (2013). Similarly estimates of alpha reliability for all the subscales range between .70 to .90 which is also considered as acceptable indices for internal consistency and stability of scores on the subscales of all the scales used in this study.

Construct validity of translated adapted scales (MPI & CSMMI) of multitasking. The logical relationship between the variables reflects that the operational definition of a variable truly replicates the theoretical relations of a concept. In this sense construct validity is the degree to which interpretations are rationally made from the operational procedures in a study to the theoretical constructs on which that procedures are based (Walden, 2012). Though exploratory and confirmatory analysis techniques are frequently used for construct validation of translated adapted instruments in conducting cross-cultural studies and to compare several groups as very recently Swami and Barron (2019) have suggested this approach across different sample groups for EFA and CFA, respectively. In that comparative examinations the investigator guarantees that the measurement similarly assesses the same construct in diverse populations, and thus ensures the assumption of measurement invariance (Borsa et al., 2012). The factorial structure of the instrument is restricted in advance and the investigator simultaneously measures the similarity of structural parameters in the several groups (Byrne, 2001). Keeping all these evidences in mind the construct validity of MPI and CSMMI was also established through factorial validity on all the items of these two scales for overall data and for three groups of samples separately. Confirmatory factor analyses CFAs were applied on the factor structures of MPI and CSMMI estimated through EFAs in study I of this research.

Estimation of factorial validity of MPI through CFAs. In order to achieve the first objective of Phase I of this study, validity of the two translated and adapted

measure i.e., MPI was further assessed through factorial validity i.e., CFA on the factor structure explored in the study I through EFA. Validity of the scales was established through employing EFA and then CFA methods as suggested by (McMurtry & Torres, 2002; Titlestad, et al., 2017). Therefore, CFA was estimated for MPI on the larger data collected for this study and results are presented below in the Table 19.

Table 19

Model Fit Indices for Confirmatory Factor Analysis of MPI on the Overall Sample of Married Individuals (N=850)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
MPI-M1	294.20	76	3.87	.95	.05	.95	.94	.95

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

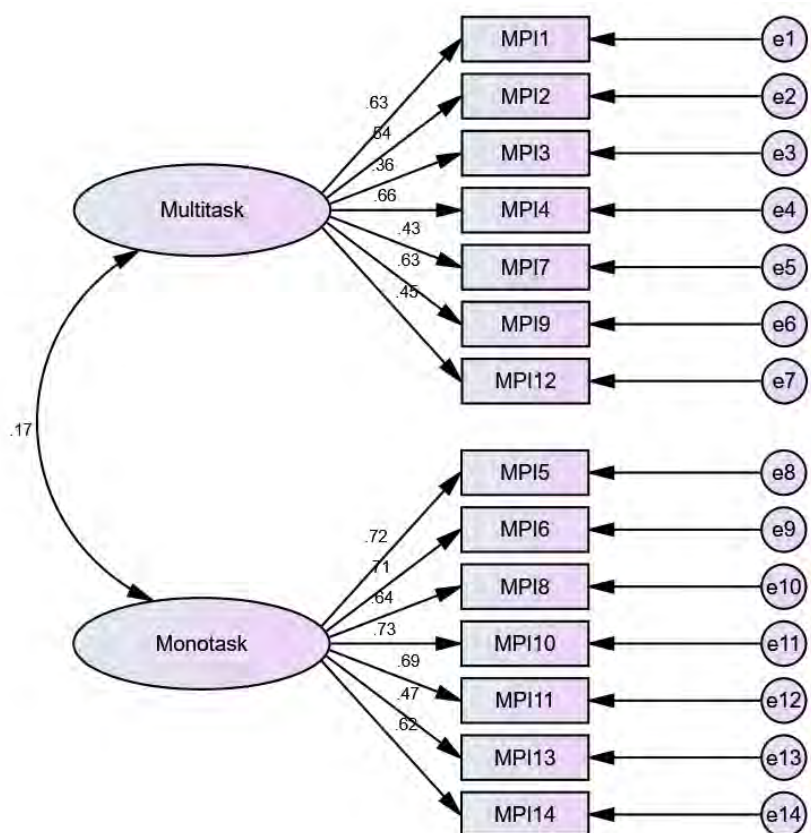


Figure 4. Model 1 for MPI on the Overall Sample of Married Individuals (14 items)

Table 19 shows an estimation of the fit indexes of MPI model tested for the overall data of married working men, women, and housewives as collective sample.

The Measurement model was developed and tested through the Analysis of Moment Structure (AMOS Graphic 22) Statistical Package Version 22. Model fit are in the acceptable ranges following Kline's (2005) criteria on confirmatory factor analysis (CFA) and by following the general guidelines for evaluating the acceptability of a model (Hair, Black, Robin, & Anderson, 2009) also. The present study reported traditional chi-square values (Byrne, 2001; Byrne, 2013), the associated degree of freedom (df), root mean square of approximation (RMSEA) representing absolute fit measure of comparative fit index (CFI) as incremental fit measure and lastly normed fit index (NFI). All the fit indices given above demonstrated that the model fitted well for M1 as two factors (two dimensional) construct unlike to the originally tested model by Poposki and Oswald (2010), which was developed as uni-dimensional. Model fit indices were achieved without adding any error covariances among the items of the multitasking preference instrument. All the factor loading (Figure 4) for 14 items of MPI are also into the acceptable range of (.36 to .72). The factor loadings of 14 items based on the criteria greater.32 (Tabachnick & Field, 2013). However, the correlation among the two components/ factors is quite low (.17) which is also below the criteria of .32. Overall, these results have provided the sound validity evidences for the measure MPI.

In variance testing through (CFA) for MPI and CSMMI across three different sample groups. Researchers often equates different groups on psychological variables. This is fundamentally an important method in cross-cultural research, when a measure/ test that has been established to show adequate level of psychometric properties in one cultural group is translated and administered to another culture and group of people. While making comparisons in various groups a researchers often assume that the instrument examine the same psychological construct in all groups, CFA models are often run with single/overall sample data collected from a population to test that either the items of a scale encompass good indicators of a given latent construct (Milfont & Fischer, 2010) for the overall sample data or across groups. In comparing groups, a postulation is made that the mesasure (e.g., scale, tool) studied the same psychological construct in all groups. However, if the comparisons are valid and differences/similarities between groups can be interpreted meaningful way. On the

other hand, if the comparisons are not valid across groups in a data than contrasts and explanations made may not be meaningful. For this purpose, an investigator explicitly evaluates the measurement variance across groups (invariance) and the most used method for evaluating this invariance is equivalence to differentiate between various levels of equivalence (Chen, 2008; van de Vijver et al., 2015) through testing the similarity/differences of item functioning across groups.

Moreover, testing of invariance in cross cultural research member of different groups like men and women attribute similar meanings to the given instrument (Fischer et al., 2009; Gouveia, Milfont, Fonseca, & Coelho, 2009; Milfont, Duckitt, & Cameron, 2006; Milfont & Fischer, 2010). In a recent study (Chen, Dai, & Gao, 2019) established the unidimensional self efficacy measure for the overall sample and similarly items of this measure were also tested for the invariance across gender and education levels of the participants. While regarding the dynamic construct of multitasking Mantyla (3013) suggested gender differences for multitasking should be interpreted carefully and thoughtfully. The empirical evidence for gender differences might have been reported extraordinarily which suggested invariance in multitasking across gender (Strayer, Ward, & Watson, 2013), while individual differences in executive attention most likely underlying the ability to multitask (Strayer & Watson, 2012).

A substantial prerequisite for producing high quality data through creating a sound process of test translation and adaptation in which benefits to confirm that measures are sensitive to local background disparities while remaining equivalent across groups (Swami & Barron, 2019). Investigators using an EFA-to-CFA approach in estimating the extent to which scores on translated measures are truly invariant across groups. Establishment of measurement invariance is an important way to be accomplished before comparing latent scores (mean comparisons) on a particular construct across groups. Therefore, to examine the degree to which a measure is invariant across groups (i.e., the response to individual items can be explained by the same latent factors) CFA (Chen, 2008) as a multi-group invariance method should be investigated at the configural level.

Configural invariance concludes that the number of latent variables and the pattern of loadings of latent variables on indicators are similar across groups which

means the unconstrained latent model should fit the data well in all groups (Marsh et al., 2009; Swami & Barron, 2019) before comparing these groups through further statistical techniques such as mean differences across these groups. Considering these evidences in context to the present study CFA models across different groups of married individuals were estimated to test the variance across groups for the latent construct of multitasking. Meanwhile the highlighted gender variations for multitasking through literature review (given in chapter 1 of this research) also established the need to assess invariance and to test the functionality of items of MPI and CSMMI across groups. Therefore, different CFA models across sample groups of married working men, married working women, and housewives were assessed for MPI and CSMMI respectively.

Confirmatory factor analysis of MPI for the sample of married working men. In order to established the construct validity for the Multitasking Preference Inventory across three different sample groups separately developed measurement models were tested. For this purpose, M2 was developed and tested in AMOS graphic for the sample of married working men. Results of all the fit indices are reported in the Table 20 and the figure of this measurement model along with factor loading for all the 14 items of MPI is given below as figure 5.

Table 20

Model Fit Indices for Confirmatory Factor Analysis of MPI on the Sample of Married Working Men (N= 328)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
MPI-M2	184.21	76	1.95	.95	.05	.93	.92	.94

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

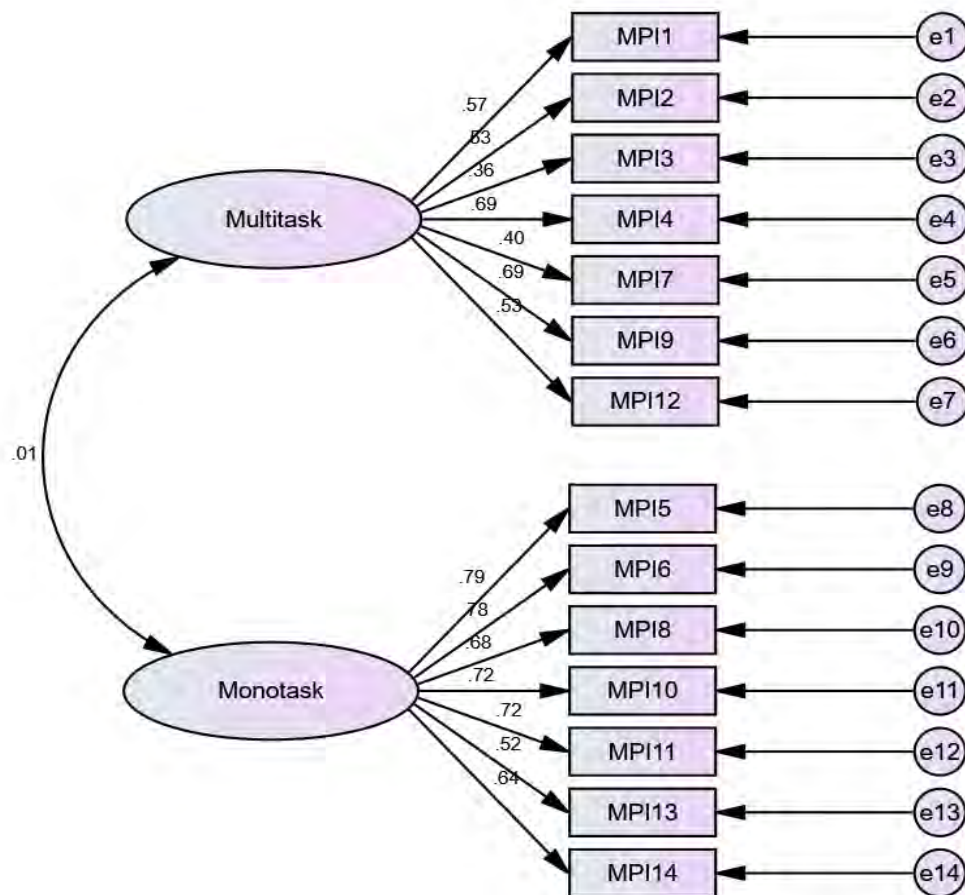


Figure 5. Model 2 for MPI on the Sample of Married Working Men (14 items)

To observe the invariance in the scale a separate model was tested and the results of M2 shows model fit indices for married working men these results have suggested that the model is well fitted as two dimensional across the sample group of married employed men as well. All the indices given in the (Table 20) are also in the acceptable range. These results have illustrated that multitasking preference inventory has emerged as two factors measure on the data of married working men. Although these results have

confirmed the new and different factor structure from the original version of MPI reported by the author of the instrument. In model 2 fit indices were also obtained without adding any error covariance among the items of MPI. Range of factor loading for all the items as two-dimensional construct are also in the similar line as established for the overall sample in model 1. Factor loading in Figure 5 for the second factor/dimension of MPI i.e., monotask preference are relatively higher than the first factor i.e., multitask preference. However, there are only slight variations in the loadings against all the 14 items for the two dimensions of MPI in M2 respectively. This has indicated that the response to individual items can be explained by the same latent factors across group of married working men also. There is no correlation between the two factors of MPI which suggested that these two components are not related with each other for the data of married working men. While the evidences established in this research study are pertinent across sample and culture. Further, allowing that the MPI is simultaneously a valid measure on the separate group of married working men as well.

Confirmatory Factor Analysis for the Sample of Married Working Women. Further measurement model 3 of MPI was tested for married working women. The results of all the fit indices for model 3 are reported in the Table 21 and figure 6 given below demonstrates the factors loading across all the 14 items.

Table 21

Model Fit Indices for Confirmatory Factor Analysis of MPI on the Sample of Married Working Women (N=300)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
MPI-M3	186.64	76	2.45	.92	.06	.91	.92	93

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IFI = Incremental fit index

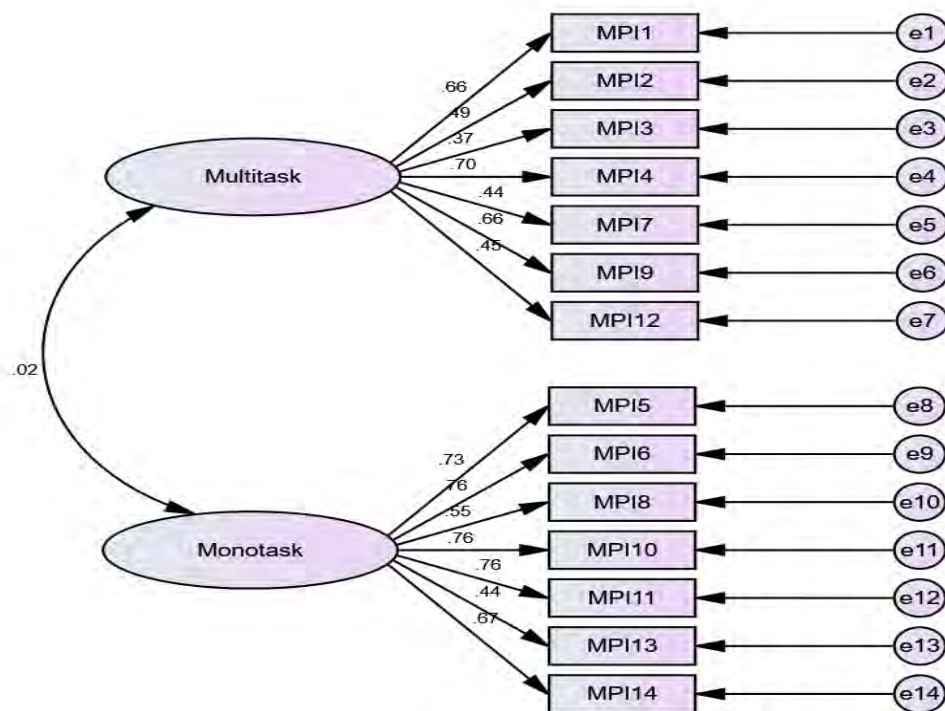


Figure 6. Model 3 for MPI on the Sample of Married Working Women (14 items)

Further another measurement model M3 was also tested to examine variance across the 14 items of MPI for the separate sample group of married working women. The results in (Table 21) and Figure 6 indicated that all the fit indices are into the acceptable ranges. Factor loading for all the 14 items under the two components are also in the similar range in which loadings for factor two i.e., preference for monotask are higher than the loading for item in factor one i.e., preference for multitask. Model fit indices were achieved without adding error covariance among the factors. While there was no correlation between the two components of MPI for the data of married working women. Overall, these evidences established through confirmatory factor

analysis revealed that MPI is valid measure across the separate sample group of married working women.

Confirmatory factor analysis for the sample of housewives. Further to test the measurement model 4 in AMOS graphics for the sample of housewives. Confirmatory factor analysis was performed and results of all the fit indices are reported in the Table 22 whereas the figure 7 for this model along with factors loading for all the 14 items of MPI are also given in the Table 22.

Table 22

Model Fit Indices for Confirmatory Factor Analysis of MPI on the Sample of Housewives (N=222)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
MPI-M4	168.00	76	2.92	.91	.06	.91	.90	.92

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

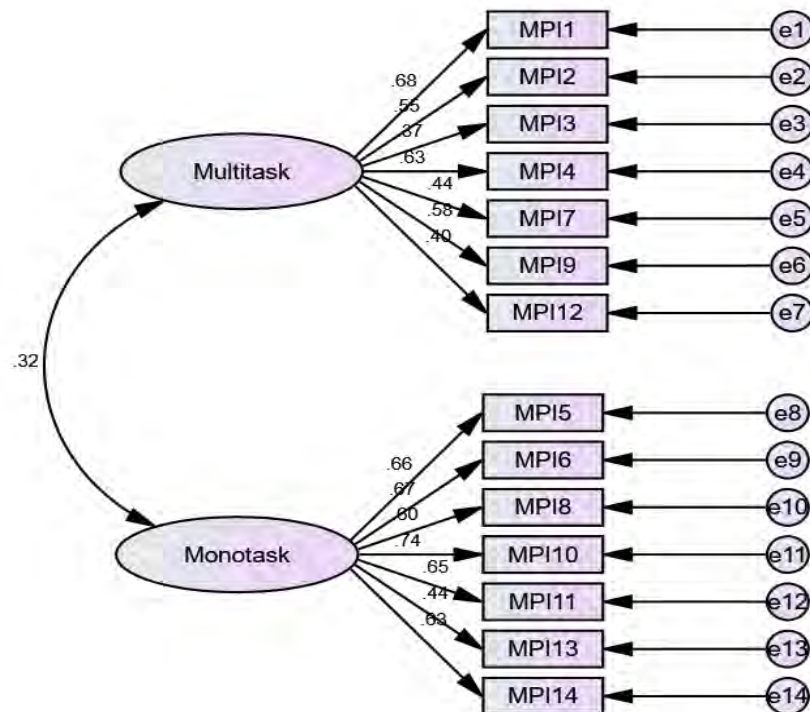


Figure 7. Model 4 for MPI on the Sample of Housewives (14 items)

The results in the (Table 22) and Figure 7 also revealed that the separate measurement model tested across the sample group of housewives for invariance testing is well fitted model. All the fit indices are also into the acceptable range of .90 and above. Whereas the factors loading on all the 14 items for the two factors receptively

are also into the similar range. Factor loadings for the second factor i.e., preference for monotask are bit higher than the factor one i.e., preference for multitask. However, the two factors of MPI were found correlated in this model as compared to the other two models (MPI-M2 & MPI -M3) tested for married working men and women. The correlation of these two factors is high (.32) than the model tested (MPI-M1) for the overall data of married individual in which these two factors were also found correlated (.17). These results have suggested that the two components of MPI are found positively related with each other for the sample of housewives than the other groups married working men and women. Overall, the results of model fit indices indicated that MPI is simultaneously valid measure for the separate sample group of housewives. PCLOSE for all the four models were also found as non significant. Factor loading on all the 14 items for all the measurement model were considered acceptable as per the criteria of .32 given by (Field, 2013; Tabachnick & Fidell, 2013). However, only one factor loading on item number three is slightly (.36) below the criteria of .40 (Stevens, 1992).

The results in the Table (20-22) provided the empirical evidences regarding the invariance testing for all the 14 items of MPI across the three different groups of samples i.e., married working men, married working women, and housewives respectively. The invariance testing revealed that equivalence across sample groups exists in evaluating multitasking preferences among married men and women both working and housewives, as the factors loadings are not distinctively varied across these groups in measurement models. Similarly, while testing invariance no items has turned as differentially functioning item across the two components i.e., preference for multitask and preference for monotask in the three measure models tested for three sample groups of married individuals. Similar factor structure for the overall sample and across three groups was confirmed.

Confirmatory factor analysis for Communication Specific Multitasking Measurement Instrument. In order to assess the factorial validity of CSMMI through CFA data was also analyzed on the factor solution explored in the study I of this research through EFA. Table 23 presents the details of fit indices for model tested on the overall data of this study. However, in continuation of invariance testing three different models across three different sample groups i.e., married working men,

married working women, and housewives were also tested separately. Results are given in Table 24-26.

Table 23

Model Fit Indices for Confirmatory Factor Analysis for CSMMI on the Overall Sample of Married Individuals (N=850)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
CSMMI-M1	395.19	146	2.70	.93	.04	.95	.94	.95

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IFI = Incremental fit index

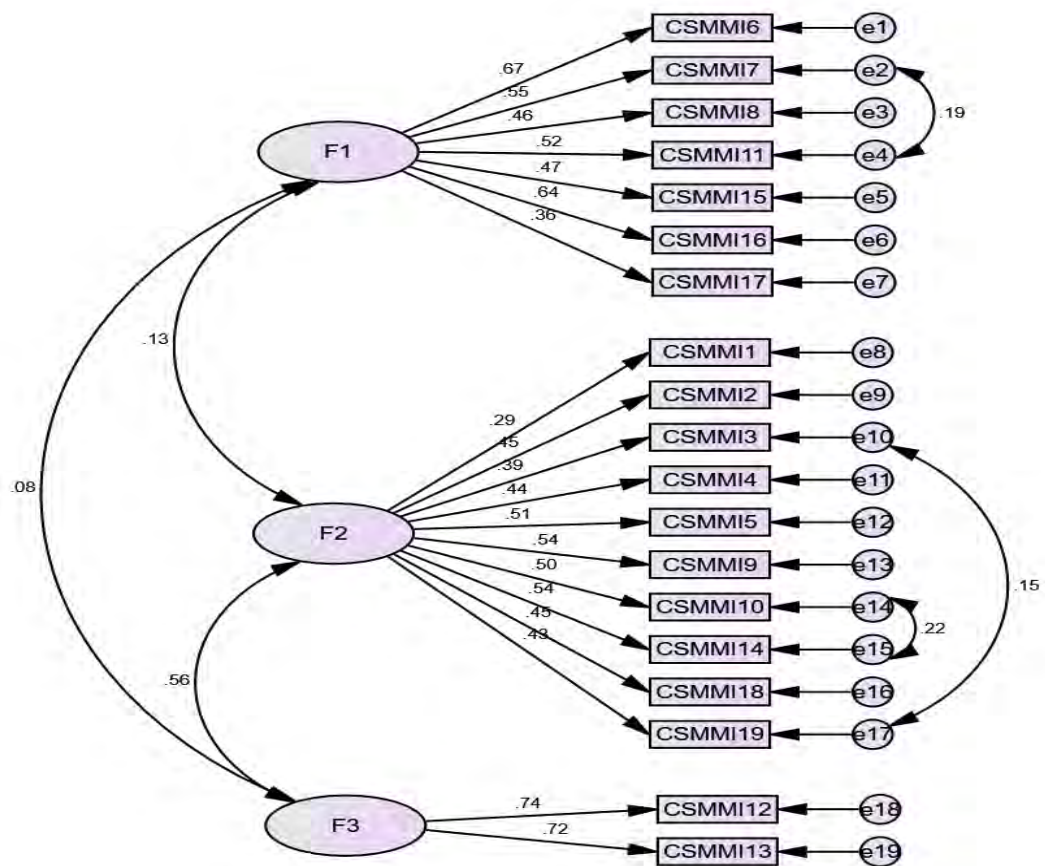


Figure 8. Model 1 for CSMMI on Overall Sample of Married Individuals (19 items)

The results in Table 23 and Figure 8 present the model fit indices for 19 items of CSMMI Model by following the guidelines of Kline’s (2005) and Byrne (2013) for chi-square value. The values for fit indices i.e., GFI and RMSEA indicated the good fit of the model on the data, IFI, goodness of fit index and TLI are also reasonably well fitted for the model on overall data. The factor loadings in the model for the factor 1 (.29) which is slightly below the traditional criteria of .30. However, the factor loadings

greater than .20 (Field, 2013) is also acceptable depending upon the relevance of the item, sample size, and complexity of the issue in hand. This item was found relevant factor in the overall scale and for the subscale also because the removal of this item from the model made the models unidentified. Which means this item functions well for the factor/ subscale and in the overall scale as well. Moreover, theoretically this item was related to the driving ability of the married individuals and it is obvious that the participants who were not driving at the time of data collection or cannot drive any vehicle might have found this item irrelevant for them. While no item was deleted from the model because each item was found for contributing into the unique variance explained by the model. Moreover, few covariances between the items number 2 and 4, 10 and 17, 14 and 15 were added to improve the fit indices for the measurement model of CSMMI. However, the results of this model suggested that factor 1 is positively correlated (.13) with factor 2 and not with factor 3 while factor 2 is more strongly correlated (.56) with factor 3.

Overall, all these results indicated the construct as three factors/dimensional on the overall data collected from Pakistani married individuals unlike the four-factor tested by the original author Kushniryk (2008) on the sample of students. Similarly, these results have also confirmed the factor solution explored in the pilot study on the overall data. Although the factor structure of CSMMI explored and then confirmed in this research is relatively different from the original factor structure reported by the author. However, these slight differences are related to the three items (number 5, 17, & 18) of the original scale. The item number (17 & 18) represented the fourth dimension/factor (i.e., computer multitasking ability) and item number (5) represented ability to perform two/more than two primary tasks simultaneously in the original scale. However, in the factor structure explored and confirmed in the present research demonstrate that the item number (17) was confirmed and emerged as part of first factor (as explored in study I through EFA) of the scale i.e., general Multitasking Ability. While rest of the two items (number 5 & 18) were confirmed (as explored in EFA Study I) in the second factor i.e., Ability to perform two/more than two primary tasks simultaneously. Whereas rest of the items emerged similar to the original version of the instrument and factors.

Confirmatory factor analysis for the sample of married working men. To test the invariance across all the 19 items of CSMMI across three sample groups separate measurement models were tested. For this model 2 developed for the sample group of married working men. All the fit indices determined through this CFA model is reported in the Table 24. This measurement model along with factors loading on all the 19 items of CSMMI is given below in Figure 9.

Table 24

Model Fit Indices for Confirmatory Factor Analysis for CSMMI on the Sample of Married Working Men (N=328)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
CSMMI-M2	273.54	148	1.84	.92	.05	.93	.93	.93

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

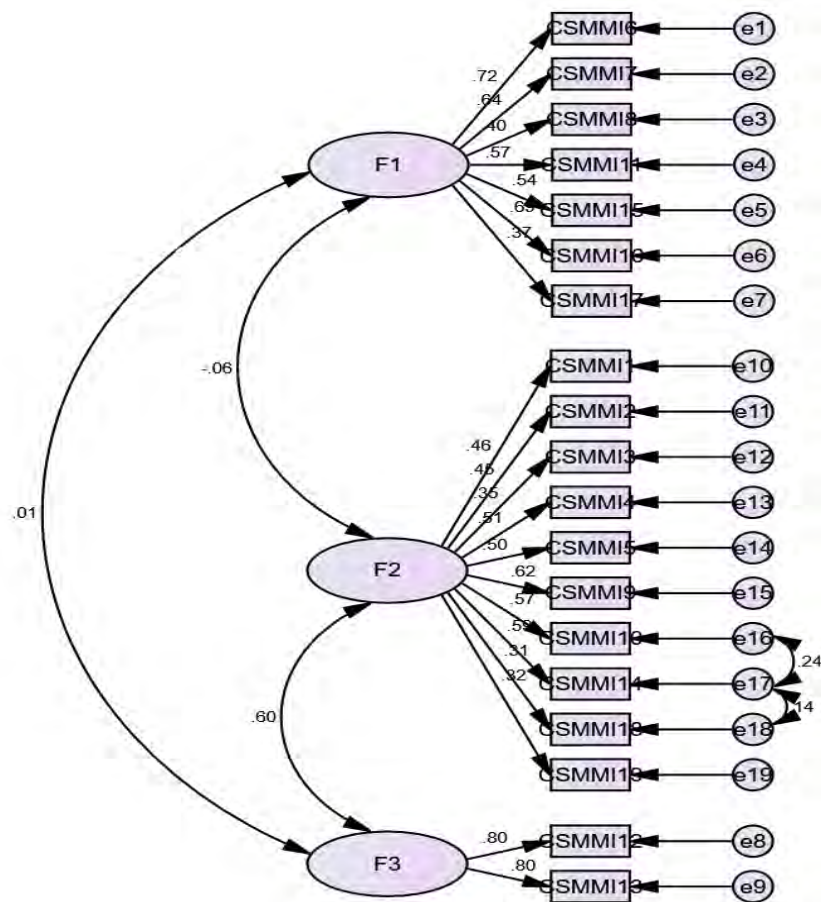


Figure 9. Model 2 for CSMMI on the Sample of Married Working Men (19 items)

The results of invariance testing through CFA in Table 24 and Figure 9 revealed that all the fit indices of the measurement model are into the acceptable criteria of .90. However, Factor loadings for all the 19 items of scale are also into the acceptable range. The factor loading on the item number 1 was turned quite high (i.e., .46) in this measurement model tested for the separate sample group of married working men. Factor loadings for the third factor i.e., Ability to perform primary and secondary tasks simultaneously was found relatively higher as compared to the factor one i.e., General Multitasking Ability and then the second factor i.e., Ability to perform two or more than two primary tasks simultaneously. However, factor loadings on the second factor i.e., ability to perform two or more than two primary tasks simultaneously were relatively into the moderate range of loadings. Error covariance were added between the item number 16 to 17 and 17 to 18 to achieve the model fit for the measurement model tested for the separate sample of married employed men. Among all three factors only factor 2 is positively correlated (.60) with factor 3. Overall, the results of measurement M2 suggested that all the 19 items on the measure are relevant and function similar as were in the M1 tested for the overall data. The equivalence of items across the overall scale and across the three dimensions was confirmed through invariance testing in this model. All the 19 items were found equivalent into three factors of the scale respectively. Regarding the higher factor loading of item 1 in the scale is an indication of its relevance for the individual participants as the items is related to the driving ability of people. However, it is understandable that married working men drive more frequently than women in Pakistan. Which is why they might have found this item more relevant to them for their perception of perceived multitasking ability pertaining to the driving task.

Confirmatory factor analysis for the sample of married working women.

Further measurement model 3 was tested in AMOS graphic 22 version for CSMMI on the separate sample group of married working women and CFA was run on the data separately. The results of all the fit indices reported in the Table 25. This measurement model along with factors loading on all the 19 items of CSMMI is given below in Figure 10.

Table 25

Model Fit Indices for Confirmatory Factor Analysis for CSMMI on the Sample of Married Working Women (N=300)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
CSMMI-M3	250.57	145	1.72	.92	.04	.92	.91	.92

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

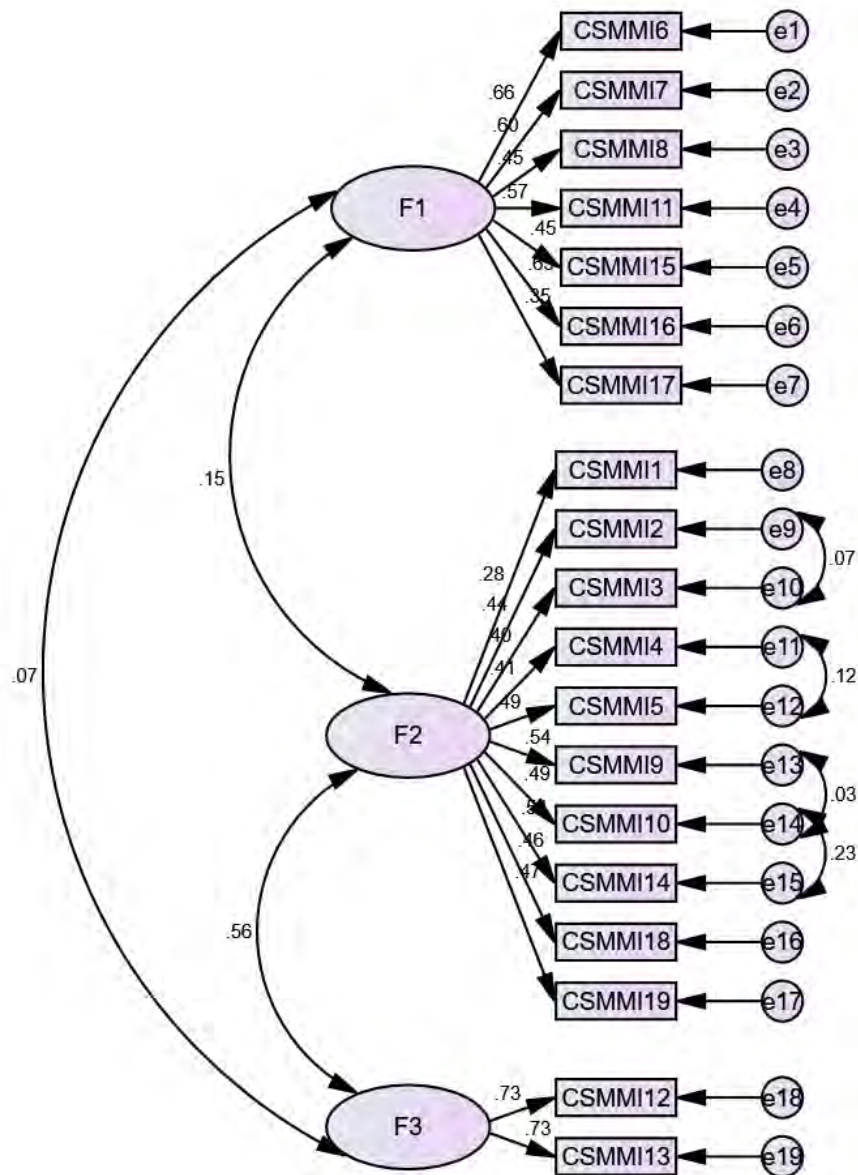


Figure 10. Model 3 for CSMMI on the Sample of Married Working women (19 items)

The results in Table 25 and Figure 10 displayed the results of M3 tested for married working women separately. All the fit indices are above the acceptable criteria

of .90. Factor loadings for all the 19 items of scale and in the three dimensions of the scale were also emerged equivalent with the overall measurement model tested as M1. Comparatively factor loading into the three respective factors of the scales are similar. However, factor loading for the item number 1 was turned lesser (.28) than the model tested for married working men as M2. This has revealed that the item number 1 is also found less relevant for the married working women separately. However, factor loadings in the factor two i.e., Ability to Perform two or more than two Primary Tasks simultaneously were emerged quite high than the model 2 tested for married working men separately. This indicated the differences of variance for CSMMI. Error covariances between items number 9 to 10, 11 to 12, and 13 to 14 were added to achieve the more appropriate model fit. These results for invariance testing exhibited that factor loadings are within acceptable range. However, slight variations are observed into the similar factor structure of the model tested for married working men and women separately. This variation was related to the item number 1 which is related to the driving ability of the individuals. In context to this married working women who were not driving/unable to drive at the time of data collection may have considered less relevant for their perceptions of perceived multitasking ability. Regarding the three factors of CSMMI these results have showed that factor 1 is positively correlated (.15) with factor 2 which is also correlated (.56) with factor 3 positively. These correlations are similar to the model tested (CSMMI- M1) for the overall data of married individuals. While in the (CSMMI- M2) only factor 2 and 3 were found correlated. Overall, these results have provided the evidences for conceptual equivalence for the measures and three dimensions in the measure on the data of married working women.

Confirmatory factor analysis for the sample of housewives. Measurement model 4 in AMOS graphics for the sample of housewives was also tested on all the 19 items of CSMMI. Confirmatory factor analysis was performed and results of all the fit indices are reported in the Table 26 and in Figure 11 factors loading for all the 19 items under three dimensions of CSMMI is given in the Table 26.

Table 26

Model Fit Indices for Confirmatory Factor Analysis for CSMMI on the Sample of Housewives (N=222)

	χ^2	Df	χ^2/Df	CFI	RMSEA	IFI	TLI	GFI
CSMMI-M4	415.63	149	2.77	.91	.05	.91	.91	.92

Note. χ^2 = chi-square, df = degree of freedom, RMSEA = root mean square error of approximation, GFI = goodness of fit index, CFI = goodness of fit index, TLI = Tucker Lewis index, IF I = Incremental fit index

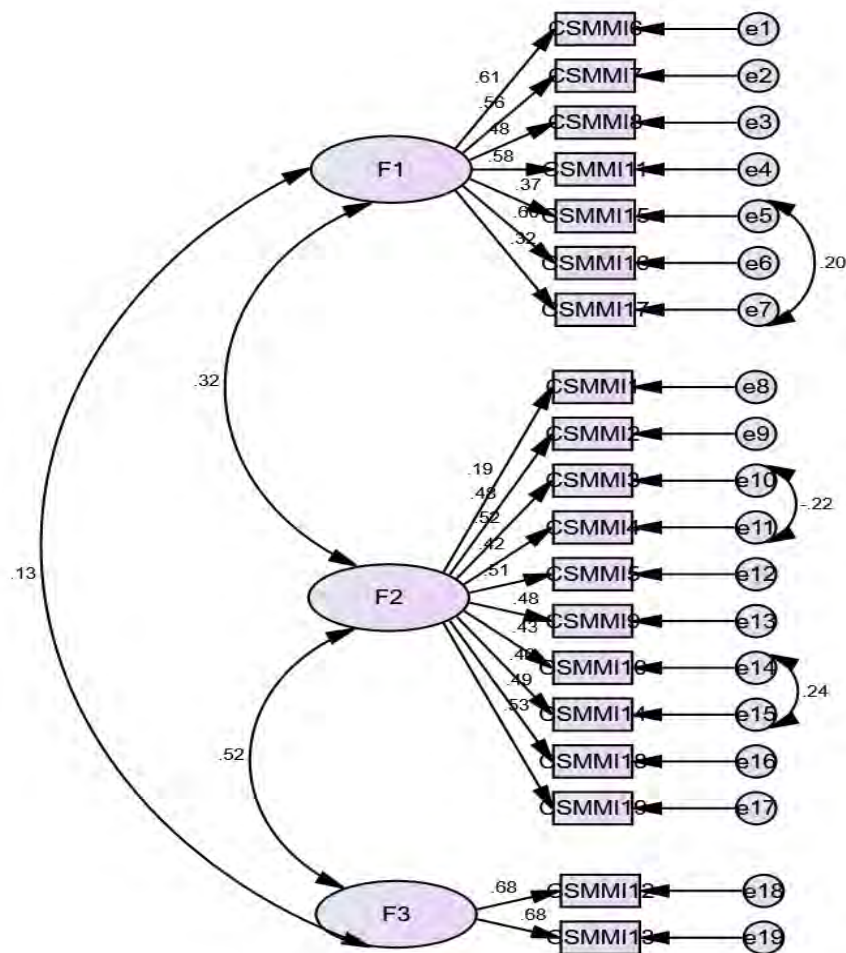


Figure 11. Model 4 for CSMMI on the Sample of Housewives (19 items)

The results of measurement model M4 tested for the separate sample group of housewives. The results in Table 26 and Figure 11 displayed that all the fit indices are also above the acceptable range .90. All the factor loadings on 19 items under the three respective dimensions are equivalent. The factor loadings for the third dimension i.e., ability to perform primary and secondary task simultaneously were relatively lower than the model tested for the overall sample M1 and for the sample of men in M2 and

working women M3. However, these loadings for the third factor are still quite high. Whereas the noticeable variation was emerged for the factor loading of item number 1. However, this factor was still found relevant and contributory for the overall model fit and for the separate dimension i.e., Ability to Perform two or more than two Primary Tasks Simultaneously.

During the model testing it was considered important and model fit was tested while excluding this item form the overall model and from the related factor also. These results displayed relatively lower level of model fit indices and the model become unidentified. Therefore, the item number 1 was retained for the overall model testing and into the respective subfactor i.e., Ability to Perform two or more than two Primary Tasks Simultaneously. The possible reason for the lower factor loading (.19) may be that housewives are dependents on their spouses and they are also not as frequent drivers as working women are. This might have influenced their perception on this item regarding their perceived ability to drive and multitask during driving. Which is why it has turned out as less relevant for them. These results have manifested that all the 19 items of CSMMI are equivalent for functioning and relevance with the overall measurement model M1 and across other three models tested across sample different groups as well. Moreover, in this model all the three factors of CSMMI are found correlated with each other and factor 1 is more strongly correlated (.32) with factor 2 as compared to the other models (CSMMI-M1, M2, & M3), while correlation between factor 2 and factor 3 is found strongest (similar to the CSMMI-M1, M2, & M3) than the other factors. In this model (CSMMI-M4) factor 1 and 3 were also found correlated (.13) unlike all the other models. Overall, these correlation evidences indicated that all the three factors of CSMMI are positively related with each other only for the sample of housewives. Further, these comparative evidences helped to accomplished the objectives of invariance testing of multitasking measures in this study of the present research. Overall, these results have displayed the sound empirical evidences (through invariance) for the construct validity of the measure adequately.

Development of Norms for the Translated and Adapted Version of MPI

In understanding attitudes and preferences cultural imperatives and contexts are substantial. It is also important to address the contextual function of attitudes and preferences, because preferences are personal and may vary over time as per the standards of subjective well-being of individuals and cultures (Riemer, Shavitt, Koo, & Markus, 2014). Individual's environmental backgrounds, upbringing as per regional practices, and education also effects his preferences in positive and negative manner. In Asian and collectivistic cultures like Pakistan relationship maintenance, fulfillment of social roles, and perception of normative appropriateness are generally considered more important than expressing the personal preferences of individuals. Hence, in these cultural contexts' attitudes are rooted by social norms and preferences which are shaped by normative standards instead personal /individual (Hila, Sharon, Koo, Markus, 2014). These evidences are important to understand the several implications of cultural differences in value system, thinking pattern, preferences and life style in context to the current study variables especially multitasking preferences of married individuals. As Miller, Das, and Chakravarthy (2011) rightly noted that east Asians are comparatively less predisposed and discouraged to work conferring to their personal preferences. The reasons for this might be the pattern of persistent differences in social interactions, institutional, media policies and practices, historical, religious and philosophical ideologies (Heine, 2010). Employing the evidences for individual preferences for time perceptions and multitasking (Brüning, 2020) indicated intra and inter individual variations across contexts.

Pertaining to the contextual variations Asian more specifically Pakistani socio-organizational context is under developed and different as compared to the western context where high tech environments are created to perform the jobs and domestic life styles and practices are also different. Automated practices are frequently prevalent in the western developed countries than the Asian countries where organizational and domestic practices and procedures are more manual. In milieu of attitudes and preference testing norms are important because norms designate an individual's relative position in the specific sample in relation to other persons and it also indicate the direct comparison of an individual's performance. Conjecturing propositions and implication

from all these notions for the construct of multitasking preference in employing the cultural context of Pakistan, it was also felt significant to first time develop norms for the translated and adapted version of MPI for Pakistani population.

Norms denotes the information about individual and groups performance on a specific test. It provides the best performance of an individual by interpreting the scores based upon the standardized sample (Jacobson, Mortensen, & Cialdini, 2011). These scores demonstrate the relative percentages of individuals in a group of samples based upon the specified raw scores as below, equal, and high. Norms as standardized scores instead of raw scores (Kline, 2005), and are based upon *T* and *Z* scores derived from percentile ranks. This section of the current study presents and describe percentile scores for the multitasking preference inventory MPI along with its two subscales on the overall sample of Pakistani married individuals. Although norms for MPI are first time developed however considering all the evidences based on gender and multitasking cited in this research, it is also appropriate to present normative data across two groups of gender as married men and women along with the total data.

Percentiles, *T* scores and *Z* scores for MPI and its two subscales. Percentiles are helpful to compare the person with other people in the distribution of scores and in general also. Therefore, to fulfill the third objective of this study percentile ranks, *t* scores and *z* scores for the translated and adapted version of Multitasking Preference Inventory, along with its two subscales Multitask Preference and Monotask Preference were established on the overall data of Pakistani married individuals along with two groups of gender as married men and women. Results are given in Table 27 and 28.

Table 27

Percentiles, T and Z Scores for the Translated and Adapted Version of Multitasking Preference Inventory on Total Scores for Overall Sample and Across Gender (N=1080)

Raw Scores	Percentile Rank			Z Scores			T Scores		
	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)
14				-3.16	-3.35		18	16	
16				-2.92	-	-2.96	20	-	20
18				-2.69	-2.88	-2.71	23	21	23
19	1	1		-2.58	-2.76	-2.61	24	22	24
21	1	1	1	-2.35	-2.53	-2.38	26	24	26
22	2	1	1	-2.23	-2.41	-2.27	27	25	27
23	2	2	2	-2.12	-2.29	-2.15	28	27	28
24	3	2	3	-2.00	-2.17	-2.04	29	28	30
25	4	3	3	-1.89	-2.05	-1.92	31	29	31
26	4	4	4	-1.77	-1.94	-1.81	32	30	32
27	6	5	5	-1.67	-1.82	-1.69	33	31	33
28	8	5	7	-1.55	-1.70	-1.57	34	32	34
29	9	7	9	-1.43	-1.58	-1.46	35	34	35
30	11	9	10	-1.31	-1.46	-1.34	36	35	37
31	13	10	13	-1.20	-1.31	-1.23	37	36	38
32	15	12	15	-1.08	-1.23	-1.11	39	37	39
33	17	13	17	-.97	-1.11	-1.00	40	38	40
34	19	14	19	-.85	-.99	-.88	41	40	41
35	21	17	21	-.74	-.87	-.77	42	41	42
36	24	20	24	-.62	-.75	-.65	43	42	43
37	27	23	27	-.51	-.63	-.54	44	43	45
38	30	26	30	-.39	-.52	-.42	46	44	46
39	34	30	34	-.28	-.40	-.31	47	45	47
40	39	34	38	-.16	-.28	-.19	48	47	48
41	44	40	42	-.05	-.16	-.07	49	48	49
42	48	45	46	.06	-.04	.03	50	49	50
43	53	50	50	.17	.07	.15	51	50	52
44	59	56	55	.29	.18	.26	52	51	53
45	64	61	61	.40	.30	.38	54	53	54
46	69	66	67	.52	.42	.49	55	54	55
47	73	69	72	.64	.54	.61	56	55	56
48	77	72	77	.75	.66	.72	57	56	57
49	81	77	81	.87	.78	.84	58	57	58
50	84	81	84	.98	.89	.95	59	58	60
51	87	84	87	1.10	1.01	1.07	61	60	61
52	90	88	90	1.21	1.13	1.18	62	61	62
53	92	91	92	1.33	1.25	1.30	63	62	63
54	94	93	93	1.44	1.37	1.41	64	63	64
55	95	95	95	1.56	1.49	1.53	65	64	65
56	96	97	96	1.67	1.60	1.65	66	66	67
57	97	98	97	1.79	1.72	1.76	67	67	68
58	98	98	97	1.90	1.84	1.88	69	68	69
59	98	98	98	2.02	1.96	1.99	70	69	70
60	99	99	99	2.13	2.08	2.11	72	70	71
61	99	99	-	2.25	2.20	-	72	72	-
62	99	99	-	2.36	2.31	-	73	73	-
65	99	-	99	2.71	-	2.68	77	-	77
67	100	100	-	2.94	2.91	-	79	79	-

The results in Table 27 demonstrate percentiles against raw scores of married individuals for multitasking preferences. The comparison between raw scores and percentile ranks describe that the percentile rank of an individual having a raw scores 48 on the overall multitasking preference scale is 77 and percentile for men is 72, and for women is 77. Percentiles are valued to describe individual positions within the group of samples on multitasking preference in context to Pakistan. Z scores are standard scores having (0) mean and (1) standard deviation. To convert and interpret the raw scores more meaningfully Z score are important to derive T scores which have (50) mean and (10) standard deviation for the distribution. The overall sample mean ($M = 41.98$) and standard deviation for the total scores on MPI is ($SD = 8.58$), for the sample of men is ($M = 42.39$; $SD = 8.45$), and for the sample of women is ($M = 41.69$; $SD = 8.88$). The results in Table 27 also presents standardized Z scores and T scores on multitasking preference scale for the overall sample of married individuals along with men and women separately. Which designated that Z scores below the mean are indicative of negative Z scores whereas scores above the mean indicated positive Z scores of married individuals. Further percentiles were also developed for the two subscales of MPI on overall sample and for the two groups of gender.

Table 28

Percentiles, T and Z Scores for the two Subscale of MPI Multitask Preference and Monotask Preference on the overall Sample of Married Individuals and across Gender (N= 1080)

Raw Scores	Multitask Preference									Monotask Preference								
	Percentiles			Z Scores			T Scores			Percentiles			Z Scores			T Scores		
	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)	Total	Men (n=454)	Women (n=626)
7				-2.60	-1.72		23	32		1	1		-2.24	-1.70	-1.72	27	32	32
8				-2.41	-1.71	-1.72	25	32	32	1	1	1	-2.08	-1.67	-1.70	29	33	32
9	1	1	1	-2.26	-1.67	-1.69	27	33	33	2	2	1	-1.91	-1.64	-1.68	30	33	33
10	2	3	2	-2.03	-1.62	-1.66	29	33	33	3	3	2	-1.75	-1.60	-1.65	32	33	33
11	4	4	3	-1.84	-1.57	-1.60	31	34	33	5	5	3	-1.59	-1.53	-1.61	34	34	33
12	6	6	5	-1.65	-1.52	-1.52	33	34	34	6	6	4	-1.43	-1.49	-1.57	35	35	34
13	8	7	8	-1.46	-1.46	-1.44	35	35	35	9	8	7	-1.26	-1.43	-1.48	37	35	35
14	11	10	11	-1.27	-1.37	-1.32	37	36	36	13	12	11	-1.10	-1.31	-1.32	38	36	36
15	15	13	15	-1.07	-1.27	-1.19	39	38	38	19	17	17	-.94	-1.12	-1.13	40	38	38
16	19	17	19	-.88	-1.12	-1.04	41	38	39	25	23	21	-.77	-.93	-.97	42	40	40
17	25	22	25	-.69	-.94	-.86	43	40	41	31	28	26	-.61	-.75	-.81	43	42	41
18	30	27	31	-.50	-.78	-.64	44	42	43	36	32	32	-.45	-.59	-.61	45	44	43
19	36	32	37	-.31	-.68	-.44	46	43	45	41	36	37	-.29	-.46	-.41	47	45	45
20	41	39	43	-.12	-.38	-.22	48	46	47	46	40	42	-.12	-.32	-.24	48	46	47
21	49	46	50	.06	-.14	.02	50	48	50	51	46	48	.03	-.13	-.04	50	48	49
22	57	53	59	.25	.11	.31	52	51	53	57	52	55	.19	.07	.18	51	50	51
23	65	62	67	.44	.43	.59	54	54	55	62	57	61	.35	.26	.39	53	52	53
24	72	70	74	.64	.71	.83	56	56	58	67	62	66	.52	.42	.55	55	54	55
25	78	76	80	.83	.92	1.05	58	59	60	71	67	70	.68	.59	.69	56	55	56
26	84	83	85	1.02	1.14	1.23	60	61	62	76	73	75	.84	.82	.87	58	58	58
27	89	88	90	1.21	1.33	1.40	62	63	64	81	79	80	1.00	1.01	1.06	60	60	60
28	93	92	94	1.40	1.47	1.54	64	64	65	87	85	86	1.17	1.22	1.27	61	62	62
29	96	95	96	1.59	1.57	1.64	65	65	66	91	89	91	1.33	1.38	1.44	63	63	64
30	97	97	97	1.78	1.64	1.67	67	66	66	93	94	94	1.49	1.43	1.54	64	64	66
31	98	98	98	1.97	1.68	1.68	69	66	66	95	94	98	1.66	1.52	1.62	66	65	66
32	98	99	98	2.17	1.691	1.70	71	66	66	97	96	98	1.81	1.60	1.65	68	66	66
33	99	-	99	2.36	-	-	73	-	67	98	-	98	1.98	1.64	1.67	69	66	66
34	99	99	99	2.55	1.72	1.72	75	67	67	98	98	98	2.14	1.68	1.68	71	66	66
35	-	-	-	-	-	-	-	-	-	99	99	99	2.31	1.71	1.71	73	67	67

The results in Table 28 exhibits the percentile, *T* and *Z* scores for the two subscales Multitask Preference and Monotask Preference of MPI for the sample of Pakistani married individuals and across two groups of married men and women. Comparison between the overall raw scores on the subscale of Multitask Preference indicate that if a person has the raw score of 20 the percentile rank of that person is 41, for men is 39, and for women is 43, and *T* score as standardized score derived from *Z* score is 48, for men is 46 and for women is 47. Whereas comparison of raw scores and percentile on the Monotask Preference indicate that if a person has a raw score of 20 the percentile of that person is 46, for men is 40, and for women is 42, and *T* score is 48, for men is 46, and for women is 47. While negative *Z* score for Multitask and Monotask Preference indicate scores below the mean and positive *Z* scores for both the scales designate scores above the mean of the overall normal distribution for the sample data. Overall sample mean and standard deviation for the scores on Multitask Preference is ($M = 20.72$; $SD = 5.14$), for women is ($M = 20.52$; $SD = 5.09$) and men is ($M = 21.00$; $SD = 5.20$). Whereas overall sample mean and standard deviation on the Monotask Preference is ($M = 21.26$; $SD = 6.00$), for the scores from women is ($M = 21.17$; $SD = 5.81$) and from the scores of men is ($M = 21.38$; $SD = 6.26$). Overall while concluding these results based on the normative data may be stated that there are minor variations of scores among the three groups of the data. Further, slight individual differences are also evident, women in comparison to men (lower in most of the case) are equivalent to the overall (percentiles and *T* scores as standard scores) scores.

Convergent validity of MPI and CSMMI through intra and inter scale correlation. After establishing the construct validity through factorial structures for the two translated and adapted scales of multitasking. Construct validity was also further MPI and CSMMI extended through estimating the intra and inter scale correlations, in which the construct of multitasking preferences was correlated with its two dimensions and these two dimensions were also correlated with each other. Similarly, Communication Specific Multitasking Measurement Instrument was correlated with its three sub scales and these subscales were further correlates with each other also. In addition to that in order to evaluate the validity of both translated and adapted measures considering socio organizational context of Pakistan. It was necessary to check the

relationship of the two similar and yet distinct (evidences are cited in chapter 1) concepts i.e., (multitasking preferences and perceived multitasking ability) of multitasking on the data collected from Pakistani sample. Therefore, these two scales MPI and CSMMI along with its sub scales were also correlated through inter scale correlations with each. Results are presented below in the Table 28.

Table 29

Convergent validity of MPI and CSMMI with its subscales and with each other through Intra and inter scale Correlations (N = 850)

Variables	1.MPI	2.PMulti	3.PMono	4.CSMMI	5.GMA	6.APTMTPTS	7.APPSTS
1.MPI	-	.71**	.80**	.40**	.39**	.26**	.08*
2.PMulti		-	.16**	.29**	.07*	.35**	.10**
3.PMono			-	.31**	.49**	.07*	.03
4.CSMMI				-	.62**	.83**	.13**
5.GMA					-	.52**	.06
6.APTMTPTS						-	.40**
7.APPSTS							-

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APTMTPTS= ability to perform two/more than two primary tasks simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI= multitasking preference inventory; PMulti= preference for multitask; PMono= preference for monotask. **p < .01.

The results in Table 29 display that two dimensions of the construct of MPI are significant and positively correlated with the overall construct and with each other also. The correlation values of two dimensions with the overall construct are quite high which indicated stronger association of these dimensions with the construct. This pattern of relationship provides evidences that each subscale is an index of overall construct of multitasking preferences. The results also indicated the association of the overall construct of CSMMI with its three sub factors/ subscale and with each other. The significant positive correlation was observed between the overall construct with its three sub factors and these sub factors are also significant and positively correlated with each other, except general multitasking ability, which is not correlated with the ability to perform primary and secondary task simultaneously. Which indicate general multitasking is distinctive than performing primary as main task along with secondary task together at the same time. The overall pattern of relationship indicates that three subscales are the index of an overall construct.

The results in Table 29 further illustrate inter scale correlation of multitasking preferences and perceived multitasking ability with overall scales MPI and CSMMI and with subscales of these two scales also. These results indicate significant positive correlation between the two scales, which suggests that the scores on communication specific multitasking measurement instrument is significant and positively related with multitasking preferences and with its two subscales i.e., multitask preferences and monotask preferences. Among the three subscales of CSMMI general multitasking is significant and positively correlated with MPI overall, with the subscale of monotask preferences, and the sub scale i.e., preferences to multitask also. the subscales of CSMMI i.e., the ability to perform two and more than two primary tasks simultaneously is significant and more strongly correlated with MPI and multitask preferences than monotask preference, and the third subscale i.e., ability to perform primary and secondary tasks simultaneously is significant and positively correlated with the subscale multitask preferences than MPI as composite scores and monotask preferences as sub scale. Overall, these estimates provided the evidences for the convergent validity of the two measures on the data collected from Pakistani sample of married individuals.

Construct validity through contrasted group validity. Establishing contrasted group validity includes administering and evaluating the instrument to various groups that are likely to differ theoretically on the latent scores (Polit & Beck, 2012). Pertaining to the current study after undertaking invariance testing across three groups of samples it was considered appropriate to establish construct validity across these sample groups. Another pertinent reason for developing construct validity through contrast group method was the numerous empirical evidences (Hambric, Oswald, Darowski, Rench, & Brou, 2010; Mäntylä, 2013; Offer & Schneider, 2011; Strobach & Wozidlo, 2015) regarding gender, work status, and marital roles (paid & unpaid) in relation to multitasking. Therefore, taking these evidences into consideration construct validity through group comparison was estimated in relation to the three distinct groups of sample and analysis of variance was computed to establish the validity of two translated and adapted measures of multitasking for married working men, married working women, and housewives.

Table 30

Mean, Standard Deviation and F Values for Work Status Differences (N =850)

Variables	Married working Men (n = 328)		Married working women (n = 300)		Housewives (n = 522)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	41.87	8.60	43.06	7.82	38.62	9.25	18.04	.00	.04
PMul	21.03	5.37	21.66	4.99	18.70	4.83	23.00	.00	.52
PMono	20.83	6.54	21.39	5.81	19.91	5.90	3.74	.02	.01
CSMMI	55.29	9.33	57.62	8.73	51.60	9.67	27.23	.00	.06
GMA	21.25	5.25	21.34	4.83	19.70	4.65	7.55	.00	.02
APMTPTS	29.05	6.57	31.00	5.85	26.63	5.91	32.21	.00	.07
APPSTS	4.98	2.17	5.47	2.33	5.27	1.82	4.05	.01	.01

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APTMTPTS= ability to perform two/more than two primary tasks simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously. MPI = multitasking preference inventory; PMul = preference for multitask; PMono = preference to monotask.

The results in Table 30 reflected that group significant differences in relation to work status on multitasking preference inventory and communication specific multitasking measurement instrument. It is evident from the results that working married women scored higher on the multitasking preference and on communication specific multitasking measurement instrument overall than married working men and housewives. Moreover, for sub scales of MPI and CSMMI the results are also in a similar direction. Therefore, post hoc analysis for all the significant differences on multitasking preferences, on its two sub factors preference to multitask and preference to mono task, and on the perceived multitasking ability along with three sub factors general multitasking ability, ability to perform two or more than two primary tasks simultaneously, and the ability to perform primary and secondary task simultaneously.

Table 31

Post HOC Differences on Work Status of Married Individuals (N = 850)

Variables	i - j	D (I - j)	p	95% CI	
				LL	UL
Multitasking Preference Inventory	1>3	3.25	.00	1.48	5.3
	2>3	4.44	.00	2.63	6.25
Preference to Multitask	1>3	2.32	.00	1.26	3.39
	2>3	2.96	.00	1.87	4.04
Preference to Monotask	2>3	1.48	.01	.18	2.78
Communication Specific Multitasking Measurement Instrument	1<2	2.33	.00	4.09	.56
	1>3	3.68	.00	1.76	5.60
	2>3	6.01	.00	4.05	7.97
General Multitasking Ability	1>3	1.55	.00	.51	2.58
	2>3	1.55	.00	.39	2.49
Ability to Perform two/More than two Primary Tasks Simultaneously	1<2	1.95	.00	3.13	.77
	1>3	2.42	.00	1.14	3.70
Ability to Perform Primary and Secondary Tasks Simultaneously	1<2,3	.48	.01	.07	.89

The results of post hoc analysis reported in the above Table 31 showed the direction of significant difference among the three groups of married individuals as married working men, married working women, and housewives. These results suggested that married working women perceived higher multitasking preferences and perceived multitasking ability in comparison to the married working men and housewives. Moreover, similar pattern of findings was observed on all the sub components of multitasking preferences and perceived multitasking ability. Housewives are less likely to exhibit multitasking preferences and perceived ability to multitask than the married working men and women.

Inter scale correlations. Validity evidences for the translated and adapted versions of MPI and CSMMI were also extended through inter scale correlations of these two scales with the other scales i.e., GRAS, SRMEI, and DAS. Furthermore, in order to assess the relationship among all the constructs of this study inter scale correlation were established and results are presented in the Table 32.

Table 32

Correlations among the scores on SRMEI, Subscales and its Sub Facets, DAS, subscales, GRAS, MPI, subscales, CSMMI its subscales (N= 850)

Variables	DAS	Dcoh	A.ex	D.sat	D.coh	SRM EI	ESR	Adap	ERM	ES	Cons	A.Dr	ESA	SA	PSA	S.con	IPS	Empt	Soci	Com	GRA
MPI	.19**	.09**	.08**	.25**	.61**	.30**	.31**	.30**	.30**	.28**	.06	.23**	.22**	.24**	.13**	.02	.10**	.04	.16**	.02	.06
Multi	.16**	.05	.08*	.20**	.16**	.13**	.14**	.16**	.12**	.11**	.01	.13**	.10**	.11**	.01	.01	.06	.05	.10**	-.00	.10**
Mon	.13**	.07*	.05	.18**	.09*	.30**	.31**	.29**	.32**	.30**	.07*	.21**	.24**	.25**	.17**	.01	.08*	.01	.13**	.03	.00
CSMMI	.20**	.09**	.08*	.22**	.19**	.15**	.16**	.18**	.15**	.14**	-.03	.14**	.12**	.13**	.07*	.01	.03	.05	.06	-.03	.08*
GMA	.15**	.07*	.05	.21**	.10**	.14**	.15**	.15**	.15**	.14**	.00	.13**	.11**	.09**	.10**	.02	.03	.03	.07*	-.02	-.05
APMTPT	.18**	.09**	.07*	.19**	.20**	.10**	.10**	.13**	.09*	.08*	-.00	.09**	.09*	.10**	.04	.01	.04	.05	.05	-.02	.14**
ATPSTS	-.04	-.04	.00	-.06	.01	.05	.06	.08*	.07*	.06	-.13**	.06	.02	.06	-.02	-.01	-.05	-.00	-.04	-.07*	.08*
DAS	1	.87**	.68**	.79**	.73**	.39**	.32**	.31**	.25**	.25**	.37**	.25**	.34**	.27**	.30**	.13**	.36**	.09**	.42**	.19**	.08*
D.Con		1	.64**	.51**	.44**	.29**	.20**	.20**	.14**	.14**	.35**	.15**	.36**	.15**	.28**	.15**	.39**	.11**	.42**	.36**	.09**
A.Exp			1	.42**	.38**	.26**	.20**	.21**	.11**	.14**	.27**	.16**	.23**	.18**	.22**	.09*	.31**	.12**	.33**	.25**	.10**
D.Sat				1	.45**	.40**	.36**	.34**	.31**	.30**	.32**	.27**	.34**	.29**	.27**	.13**	.26**	.03	.33**	.22**	.02
D.Coh					1	.27**	.25**	.24**	.20**	.21**	.18**	.21**	.22**	.24**	.14**	.01	.15**	.03	.19**	.12**	.07*
SRMEI						1	.94**	.86**	.84**	.86**	.42**	.76**	.88**	.86**	.57**	.24**	.48**	.34**	.44**	.32**	.14**
ESR							1	.92**	.92**	.94**	.30**	.83**	.69**	.83**	.32**	.03	.21**	.16**	.21**	.11**	.08*
Adapt								1	.79**	.81**	.19**	.74**	.62**	.75**	.29**	.00	.19**	.16**	.17**	.10**	.11**
ERM									1	.85**	.16**	.69**	.62**	.76**	.27**	.03	.13**	.10**	.16**	.04	.02
E.Stab										1	.19**	.74**	.63**	.80**	.25**	-.05	.13**	.10**	.13**	.05	.05
Cons											1	.19**	.41**	.22**	.44**	.29**	.48**	.23**	.47**	.39**	.09**
A.Driv												1	.55**	.70**	.21**	-.01	.14**	.13**	.13**	.05	.10**
ESA													1	.83**	.76**	.47**	.49**	.36**	.46**	.31**	.15**
SA														1	.35**	.06	.21**	.20**	.21**	.09*	.16**
PSA															1	.36**	.59**	.39**	.52**	.45**	.10**
S.Conf																1	.36**	.23**	.38**	.22**	.01
IPS																	1	.67**	.83**	.80**	.17**
Emp																		1	.33**	.26**	.16**
Soc																			1	.56**	.12**
Commu																				1	.11**
GRA																					1

Note. SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability; ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = achievement drive; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; GRAS = gender role attitudes scale; DAS = dyadic adjustment scale; DCON = dyadic consensus; AEX = affectional expression; DSAT = dyadic satisfaction; DCOH = dyadic cohesion; CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APMTPTS= ability to perform more than two primary task simultaneously; ATPSTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory.

The results in Table 32 displayed inter scales correlations of Multitasking Preference Inventory and Communication Specific Multitasking Measurement Instrument with Self Report Measure of Emotional Intelligence, Dyadic Adjustment Scale, and Gender Role Attitudes Scale. These results provided the pattern of relationship in a significant and positive direction. The estimates for major construct i.e., multitasking preferences and perceived multitasking ability indicates significant and positive relationship with all the other construct i.e., emotional intelligence, marital adjustment and gender role attitudes overall and with the subscales also. Moreover, the construct of multitasking preference and perceived multitasking ability also indicated the significant and positive relationship with each other except the construct of gender role attitudes which indicates no or even very weak correlation with all other constructs and the direction for this weak correlation coefficients is positive and significant. The subscales of all the construct are also significant and positively correlated with each other and with the subscales of other constructs and these relationships are in the positive direction except conscientiousness and communication which are the two sub facets of the sub scales of self-report measures of emotional intelligence, shows no correlation and direction is also negative with few variables. Overall, these results provided the sufficient evidences by showing significant and positive direction among the major constructs of the construct validation for the two translated and adapted measures and for rest of the measures with reference to the Pakistani sample.

Furthermore, these results projected that the dimensions of multitasking instruments i.e., Multitasking Preference Inventory and Communication Specific Multitasking Measurement Instrument also emerged as significant and positive correlates for the overall scores on Self Report Measure of Emotional Intelligence, Dyadic Adjustment Scale and for the dimensions of these scales except Dyadic Cohesion and Preference to Multitask, Conscientiousness, Perceived Self Awareness, Sociability, Interpersonal Skills, Empathy, and Communication. While preference to Monotask was found as non associated with Affectional Expression, Sociability, Empathy, Communication, and Gender Role Attitudes Scale. General Multitasking Ability was emerged as non correlated with Affectional Expression, Conscientiousness, Sociability, Interpersonal Skills, Empathy, Communication, and Gender Role Attitudes

Scale. The two dimensions of Communication Specific Multitasking Measurement Instrument i.e., Ability to Perform Two or More Than Two Primary Tasks Simultaneously showed nonsignificant correlations with Affectional Expression, Conscientiousness, Perceived Self Awareness, Sociability, Interpersonal Skills, Empathy, Sociability, Communication, and Ability to Perform Primary and Secondary Tasks Simultaneously showed nonsignificant associations with all the dimensions of Dyadic Adjustment Scale and Self Report Measure of Emotional Intelligence except Adaptability, Emotional Reactivity Management, Conscientiousness, and Communication.

The four dimensions of Dyadic Adjustment Scale were found as significant and positive correlate for Self Report Measure of Emotional Intelligence and its three dimensions and eleven sub dimensions further of these three dimensions except i.e., Dyadic Satisfaction with Empathy, Gender Role Attitudes Scale and Dyadic Cohesion with Sociability, and Empathy. However, the three dimensions and eleven sub dimensions of these three dimensions were also significantly correlated with each other except Soc was emerged as non correlated with Conscientiousness, Emotional Reactivity Management, and Emotional Stability and these two were also non associated with Communication and Gender Role Attitudes Scale. Achievement Drive also showed nonsignificant correlation with Sociability and Communication. Perceived Self Awareness was also emerged as non associated with Soc and Soc was not associated with Gender Role Attitudes Scale. While among the nonsignificant and non correlated results ability to perform primary and secondary task simultaneously and self-confidence mostly showed negative direction. However, these results displayed significant and positive patterns of relationship among all the major constructs of this study overall. Which these results have also provided the evidences of convergent validity for the translated and adapted scales MPI and CSMMI of multitasking on the sample of married individuals.

Phase II: Relationships, Direct and Conditional Indirect Effects Testing of the Study Variables

The major aims of this phase were to first test the relationship (through person correlations) of emotional intelligence, multitasking preferences, perceived multitasking ability, gender role attitudes and marital adjustment with each other. Secondly to test the direct effects of emotional intelligence and perceived multitasking ability on marital adjustment (through Hierarchical Regression analysis) of married individuals. Third to test the conditional indirect effects of gender role attitudes as moderator and multitasking preference and perceived multitasking ability as mediators (through moderated mediation model testing) on the relationship between emotional intelligence and marital adjustment of married individuals. And then fourthly to test the mean differences through group comparisons in relation to the demographic variables of the data collected from the sample of married individuals men and women both working and housewives.

Hypotheses based on the relationship between emotional intelligence, multitasking preferences, perceived multitasking ability, gender role attitudes, and marital adjustment. In order to achieve the first aim of this phase the relationship of emotional intelligence, with multitasking preferences, perceived multitasking ability, gender role attitudes, and marital adjustment was examined through person correlation coefficients. The relationship between multitasking preference and perceived multitasking ability with each other and with marital adjustment was also examined through Pearson correlation coefficients. First 7 major hypotheses (1, 2, 3, 4, 5, 6, & 7) along with minor (1a, 2a, 3a, 4a, 5a, & 6a) were also formulated to test through these correlational evidences. Further, based upon these relationship patterns a major hypothesis number 8 and minor (8a, 8b, 8c, & 8d) were specifically formulated to predict (through regression) marital adjustment from emotional intelligence, its three subscales, perceived multitasking ability, its three subscales, multitasking preferences, its two subscales, and egalitarian gender role attitudes.

- 1 Emotional intelligence is positively related with multitasking preferences of married individuals.

- 1a Emotional self-regulation, emotional self-awareness, and interpersonal skills are positively related with multitasking preference of married individuals.
- 2 Emotional intelligence is positively related with perceived multitasking ability of married individuals.
- 2a Emotional self-regulation, emotional self-awareness, and interpersonal skills are positively related with perceived multitasking ability of married individuals.
- 3 Emotional intelligence is positively related with egalitarian gender role attitudes of married individuals.
- 3a Emotional self-regulation, emotional self-awareness, and interpersonal skills are positively related with egalitarian gender role attitudes.
- 4 Multitasking preference is positively related with perceived multitasking ability of married individuals.
- 4a Preference to multitask and preference to monotask are positively related with perceived multitasking ability of married individuals.
- 5 Multitasking preference is positively related with marital adjustment of married individuals.
- 5a Preference to multitask and preference to monotask are positively related with marital adjustment of married individuals.
- 6 Perceived Multitasking ability is positively related with marital adjustment of married individuals.
- 6a General multitasking ability, ability to perform two or more than two primary tasks simultaneously, and ability to perform primary and secondary tasks simultaneously are positively related with marital adjustment of married individual.
- 7 Egalitarian gender role attitudes are positively related with marital adjustment of married individuals.
- 8 Emotional intelligence, perceived multitasking ability, multitasking preference, and egalitarian gender role attitudes are positive predictors for the marital adjustment of married individuals.
- 8a Emotional self regulations, emotional self-awareness, and interpersonal skills are positive predictors for the marital adjustment of married individuals.

- 8b General multitasking ability, ability to perform two or more than two primary tasks simultaneously, and ability to perform primary and secondary tasks simultaneously are positive predictor for the marital adjustment of married individuals.
- 8c Preference to multitask and preference to monotask are the positive predictor for the marital adjustment of married individuals.
- 8d Egalitarian gender role attitude is positive predictor for the marital adjustment of married individuals.

Results of the Phase II

The first seven hypotheses of this study were tested through Pearson correlation coefficients and the results are reported in the Table 32. The results of these above sated hypotheses testing indicted that the first six hypotheses were supported which has established the substantial evidences of the relationship between emotional intelligence and its three subscales i.e., emotional self-regulation, emotional self-awareness, and interpersonal skills. The relationship between emotional intelligence with perceived multitasking ability, its three subscales i.e., general multitasking ability, ability to perform two or more than two primary task simultaneously, ability to perform primary and secondary tasks simultaneously, multitasking preferences and its two subscales i.e., preference to multitask, and preference to monotask, and egalitarian gender role attitudes of married individuals was also established through the correlational evidences reported in Table 32. Furthermore, the significant positive relationship of multitasking preferences, its two subscales i. e., preference to multitask, and preference to monotask, perceived multitasking ability, its three subscales i.e., general multitasking ability, ability to perform two or more than two primary tasks simultaneously, ability to perform primary and secondary tasks simultaneously and marital adjustment was also supported from these results. However, hypothesis number 7 was not supported from these results and revealed that egalitarian gender role attitudes was not related with marital adjustment of married individuals. Although the direction of correlation coefficient (.08) is into positive direction and significant on .05 but the value for correlation is below zero.

To test the above stated major hypothesis number 8 along with minor hypotheses number (8a, 8b, 8c, & 8d) multiple hierarchical regression analysis was conducted through enter method. In this model education, gender, and paid work status was entered as controlled variables due to evidences cited in the literature that these variables have significant effect on multitasking, emotional intelligence, marital adjustment, and gender role attitudes. However, significant positive effects of work status and education were also reported (Table 40 & 44) in this research. Further these variables as potential confounding variables could have effected the variance explained by the desired predictors. In this context to determine the unique variance of multiple predictors of marital adjustment for the total sample of married individuals it was appropriate to control the effects of these variables as (Hoyle & Isherwood, 2013; Kline, 2013) also suggested to control the effect of alternative variable for the determination of desired effect of predictors and outcome.

Table 33

Hierarchical Regression Analysis Predicting Marital Adjustment from Emotional Intelligence, its three subscales and multitasking ability and its the subscales (N = 850)

Predictors	Marital Adjustment				
	<i>B</i>	<i>SE</i>	β	R^2	ΔR^2
Step 1					
Constant	95.15****	4.64			
Education	.23	.27	.03		
Gender	12.36	2.84	.32****		
Work Status	12.23	.80	.34****		
Emotional Intelligence	.20	.02	.37****	.20	.21
Step 2					
Constant	54.48**	5.80			
Emotional Self-Awareness	.07	.09	.04		
Interpersonal Skills	.86	.12	.26****		
Emotional Self-Regulation	.17	.04	.20****	.23	.03`

Continued...

Predictors	Marital Adjustment				
	<i>B</i>	<i>SE</i>	β	R^2	ΔR^2
Step 3					
Constant	28.18	6.65			
CSMMI	.21	.06	.11***	.25	.02
GMA	.14	.15	.04		
APTMTPTS	1.36	.34	.16***		
ATPPSTS	.75	.28	.09		
Step 4					
MPI	.00	.07	.00	.25	.00
GRAS	.06	.04	.04	.25	.00

Note. CSMMI = communication specific multitasking measurement instrument; GMT = general multitasking; APTMTPTS= ability to perform two/more than two primary tasks simultaneously; ATPPTS = ability to perform primary and secondary task simultaneously; MPI = multitasking preference inventory; GRAS = gender role attitudes scale; For step I: education, gender, and work status are controlled variables. ** $p < .01$; *** $p < .000$.

Results in Table 33 presented that emotional intelligence accounted for highest contributor in the whole model with 21% variance in relation to the overall sample of married working men, married working women, and housewives. On the other hand, the whole model explains 25% variance across the overall sample of married working men, married working women, and housewives while predicting marital adjustment from the three subscales of emotional intelligence scale i.e., emotional self-awareness, emotional self-regulation, interpersonal skills, and perceived multitasking ability along with its three subscales i.e., general multitasking ability, the ability to perform two or more than two primary tasks simultaneously, and the ability to perform primary and secondary tasks simultaneously. Moreover, emotional intelligence overall and two subscales i.e., emotional self-regulation and interpersonal skills, and perceived multitasking ability overall and on the subscale i.e., ability to perform two or more than two primary tasks simultaneously were found as significant positive predictors for the marital adjustment. Hence, the hypotheses number 8 (emotional intelligence, perceived multitasking ability, multitasking preference, and egalitarian gender role attitudes would positively predict marital adjustment of married working individuals) has partially accepted and got substantial support for the significant positive predictive

relation of emotional intelligence and perceived multitasking ability with marital adjustment. Meanwhile multitasking preferences and egalitarian gender role attitudes were found nonsignificant predictors for the marital adjustment of married individuals and these two variables were also found as noncontributors for the overall model and in the variance explained by this model. These results have rejected the minor hypotheses 8c and 8d in which it was proposed that two subscales of multitasking preference scales as preference to multitask and preference to monotask, and egalitarian gender role attitudes would predict marital adjustment of married individuals. However, the role of these two variables was further tested in the newly proposed moderated mediation model in the next section of this study.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence. The results of direct effect hypotheses testing emphasized upon the curious need to establish a role of multitasking preferences and egalitarian gender role attitudes in relation to multitasking ability and emotional intelligence for predicting marital adjustment of married individuals. Therefore, in this section moderating role of egalitarian gender role attitudes in the mediating role of multitasking preferences and perceived multitasking ability has assessed and for this newly proposed moderated mediation model (see chapter 1-page no. 49) was tested through the latest version of process macro (model number 89) in accordance to the steps given by Hayes (2018). Sample of this study was large enough and the data was normally distributed without having any missing values. Perceptions of higher emotional intelligence elevated multitasking preferences and perceived multitasking ability of married individuals. Similarly, higher perceptions of emotional intelligence enhanced the perceptions of egalitarian gender role attitudes and marital adjustment of married individuals. Further emotional intelligence and perceived multitasking ability were positively predicted marital adjustment of married individuals while testing the hypotheses number 8, 8a, & 8b of this study. To test the moderating role of gender role attitudes in the indirect (serial mediated) effects of multitasking preferences and perceived multitasking ability for the relationship of emotional intelligence and marital adjustment of married individuals, specific minor and major hypotheses (9 & 10) for

indirect effects were formulated. These hypotheses were tested on the overall sample's data and the results are presented in Table 34 by following (Hayes, 2013; Hayes, 2018; Park, Oh, & Boo, 2019).

Conditional Indirect Effect Hypotheses

- 9 Multitasking preferences and perceived multitasking ability would positively mediate (as serial mediators) the relationship between emotional intelligence and marital adjustment of married individuals.
- 9a Multitasking preference would positively mediate the relationship between emotional intelligence and marital adjustment of married individuals.
- 9b Perceived multitasking ability would positively mediate the relationship between emotional intelligence and marital adjustment of married individuals.
- 10 Egalitarian gender role attitudes would positively moderate the relationship between emotional intelligence and marital adjustment of married individual.
- 10a Egalitarian gender role attitudes would positively moderate the relationship of multitasking preferences and marital adjustment of married individuals.
- 10b Egalitarian gender role attitudes would positively moderate the relationship of perceived multitasking ability and marital adjustment of married individuals.
- 10c Egalitarian gender role attitudes would positively moderate the mediated (through multitasking preferences) relationship of emotional intelligence and marital adjustment of married individuals.
- 10d Egalitarian gender role attitudes would positively moderate the mediated (through perceived multitasking ability) relationship of emotional intelligence and marital adjustment of married individuals.

Table 34

Conditional Effect of Egalitarian Gender Role Attitudes on the Indirect Effect of Multitasking Preferences and Perceived Multitasking Ability on the Relationship of Emotional Intelligence with Marital Adjustment (N= 850).

Predictors	Multitasking Preference			Multitasking Ability			Marital Adjustment		
	Mediator 1			Mediator 2			Outcome		
	95%CI			95%CI			95%CI		
	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>
Constant	24.47***	22.72	28.21	35.70***	30.77	39.37	36.69	109.22	35.83
X EI	.09***	.06	.10	.02	-.00	.03	.61***	.34	.88
M1 MP				.42***	.35	.49	1.18*	.07	2.29
M2 MA							.89	1.84	.06
M-GRA							.77*	.00	1.53
Interactions									
1(EI X GRA)							.07**	-.00	-.00
2(M1 X GRA)							.04*	-.02	-.00
3(M2 X GRA)							.02*	.00	.02
R ²	.09			.16			.19		
F	81.04***			80.65***			28.27***		

Note. *** $p < .01$; ** $p < .01$; *** $p < .000$. EI= emotional intelligence; M-GRA= Moderator, gender role attitudes; M1= mediator 1; M2 = mediator2.

The results of a first model tested for determining the conditional effect of egalitarian gender role attitudes on the indirect effect of multitasking preference and perceived multitasking ability for the relationship of emotional intelligence and marital adjustment of married individual are discussed here. The results in Table 34 presents unstandardized regression coefficients along with significance level, lower and upper limits. These results showed that the indirect effects of multitasking preference and perceived multitasking ability is moderated by the egalitarian gender role attitudes for predicting marital adjustment from emotional intelligence. Results of the model shows that egalitarian gender role (interaction 1= EI x GRA is significant) acted as a significant moderator for the direct relationship of emotional intelligence and marital adjustment. In this instance (interaction 2 = M1 x GRA) was also significant which

means egalitarian gender role attitudes acted as moderator for multitasking preferences and marital adjustment of married individuals. Similarly, egalitarian gender role attitude also moderated (interaction 3 = M2 x GRA significant) the relationship of perceived multitasking ability and marital adjustment of married working individuals. Therefore, gender role attitudes acted as significant positive moderator for all the three interactions proposed in the model.

In this manner conditional effects of the focal predictor emotional intelligence while interacting with egalitarian gender role attitudes as moderator from lower to highest level with (total effect .27, $p < .000$) is significant. The conditional effect of multitasking preference (i.e., first mediator in the model) as focal predictor in interacting with egalitarian gender role attitudes as moderator is nonsignificant ($p > .05$). While conditional effects of perceived multitasking ability (i.e., second mediator in the model) as focal predictor in interaction with egalitarian gender role attitudes as moderator is significant from lower to highest level with (total effect .38, $p < .001$). Regarding the conditional direct effect of emotional intelligence as predictor on the marital adjustment as outcome is also significant on lower to highest level with (total effect .27, $p < .000$). Through these results hypothesis number 10 along with 10a, 10b were supported.

Furthermore, in this vein the conditional indirect effect of predictor on outcome suggested that indirect effect of emotional intelligence through multitasking preferences alone (as mediator 1) on marital adjustment is non-significant at all three levels i.e., lower to highest level ($p > .05$) and the (index of moderated mediation = -.0010, LL = -.0021, UL = .000) is nonsignificant. The indirect effect of emotional intelligence through perceived multitasking ability alone (as mediator 2) on the marital adjustment is also nonsignificant at all three levels from low to high ($p > .05$) with (index of moderated mediation = .0001, LL = -.0001, UL = .0005) which is nonsignificant. The indirect effect of emotional intelligence through first mediator (multitasking preference) and second mediator (perceived multitasking ability) as serial mediators on marital adjustment is significant ($p < .001$) and the (index of moderated mediation = .0004, LL = .0000, UL = .0008) is also significant. These results have supported the major hypothesis number 9 and minor hypothesis 9a, 9b, 10c, and 10d

were not accepted which suggested that distinctly both mediators did not mediate the relationship between emotional intelligence and marital adjustment. However, both mediators as serial mediators were found significant and positive for the relationship between emotional intelligence and marital adjustment. These results have also suggested that all the paths of this moderated mediation model are significant except the two direct paths i.e., from emotional intelligence to perceived multitasking ability and from perceived multitasking ability to marital adjustment. These findings offered the pragmatic support for the hypotheses number 9 (i.e., multitasking preferences and perceived multitasking ability mediated (as serial mediators) the relationship between emotional intelligence and marital adjustment of married individuals). Similarly, these results have also supported the hypothesis number 10 along with 10a & 10b (i.e., egalitarian gender role attitudes moderated the relationship between emotional intelligence and marital adjustment of married individuals, and (i.e., egalitarian gender role attitudes moderated the separately mediated (multitasking preferences) and (perceived multitasking ability) relationships of emotional intelligence and marital adjustment. Overall, moderated mediation was emerged positively significant for the serial mediation path from Emotional intelligence through multitasking preference to perceived multitasking ability on the marital adjustment. Whereas moderated mediation through multitasking preference and perceived multitasking ability as single mediator was not turned as significant in this model.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence across different sample groups. In context of the above given findings and literature on gender and work roles related to all the study variables cited in the (chapter 1), it was pertinent to test the moderated mediation model (conditional indirect effects) across different sample groups of this study. Moreover, it was also aimed to test the various moderated mediation models for gender and work status wise. In this instance, it was felt important and interesting to see more exclusive and few similar patterns in the backdrop of diverse groups. It is also evenly vital to device the best explanation which can be presented for the optimal

understanding of the major role of all the constructs of this study. Similarly, it is also helpful in generating the expedient illustration to understand the interplay of the variables of this research. Therefore, multiple (moderated mediation) models were tested in process macro performing the model number 89 to understand the meticulous role of different direct and indirect paths across three sample groups respectively. Results of the moderated mediation models across sample groups are discussed in the below Tables (35-38). The results given below in the Table 35 are depicted from the moderated mediation model tested across the sample group of married women both working and housewives collectively.

Table 35

Conditional Effect of Egalitarian Gender Role Attitudes on the Indirect Effect of Multitasking Preferences and Perceived Multitasking Ability on the Relationship of Emotional Intelligence with Marital Adjustment of Married Women (working & housewives) Overall (N= 522).

Predictors	Multitasking Preference Mediator 1			Multitasking Ability Mediator 2			Marital Adjustment Outcome		
	95%CI			95%CI			95%CI		
	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>
Constant	14.58***	9.65	19.50	29.79***	24.23	35.34	-61.78	155.81	32.24
X EI	.13***	.10	.15	.04**	.01	.07	.73***	.33	1.13
M1 MP				.41***	.31	.50	1.33	-.14	2.81
M2 MA							.99	-2.17	.17
M-GRA							.81	-.18	1.81
Interactions									
1 (EI X GRA)							.05**	-.00	-.00
2 (M1 X GRA)							.01	-.02	.00
3 (M2 X GRA)							.02**	.00	.02
R ²	.18			.19			.30		
F	114.80***			61.69***			31.04***		

Note. ** $p < .01$; * $p < .05$; *** $p < .000$; Predictors; EI= emotional intelligence; GRA= moderator, gender role attitudes; M1= mediator 1; M2 = mediator2.

The results of second model tested in Table 35 displayed that egalitarian gender role attitudes acted as a significant positive moderator for the indirect effect of multitasking preferences and perceived multitasking ability on the relationship between emotional intelligence and marital adjustment of married working women and housewives as collective sample. Unstandardized regression coefficients showed that all the direct and indirect path in the model were found significant except the two direct paths i.e., from multitasking preferences and multitasking ability to marital adjustment. The results of this model testing indicated that out of three interaction first interaction (EI x GRA) and third interaction (M2 x GRA) are significant. Which suggest modern/egalitarian gender role attitude exerted its conditional effect with emotional intelligence on the marital adjustment of overall married women (working and housewives). Similarly, these results also suggested that egalitarian gender role attitudes have interacted with perceived multitasking ability to predict marital adjustment of married women as working and housewives collectively.

In this vein, conditional effects of emotional intelligence as the focal predictor in interacting with egalitarian gender role attitudes from low to high level (total effect .36, $p < .000$) is significant for marital adjustment. The conditional effect of multitasking preference as focal predictor (mediator 1) in interacting with egalitarian gender role attitudes is nonsignificant ($p > .05$) and this decreases the effect size (i.e., .21). While conditional effect of perceived multitasking ability as focal predictor (mediator 2) in interaction with egalitarian gender role attitudes is significant from lower to highest level (total effect .47, $p < .0001$). The effect size has increased for this interaction. Moreover, the conditional direct effect of emotional intelligence from low to high level as predictor on marital adjustment is significant with (total effect, .36 $p < .000$). Whereas conditional indirect effect of emotional intelligence through multitasking preferences (as first mediator in the model) on marital adjustment is nonsignificant ($p > .05$) and the (index of moderated mediation = -.0019, LL = -.00, UL = .00) is also nonsignificant for this effect. The indirect effect of emotional intelligence through perceived multitasking ability (as second mediator in the model) on marital adjustment is significant with (total effect .02, $p < .003$) on low to high levels and the (index of moderated mediation = .0006, LL = .00, UL = .00) is also significant. On the

other hand, indirect effect of emotional intelligence through first mediator multitasking preference and the second mediator perceived multitasking ability (as serial mediators) is significant from low to high level (total effect .03, $p < .001$) and the (index of moderated mediation = .0007, LL = .00, UL = .00) is also significant for this effect. Hence these results have provided quite dense grounds of pragmatic support for aiming to further see the moderated and mediated effects separately for the two different groups of samples as married working women and housewives also. Overall, the moderated mediation was significant for the serial mediation which suggested egalitarian gender role attitudes positively impact on the marital adjustment through multitasking preference and perceived multitasking ability. Further moderated mediation was also significant from the emotional intelligence to perceived multitasking ability on marital adjustment in this model.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence for the separate sample of married working women. After taking the pragmatic understanding regarding the conditional indirect effects of gender role attitudes, multitasking preferences and perceived multitasking ability in predicting marital adjustment of married women both working and housewives collectively. It was also important to see further variations in the drawback of married women as working and housewives. Therefore, separate models were tested in process macro following the similar model number 89 and the results are reported in the Table 36.

Table 36

Conditional Effect of Egalitarian Gender Role Attitudes on the Indirect Effect of Multitasking Preferences and Perceived Multitasking Ability on the Relationship of Emotional Intelligence with Marital Adjustment of Married Working Women (N= 300).

Predictors	Multitasking Preference Mediator 1			Multitasking Ability Mediator 2			Marital Adjustment Outcome		
	95%CI			95%CI			95%CI		
	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>
Constant	27.81***	21.44	34.18	50.43***	42.28	58.58	130.00	7.51	51.51
X EI	.08***	.04	.10	.01	-.03	.03	.25	.23	.72
M1 MP				.18**	.04	.30	.23	1.57	2.03
M2 MA							1.50	2.93	-.07
M-GRA							-.87	-2.25	.50
Interactions							.01	-.00	.00
(EI X GRA)							.01	-.02	.01
2(M1 X GRA)							.02**	.00	.03
3(M2 X GRA)									
R ²	.07			.03			.16		
F	22.56***			3.79***			7.81***		

Note. ** $p < .01$; * $p < .01$; *** $p < .000$. EI= emotional intelligence; GRA= gender role attitudes; M1= mediator 1; M2 = mediator2.

The results of third model tested presented in Table 36 demonstrate conditional indirect effects of egalitarian gender role attitudes, multitasking preference, and perceived multitasking ability on the relationship between emotional intelligence and marital adjustment of married working women's sample separately. The unstandardized regression coefficients displayed direct path from emotional intelligence to multitasking preference (first mediator) is significant, from emotional intelligence to perceived multitasking ability (second mediator) is nonsignificant, but from multitasking preference to perceived multitasking ability is significant. Furthermore, the paths from emotional intelligence to marital adjustment and from multitasking preference to marital adjustment were found as nonsignificant, while the path from perceived multitasking ability to marital adjustment was found significant. However, among all three interactions only third interaction (i.e., M2 x GRA) is significant. This shows that egalitarian gender role attitudes have significant positive impact with the

perceived multitasking ability (second mediator) for predicting marital adjustment of married working women.

The conditional effect of perceived multitasking ability as focal predictor in interacting with gender role attitudes for marital adjustment is significant from low to highest level with (total effect = .59, $p < .0001$). In this vein conditional direct effects of emotional intelligence from low to high level is also significant (total effect, .20, $p < .0001$). While conditional indirect effect of emotional intelligence through multitasking preference (first mediator in the model) on marital adjustment is nonsignificant and the (index of moderated mediation = -.0002, LL = -.00, UL = .00) is also nonsignificant. The second indirect effect of emotional intelligence through perceived multitasking ability (second mediator in the model) was also found as nonsignificant on the marital adjustment and the (index of moderated mediation = .0000, LL = -.00, UL = .00) emerged as nonsignificant for this interaction. Further, in context to this indirect effect of emotional intelligence through first and second mediators (i.e., multitasking preference and perceived multitasking ability) as serial mediators was found significant on highest level with (effect = .01, LL = .00, UL = .01) and the (index of moderated mediation = .0002, LL = .0000, UL = .0007) has also emerged as significant. Thus, these results have established the support for aiming that egalitarian gender role attitudes moderated the serially mediated (multitasking preferences and perceived multitasking ability) relationship of emotional intelligence and marital adjustment of married working women separately.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence for the separate sample of housewives.

Considering paid and unpaid role of married women it was felt essential to aim further for analyzing the data of housewives in relation to the moderated mediation effects. Therefore, a separate moderated mediation model following number 89 was tested into process macro and the results are given in the Table 37.

Table 37

Conditional Effect of Egalitarian Gender Role Attitudes on the Indirect Effect of Multitasking Preferences and Perceived Multitasking Ability on the Relationship of Emotional Intelligence with Marital Adjustment of Housewives (N= 222).

Predictors	Multitasking Preference Mediator 1			Multitasking Ability Mediator 2			Marital Adjustment Outcome		
	95%CI			95%CI			95%CI		
	B	LL	UL	B	LL	UL	B	LL	UL
Constant	-.21***	-8.34	7.92	17.61***	9.68	25.53	-51.26	204.63	102.10
X EI	.20***	.15	.24	.07**	.02	.11	.64	-.10	1.39
M1 MP				.52****	.39	.65	3.27*	.24	6.30
M2 MA							2.23	-4.74	.27
M-GRA							.54	-1.15	2.23
Interactions									
1(EI x GRA)							.01**	-.00	.00
2(M1 x GRA)							.04*	-.06	-.00
3(M2 x GRA)							.02	-.00	.05
R ²	.29			.38			.41		
F	89.92***			68.65***			21.05***		

Note. ** $p < .01$; * $p < .01$; *** $p < .000$. EI= emotional intelligence; GRA= gender role attitudes; M1= mediator 1; M2 = mediator 2.

The results of fourth tested model in Table 37 illustrate that conditional effects of gender role attitudes on the indirect effects of multitasking preferences and perceived multitasking ability for the relationship between emotional intelligence and marital adjustment of housewives' sample separately. Results of unstandardized regression coefficients display that the direct paths from emotional intelligence to multitasking preference and to perceived multitasking ability is significant, while path from multitasking preference to perceived multitasking ability is also significant in this model testing. Similarly, the path from emotional intelligence and perceived multitasking ability to marital adjustment is nonsignificant for the sample of housewives. While the direct path from multitasking preference to perceived multitasking ability turned as significant in the model. It is also evident from these

results that among all the three interactions, only one interaction number 2 (M1 x GRA) was emerged significant. This has suggested that an interaction of multitasking preference with egalitarian gender role attitudes has positive effect on the marital adjustment of housewives.

Regarding the conditional effects, the interaction of egalitarian gender role attitude with multitasking preference as focal predictor for the marital adjustment was found as nonsignificant. The interaction of egalitarian gender role attitudes with perceived multitasking ability as focal predictor was also turned as nonsignificant. Whereas the conditional direct effect of emotional intelligence on marital adjustment was found significant at three levels from low to high with (total effect = .51 $p < .0001$). On the other hand, conditional indirect effects of emotional intelligence through multitasking preference as first mediator was found nonsignificant and the (index of moderated mediation = -.0073, LL = -.01, UL = .00) also emerged as nonsignificant. Similarly, conditional indirect effect of perceived multitasking ability (second mediator) and emotional intelligence on marital adjustment were found nonsignificant and the (indexes of moderated mediation = .0016, LL = -.00, UL = .00) were also nonsignificant. Hence these results have partially supported the assumption for aiming that gender role attitudes moderated the mediated (multitasking preferences and perceived multitasking ability) relationship of emotional intelligence and marital adjustment for housewives' sample. Only one indirect path from multitasking preference to marital adjustment was moderated by the egalitarian gender role attitudes for the sample of housewives. While the effects of first mediator and second mediator were not moderated separately nor serially by the gender role attitudes in the model testing for housewives as compared to the model tested for married working women separately. Which suggested that no mediation and moderation was significant for the sample of housewives. These results have proposed different piece of evidences in comparison to the model tested for married working women.

These empirically established evidences demonstrated that there are no significant evidences of multitasking preferences and perceived ability as serial mediators for the association of marital adjustment and emotional intelligence of housewives. In context to these evidences nonsignificant results were observed

regarding the conditional (moderating) effect of gender role attitudes for the said relationship. Although the interaction between multitasking preference and gender role attitudes emerged as significant but the index of moderated mediation was nonsignificant. Subsequently, in addition to these results depicted from the moderated mediation model testing, it was also pertinent to see the pattern of conditional indirect effects separately on the sample of married men also. Therefore, fifth model was tested for the sample of married men respectively

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence for the separate sample of married men.

Taking gender in perspective it is indeed significant and interesting to see the conditional indirect effects of gender role attitudes (moderator) and multitasking preferences and perceived multitasking ability (mediators) for the relationship between emotional intelligence and marital adjustment of married working men. Therefore, another moderated mediation model in process macro following model number 89 was tested and the results are reported in the Table 38.

Table 38

Conditional Effect of Egalitarian Gender Role Attitudes on the Indirect Effect of Multitasking Preferences and Perceived Multitasking Ability on the Relationship of Emotional Intelligence with Marital Adjustment of Married Working Men (N= 328).

Predictors	Multitasking Preference Mediator 1			Multitasking Ability Mediator 2			Marital Adjustment Outcome		
	95%CI			95%CI			95%CI		
	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>LL</i>	<i>UL</i>
Constant	35.50***	29.89	41.12	42.10***	35.13	49.08	57.51	-58.59	173.62
X EI	.04**	.00	.05	-.01	-.04	.01	.35*	-.01	.72
MI MP				.40***	.28	.50	.41	-1.36	2.18
M2 MA							-.92	-2.51	.65
M-GRA							.13	-1.04	1.34
Interactions									
1(EI x GRA)							-.00	-.00	.00
2(M1 x GRA)							-.00	-.02	.00
3(M2 x GRA)							.01	-.00	.02
R ²	.01			.12			.07		
F	5.10***			24.08***			3.48**		

Note. ** $p < .01$; * $p < .01$; *** $p < .000$. EI= emotional intelligence; GRA= gender role attitudes; M1= mediator 1; M2 = mediator 2

The results of fifth model testing in the above Table 38 revealed that these results are non-significant for the conditional indirect effects. All the three interactions were found nonsignificant in the moderated mediated model. Only conditional direct effect of emotional intelligence on marital adjustment was emerged as significant (effect = .15, $p < .0001$). Whereas indirect effect of emotional intelligence through multitasking preference as first mediator on marital adjustment was non-significant, the (index of moderated mediation = -.0001, LL = -.00, UL = .00) for this effect was also nonsignificant. Similarly, the indirect effect of emotional intelligence though perceived multitasking ability for marital adjustment of married men was nonsignificant and the (index of moderated mediation = -.0002, LL = -.00, UL = .00) for this effect was also nonsignificant.

In relation to the above given nonsignificant indirect effects, indirect effect of both mediators (as serial mediators) multitasking preference and perceived multitasking ability was into the same direction i.e., nonsignificant and the (index of moderated mediation = $-.0001$, $LL = -.00$, $UL = .00$) for this nonsignificant effect was also found nonsignificant. Among all only two direct paths i.e., from emotional intelligence to multitasking preference and from multitasking preference to perceived multitasking ability were found significant in this model tested for the sample of married working men separately. These results are quite important especially in comparison to the model tested for married working women and housewives on overall sample and across separate groups as well. Moreover, in comparison to gender these results are noteworthy to discuss and explain (see discussion section of this study) in the socio-cultural context of Pakistan.

Role of demographic variables in examining multitasking preferences, perceived multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment. Role of socio-demographic variables in psychological studies is undeniable and considered essential for every empirical investigation. However, in the present research to examine the deemed role of various demographic variables as personal (gender, age, education, duration of marriage, number of children, age of the youngest born child, family system, and personal income for SES) and organizational factors (profession, working hours, organizational structure, job experience, and spouse working hours) specific hypotheses were developed based upon literal and logical assumptions. Following are the formulated hypotheses in relation to the demographic variables of the sample of married individuals.

- 11 Married men are more likely to express emotional intelligence, multitasking preferences, perceived multitasking ability, egalitarian gender role attitudes, and marital adjustment as compared to the married women.
- 11a Married men are more likely to express emotional self-regulation, emotional self-awareness, and interpersonal skills as compared to the married women.
- 12 Married working women are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, multitasking preferences, perceived multitasking ability, egalitarian gender role attitudes, and marital adjustment than married working men and housewives.

- 12a Married working women are more likely to express emotional self-regulation, emotional self-awareness, and interpersonal skills, as compared to the married working men and housewives.
- 13a Younger married individuals are more likely to express multitasking preferences and perceived multitasking ability than older married individuals.
- 13b Elder married individuals are more likely to express higher egalitarian gender role attitudes than older married individuals.
- 13c Older married individuals are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, and marital adjustment than younger married individuals.
- 14a Highly educated married individuals are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, multitasking preferences, perceived multitasking ability, egalitarian gender role attitudes, and marital adjustment than the less educated married individuals.
- 14b Highly educated married individuals are more likely to express emotional self-regulation, emotional self-awareness, and interpersonal skills than the less educated married individuals.
- 15 Individuals having higher job experience are more likely to indicate higher multitasking preferences, perceived multitasking ability, and emotional intelligence than individuals having lesser job experience.
- 16a Individuals whose working hours are higher are more likely to express higher multitasking preferences, perceived multitasking ability, and emotional intelligence than those individuals whose working hours are lesser.
- 16b Individuals whose working hours are higher are more likely to express higher emotional self-regulation, emotional self-awareness, and interpersonal skills than those individuals whose working hours are lesser.
- 17a Individuals working on higher job scale/grade are more likely to express higher multitasking preferences, perceived multitasking ability, and emotional intelligence than the individuals working on lower job scale/grade.
- 17b Individuals working on higher job scale/grade are more likely to express higher emotional self-regulation, emotional self-awareness, and interpersonal skills than the individuals working on lower job scale/grade.
- 18a Individuals from higher socioeconomic status are more likely to indicate higher marital adjustment, emotional intelligence, multitasking preference, and

- perceived multitasking ability than individuals from lower socioeconomic status.
- 18b Individuals from higher socioeconomic status are more likely to indicate higher emotional self-regulation, emotional self-awareness, and interpersonal skills than individuals from lower socioeconomic status.
- 19a Individuals whose duration of marriage is higher are more likely to indicate higher marital adjustment, emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills than individuals whose duration of marriage is lesser.
- 19b Individuals whose duration of marriage is higher are more likely to indicate higher emotional self-regulation, emotional self-awareness, and interpersonal skills than individuals whose duration of marriage is lesser.
- 20a Married Individuals having more number of children are more likely to indicate higher marital adjustment, emotional intelligence, multitasking preference, and perceived multitasking ability than the married individuals having lesser number of children.
- 20b Married Individuals having more number of children are more likely to indicate emotional self-regulation, emotional self-awareness, and interpersonal skills than the married individuals having lesser number of children.
- 20c Married individuals having lesser number of children are more likely to indicate higher egalitarian gender role attitudes than married individuals having more number of children.
- 21a Individuals living in joint family system are more likely to indicate higher multitasking preferences, perceived multitasking ability, emotional intelligence, and marital adjustment than individuals living in nuclear family system.
- 21b Individuals living in joint family system are more likely to indicate higher emotional self-regulation, emotional self-awareness, and interpersonal skills than individuals living in nuclear family system.
- 22 Married and working individuals as doctors and nurses are more likely to report higher multitasking preferences, perceived ability to multitask, and emotional intelligence than university teachers, bank managers, and individuals working on job at private and government organizations.
- 23a Married individuals availing paid domestic help for household as part time domestic help and full-time domestic help are more likely to report higher multitasking preference, perceived multitasking ability, emotional intelligence,

- and marital adjustment of married individuals than individuals availing no domestic help.
- 23b Married individuals availing full time paid domestic help for household are more likely to report higher egalitarian gender role attitudes than married individuals availing part time domestic help and no domestic help.
- 24a Married individuals who themselves perform all the house chores are more likely to report higher multitasking preference, perceived multitasking ability, emotional intelligence, and marital adjustment of married individuals who perform few and no house chores.
- 24b Married individuals who themselves perform all the house chores are more likely to report less egalitarian gender role attitudes than married individuals who perform few and no house chores.
- 25a Married individuals whose spouse working are higher are more likely to express high multitasking preference, perceived multitasking ability than the individuals whose spouse working hours are lesser.
- 25b Married individuals whose spouse working are lesser are more likely to express higher emotional intelligence, egalitarian gender role attitudes, and marital adjustment than the individuals whose spouse working hours are higher.

Hypotheses testing of group differences. To estimate the group differences across various demographics on all the study variables, independent sample *t*-test for two groups has been conducted and mean, standard deviations, *t* values, *p* values for level of significance and Cohen's *d* values for effect size as per suggested by (Cohen, Cohen, Wes, & Aiken, 2003) standards for social science i.e., (.1 to .30) small effect size, from (.30 to .37) medium and (greater than .38) large effect was taken into consideration for the results of this study. One-way analysis of variance for more than two groups of various demographics in relation to all the study variables and testing of hypotheses formulated in this study has been conducted. Further, in relation to this when the effect size was found significant then pair-wise comparison through (Post Hoc analyses) were conducted, and to control type I error Bonferroni correction were performed ensuring the cumulative type I error below .05 as suggested by Filed (2013). The data of the present study for all the demographics was categorized into two, three, and four groups based upon the evidences and guidance provided by the previous

literature (e.g. Arshad et al., 2015; Gull & Hassan, 2016, Ilyas & Habib, 2014; Irfan, 2017; Sinha, 2016) cited in this research.

Gender. Group differences in relation to the two groups of gender were estimated for overall samples of married working men, married working women and housewives collectively on all the variables of this study to test the hypothesis number 11 formulated based upon the evidences cited in the introduction section of this study. Two groups are categorized as married (men participants = 328) and (married women participants = 522). Detailed results are presented below in the Table 39.

Table 39

Mean, Standard Deviation, t and d Values for Gender Differences on all study variables (N =850)

Variables	Married Men (n = 328)		Married Women (n = 522)		t	p	95%CI		Cohen's d
	M	SD	M	SD			LL	UL	
MPI	41.87	8.60	41.17	8.73	1.14	.25	-.50	1.89	.08
Multi	21.03	5.37	20.40	5.13	1.70	.08	-.06	1.34	.12
Mono	20.83	6.54	20.76	5.89	.16	.86	-.77	.92	.01
CSMMI	55.29	9.33	55.06	9.60	.34	.73	-1.08	1.54	.02
GMA	21.25	5.25	20.53	4.80	2.05	.04	.03	1.40	.14
APMTPTS	29.05	6.57	29.14	6.26	-.20	.84	-.97	.79	-.01
APPSTS	4.98	2.17	5.38	2.13	-2.65	.00	-.69	-.10	-0.19
DAS	98.78	17.38	93.70	18.86	3.93	.00	2.54	7.60	0.28
Dcons	42.84	8.57	40.34	8.86	4.05	.00	1.28	3.71	0.29
AExp	8.12	1.84	7.45	2.05	4.78	.00	.39	.93	0.34
Dsat	31.31	6.46	30.05	6.67	2.70	.00	.39	.93	0.19
Dcoh	16.50	5.64	15.84	5.84	1.61	.10	-.14	1.45	0.11
SRMEI	203.60	34.18	203.14	28.37	.20	.83	-3.81	4.69	0.02
ESR	87.10	23.25	87.51	19.21	-.27	.78	-3.29	2.47	-0.02
ADAP	24.96	7.04	25.00	6.44	-.07	.93	-.96	.88	-0.01
ERM	18.65	6.69	19.62	5.45	-2.30	.02	-1.79	-.14	-0.16
ES	18.98	7.12	19.17	5.52	-.42	.66	-1.04	6.70	-0.03

Continued...

Variables	Married Men (<i>n</i> = 328)		Married Women (<i>n</i> = 522)		<i>t</i>	<i>p</i>	95%CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
CON	12.14	2.07	11.46	2.13	4.58	.00	.39	.97	0.32
AD	12.35	3.47	12.25	3.16	.44	.66	-.35	.55	0.03
ESA	71.32	10.64	70.97	9.11	.51	.60	-.99	1.69	0.04
SA	28.06	6.89	28.36	6.00	-.67	.50	-1.18	.57	-0.05
PSA	28.97	4.60	28.51	4.03	1.53	.12	-.12	1.05	0.11
SC	14.28	2.52	14.08	2.61	1.05	.29	-.16	.55	0.08
IPS	45.16	5.83	44.64	5.43	1.26	.20	-.27	1.27	0.09
EMP	13.46	2.39	13.67	2.19	-1.30	.19	-.52	.10	-0.09
SOC	16.07	2.51	15.96	2.46	.62	.53	-.23	.45	0.04
COM	15.61	2.58	15.02	2.43	3.39	.00	.25	.94	0.24
GRAS	96.07	14.27	95.90	13.24	.17	.85	-1.75	2.09	0.01

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df =2

The results in Table 39 shows nonsignificant differences between married men and women on multitasking preferences, perceived multitasking ability, gender role attitudes as composite scores and on the subscales of two multitasking instruments except the fourth subscale of CSMMI i.e., the ability to perform primary and secondary tasks simultaneously, on this subscale married women have scored higher than married men. Nonsignificant differences are also observed on self-report measure of emotional intelligent, its three subscales and eight sub facets of these subscales except the three sub facets i.e., conscientiousness, emotional reactivity management and communication. While significant differences are observed on the marital adjustment for total scores and for the three subscales except the dyadic cohesion among married men than women. These findings offered support in acceptance of the hypothesis number 11 only for the construct of marital adjustment (i.e., married men are more likely to express higher marital adjustment overall and on its sub scales than married women), while from these findings nonsignificant evidences were depicted for rest of

the variables and hence rejected the hypothesis number 11 and 11a in relation to these variables (married men are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, multitasking preferences, multitasking ability, and egalitarian gender role attitudes than married women).

Work status. Results of group differences in relation to gender and literature (Balaji, 2014; Bianchi et al., 2006) pertaining to work status cited in the first chapter also derived to see the patterns of differences across the three sample groups. Therefore, group differences in relation to work status of the sample were determined through one-way analysis of variance and post hoc analysis for significant effects further. Three groups were classified as group first (married working men = 328), group second (married working women = 300), and third group (housewives =222). The results are presented below in the Table 40 and 41.

Table 40

Mean, Standard Deviation, t Values, and Eta Square Work Status Differences (N =850)

Variables	Married working Men (n = 328)		Married working Women (n = 300)		Housewives (n = 522)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	41.87	8.60	43.06	7.82	38.62	9.25	18.04	.00	.04
Multi	21.03	5.37	21.66	4.99	18.70	4.83	23.00	.00	.52
Mono	20.83	6.54	21.39	5.81	19.91	5.90	3.74	.02	.01
CSMMI	55.29	9.33	57.62	8.73	51.60	9.67	27.23	.00	.06
GMA	21.25	5.25	21.14	4.83	19.70	4.65	7.55	.00	.02
APMTPTS	29.05	6.57	31.00	5.85	26.63	5.91	32.21	.00	.07
APPSTS	4.98	2.17	5.47	2.33	5.27	1.82	4.05	.01	.01
DAS	98.78	17.38	99.53	16.69	85.82	18.80	47.42	.00	.10
Dcons	42.84	8.57	42.64	8.16	37.24	8.85	34.30	.00	.07
AExp	8.12	1.84	7.88	1.71	6.87	2.32	29.04	.00	.06
Dsat	31.31	6.46	31.69	6.18	27.85	6.67	26.55	.00	.06
Dcoh	16.50	5.64	17.32	5.67	13.84	5.46	25.81	.00	.06
SRMEI	203.60	34.18	210.49	28.65	193.22	24.81	21.13	.00	.05

Continued...

Variables	Married working Men (<i>n</i> = 328)		Married working Women (<i>n</i> = 300)		Housewives (<i>n</i> = 522)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
ESR	87.10	23.25	92.04	19.74	81.39	16.49	17.32	.00	.04
ADAP	24.96	7.04	26.65	6.36	22.76	5.87	22.79	.00	.05
ERM	18.65	6.69	20.40	5.76	18.56	4.82	8.84	.00	.02
ES	18.98	7.12	20.22	5.79	17.76	4.80	10.37	.00	.02
CON	12.14	2.07	11.86	1.89	10.92	2.33	23.56	.00	.05
AD	12.35	3.47	12.90	3.16	11.37	2.45	14.26	.00	.03
ESA	71.32	10.64	72.54	9.02	68.84	8.81	9.56	.00	.02
SA	28.06	6.89	29.48	6.06	26.85	5.59	11.44	.00	.03
PSA	28.97	4.60	28.85	3.87	28.06	4.20	3.34	.03	.01
SC	14.28	2.52	14.21	2.47	13.92	2.77	1.34	.26	-
IPS	45.16	5.83	45.90	5.02	42.98	5.52	18.92	.00	.04
EMP	13.46	2.39	13.98	2.05	13.27	2.30	7.17	.00	.01
SOC	16.07	2.51	16.53	2.17	15.19	2.63	19.34	.00	.04
COM	15.61	2.58	15.39	2.15	14.51	2.67	13.39	.00	.03
GRAS	96.07	14.27	99.62	13.86	90.87	10.45	27.91	.00	.06

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; *df* = 2, 847,

The results in Table 40 indicate significant differences among the three groups of participants in considering the work status on all the measures for total scores, subscales, and sub facets of the subscales except the only sub facets i.e., self-confidence of the subscale of emotional self-awareness on which the results were nonsignificant. These findings depicted that married working women were found higher on all the measures for total and for subscales than the married working men and housewives. Only few variations were found on subscales and sub facets like general multitasking, dyadic consensus and affectional expression where men score relatively bit higher than working women, however housewives have scores lower than the married working men and married working women respectively on all the measures. From these results

supportive evidences were found in accepting the hypothesis number 12 and 12a (i.e., married working women are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, multitasking preferences, multitasking ability, egalitarian gender role attitudes, and marital adjustment than married working men and housewives. Further, on the existed significant group differences in relation to work status of married people post hoc analysis also performed to determine mean differences across varying groups.

Table 41

Post HOC Differences on Work Status of Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1>3	3.25	.00	1.48	5.3
	2>3	4.44	.00	2.63	6.25
Preference to Multitask	1>3	2.32	.00	1.26	3.39
	2>3	2.96	.00	1.87	4.04
Preference to Monotask	2>3	1.48	.01	.18	2.78
Communication Specific Multitasking Measurement Instrument	1<2	2.33	.00	4.09	.56
	1>3	3.68	.00	1.76	5.60
General Multitasking Ability	2>3	6.01	.00	4.05	7.97
	1>3	1.55	.00	.51	2.58
Ability to Perform two/More than two Primary Tasks Simultaneously	2>3	1.55	.00	.39	2.49
	1<2	1.95	.00	3.13	.77
Ability to Perform Primary and Secondary Tasks Simultaneously	1>3	2.42	.00	1.14	3.70
	1<2,3	.48	.01	.07	.89
Dyadic Adjustment Scale	1<3	12.95	.00	-9.29	-16.60
	2<3	13.70	.00	9.98	17.42
Dyadic Consensus	1>3	5.59	.00	3.82	7.37
	2>3	5.39	.00	3.58	7.19
Affectional Expressions	1>3	1.24	.00	.83	1.64
	2>3	1.00	.00	-1.41	-.59

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Dyadic Satisfaction	1>3	3.45	.00	2.11	4.79
	2>3	3.83	.00	2.46	5.19
Dyadic Cohesion	1>3	2.65	.00	1.48	3.81
	2>3	3.47	.00	2.28	4.66
Self-Report Measure of Emotional Intelligence	1<2	6.90	.01	12.65	1.15
	1>3	10.37	.00	4.11	16.63
	2>3	17.27	.00	10.89	23.65
Emotional Self-Regulation	1<2	4.93	.00	8.85	1.01
	1>3	5.71	.00	1.44	9.98
	2>3	10.65	.00	6.30	14.99
	1<2	1.69	.00	2.44	.44
Adaptability	1>3	2.20	.00	.84	3.56
	2>3	3.89	.00	5.51	5.27
	1<2	1.75	.00	2.88	.61
Emotional Reactivity Management	2>3	1.84	.00	.58	3.09
	1<2	1.23	.03	2.40	.05
Emotional Stability	2>3	2.45	.00	1.15	3.75
	1>3	1.21	.00	.78	1.65
Consciousness	2>3	.93	.00	.48	1.37
	1>3	.97	.00	.30	1.65
Achievement Drive	2>3	1.52	.00	.83	2.21
	1>3	2.48	.00	.47	4.48
Emotional Self-Awareness	2>3	3.70	.00	1.65	5.74
	1<2	1.42	.01	2.62	.21
Self-Awareness	2>3	2.63	.00	1.30	3.97
Perceived Self Awareness	1>3	.91	.04	.02	1.79
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1>3	2.17	.00	1.03	3.31
Empathy	1>2	.51	.01	.54	.07
	2>3	.70	.00	.23	1.18
Sociability	1>3	.87	.00	.36	1.38
	2>3	1.33	.00	.81	.83
Communication	1>3	1.10	.00	.581	1.61
	2>3	.87	.00	.35	1.40
Gender Role Attitudes Scale	1<2	3.55	.00	6.08	1.01
	1>3	5.19	.00	2.44	7.95

Note. married working men = 1; married working women = 2; housewives = 3.

Post hoc analysis given in the Table 41 indicated that married individuals in relation to work statuses (group 2 married working women) expressed higher perception of multitasking preference, perceived multitasking ability, marital adjustment,

emotional intelligence, and the gender role attitudes than the other two groups i.e., (group 1 married working men) and (group 3 housewives) on the overall composite scores. The same direction of significant difference was also observed regarding the subscales used to study multitasking preferences, perceived multitasking ability, marital adjustment and emotional intelligence and on the sub facets of its three subscales (i.e., ESR, ESA, & IPS). However, nonsignificant differences were found on one of the sub facets i.e., self-confidence of emotional self-awareness.

Age. Group differences cross age in years were also performed through analysis of variance and post hoc. However, taking directions from the literature (Nema & Bansal, 2015; Ruiz et al., 2015; Valentova, 2013) cited in this research age was classified into three groups based on sample distribution from minimum to maximum age of the respondents reported in the demographic information sheet during the data collection. The first group comprised individual's data with 23 - 30 years of age, the second group comprised individual's data with 31 – 40 years of age, and the third group comprised individual's data with 41 – 60 years of age. Results are reported in the Table 42 and 43 respectively.

Table 42

Mean, Standard Deviation, F and Eta Square Values for Age Differences on all Study Variables (N = 850)

Variables	Younger 23 - 30 years (n = 239)		Elder 31-40 years (n = 388)		Older 41-60 years (n = 194)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	40.82	9.80	41.92	7.86	41.47	8.19	1.22	.26	-
Multi	20.05	5.56	21.06	4.80	20.59	5.30	2.86	.05	.01
Mono	20.76	6.15	20.84	5.95	20.87	6.30	.02	.97	-
CSMMI	54.54	9.45	55.88	9.77	54.32	9.49	2.44	.08	-
GMA	20.69	4.78	20.77	5.03	21.03	5.21	.26	.77	-
APMTPTS	28.68	6.41	29.85	6.46	28.18	5.77	5.39	.00	.01
APPSTS	5.16	2.06	5.26	2.19	5.11	2.17	.34	.70	-
DAS	94.51	18.97	95.50	18.19	98.84	17.76	3.26	.03	.01
Dcons	41.10	9.23	40.85	8.74	43.03	7.82	4.30	.01	.01
AExp	7.76	2.06	7.74	1.89	7.69	2.06	.08	.91	-
Dsat	29.60	6.71	30.60	6.63	31.95	6.17	6.90	.00	.02
Dcoh	16.02	5.39	16.30	5.73	16.16	6.13	.18	.83	-
SRMEI	200.10	27.94	202.47	29.85	209.43	35.18	5.30	.05	.01
ESR	85.46	19.41	87.02	22.39	90.38	20.38	2.00	.13	-
ADAP	24.38	6.18	25.15	6.83	25.30	7.04	1.31	.26	-
ERM	19.07	5.46	19.10	5.84	19.76	6.86	.94	.39	-
ES	18.64	5.58	18.97	6.11	19.74	7.17	1.73	.17	-
CON	11.46	3.29	12.29	3.19	12.54	3.44	10.36	.00	.02
AD	12.10	3.29	12.29	3.19	12.54	3.44	.97	.37	-
ESA	70.18	8.83	70.57	9.43	73.50	10.98	7.65	.00	.01
SA	27.72	5.73	28.28	6.32	28.79	7.23	1.51	.22	-
PSA	28.44	4.16	28.25	3.99	30.05	4.46	12.29	.00	.02
SC	14.01	2.60	14.03	2.60	14.65	2.38	4.56	.01	.01
IPS	44.25	5.75	44.71	5.30	46.22	5.68	7.39	.00	.02
EMP	13.51	2.22	13.57	2.29	13.78	2.27	.82	.44	-
SOC	15.78	2.63	15.95	2.40	16.55	2.36	5.73	.00	.01
COM	15.95	2.57	15.18	2.36	15.88	2.49	8.30	.00	.02
GRAS	94.85	12.97	97.36	13.82	95.41	13.96	2.91	.05	.01

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2,818, missing 30

The results in Table 42 shows nonsignificant differences on the two measures of multitasking for total scores and for subscales in relation to age, except the two subscales i.e., multitasking preferences and the ability to perform two or more than two primary tasks simultaneously among the group of elder than older and younger groups of people. These findings have rejected the hypothesis number 13a (i.e., younger married individuals are more likely to express multitasking preferences, multitasking ability then older). However significant differences have been found on egalitarian gender role attitudes among elder group of participants then younger and older hence these results have supported the hypothesis number 13b (i.e., elder married individuals are more likely to express higher egalitarian gender role attitudes than older married individuals). On the other hand, for dyadic adjustment total scores and for subscale i.e., dyadic satisfaction, dyadic consensus significant differences have been found among the older group of participants. Moreover, significant differences were found on the overall scores of emotional intelligence measure, subscales, i.e., emotional self-awareness and interpersonal skills along with the four sub facets of these two subscales i.e., perceived self-awareness, self-confidence, sociability and communication among the older than elder and younger group of participants. Thus, excepted the hypothesis number 13c (i.e., older married individuals are more likely to express emotional intelligence, emotional self-regulation, emotional self-awareness, and marital adjustment than younger married individuals). Post hoc analysis was computed on significant differences and results are reported in Table 43.

Table 43

Post HOC Differences on Age of Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	-	-	-	-	-
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	2>3	1.67	.00	-3.00	-.34
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	1<3	4.33	.04	8.58	.08
Dyadic Consensus	2>3	2.17	.01	4.00	.34
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	1<3	2.35	.00	3.87	.83
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	-	-	-	-	-
Emotional Self-Regulation	-	-	-	-	-
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	1<3	.87	.00	1.35	.39
	2>3	.67	.00	.23	1.11
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	1<3	3.32	.00	5.56	1.08
	2<3	2.93	.00	4.97	-.89
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	1<3	1.60	.00	2.56	.63
	2<3	1.80	.00	2.67	.92
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1<3	1.97	.00	3.25	.68
	2<3	1.51	.00	2.67	.34
Empathy	-	-	-	-	-
Sociability	1<3	.77	.00	1.34	.19
	2<3	.60	.01	1.12	.08
Communication	1>3	.93	.00	.150	.36
	2>3	.70	.00	1.21	.18
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= younger; 2 = elder; 3 = older.

The results in Table 43 disclosed significant difference on marital adjustment, emotional self-awareness, its sub facets i.e., perceived self-awareness, interpersonal skills its two sub facets i.e., sociability and communication among the (older group 3) than (elder group 2) and (younger group 1). On the other hand, significant difference on the subscale., dyadic consensus of marital adjustment was found among the elder group than older and younger married individuals. While non-significant results were indicated on rest of the variables of this study.

Education. Based upon the literature (e.g. Floro & Miles,2003; Khan & Kaml, 2010; Nema & Bansal, 2015; Tabinda & Amina, 2013) difference in relation to education were established through analysis of variance and post hoc analysis across three different groups classified as group one 10-14 years of education, group two with 16 years of education, and group three with 18 years of education & above. Results are presented in the below Tables 44 & 45.

Table 44

Group Differences Across Three Groups of Education on all the Study Variables (N =850)

Variables	10 -14 years (n = 287)		16 years (n = 300)		18-& above (n = 211)		F	p	η ²
	M	SD	M	SD	M	SD			
MPI	39.79	9.19	42.32	8.27	42.76	7.89	9.44	.00	.02
Multi	19.64	5.41	20.91	5.11	21.67	4.81	10.10	.00	.02
Mono	20.15	6.10	21.40	6.22	21.08	.40	3.26	.03	.01
CSMMI	52.96	9.49	56.03	8.79	57.28	9.49	14.91	.00	.04
GMA	20.31	4.99	21.30	5.08	20.92	4.98	2.83	.05	.01
APMTPTS	27.46	5.93	29.53	6.34	30.99	6.13	20.84	.00	.05
APPSTS	5.18	2.06	5.18	2.22	5.37	2.22	.58	.55	-
DAS	91.71	18.87	97.82	17.18	99.35	17.84	13.35	.00	.03
Dcons	39.92	8.85	42.31	8.73	42.08	8.30	6.47	.00	.02
AExp	7.32	2.23	7.87	1.85	8.08	1.71	9.33	.00	.02
Dsat	29.46	6.76	31.17	6.31	31.57	6.40	7.87	.00	.02

Continued...

Variables	10 -14 years (<i>n</i> = 287)		16 years (<i>n</i> = 300)		18-& above (<i>n</i> = 211)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
Dcoh	15.00	5.50	16.46	5.57	17.67	5.78	14.10	.00	.03
SRMEI	200.68	29.68	203.59	33.03	207.36	28.70	2.87	.05	.01
ESR	85.46	19.41	87.02	22.39	90.38	20.38	3.45	.03	.01
ADAP	24.24	6.23	24.73	7.06	26.73	6.54	6.34	.00	.02
ERM	19.02	5.56	19.14	6.42	19.64	5.90	.71	.49	-
ES	18.64	5.81	18.97	6.61	19.74	6.07	1.95	.14	-
CON	11.62	2.37	11.82	2.07	11.89	1.75	1.17	.30	-
AD	11.92	3.06	12.35	3.47	12.76	2.45	4.03	.01	.01
ESA	70.66	9.78	71.30	10.60	71.88	8.27	.96	.38	-
SA	27.69	5.91	28.02	6.85	29.33	6.21	4.32	.01	.01
PSA	28.85	4.45	28.95	4.48	28.52	3.45	.67	.51	-
SC	14.11	2.70	14.32	2.62	14.03	2.20	.93	.39	-
IPS	44.54	5.94	45.26	5.57	45.09	4.87	1.31	.26	-
EMP	13.42	2.40	13.77	2.32	13.62	1.97	1.85	.15	-
SOC	15.81	2.67	16.17	2.45	16.15	2.13	1.83	.16	-
COM	15.30	2.75	15.31	2.38	15.25	2.17	.04	.95	-
GRAS	92.91	12.52	96.75	14.58	99.82	13.19	16.31	.00	.04

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df =2, 795, missing = 52

The results in Table 44 indicate significant differences among the three groups of participants in relation to their educational levels. These results portrayed that significant higher scores on all the measures for total has been observed among the group of highly educated i.e., whose level of education is 18 years and above i.e., PhD and past doctorate then 16 years and 10-14 years of education. However nonsignificant differences have been depicted on the subscales i.e., ability to perform primary and secondary task simultaneously, emotional self-awareness, interpersonal skills except emotional self-regulations. While non-significant differences have been observed on all the sub facets of the subscales of emotional intelligence scale except adaptability, self-

awareness and achievement drive on which the differences were significant in relation to education of the participants. Thus, these findings supported the hypothesis number 14a and 14b of this study (i.e., highly educated married individuals are more likely to express higher emotional intelligence, emotional self-regulation, multitasking preferences, multitasking ability, egalitarian gender role attitudes, and marital adjustment than less educated married individuals). Moreover, post hoc analysis on the significant difference were computed and results are reported in the Table 45.

Table 45

Post HOC Differences on Education of Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1<2	2.52	.00	4.22	.84
	1<3	2.96	.00	4.82	1.11
Preference to Multitask	1<2	1.27	.00	2.29	.25
	1<3	2.03	.00	3.15	.91
Preference to Monotask	1<2	1.25	.03	2.46	.04
Communication Specific Multitasking Measurement Instrument	1<2	3.04	.00	4.87	1.21
	1<3	4.32	.00	6.33	2.31
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	1<2	2.06	.00	3.28	.84
	1<3	3.52	.00	4.86	2.19
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	1<2	6.10	.00	9.66	2.54
	1<3	7.64	.00	11.55	3.72
Dyadic Consensus	1<2	2.38	.00	4.10	.66
	1<3	2.16	.01	4.04	.27
Affectional Expressions	1<2	.55	.00	.94	.16
	1<3	.69	.00	1.12	.27

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Dyadic Satisfaction	1<2	1.70	.00	2.99	.42
	1<3	2.11	.00	3.52	.69
Dyadic Cohesion	1<2	1.45	.00	2.56	.34
	1<3	2.67	.00	3.89	1.45
Self-Report Measure of Emotional Intelligence	1<3	6.68	.05	13.37	.00
Emotional Self-Regulation	1<3	4.92	.02	9.45	.39
Adaptability	1<3	2.08	.00	3.54	.64
	2<3	1.59	.03	3.03	.16
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	-	-	-	-	-
Achievement Drive	1<3	.83	.01	1.3	.12
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	1<3	1.63	.01	3.01	.25
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	-	-	-	-	-
Gender Role Attitudes Scale	1<2	3.84	.00	6.51	.116
	1<3	6.90	.00	9.84	3.96

Note. 1= 10-14; 2 = 16; 3 = 18 & above.

The results of post hoc analysis in Table 45 indicated that significant differences were exhibited by the highly educated (18 & above years group 3) of participants on multitasking preferences, its subscales, perceived multitasking ability, its subscales, marital adjustment, its subscales, emotional intelligence, its subscale, and the sub facets i.e., adaptability, achievement drive, and self-awareness, and gender role attitudes than the (16 years, group 2) and (10-14 years, group 1) of participant. While on rest of the variables non-significant differences were exhibited. From these differences it is depicted that higher level of education has a significant positive impact on the study variables.

Job experience. Following (Jorfi et al., 2011) differences regarding job experience of the participants were determined through classification of the data into three groups i.e., first group (1-10 years), second group (11-20 years), and third group

(21-35 years) of total work experience reported by the participants on the demographic information sheet. Results are given below in Tables 46 and 47.

Table 46

Mean, Standard Deviation, F Values, and Eta square for Job Experience Differences (N = 628)

Variables	1-10 Years (n = 304)		11-20 Years (n = 182)		21-35 Years (n = 105)		F	p	η ²
	M	SD	M	SD	M	SD			
MPI	42.67	8.23	42.96	7.79	40.41	7.95	3.80	.02	.01
Multi	21.28	5.19	21.96	4.94	19.99	5.06	4.98	.00	.02
Mono	21.37	6.10	20.99	6.17	20.41	6.37	.97	.37	-
CSMMI	57.11	9.27	56.48	8.61	54.19	8.89	4.11	.01	.01
GMA	21.35	5.04	20.90	5.11	20.92	5.09	.57	.56	-
APMTPTS	30.40	6.22	30.51	6.39	28.38	5.96	4.75	.00	.02
APPSTS	5.34	2.20	5.07	2.39	4.88	2.22	1.91	.41	-
DAS	99.28	17.57	99.46	16.13	100.98	15.12	.41	.65	-
Dcons	42.57	8.52	42.39	8.13	43.95	7.23	1.26	.28	-
AExp	8.08	1.71	8.03	1.71	7.87	1.93	.53	.58	-
Dsat	31.25	6.53	31.73	6.17	33.08	4.95	3.45	.03	.01
Dcoh	17.20	5.54	17.30	5.37	16.06	5.88	1.94	.14	-
SRMEI	204.87	30.35	208.80	31.81	210.20	36.47	1.49	.22	-
ESR	88.37	20.96	90.17	21.87	90.33	24.71	.53	.58	-
ADAP	25.59	6.63	26.16	6.98	25.20	7.20	.72	.48	-
ERM	19.21	6.06	19.60	6.22	19.67	7.33	.32	.72	-
ES	19.26	6.30	19.57	6.44	19.98	7.63	.47	.62	-
CON	11.88	2.02	12.00	1.78	12.72	1.73	7.66	.00	.02

Continued...

Variables	1-10 Years (<i>n</i> = 304)		11-20 Years (<i>n</i> = 182)		21-35 Years (<i>n</i> = 105)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
AD	12.40	3.33	12.81	3.25	12.74	3.62	.99	.37	-
ESA	71.19	9.38	72.70	9.95	73.40	10.88	2.53	.08	-
SA	28.41	6.35	29.25	6.59	28.75	7.20	.91	.40	-
PSA	28.56	3.98	29.25	4.22	30.16	4.34	6.11	.00	.03
SC	14.21	2.46	14.19	2.60	14.48	2.31	.55	.57	-
IPS	45.30	5.42	45.92	4.95	46.46	5.81	2.07	.12	-
EMP	13.71	2.20	13.79	2.20	13.81	2.35	.11	.88	-
SOC	16.25	2.47	16.35	2.08	16.62	2.44	.97	.37	-
COM	15.33	2.32	15.78	2.22	16.01	2.42	4.31	.01	.01
GRAS	98.27	13.82	99.32	14.16	94.48	15.08	4.37	.01	.01

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2, missing = 37, housewives = 222

The results in the above Table 46 indicate significant differences on multitasking preferences inventory, its subscale i.e., multitask preference among the group of participants whose job experience is 11-20 years than those having the job experience of 1-10 and 21-35 years. These results have supported the hypothesis number 15 (i.e., individuals with higher job experience will express higher multitasking preferences than individuals having lesser job experience). While significant differences were observed on communication specific multitasking measurement instrument, its subscale i.e., ability to perform more than two primary tasks simultaneously among the first group (1-10) years of job experience of participants than the second and third group in relation to job experience. These results have partially rejected the hypothesis number 15 (i.e., individuals with higher job experience will indicate higher perception of multitasking ability than individuals having lesser job experience individuals). Additionally, these results have offered significant differences on egalitarian gender role attitudes scales in relation to the job experience among the groups of employed married people. Mean values shows the direction of significance

towards the group of participants whose job experience ranged between 11-20 years then 1-10 and 21- 35 years. However, nonsignificant differences have been found on dyadic adjustment, its three subscales except dyadic satisfaction and on the self-report measure of emotional intelligence, its subscales, and sub facets except conscientiousness, perceived self-awareness, and communication in relation to job experience. In this vain result of post hoc analysis on the significant group differences are given in Table 47.

Table 47

Post HOC Differences on Job Experience of Married Individuals (N = 628)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1>3	2.25	.04	.07	4.45
	2>3	2.54	.03	.18	4.92
Preference to Multitask	2>3	1.97	.00	.47	3.47
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	1>3	2.92	.01	.47	5.37
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	1>3	2.02	.01	.33	3.71
	2>3	2.13	.01	.29	3.96
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	1<2	1.70	.00	2.99	.42
	1<3	2.11	.00	3.52	.69
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	-	-	-	-	-

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Emotional Self-Regulation	-	-	-	-	-
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	1<3	.83	.00	1.35	.31
	2<3	.71	.00	1.27	.15
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	1<3	1.59	.00	2.71	.47
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	1<3	.69	.02	1.31	.05
Gender Role Attitudes Scale	1>3	4.23	.02	.33	8.09
	2>3	4.84	.01	.66	9.02

Note. 1= 1- 10 years; 2 = 11-20 years; 3 = 21-35 years.

The results of post hoc analysis on the significant group difference on job experience showed that participants from (group 2) having job experience between 11-20 years exhibited higher multitasking preferences along with its one subscale preference to multitask and egalitarian gender role attitudes than the other two groups i.e., 1-10 years of job experience and 21- 35 of job experience respectively. On the other hand, significant difference on the perceived multitasking ability measure along with one of its subscales the ability to perform two/more than two primary tasks simultaneously showed that the direction of significance is towards (group 1) having 1-10 years of experience than (group 2 = 11- 20 years) and (group 3 = 21-35 years) of job experience. While higher perception on dyadic satisfaction, consciousness, perceived self-awareness, and communication were exhibited by the participants having higher

level of job experience (group 3 = 21-35 years). On rest of the variables of this study non-significant differences were observed.

Working hours. Differences among the three groups in relation to working hours of the employed participants of this study were also employed through analysis of variance and post hoc analysis. The groups were categorized following (Schieman & Young, 2015) as first group (5- 7 hours), second group (8 hours), and third group (9-12 hours) and the results are presented in the Table 48 and 49.

Table 48

Mean, Standard Deviation, F Values, and Eta Square for Working Hours Differences (N = 628)

Variables	5-7 hours (n = 157)		8 hours (n = 305)		9-12 hours (n = 116)		F	p	η ²
	M	SD	M	SD	M	SD			
MPI	42.58	7.82	42.84	7.90	41.72	9.18	.80	.49	-
Multi	21.31	5.08	21.27	5.01	20.96	5.43	.19	.82	-
Mono	21.26	6.00	21.56	6.11	20.75	6.39	.74	.47	-
CSMMI	56.19	9.47	57.16	8.79	54.81	8.73	2.97	.05	.01
GMA	21.50	5.11	21.03	4.96	21.04	5.00	.50	.60	-
APMTPTS	29.42	6.19	30.76	6.24	28.99	5.82	4.57	.01	.01
APPSTS	5.25	2.32	5.36	2.30	4.77	2.11	2.84	.05	.02
DAS	99.92	17.20	99.83	16.50	100.88	16.62	.17	.84	-
Dcons	42.84	8.37	42.95	7.94	43.48	8.25	.23	.79	-
AExp	7.96	1.70	8.07	1.68	7.99	1.91	.21	.80	-
Dsat	31.82	6.27	31.64	6.23	32.37	6.00	.58	.56	-
Dcoh	17.29	5.23	17.17	5.82	17.04	5.57	.18.06	.93	-
SRMEI	206.38	32.79	209.25	30.86	211.23	31.54	.83	.43	-
ESR	88.29	21.60	91.12	21.63	92.46	21.90	1.40	.24	-
ADAP	25.67	6.90	26.28	6.75	26.06	6.88	.41	.65	-
ERM	19.17	6.33	19.94	6.18	20.18	6.47	1.06	.34	-
ES	18.84	6.36	20.15	6.5	20.68	6.43	3.19	.04	.01
CON	12.08	1.94	11.97	1.97	12.35	1.79	1.62	.19	-

Continued...

Variables	5-7 hours (n = 157)		8 hours (n = 305)		9-12 hours (n = 116)		F	p	η ²
	M	SD	M	SD	M	SD			
AD	12.51	3.26	12.75	3.37	13.21	3.25	1.50	.22	-
ESA	71.92	10.27	72.68	9.72	72.88	9.14	.41	.66	-
SA	28.38	6.49	29.51	6.58	28.87	6.34	1.62	.19	-
PSA	29.09	4.23	28.98	4.21	29.65	3.84	1.14	.32	-
SC	14.47	2.46	14.19	2.47	14.36	2.50	.70	.49	-
IPS	46.15	5.49	45.44	5.18	45.87	5.52	.97	.37	-
EMP	13.84	2.19	13.67	2.21	13.95	2.31	.75	.47	-
SOC	16.73	2.22	16.23	2.29	16.27	2.27	2.56	.07	-
COM	15.57	2.29	15.53	2.31	15.64	2.46	.10	.90	-
GRAS	96.75	12.73	99.28	15.11	95.48	14.08	3.57	.02	.01

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2,575, housewives= 222, missing = 73

The results in Table 48 shows significant difference in relation to working hours of the employed participants on gender role attitudes, communication specific multitasking measurement instrument and on its two subscales except general multitasking ability. Mean values designate that direction of these significant results is towards the group of participants who work for 8 hours per day in an organization than the other two groups of participants who work 5-7 and 9-12 hours a day. However non-significant differences have been observed on multitasking preferences, on its two subscales i.e., dyadic adjustment, self-report measure of emotional intelligence and on all the subscales and sub facets in relation to working hours among the employed participants. Hence, these findings partially supported the hypothesis number 16a and 16b i.e., individuals who work for 8 hours a day express higher multitasking preferences, multitasking ability, emotional intelligence, and gender role attitudes than the individuals whose working hours are lesser or higher than 8 hours. Further, results of post hoc analysis are given in Table 49.

Table 49

Post HOC Differences on Working Hours of Married Working Individuals (N = 628)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	2>3	2.35	.04	.00	4.70
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	2>3	1.77	.02	.16	3.38
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	-	-	-	-	-
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	-	-	-	-	-
Emotional Self-Regulation	-	-	-	-	-
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	-	-	-	-	-
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	-	-	-	-	-
Gender Role Attitudes Scale	2>3	3.79	.04	.05	7.54

Note. 1= 5- 7 hours per day; 2 = 8 hours per day; 3 = 9-12 hours per day.

Post hoc analysis on the significant group difference for working hours showed the participants from (group 2 = 8 hours per day) exhibited higher perception of egalitarian gender role attitudes and multitasking ability than the other two groups who work (5-7 hours per day) and (9-12 hours per day) along with its one subscale i.e., ability to perform two/more than two primary tasks simultaneously. While on rest of all the variables nonsignificant findings were depicted in relation to working hours of married working men and women.

Job grade. Analysis of variance was also employed on the three groups of participants in relation to their job grades and by taking direction from (Jofri et al., 2011; Sehrish & Zubair, 2013) job grade/scale was classified as group one (1-16 grade), group two (17-18 grades), and group three (19-21 grade). Results of analysis of variance and post hoc are presented in Table 50 and 51 respectively.

Table 50

Mean, Standard Deviation, F Values, and Eta Square for Job Grade Differences (N = 628)

Variables	1-16 grade (n = 130)		17-18 grade (n = 217)		19-22 grade (n = 104)		F	p	η ²
	M	SD	M	SD	M	SD			
MPI	41.78	8.17	43.35	7.76	41.15	6.99	3.42	.04	.01
Multi	20.85	5.24	21.59	5.04	21.07	4.51	.99	.37	-
Mono	20.92	6.651	21.75	5.91	20.07	5.62	2.79	.06	-
CSMMI	55.57	8.54	57.13	9.25	55.73	8.82	1.57	.20	-
GMA	21.18	5.21	21.64	5.04	20.51	4.89	1.75	.17	-
APMTPTS	29.36	6.13	30.27	6.25	30.21	5.99	.97	.38	-
APPSTS	5.03	2.29	5.22	2.29	5.00	2.14	.46	.62	-
DAS	101.10	16.51	100.47	16.38	99.50	16.54	.27	.76	-
Dcons	8.13	1.89	8.04	1.67	7.88	1.69	1.41	.24	-
AExp	8.05	1.90	7.87	1.66	8.18	1.84	.61	.53	-
Dsat	32.03	6.82	32.35	5.57	32.05	6.10	.14	.86	-

Continued...

Variables	1-16 grade (n = 130)		17-18 grade (n = 217)		19-22 grade (n = 104)		F	p	η^2
	M	SD	M	SD	M	SD			
Dcoh	16.85	5.87	17.37	5.36	16.97	5.70	.40	.66	-
SRMEI	212.58	31.12	207.81	30.21	204.41	35.89	1.97	.14	-
ESR	91.46	21.40	90.39	21.05	87.98	24.69	.74	.47	-
ADAP	26.46	6.74	25.96	6.47	24.99	7.72	1.37	.25	-
ERM	19.68	6.29	19.91	6.27	18.88	7.03	.90	.40	-
ES	20.03	6.57	19.70	6.26	19.24	7.42	.41	.65	-
CON	12.38	1.88	12.16	1.80	12.28	1.68	.61	.53	-
AD	12.89	3.23	12.64	3.37	12.57	3.39	.32	.72	-
ESA	74.30	9.98	72.06	9.10	70.73	10.44	4.19	.01	.02
SA	29.64	6.74	28.82	6.14	28.63	7.53	.83	.43	-
PSA	30.16	4.21	28.99	3.99	28.18	3.85	7.26	.00	.03
SC	14.50	2.59	14.23	2.25	13.91	2.48	1.71	.18	-
IPS	46.80	5.66	45.35	5.12	45.70	4.86	3.19	.04	.01
EMP	13.86	2.39	13.65	2.12	13.81	2.29	.42	.65	-
SOC	16.90	2.39	16.35	2.20	16.25	2.06	3.20	.04	.01
COM	16.48	2.23	16.03	2.44	15.34	2.25	3.87	.02	.02
GRAS	98.02	14.57	97.82	13.79	99.79	14.35	.73	.48	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2,448, missing = 178, housewives = 222

The results in the Table 50 shows significant differences on multitasking preferences inventory in relation to the job grade. From these results it is depicted that participants from the group whose job grade was (17 & 18) scored higher on multitasking preference inventory than the other two groups. However non-significant differences have been found on communication specific multitasking measurement instrument, its three subscales, dyadic adjustment, on its four subscales, gender role attitudes, and on the self-report measure of the emotional intelligence, its one subscale emotional self-regulation. While significant differences were observed on emotional self-awareness and interpersonal skills, and sub facets i.e., perceived self-awareness,

sociability, and communication. Mean values indicate that direction of the significant results is towards the group of employed participants whose job grade is 1-16 grade than the other two groups of participants. These results rejected the hypothesis number 17a and 17b i.e., individuals working on higher job scale/grade would indicate higher multitasking preferences, multitasking ability, emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills than individuals from lower job scale/grade. Additionally, these results have indicated that individuals working on (17-18) job grades express higher egalitarian ender role attitudes than other job grades.

Table 51

Post HOC Differences on Job Grade/Scale of Married Working Individuals (N = 628)

Variables	$i - j$	$D(i - j)$	p	95% CI	
				LL	UL
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific	-	-	-	-	-
Multitasking Measurement Instrument					
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	-	-	-	-	-
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	-	-	-	-	-

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>P</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Emotional Self-Regulation	-	-	-	-	-
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	-	-	-	-	-
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	1>3	.57	.01	.51	6.63
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	1>2	1.16	.02	.09	2.23
	1>3	1.97	.00	.70	3.25
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1>2	1.45	.03	.05	2.84
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	1>2	.69	.01	.09	1.29
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= 1- 16 job grade/scale; 2 = 17-18 job grade/scale; 3 = 19-21 job grade/scale.

Results of post hoc analysis in Table 51 on the significant group difference for job grade/scale showed that participants working on (1-16 = job grade/scale) exhibited higher perception on one of the subscale of emotional intelligence scale i.e., emotional self-awareness, its sub facets i.e., perceived self-awareness, interpersonal skills, and its subscale of communication than the other two groups (17-18 job grade/scale) and (19-22 job grade/scale) of employed married men and women. While on rest of all other variable of this study these results showed non-significant differences in relation to job grade/ scale of married working individuals.

Monthly personal income. Socioeconomic status is the most important factor in relation to every psychological construct so this is also important (evidences are cited in chapter 1) in relation to the variables of this study. Therefore, the monthly income reported by the participants was grouped into three categories as (9000- 50000), from (52000 – 110000), and from (115000 – 1500000). Following (Dildar et al., 2010; Irfan,

2017; Tabinda & Amina, 2013) similar income categories were used to study all the variables in the study I of this research. Analysis of variance was performed as per these three group categories and results are presented in the Tables 52.

Table 52

Mean, Standard Deviation, F Values, and Eta Square for Personal Income Differences (N =628)

Variables	Rs. 9000-50000 (n = 255)		Rs.52000- 110000 (n = 208)		Rs. 115000- 1500000 (n = 82)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	42.53	8.43	42.75	7.48	41.23	8.10	1.09	.33	-
Multi	21.55	5.25	21.06	4.49	21.25	5.05	.53	.58	-
Mono	20.97	6.32	21.68	5.90	19.97	5.86	2.40	.09	-
CSMMI	56.18	9.44	56.89	8.85	55.82	9.08	.54	.58	-
GMA	21.26	5.23	21.18	4.95	20.45	4.73	.84	.43	-
APMTPTS	29.80	6.47	30.36	6.34	30.45	6.32	1.18	.30	-
APPSTS	5.10	2.30	5.34	2.22	4.92	2.29	.45	.63	-
DAS	99.80	17.07	99.47	16.28	100.45	17.32	.09	.58	-
Dcons	43.32	8.18	41.88	8.36	43.65	8.20	2.22	.10	-
AExp	8.05	1.90	7.87	1.66	8.18	1.84	1.03	.35	-
Dsat	31.51	6.43	32.36	5.74	31.91	6.27	1.08	.33	-
Dcoh	16.90	5.50	17.35	5.45	16.69	5.77	.56	.56	-
SRMEI	207.88	30.12	207.73	33.10	205.36	35.39	.20	.81	-
ESR	89.72	20.50	90.16	22.24	88.08	25.21	.26	.76	-
ADAP	25.99	6.33	25.91	7.03	24.84	7.58	.94	.38	-
ERM	19.62	6.09	19.72	6.35	18.90	7.22	.51	.59	-
ES	19.54	6.25	19.76	6.53	19.40	7.61	.11	.89	-
CON	11.97	2.04	12.00	1.93	12.39	1.87	.17	.84	-
AD	12.58	3.24	12.75	3.41	12.54	3.68	.17	.41	-
ESA	72.11	9.76	72.30	9.96	71.51	10.19	.19	.82	-
SA	28.70	6.23	28.93	6.61	28.71	7.39	.07	.92	-

Continued...

Variables	Rs. 9000-50000 (n = 255)		Rs.52000- 110000 (n = 208)		Rs. 115000- 1500000 (n = 82)		F	p	η^2
	M	SD	M	SD	M	SD			
PSA	29.09	4.32	29.12	4.18	28.82	4.01	.15	.86	-
SC	14.32	2.60	14.25	2.37	13.96	2.44	.64	.52	-
IPS	46.04	5.75	45.25	5.36	45.76	4.73	1.21	.29	-
EMP	13.69	2.33	13.74	2.15	13.97	2.27	.48	.61	-
SOC	16.62	2.48	16.11	2.36	16.29	1.95	2.75	.06	-
COM	15.72	2.51	15.39	2.34	15.50	2.07	1.13	.32	-
GRAS	97.66	14.73	98.93	14.23	98.00	13.77	.45	.63	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2,542, missing = 84, housewives = 222

The results in the Table 52 display non-significant differences on all the measures of all the constructs in relation to the three groups of personal income of the participants. From these results it is depicted that personal income has non-significant effects on the multitasking preferences, multitasking ability, emotional intelligence, gender role attitudes, and marital adjustment of the participants of this study. These findings rejected the hypothesis number 18a and 18b (i.e., individuals from higher socioeconomic status would indicate higher marital adjustment, emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills, multitasking preference, and multitasking ability than individuals from low socioeconomic status). However, these results revealed significant difference on emotional self-awareness and interpersonal skills in relation to personal monthly income of the participants of this study. In this vain due to the nonsignificant mean differences post hoc analysis were not computed on the income groups in relation to the study variables.

Duration of marriage. Previously (Batool & Khalid, 2012; Jamabo & Ordu, 2012; Tabinda & Amina, 2013) have studied group differences regarding years of marriage therefore, in relation current study variables and years of marriage group differences were also determined through analysis of variance after classifying the years of marriage into four groups as (1-5 years), from (6-10 years), from (11-20), and from (21-40 years). Results are given in the Tables 53 and 54.

Table 53
Mean, Standard Deviation, F Values, and Eta Square for Duration of Marriage Differences (N = 850)

Variables	1-5 Years (n = 321)		6-10 Years (n = 201)		11-20 Years (n = 164)		21-40 Years (n = 126)		F	p	η^2
	M	SD	M	SD	M	SD	M	SD			
MPI	40.35	8.33	42.60	8.80	40.95	8.69	42.45	8.41	3.73	.01	.01
Multi	20.03	5.11	21.15	5.06	20.48	5.28	21.04	5.20	2.41	.06	-
Mono	20.31	5.97	21.41	6.01	20.46	6.25	21.40	6.45	1.98	.11	-
CSMMI	54.66	9.21	55.53	10.07	55.05	9.60	55.30	8.65	.38	.76	-
GMA	20.45	4.84	20.46	5.15	21.15	4.96	21.38	5.11	1.64	.17	-
APMTPTS	28.97	6.30	29.71	6.64	28.95	6.41	28.75	5.89	.82	.46	-
APPSTS	5.23	2.04	5.35	2.24	4.94	2.19	5.16	2.25	1.16	.32	-
DAS	94.92	20.00	95.03	17.63	97.57	16.46	98.86	17.81	1.95	.12	-
Dcons	40.97	9.59	40.49	8.48	42.61	7.44	42.54	7.88	2.79	.03	.01
AExp	7.75	2.16	7.65	1.88	7.68	1.79	7.70	2.09	.09	.96	-
Dsat	29.89	6.74	30.60	6.81	31.16	6.32	32.60	5.84	5.45	.00	.02
Dcoh	16.31	5.52	16.27	5.91	16.10	5.78	16.00	6.18	.11	.95	-
SRMEI	199.98	29.51	204.54	29.33	202.62	31.48	212.24	33.69	4.98	.00	.02
ESR	85.46	20.00	88.81	20.44	85.68	21.67	91.88	22.65	3.53	.01	.01
ADAP	24.39	6.49	25.84	6.74	24.35	7.10	25.80	6.59	3.02	.02	.01
ERM	18.72	5.74	19.72	5.76	18.64	6.05	20.53	6.77	3.75	.01	.01
ES	18.66	5.86	19.28	6.05	18.75	6.41	20.42	7.08	2.88	.03	.01
CON	11.57	2.17	11.48	2.13	11.98	1.88	12.45	1.96	7.38	.00	.03
AD	12.10	3.25	12.47	3.30	12.13	3.38	12.66	3.28	1.23	.29	-
ESA	70.73	9.41	70.96	9.28	71.17	9.56	73.91	10.60	4.17	.00	.01
SA	27.94	5.99	28.33	6.30	27.92	6.48	29.31	7.30	1.57	.19	-
PSA	28.38	4.13	28.39	4.00	29.09	4.19	30.08	4.28	6.02	.00	.02
SC	14.04	2.63	14.23	2.53	14.15	2.46	14.50	2.34	1.00	.39	-
IPS	44.14	5.65	44.76	5.13	45.76	5.55	46.44	5.37	6.78	.00	.02
EMP	13.48	2.26	13.65	2.22	13.67	2.24	13.86	2.29	.91	.43	-
SOC	15.76	2.55	15.90	2.36	16.50	2.33	16.52	2.32	5.20	.00	.02
COM	14.88	2.49	15.20	2.31	15.59	2.52	16.05	2.35	7.96	.00	.03
GRAS	95.61	13.04	97.93	14.92	95.98	13.06	94.86	13.99	1.68	.16	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df = 3, 710, missing = 138

The results in Table 53 show significant differences on multitasking preferences, and on self-report measure of emotional intelligence total, its three subscales i.e., emotional self-regulations, emotional self-awareness, interpersonal skills, and sub facets of these subscales except achievement drive, self-awareness, self-confidence, and empathy in relation to the duration of marriage among the four groups of participants. However, non-significant differences have also been observed on gender role attitudes scale, communication specific multitasking measurement instrument and dyadic adjustment scale and on its two subscales except dyadic consensus and dyadic satisfaction. Mean values indicate that direction of significance is towards the group of participants whose duration of marriage is higher (21-40) years on emotional intelligence and hence partially supported the hypothesis number 19a and fully accepted 19b that individuals whose duration of marriage is higher would indicate higher emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills, marital adjustment, its subscales than individuals whose duration of marriage is lesser. Further, significance of differences on multitasking preference shows that individuals whose duration of marriage is from 6 -10 years than the rest of three groups. While non-significant differences were observed on egalitarian gender role attitudes and multitasking ability in relation to duration of marriage. In this instance post hoc analysis on the significant group differences was employed and findings are given in Table 54.

Table 54

Post HOC Differences on Duration of Marriage of Married Individuals (N = 850)

Variables	CI		<i>p</i>	95%	
	<i>i - j</i>	<i>D (i - j)</i>		<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1<2	2.53	.02	4.28	.22
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific	-	-	-	-	-
Multitasking Measurement Instrument					
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	1<4	2.71	.00	4.53	.89
	2<4	1.99	.05	3.96	.02
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	1<4	12.64	.00	20.76	3.76
	3<4	9.61	.04	19.19	.04
Emotional Self-Regulation	1<4	6.42	.02	12.23	.61
Adaptability	-	-	-	-	-
Emotional Reactivity Management	1<4	1.81	.02	3.47	.14
Emotional Stability	1<4	1.76	.04	3.49	.03
Consciousness	1<4	.88	.00	1.45	.30
	2<4	.96	.00	1.59	.34
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	1<4	3.53	.00	6.20	.86
	2<4	2.94	.04	5.84	.06
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	1<4	1.70	.00	2.85	.54
	2<4	1.68	.00	2.93	.44
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1<3	1.62	.01	3.01	.24
	1<4	2.30	.00	3.82	.78
Empathy	-	-	-	-	-
Sociability	1<3	.73	.00	1.35	-.12
	1<4	.75	.01	1.43	.08
Communication	1<3	.70	.01	1.32	.08
	1<4	1.16	.00	1.84	.48
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= 1- 5 years 2 = 6 -10 years; 3 = 11-20 years; 4 = 21-40 years

The post hoc analysis results indicated the direction of significant group difference on the multitasking preferences is from (group 2) who are married for 1-5 years having kids and living together than the other three groups of married individuals. On the other hand, the direction of significance for group difference on dyadic satisfaction, and on the emotional intelligence, emotional self-regulation, its sub facets i.e., emotional reactivity management, emotional stability, and consciousness, emotional self-awareness, its sub facets of perceived self-awareness, and interpersonal skills, its sub facets of sociability, and communication is towards the (group 4) whose duration of marriage is highest (21-40 years) than the other three groups.

Number of children. Further, sample of married individuals in relation number of children was categorized (following Batool & Khalid, 2012; Tabinda & Amina, 2013) into four group i.e., group one (1 child), group two (2 children), group three (3 children), and fourth group comprised (4-7 children). Analysis of variance and post hoc was performed and results are presented in Table 55 and 56 repressively.

Table 55

Mean, Standard Deviation and F Values for Number of Children Differences (N=850)

Variables	Children = 1 (n = 297)		Children= 2 (n = 212)		Children = 3 (n = 158)		Children = 4-7 (n = 146)		F	p	η ²
	M	SD	M	SD	M	SD	M	SD			
MPI	41.00	8.34	42.13	7.88	40.85	9.34	41.39	8.48	1.02	.38	-
Multi	20.31	5.00	21.13	4.93	20.20	5.41	20.81	5.12	1.50	.21	-
Mono	20.68	6.14	20.99	5.65	20.64	6.43	20.90	6.25	.15	.21	-
CSMMI	55.22	9.20	55.99	9.71	53.52	9.22	54.72	9.45	2.18	.08	-
GMA	20.50	4.91	21.01	5.08	20.51	4.93	21.05	5.09	.78	.50	-
APMTPTS	29.38	6.53	29.71	6.45	27.91	5.91	28.73	6.03	2.86	.03	.01
APPSTS	5.34	2.21	5.25	2.15	5.08	2.03	4.89	2.19	1.60	.18	-
DAS	97.67	18.23	94.20	19.13	93.24	17.17	98.51	18.24	3.62	.01	.01
Dcons	42.24	8.64	40.20	8.98	40.36	7.85	42.81	8.64	4.38	.00	.02
AExp	8.02	1.94	7.53	2.05	7.35	2.06	7.69	1.88	4.62	.00	.02
Dsat	30.81	6.50	30.16	7.07	30.22	6.31	31.78	6.49	2.07	.10	-
Dcoh	16.59	5.77	16.29	5.56	15.29	5.59	16.21	6.05	1.79	.14	-

Continued...

Variables	Children = 1 (<i>n</i> = 297)		Children = 2 (<i>n</i> = 212)		Children = 3 (<i>n</i> = 158)		Children = 4-7 (<i>n</i> = 146)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
SRMEI	205.05	29.12	199.86	33.39	200.11	29.44	208.78	31.39	3.30	.02	.01
ESR	88.01	20.12	85.84	20.77	85.51	20.77	89.80	21.50	1.52	.20	-
ADAP	25.16	6.46	24.51	7.08	24.59	6.84	25.50	6.56	.87	.45	-
ERM	19.54	5.90	18.74	6.15	18.82	5.77	19.86	6.37	1.50	.21	-
ES	19.25	6.03	18.71	6.51	18.36	6.17	19.84	6.65	1.73	.15	-
CON	11.65	2.16	11.58	2.01	11.77	2.07	12.21	2.17	3.07	.02	.01
AD	12.39	3.25	12.29	3.37	11.96	3.32	12.38	3.25	.64	.58	-
ESA	71.75	9.16	70.30	10.94	69.57	8.78	73.04	9.53	4.19	.00	.02
SA	28.54	6.09	28.03	6.88	27.03	6.17	29.02	6.36	2.90	.03	.01
PSA	28.96	4.03	28.15	4.64	28.46	3.63	29.72	4.42	4.52	.00	.02
SC	14.23	2.57	14.11	2.56	14.07	2.47	14.29	2.59	.27	.84	-
IPS	45.28	5.25	43.17	5.62	45.01	5.29	45.93	5.83	5.53	.00	.02
EMP	13.79	2.17	13.34	2.33	13.55	2.33	13.64	2.19	1.66	.17	-
SOC	16.18	2.36	15.56	2.55	16.14	2.27	16.43	2.61	5.39	.00	.02
COM	15.30	2.34	14.80	2.56	15.32	2.38	15.85	2.51	2.18	.05	.03
GRAS	97.20	14.56	97.17	12.94	94.47	12.51	94.15	13.80	2.83	.03	.01

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; *Df* = 3, 811, missing = 37

The results in Table 55 indicate significant differences on instrument of emotional intelligence along with the two subscales except emotional self-regulation and along with sub facets except (adaptability, emotional reactivity management, achievement drive, self-confidence, empathy and communication), dyadic adjustment its subscales, except (dyadic cohesion and dyadic satisfaction), gender role attitudes in considering number of children of the married individuals. However non-significant differences have been found on multitasking preference inventory along with its two subscales and communication specific multitasking measurement instrument and on its three subscales except ability to perform more than two primary tasks simultaneously.

From these results pragmatic support was inferred to accept the hypothesis number 20a and 20b of this study i.e., married individuals having more number of children more likely to indicate higher marital adjustment, emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills, multitasking preferences, and multitasking ability than individuals having less number of children. However, mean values indicted that participants having only one child and having (4-7) children express more emotional intelligence and marital adjustment. In context to this it was also observed that participants having only one child express more modern gender role attitudes than rest of the three groups. Thus, supported the hypothesis number 20c i.e., married individuals having less number of children are more likely to indicate higher egalitarian gender role attitudes than having more number of children.

Table 56

Post HOC Differences on Number of Children of Marriage of Married Individuals (N = 850)

Variables	<i>M</i>	<i>SD</i>	95% CI		
			<i>M</i>	<i>SD</i>	<i>M</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	-	-	-	-	-
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	2<4	2.60	.02	5.05	.16
Affectional Expressions	1>2	.48	.04	.00	.95
	1>3	.66	.00	.14	1.18
Dyadic Satisfaction	-	-	-	-	-
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	2<4	8.91	.04	17.66	.16
Emotional Self-Regulation	1<4	6.42	.02	12.23	.61
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Consciousness	1<4	.56	.04	1.13	.00
	2<4	.63	.03	1.23	.03
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	3<4	3.46	.01	6.39	.53
Self-Awareness	3<4	1.98	.04	3.91	.04
Perceived Self-Awareness	1<4	1.70	.00	2.85	.54
	2<4	1.68	.00	2.93	.44
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1>2	1.56	.00	.26	2.86
	4>2	2.21	.00	3.77	.65
Empathy	-	-	-	-	-
Sociability	1>2	.61	.03	.03	1.19
	4>2	.86	.00	1.56	.16
Communication	2<4	1.04	.00	.35	1.74
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= 1 child; 2 = 2 children; 3 = 3 children; 4 = 4 -7 children.

The results in Table 56 indicated that post hoc analysis showed the direction of significant differences in relation to various groups of number of children the married individual were having. These results indicated that married individuals having more number of children exhibited higher perception of emotional intelligence, emotional self-awareness, self-regulation, and interpersonal skills than the other groups having less number of children (i.e., 1 & 2, and 3 number of children) respectively.

Age of the youngest child. Additionally, it was felt essential to see the impact of having small child on the study variables for married individuals specially for working mothers in context to Pakistani culture. Therefore, in relation to the age of a youngest child group differences were also determined through analysis of variance by categorizing the sample into three groups as (1 month to 3.5 years of child's age), from (4 to 15 years of child's age), and from (16 to 30 years of child's age). Results are reported in the Tables 57 and 58.

Table 57

Mean, Standard Deviation, F Values, and Eta Square for Age of the Youngest Child Differences (N = 850)

Variables	1 month - 3.5 years (n = 341)		4- 15 years (n = 229)		16-30 years (n = 180)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	40.59	8.66	41.91	8.51	41.68	8.09	1.09	.18	-
Multi	20.27	5.15	20.98	5.02	20.43	5.22	1.44	.23	-
Mono	20.41	6.05	20.92	6.14	21.23	6.40	.92	.39	-
CSMMI	54.79	9.83	55.31	9.41	54.95	8.97	.22	.80	-
GMA	20.50	5.04	20.82	4.74	21.48	5.37	1.39	.24	-
APMTPTS	29.08	6.38	29.25	6.32	28.32	6.19	.64	.52	-
APPSTS	5.20	2.05	5.23	2.27	5.13	2.35	.06	.93	-
DAS	94.50	18.95	96.37	17.73	97.33	17.65	1.27	.28	-
Dcons	40.70	8.95	41.87	8.48	42.10	7.61	1.83	.16	-
AExp	7.67	2.02	7.64	2.02	7.53	2.04	.15	.85	-
Dsat	29.92	6.76	31.04	6.49	32.55	5.82	6.33	.00	.01
Dcoh	16.20	5.56	15.80	5.73	15.15	6.72	1.26	.28	-
SRMEI	199.66	29.59	204.26	30.38	210.83	36.19	5.22	.00	.01

Continued...

Variables	1 month - 3.5 years (<i>n</i> =341)		4- 15 years (<i>n</i> = 229)		16-30 years (<i>n</i> = 180)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
ESR	85.34	20.21	86.95	21.14	91.19	23.55	2.77	.06	-
ADAP	24.50	6.74	24.86	6.73	25.51	7.11	.82	.44	-
ERM	18.65	5.67	19.20	6.10	20.23	7.36	2.57	.07	-
ES	18.47	5.88	18.92	6.32	20.25	7.36	2.83	.05	.01
CON	11.59	2.17	11.71	1.97	12.58	2.04	7.55	.00	.01
AD	12.10	3.26	12.24	3.38	12.62	3.10	.87	.41	-
ESA	70.12	9.37	71.50	9.32	73.55	11.82	4.88	.00	.01
SA	27.78	6.14	27.96	6.30	29.05	7.52	1.33	.26	-
PSA	28.24	4.20	29.18	4.07	30.00	4.67	7.90	.00	.02
SC	14.09	2.60	14.34	2.61	14.50	2.21	1.28	.27	-
IPS	44.20	5.48	45.81	5.56	46.07	5.09	8.62	.00	.02
EMP	13.44	2.25	13.82	2.27	13.72	2.31	2.25	.10	-
SOC	15.78	2.52	16.37	2.41	16.40	2.35	5.37	.00	.01
COM	14.97	2.46	15.61	2.46	15.95	2.28	8.52	.00	.02
GRAS	96.10	13.07	96.91	13.57	94.78	14.44	.78	.45	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2,748, missing = 100

The results in the Table 57 shows nonsignificant differences on the measures of gender role attitudes, multitasking preferences, its two subscales, multitasking ability, its three sub scales, dyadic adjustment and its three subscales except dyadic satisfaction in relation to the age of a youngest child among the married men and women. However significant differences have been found on the self-reported instrument of emotional intelligence, its two subscales, along with sub facets of these subscales among the three groups of participants in relation to the age of their youngest child. Mean values indicated the direction of the significant results is towards the group of people whose youngest child age ranged between 16-30 years. Further, in relation to these three groups of age of the youngest child was also analyzed through post hoc analysis and significant results are given below in the Table 58 respectively.

Table 58

*Post HOC Differences on Age of the Youngest Child of Marriage of Married Individuals
(N = 850)*

Variables	CI			95%	
	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific	-	-	-	-	-
Multitasking Measurement Instrument					
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	3>1	2.62	.00	4.55	.70
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	3>1	11.17	.00	20.09	2.24
Emotional Self-Regulation					
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-
Conscientiousness	3>1	.99	.00	.37	1.60
Achievement Drive	-	-	-	-	-

Continued...

Variables	CI			95%	
	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	<i>LL</i>	<i>UL</i>
Emotional Self-Awareness	3>1	3.42	.01	.61	6.23
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	3>1	1.87	.01	.27	3.46
Empathy	-	-	-	-	-
Sociability	2>1	.59	.01	.11	1.07
Communication	2>1	.63	.00	.15	1.11
	3>1	.97	.00	.26	1.68
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= 1month - 3.5 years; 2 = 4- 15 years; 3 = 16-30 years.

Post hoc analysis indicated significant group differences among the participants of (group 3= 16-30 years youngest child's age) whose youngest child is an adult and independent than the other two group whose youngest child is (4 to 5 years of age) small and school going. These results showed that participants from group three exhibited higher emotional intelligence, dyadic satisfaction, Conscientiousness, emotional self-awareness, interpersonal skill, and its two sub scales i.e., sociability and communication.

Family system. Considering family system as important variables various previous studies (e.g. Batool & Khalid; Mararu & Turliuc, 2011) have provided the guidelines to see its impact on the study variables. Therefore, differences in relation to family system were also employed through independent sample *t* test by classifying the sample of this study into two groups i.e., married individuals residing in (nuclear family system 372) and married individual residing in (joint family system = 357). Results are presented in Table 59.

Table 59

Mean, Standard Deviation, t and d Values for Family System Differences (N =850)

Variables	Nuclear (n = 372)		Joint (n = 357)		t	p	95%CI		Cohen's d
	M	SD	M	SD			LL	UL	
MPI	42.19	8.31	41.95	8.50	.37	.79	-.98	1.45	0.03
Multi	21.11	5.09	20.78	5.14	.88	.37	-.40	1.08	0.06
Mono	20.06	6.19	21.17	6.19	-.22	.82	-1.00	.79	-0.18
CSMMI	55.32	9.35	56.16	9.30	-1.21	.22	-2.19	.51	-0.09
GMA	20.88	4.98	21.19	5.16	-.80	.42	-1.04	.43	-0.06
APMTPTS	29.36	6.22	29.17	6.43	-.76	.44	-1.27	.56	0.03
APPSTS	5.08	2.25	5.25	2.15	-1.08	.27	-.49	.14	-0.08
DAS	98.69	16.67	97.53	18.36	.89	.37	-1.38	3.71	0.07
Dcons	42.89	8.09	41.60	8.36	2.12	.03	.09	2.48	0.16
AExp	7.94	1.76	7.77	2.00	1.24	.21	-.10	.44	0.09
Dsat	31.52	6.27	31.13	6.68	.80	.42	-.55	1.32	0.06
Dcoh	16.33	5.67	17.01	5.73	-1.62	.10	-1.51	.14	-0.12
SRMEI	206.52	30.80	205.68	31.56	.41	.67	-3.57	5.49	0.03
ESR	88.60	20.99	88.92	21.50	-.20	.83	-3.40	2.77	-0.02
ADAP	25.42	6.76	25.42	6.75	.00	.99	-.97	.98	0.00
ERM	19.45	6.04	19.62	6.21	-.36	.71	-1.05	.72	-0.03
ES	19.39	6.31	19.41	1.99	-.04	.96	-.93	.90	-0.01
CON	11.92	2.05	11.93	1.99	-.07	.94	-.30	.28	0.00
AD	12.40	3.18	12.53	3.44	-.51	.60	-.60	.35	-0.04
ESA	72.24	9.62	71.42	9.82	1.14	.25	-.59	2.23	0.08
SA	28.66	6.36	28.38	6.57	.57	.56	-.66	1.21	0.04
PSA	29.25	4.21	28.89	4.07	1.17	.24	-.24	.96	0.09
SC	14.32	2.51	14.14	2.47	1.00	.31	-.17	.54	0.07
IPS	45.67	5.76	45.21	4.88	1.14	.15	-.32	1.23	0.09
EMP	13.79	2.26	13.66	2.17	.76	.44	-.19	.44	0.06
SOC	16.31	2.48	16.23	2.25	.45	.65	-.26	.42	0.03
COM	15.56	2.50	15.31	2.20	1.41	.15	-.09	.59	0.11
GRAS	96.37	14.02	97.58	13.97	-1.10	.27	-.49	.14	-0.09

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2, missing = 121

The results in Table 59 shows nonsignificant differences on all the variables of the study in relation to family system except the subscales i.e., dyadic consensus of dyadic adjustment scale, which shows significant differences among the group of participants who are living in nuclear family system than the group of people who are living in joint family system. These results indicate that family system has no significant effects on multitasking, gender role attitudes, emotional intelligence, and marital adjustment of the participant of this study. These results have rejected the

hypothesis number 21a and 21b i.e., married individuals living in joint family system are more likely to indicate higher multitasking preferences, perceived multitasking ability, emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, marital adjustment, and egalitarian gender role attitudes than individuals living in nuclear family system.

Paid Domestic Help. Group differences in relation to the available paid domestic help were also examined through analysis of variance by categorizing sample into three groups i.e., (fulltime paid domestic help = 217), group two (part-time paid domestic help = 304), and group third (no paid help = 308). This demographic variable was considered important to analyze in relation to the current study variables because the results of study I of the present research provided important primary grounds based upon the insight provided by (Sullivan & Gershuny, 2012) regarding domestic outsourcing in relation to multitasking especially. Results are presented in the Table 60 and 61 and discussed.

Table 60

Mean, Standard Deviation, F Values, and Eta Square for Paid Domestic Help Differences (N = 850)

Variables	Fulltime (n = 217)		Part-time (n = 304)		No help (n = 308)		F	p	η ²
	M	SD	M	SD	M	SD			
MPI	41.28	8.54	42.66	8.17	40.52	8.88	5.43	.00	.01
Multi	20.80	4.93	21.19	5.10	20.12	5.24	3.86	.02	.01
Mono	20.47	5.87	21.47	6.14	20.40	6.11	2.88	.05	.01
CSMMI	55.80	10.46	56.81	8.90	53.46	9.34	11.64	.00	.03
GMA	20.68	5.21	21.11	4.81	20.49	5.04	1.34	.11	-
APMTPTS	29.97	7.26	30.42	6.06	27.83	6.07	16.25	.00	.04
APPSTS	5.14	2.25	5.28	2.25	5.13	2.03	.44	.64	-
DAS	95.35	18.64	97.79	18.08	94.51	18.26	2.84	.00	.01
Dcons	41.12	8.54	41.70	8.73	41.19	8.71	.40	.66	-
AExp	7.85	1.67	7.75	1.93	7.64	2.13	.58	.55	-
Dsat	30.51	6.66	31.51	6.32	29.97	6.64	4.82	.00	.0
Dcoh	15.85	6.55	16.78	5.76	15.70	5.43	3.25	.03	.01
SRMEI	197.90	32.04	208.97	30.74	200.69	29.89	8.56	.00	.02
ESR	83.11	22.11	91.12	20.64	85.55	20.24	9.06	.00	.02

Continued...

Variables	Fulltime (<i>n</i> = 117)		Part-time (<i>n</i> = 304)		No help (<i>n</i> = 408)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
ADAP	23.99	6.91	26.16	6.75	24.29	6.46	8.28	.00	.02
ERM	17.98	6.38	20.23	5.84	18.11	5.86	7.94	.00	.02
ES	17.52	6.74	20.03	6.07	18.76	5.99	7.83	.00	.02
CON	11.76	1.95	11.85	2.02	11.64	2.27	.83	.43	-
AD	11.84	3.45	12.84	3.26	12.00	3.22	6.96	.00	.02
ESA	69.43	10.18	72.48	9.58	70.67	9.65	5.20	.00	.01
SA	26.84	6.68	29.36	6.34	27.77	6.18	8.75	.00	.02
PSA	28.61	4.15	29.01	4.15	28.63	4.32	.80	.44	-
SC	13.97	2.84	14.10	2.23	14.26	2.74	.68	.50	-
IPS	45.35	5.14	45.35	5.23	44.47	5.96	2.59	.07	-
EMP	13.80	2.28	13.85	2.15	13.39	2.32	4.06	.01	.01
SOC	15.96	2.45	16.12	2.32	15.98	2.62	.33	.71	-
COM	15.58	2.07	15.38	2.26	15.09	2.78	2.15	.11	-
GRAS	98.72	15.44	98.08	13.70	93.79	12.72	11.46	.00	.03

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df = 2, 827, missing 21

The results in Table 60 shows significant differences on all the measures in relation to the paid domestic help for household. These results indicate that participants having the part time paid help for household have high scores on multitasking preferences, multitasking ability, dyadic adjustment, self-report measure of emotional intelligence. These results have supported the hypothesis number 23a and 23b of this study. While significant differences were observed among the group of individuals having full time paid domestic help on egalitarian gender role attitudes than the other two groups of paid domestic help. The means values indicate the higher scores on total and on subscales for these measures among the three group of participants. However nonsignificant differences have been observed on the subscales general multitasking ability, ability to perform primary and secondary tasks simultaneously, dyadic consensus, affectional expressional, interpersonal skills, and on the sub facets i.e.,

conscientiousness, perceived self-awareness, self-confidence, sociability and communication. These findings have fulfilled the objective of this study i.e., to estimate group difference in relation the demographic variables on all the study variables. Analysis of post hoc for significant group differences are reported in the Table 61.

Table 61

Post HOC Differences on Paid Domestic Help for Marriage of Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	2>3	2.14	.00	.58	3.70
Preference to Multitask	2>3	1.07	.01	.13	2.00
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	2>3	3.35	.00	1.65	5.05
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	1>3	2.13	.00	.56	3.71
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	2>3	1.54	.00	.34	2.73
Dyadic Cohesion	2>3	1.08	.03	.03	2.12
Self-Report Measure of Emotional Intelligence	2>1	11.06	.00	3.10	19.03
	2>3	8.27	.00	2.72	13.82

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Emotional Self-Regulation	2>1	8.00	.00	2.61	13.40
	2>3	5.57	.00	1.81	9.32
Adaptability	2>1	2.17	.00	.44	3.90
	2>3	1.86	.00	.66	3.07
Emotional Reactivity Management	2>1	2.25	.00	.90	4.10
	2>3	1.42	.00	.34	2.50
Emotional Stability	2>1	2.50	.00	.90	4.10
	2>3	1.23	.01	.12	2.35
Consciousness	-	-	-	-	-
Achievement Drive	2>1	.99	.01	.14	1.85
	2>3	.83	.00	.24	1.43
Emotional Self-Awareness	2>1	3.05	.01	.51	5.68
	2>3	1.81	.04	.05	3.57
Self-Awareness	2>1	2.51	.00	.86	4.16
	2>3	1.58	.00	.44	2.73
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	2>3	.45	.02	.04	.87
Sociability	-	-	-	-	-
Communication	-	-	-	-	-
Gender Role Attitudes Scale	1>3	4.93	.00	1.53	8.32
	2>3	4.29	.00	1.83	6.74

Note. 1= full time paid domestic help; 2 = part time paid domestic help; 3 = no paid domestic help

Post hoc analysis showed significant differences in relation to the three groups of paid domestic help on multitasking preferences, its sub scale, perceived multitasking ability, its sub scale i.e., ability to perform two/more than two primary tasks simultaneously, gender role attitudes, dyadic satisfaction, dyadic cohesion, emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills, sub facets adaptability, emotional reactivity management, emotional stability, achievement drive, and self-awareness. These results exhibited that the direction of the significance is toward the (group 2 = part time paid domestic help) than the other two

groups (group 1= full time and group = 3 no domestic help) available for the married men and women.

House Chores. Furthermore, it was also assumed that performance of house chores would also have an effect on the study variables. This variable is very important in context to Pakistani framework especially considering traditional patterns of gender role attitudes and marital adjustment in relation to multitasking among married individuals. Therefore, the sample was classified into three groups i.e., individuals who perform all house chores (group first = 270), individuals who cook, look after their kids and do personal care (second group = 228), individuals who do grocery and personal care (third group = 183), and individuals who perform no house chore (group fourth = 161). Results of analysis of variance are presented in Table 62 and 63 respectively.

Table 62

Mean, Standard Deviation, F Values, and Eta Square for Performing House Chores Differences (N =850)

Variables	All (n = 270)		Cooking, Looking after kids & personal (n = 228)		Grocery & personal (n = 183)		No work for house chores (n = 161)		F	p	η^2
	M	SD	M	SD	M	SD	M	SD			
MPI	41.18	8.72	41.69	8.10	41.81	8.21	42.05	11.19	.35	.78	-
Multi	20.54	5.15	20.79	5.12	21.00	5.06	19.83	5.91	.72	.53	-
Mono	20.63	5.88	20.89	6.34	20.80	6.21	22.21	6.81	1.21	.30	-
CSMMI	54.69	9.56	55.30	9.35	56.24	9.39	56.36	9.89	1.07	.36	-
GMA	20.48	4.70	20.76	5.43	21.71	5.18	22.01	4.78	2.78	.04	.01
APMTPTS	28.89	6.22	29.62	6.42	28.97	6.67	29.19	6.80	.70	.55	-
APPSS	5.31	2.09	4.91	2.23	5.55	2.29	5.40	1.99	2.54	.05	.01
DAS	93.57	18.89	98.95	17.08	99.65	17.20	95.78	18.29	5.86	.00	.02
Dcons	40.45	8.80	42.41	8.27	42.93	8.46	42.45	9.98	4.03	.00	.01
AExp	7.45	2.09	7.96	1.84	8.38	1.52	7.90	1.97	7.30	.00	.02
Dsat	29.96	6.75	31.65	5.93	31.30	7.26	30.24	6.43	3.79	.01	.01
Dcoh	15.70	5.71	16.92	5.73	17.02	5.64	15.18	5.88	3.57	.01	.01
SRMEI	202.23	28.43	204.89	34.63	198.01	31.58	213.6	29.00	3.33	.01	.01

Continued...

Variables	All (<i>n</i> = 270)		Cooking, kids & personal (<i>n</i> = 228)		Grocery & personal (<i>n</i> = 183)		No work (<i>n</i> = 161)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
ESR	86.60	19.31	87.50	23.17	83.67	22.21	97.11	2.39	5.61	.00	.02
ADAP	24.73	6.46	24.89	7.01	24.21	7.05	27.93	5.81	4.62	.00	.02
ERM	19.73	5.48	18.93	6.77	17.68	6.56	21.45	5.09	4.99	.00	.02
ES	18.87	5.58	19.19	7.09	17.73	6.55	22.34	5.57	7.31	.00	.03
CON	11.49	2.18	12.21	1.95	11.71	1.99	11.73	2.30	5.83	.00	.02
AD	12.12	3.19	12.26	3.36	12.32	3.59	13.63	3.04	3.85	.00	.01
ESA	70.89	9.16	71.84	10.69	69.53	10.10	72.37	9.35	1.59	.19	-
SA	28.13	6.06	28.32	6.90	27.22	6.86	30.27	5.38	2.86	.03	.01
PSA	28.57	4.02	29.18	4.57	28.40	4.10	28.49	4.86	1.30	.37	-
SC	14.18	2.52	14.33	2.43	13.89	2.57	13.60	2.65	1.60	.18	-
IPS	44.72	5.63	45.53	5.43	44.80	5.32	43.67	6.10	2.11	.09	-
EMP	13.71	2.57	13.52	2.22	13.40	2.36	13.32	2.28	.96	.40	-
SOC	16.02	2.52	16.19	2.45	15.92	2.35	15.34	2.44	1.92	.12	-
COM	14.98	2.51	15.81	2.36	15.46	2.32	15.00	2.84	6.01	.00	.02
GRAS	95.72	13.00	96.77	13.25	101.26	15.63	88.37	12.42	11.26	.00	.04

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df = 2, 757, missing = 91

The results in the Table 62 indicates nonsignificant differences on multitasking preferences and multitasking ability measures in relation to house chores. These results have rejected the hypothesis number 24a. However, significant differences have been found on gender role attitudes (supported hypothesis 24b), dyadic adjustment, and self-report measures of emotional intelligence along with its subscale emotional self-regulation and on its all sub facets. Significant differences were also observed on all four subscales of DAS and on the two sub scales of CSMMI i.e., general multitasking ability and the ability to perform primary and secondary task simultaneously. These results have showed that the direction of significance is different for marital adjustment

and egalitarian gender role attitudes. The differences are significant for the third group as compared to the other three groups of samples. While on the emotional intelligence significant differences were observed in the fourth group than the second, first and third group of participants. Thus, these results have fulfilled the objective of this study i.e., to explore the group differences in relation to the demographic variables of the sample on the main variable of the study. In relation to significant group difference post hoc analysis were performed and results are presented in the Table 63.

Table 63

Post HOC Differences on Performing House Chores by the Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific	-	-	-	-	-
Multitasking Measurement Instrument					
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	2>1	5.38	.00	1.49	9.27
	3>1	6.08	.03	.34	11.81
Dyadic Consensus	2>1	1.96	.03	.09	3.82
Affectional Expressions	2>1	.50	.00	.08	.93
	3>1	.93	.00	.30	1.55
Dyadic Satisfaction	2>1	1.69	.00	.28	3.09
Dyadic Cohesion	2>1	1.22	.05	.00	2.44

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Self-Report Measure of Emotional Intelligence	4>1	15.15	.02	1.152	8.69
Emotional Self-Regulation	4>1	10.51	.00	3.06	17.95
	4>2	9.60	.00	1.72	17.48
	4>3	13.44	.00	4.21	22.66
Adaptability	4>1	3.19	.00	.80	5.58
	4>2	3.03	.00	.51	5.56
	4>3	3.71	.00	.76	6.67
Emotional Reactivity Management	4>2	2.52	.02	.25	4.78
	4>3	3.77	.00	1.12	6.42
Emotional Stability	4>1	3.47	.00	1.28	5.67
	4>2	3.14	.00	.81	5.48
	4>3	4.60	.00	1.87	7.34
Consciousness	2>1	.71	.00	.26	1.16
Achievement Drive	4>1	1.51	.00	.33	2.69
	4>2	1.37	.02	.12	2.61
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	4>1	3.04	.02	.22	5.87
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	2>1	.82	.00	.29	1.35
Gender Role Attitudes Scale	3>1	5.53	.00	1.33	9.73
	3>4	12.88	.00	6.93	18.83

Note. 1= all house chores performed by self; 2 = cooking, look after of children, personal; 3 = grocery and personal; 4 = no house chore

Post hoc analysis in Table 63 indicated that married individuals exhibited higher egalitarian gender role attitudes, marital adjustment, dyadic consensus, affectional expression, dyadic cohesion, dyadic satisfaction from the second and third group where these individuals were performing less house chores (cooking, to look after their children, grocery and person care) only i.e., than the other groups of participants in relation to house chores. While significant differences were observed on emotional

intelligence, emotional self-awareness, adaptability, emotional reactivity management, emotional stability, Conscientiousness, achievement drive, and self-awareness for the fourth group where the participants reported (performing no house chores at all) than the other three groups in which the participants reported about performance of various house chores.

Spouse working hours. In view of traditional gender role attitudes spouse working hours especially of female spouse it is insightful to see the pattern of group differences in relation to all the variables understudy. Keeping this view in mind group differences in relation to the spouse working hours of married individuals were also determined through analysis of variance and post hoc analysis. For this sample was categorized into three groups i.e., group one (5-7 hours), second group (8 hours), and third group consisted (9-12 hours) of per day spouses work reported in the demographic information sheet. Results are present in the Tables 64 and 65 respectively.

Table 64

Mean, Standard Deviation, F Values, and Eta Square for Spouse Working Hours Differences (N = 850)

Variables	5-7 Hours (n = 146)		8 Hours (n = 144)		9-12 Hours (n = 173)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	44.41	7.03	41.41	8.68	43.71	8.04	4.56	.01	.02
Multi	21.16	5.49	20.78	5.11	21.43	4.91	.50	.60	-
Mono	23.24	6.08	20.62	6.18	22.27	5.76	5.75	.00	.03
CSMMI	56.51	8.43	56.49	9.64	56.75	9.00	.02	.97	-
GMA	21.31	4.24	20.66	4.97	21.72	5.55	1.47	.21	-
APMTPTS	30.07	6.05	30.39	6.57	29.82	5.95	.25	.77	-
APPSTS	5.12	2.38	5.43	2.25	5.20	2.15	.65	.52	-
DAS	100.75	19.26	98.19	16.99	101.02	13.89	1.14	.31	-
Dcons	42.12	9.09	42.85	7.69	42.00	6.71	.47	.62	-
AExp	8.09	1.92	7.86	1.89	7.91	1.33	.40	.66	-
Dsat	32.81	6.03	30.97	6.49	33.72	4.46	6.82	.00	.03
Dcoh	17.72	5.75	16.49	5.71	17.38	5.40	1.60	.20	-
SRMEI	217.78	29.10	203.34	30.41	216.41	25.87	9.72	.00	.05

Continued...

Variables	5-7 Hours (<i>n</i> = 146)		8 Hours (<i>n</i> = 144)		9-12 Hours (<i>n</i> = 173)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
ESR	95.83	17.96	86.84	20.83	96.47	17.05	9.97	.00	.05
ADAP	27.46	5.7	24.90	6.86	27.58	5.69	7.34	.00	.04
ERM	21.51	5.30	19.00	6.00	21.97	4.47	10.69	.00	.05
ES	21.00	5.53	18.94	6.19	21.26	4.89	6.25	.00	.03
CON	12.19	1.88	11.80	1.82	11.96	1.90	1.27	.27	-
AD	13.65	2.68	12.18	3.28	13.67	3.15	9.62	.00	.05
ESA	75.00	9.69	70.95	9.61	74.41	8.13	7.11	.00	.04
SA	30.65	5.92	28.92	6.44	30.49	5.52	6.93	.00	.03
PSA	30.12	3.85	28.59	4.10	29.86	3.73	5.46	.00	.03
SC	14.22	2.36	14.24	2.58	14.05	2.39	.16	.85	-
IPS	46.95	4.70	45.54	5.20	45.52	5.49	2.04	.13	-
EMP	13.90	1.87	14.04	2.24	13.86	2.40	.22	.79	-
SOC	16.95	2.26	16.18	2.39	16.53	2.25	2.96	.05	.01
COM	16.09	2.10	15.31	2.28	15.12	2.33	3.79	.02	.02
GRAS	97.86	13.68	98.86	13.31	97.79	14.11	.26	.77	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; *Df* = 2, 242, missing = 165, housewives = 222

The results in Table 64 depicted significant differences in relation to the spouse's working hours on multitasking preference inventory, on the subscale of monotask preferences and significant difference has been also observed on the self-report measure of emotional intelligence, its two subscales except interpersonal skills and sub facets of these subscales i.e., conscientiousness, self-confidence, and empathy. Moreover, nonsignificant pattern of results has been found on the gender role attitudes, communication specific multitasking measurement instrument, its three subscales, dyadic adjustment, its three subscales except dyadic satisfaction among the three groups of participants in relation to spouse's working hours. Through these results partial support for the hypothesis number 25a and 25b was derived. Mean values indicated direction of significant results towards the group of participants whose spouse's

working hours ranged between (5-7) hours than (9-12) hours, and 8 hours per day. In this instance, the results of post hoc on significant differences are given in Table 65 respectively.

Table 65

Post HOC Differences on Performing House Chores by the Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1>2	2.99	.02	.23	5.76
Preference to Multitask	-	-	-	-	-
Preference to Monotask	1>2	2.61	.00	.58	4.64
Communication Specific Multitasking Measurement Instrument	-	-	-	-	-
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	1>2	2.74	.00	.79	4.69
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	1>2	14.4	.00	4.65	24.24
Emotional Self-Regulation	3>2	13.06	.00	3.65	22.48
	1>2	8.99	.00	2.42	15.55
	3>2	9.63	.00	3.32	15.95
Adaptability	1>2	2.56	.01	.41	4.72
	3>2	2.68	.00	.61	4.76
Emotional Reactivity Management	1>2	2.50	.00	.63	4.38
	3>2	2.96	.00	1.16	4.76
Emotional Stability	1>2	2.05	.03	.10	4.01
	3>2	2.31	.00	.43	4.19
Consciousness	-	-	-	-	-
Achievement Drive	1>2	1.46	.00	.40	2.52
	3>2	1.48	.00	.46	2.49

Continued...

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Emotional Self-Awareness	1>2	4.04	.00	.91	7.16
	3>2	3.45	.01	.44	6.45
Self-Awareness	1>2	2.51	.01	.46	4.59
	3>2	2.37	.01	.38	4.35
Perceived Self-Awareness	1>2	1.52	.01	.19	2.85
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	1>2	.77	.04	.02	1.53
	1>3	.96	.03	.04	1.89
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= 5-7 spouse working hours; 2 = 8 spouse working hours; 3 = 9-12 spouse working hours.

Post hoc analysis given in Table 65 showed significant difference on dyadic satisfaction, multitasking preferences and on the subscale i.e., preferences for monotask in the (group 1 = 5-7) spouse working hours than other two (groups 2 = 8, & group = 3 9-12) spouse working hours. Similar pattern of significant results was observed from these groups in relation to spouse working hours on the emotional intelligence, on the two subscales i.e., emotional self-regulation, emotional self-awareness and on the sub facets of subscales i.e., adaptability, motional reactivity management, emotional stability, achievement drive, and communication.

Ethnicity. Pakistan is very rich having multiple subcultural traditions, values, and practices. Diversity due to the urban and rural living systems perhaps more traditional gender role attitudes may exist. In milieu of this it was also considered insightful and interesting to see the effect of ethnicity on the study variables and sample was classified into three categories i.e., group one (Federal = 240), group two (Punjab = 260), and group third (KPK, AJK, Baluchistan = 237). Analysis of variance was employed and results are presented in the Table 66 and 67.

Table 66

Mean, Standard Deviation, F Values, and Eta Square for Province/Ethnicity Differences (N = 850)

Variables	Federal (n = 240)		Punjab (n = 260)		KPK, Sindh, AJK, & Baloch (n = 237)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	44.18	7.39	41.98	8.51	40.65	8.03	3.01	.04	.02
Multi	22.15	5.02	20.99	5.10	20.55	5.24	1.51	.22	-
Mono	22.02	5.35	20.98	6.13	20.09	5.52	1.88	.15	-
CSMMI	55.72	11.36	55.71	9.17	55.67	9.47	.00	.99	-
GMA	19.55	5.81	21.02	4.97	20.99	5.15	1.60	.20	-
APMTPTS	30.52	7.17	29.42	6.21	29.64	6.64	.59	.55	-
APPSTS	5.65	2.20	5.26	2.15	5.03	2.30	1.32	.26	-
DAS	97.47	18.22	97.51	17.92	96.21	17.94	.92	.74	-
Dcons	41.10	8.12	41.89	8.49	42.13	9.13	.22	.79	-
AExp	7.65	1.76	7.85	1.98	7.59	1.87	1.12	.32	-
Dsat	31.95	6.40	31.28	6.34	30.28	6.70	1.68	.18	-
Dcoh	16.77	5.61	16.47	5.75	16.19	5.87	.20	.81	-
SRMEI	215.77	27.70	204.92	30.79	201.18	32.11	3.46	.03	.02
ESR	96.62	18.37	88.14	21.02	84.45	21.62	5.33	.00	.03
ADAP	27.75	6.05	25.21	6.65	24.33	7.05	4.03	.01	.03
ERM	21.87	4.87	19.50	6.01	17.89	6.28	7.71	.00	.03
ES	21.35	5.22	19.31	6.33	17.99	6.34	4.96	.00	.02
CON	11.92	1.68	11.84	2.08	11.91	2.06	.08	.91	-
AD	13.72	3.02	12.27	3.31	12.31	3.23	3.67	.02	.02
ESA	74.45	8.20	71.65	9.67	70.64	10.37	2.37	.09	-
SA	31.45	5.38	28.28	6.37	27.82	6.71	5.18	.00	.03
PSA	28.65	3.56	28.98	4.15	28.91	4.53	.13	.87	-
SC	14.35	2.39	14.37	2.47	13.91	2.75	1.86	.15	-

Continued...

Variables	Federal (<i>n</i> = 240)		Punjab (<i>n</i> = 260)		KPK, Sindh, AJK, & Baloch (<i>n</i> = 237)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
IPS	44.70	4.64	45.12	5.48	46.08	5.63	1.94	.14	-
EMP	13.67	1.96	13.58	2.27	14.20	2.17	2.24	.01	.02
SOC	15.97	2.27	16.17	2.41	16.24	2.44	.20	.81	-
COM	15.05	1.85	15.36	2.43	15.63	2.44	1.13	.32	-
GRAS	101.07	17.39	95.96	13.29	98.18	14.52	3.60	.02	.02

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; *df* = 2, 740, missing = 113

The results in the Table 66 shows significant results in relation to ethnicity on the measures of multitasking preferences, gender role attitudes, self-report measures of emotional intelligence, its subscale of emotional self-regulation and sub facets i.e., adaptability, emotional reactivity management, emotional stability, achievement drive, self-awareness, and empathy among the three groups of samples. Mean value indicated the direction of significant results towards the group of participants who belong to federal region than the other two groups of different ethnic regions. However, non-significant differences have been observed on communication specific multitasking measurement its three subscales, and dyadic adjustment scale along with its four subscales in relation to ethnic groups of samples. Further post hoc analysis was computed where the *p* values were found less than .05 and the significant results on the study variables are reported in the Table 67.

Table 67

Post HOC Differences on Ethnicity of Married Individuals (N = 850)

Variables	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	2>1	2.16	.00	.59	3.71
Preference to Multitask	-	-	-	-	-
Preference to Monotask	-	-	-	-	-
Communication Specific Multitasking Measurement Instrument	-	-	-	-	-
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	-	-	-	-	-
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	2>1	11.06	.00	3.11	19.03
	2>3	8.27	.00	2.70	13.82
Emotional Self-Regulation	2>1	8.00	.00	2.60	13.40
	2>3	5.57	.00	1.80	9.32
Adaptability	2>1	2.17	.00	.45	3.90
	2>3	1.86	.00	.68	3.07
Emotional Reactivity Management	2>1	2.25	.00	.92	4.10
	2>3	1.42	.00	.33	2.50
Emotional Stability	2>1	2.50	.00	.91	4.10
	2>3	1.23	.01	.13	2.35
Consciousness	-	-	-	-	-
Achievement Drive	2>1	.98	.01	.14	1.85
	2>3	.82	.00	.24	1.40
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	2>1	2.50	.00	.85	4.15
	2>3	1.56	.00	.45	2.70
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	-	-	-	-	-
Empathy	2>3	.44	.02	.04	.86
Sociability	-	-	-	-	-
Communication	-	-	-	-	-
Gender Role Attitudes Scale	3>1	4.91	.00	1.52	8.30
	3>2	4.30	.00	1.80	6.70

Note. 1=Federal; 2 = Punjab; 3 = KPK, Sindh, AJK, & Baloch; Missing =113

The results of Post hoc analysis given in Table 67 exhibited significant difference on multitasking preferences, emotional intelligence, its subscale emotional self-regulation, and sub facets i.e., adaptability, emotional reactivity management, emotional stability, achievement drive, self-awareness, empathy, and gender role attitudes among the three groups of samples in relation to ethnicity of the respondents. these results have indicated that the married people belong to federal area expressed higher perception of multitasking preferences and emotional intelligence along with its subcomponents. While significant difference was observed from the groups of married individuals who were belonging from the other provinces (i.e., KPK, Sindh, AJK, & Baluchistan) of Pakistan then federal and Punjab.

Professions. Profession is very important especially when studying the sample of working groups. Hence, similar groups across various professions were categorized by following Khan and Kamal (2010) who have studied the similar groups across these professions. Group differences in relation to various professions of married working men and women were estimated through analysis of variance. For this data was categorized into three groups i.e., group one (university teachers & researchers = 244), group two (bank managers = 160), group three (doctors & nurses = 152), and group fourth (government and private job = 128). Results are presented in Tables 68 and discussed below this table.

Table 68

Mean, Standard Deviation, F Values, and Eta Square for Different Professions Differences (N = 628)

Variables	Teaching (n = 244)		Bankers managers (n = 160)		Doctors/Nurs (n = 152)		Govt/Private job (n = 128)		F	p	η^2
	M	SD	M	SD	M	SD	M	SD			
MPI	42.81	7.75	41.71	8.49	44.00	7.73	41.60	8.24	1.69	.16	-
Multi	21.63	4.75	20.71	5.51	22.40	4.07	20.74	5.65	2.32	.07	-
Mono	21.17	5.77	20.98	6.33	21.59	6.61	20.85	6.65	.20	.89	-
CSMMI	56.99	9.74	56.06	8.62	55.82	8.56	56.10	8.65	.51	.67	-
GMA	21.13	5.13	21.70	5.09	20.65	4.73	20.97	5.09	.82	.48	-
APMTPTS	30.44	6.24	29.50	6.08	29.78	6.34	29.92	6.71	.74	.52	-
APPSTS	5.40	2.29	4.85	2.19	5.42	2.36	5.20	2.30	2.06	.10	-
DAS	99.30	17.03	100.78	16.29	100.19	17.56	97.95	16.53	.71	.54	-
Dcons	42.25	8.36	44.01	7.81	42.71	8.44	42.31	8.37	1.66	.17	-
AExp	8.03	1.67	8.11	1.72	8.07	1.83	7.86	1.93	.51	.88	-
Dsat	31.51	6.10	31.96	6.28	32.01	6.78	31.63	6.11	.21	.88	-
Dcoh	17.50	5.68	16.69	5.74	17.38	5.03	16.14	5.34	1.90	.12	-
SRMEI	206.50	29.82	210.46	32.65	207.88	36.90	206.88	32.44	.54	.65	-
ESR	89.51	20.24	91.51	22.67	89.67	23.79	88.57	22.56	.47	.67	-
ADAP	26.14	6.47	25.56	6.88	25.26	7.17	25.89	6.91	.24	.86	-
ERM	19.52	5.86	20.01	6.71	19.80	6.95	18.92	6.37	.72	.53	-
ES	19.38	6.15	20.28	6.71	19.75	6.68	19.37	6.92	.71	.54	-
CON	11.87	1.83	12.31	1.99	11.82	2.45	12.08	1.92	1.84	.13	-
AD	12.59	3.19	12.93	3.39	13.01	3.47	12.28	3.53	1.12	.33	-
ESA	71.49	9.08	72.94	9.83	72.34	12.05	72.67	10.61	.81	.48	-
SA	28.84	6.26	28.81	6.39	28.80	7.78	28.89	6.90	.00	1.00	-
PSA	28.55	3.39	29.50	4.16	29.28	3.88	29.52	4.79	2.53	.07	-
SC	14.09	2.35	14.62	2.50	14.25	2.75	14.26	2.59	1.47	.21	-
IPS	45.49	5.39	46.00	5.14	45.86	5.31	45.63	5.68	.31	.81	-
EMP	13.77	2.14	13.75	2.33	14.00	2.40	13.67	2.19	.52	.86	-
SOC	16.18	2.36	15.56	2.55	16.14	2.27	16.43	2.67	.09	.96	-
COM	15.37	2.26	15.80	2.40	15.51	2.25	15.64	2.51	1.12	.33	-
GRAS	99.78	14.16	94.92	13.99	98.30	13.89	97.82	14.45	3.81	.01	.02

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 3, 580, missing = 45, housewives = 222

The results in Table 68 shows nonsignificant differences in relation to various profession on all the measures i.e., multitasking preferences inventory, communication specific multitasking measurement instrument, dyadic adjustment scales, self-report measure of emotional intelligence, and on all the subscales of these measures except gender role attitudes on which results has been found significant among the group of participants whose profession is teaching and research than other three groups of participants. These results have partially supported the hypothesis number 22 of this study. Moreover, in relation to this post hoc analysis ($i - j = 1 > 2$, $D(I - j) = 1.14$, $p = .00$, $LL = 1.04$, $UL = 8.67$) showed that university teachers perceived higher egalitarian gender role attitudes than the participants occupying other professions i.e., bank managers, doctors and nurses, government and private sector employees. On the other hand, nonsignificant differences were found on rest of all the variables of this study. Therefore, the results of post hoc analysis were not reported in the table separately. Overall, these results have rejected the hypothesis number 25 (i.e., participants working as doctors and nurses are more likely to report higher multitasking preferences, perceived ability to multitask, and emotional intelligence than university teachers, bank managers, and individuals working on job at private and government organizations).

Organizational structure and design. Organizational design and structure are also pertinent in context to the working populations. Therefore, following Sehrish and Zubair (2013) analysis of variance was also performed to determine the group differences in relation to the structure and design of the organization in which the participants were employed during data collection for this study. For this sample was categorized into three groups i.e., first group consisted (government sector = 269), the second group consisted (semi-government = 152), and the third group consisted (private sector = 179) organizations in which the married individuals were working at the time of data collection for this study. Results are presented in the Tables 69 and 70.

Table 69

Mean, Standard Deviation, F Values, and Eta Square for Organizational Structure Differences (N = 628)

Variables	Government (n = 269)		Semi- government (n = 152)		Private (n = 179)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	42.84	8.51	42.13	7.58	41.68	9.18	1.16	.31	-
Multi	20.77	5.22	21.27	5.46	21.87	4.55	2.51	.08	-
Mono	22.06	6.40	20.84	5.51	19.79	5.97	7.64	.00	-
CSMMI	56.57	9.38	56.01	8.16	56.52	9.36	.19	.82	-
GMA	21.44	4.92	21.22	5.08	20.74	5.11	1.07	.34	-
APMTPTS	29.89	6.36	29.75	5.89	30.54	6.47	.79	.45	-
APPSTS	5.23	2.30	5.03	2.20	5.24	2.25	.42	.65	-
DAS	100.62	16.92	97.28	16.84	99.75	16.65	1.92	.14	-
Dcons	42.48	8.44	41.84	8.60	43.29	7.73	1.40	.24	-
AExp	8.08	1.76	7.76	1.86	8.1	1.72	2.02	.13	-
Dsat	32.16	5.86	31.63	6.34	31.28	6.46	1.13	.32	-
Dcoh	17.38	5.58	16.05	5.57	17.06	5.59	2.80	.06	-
SRMEI	213.43	30.25	208.36	31.40	196.89	32.82	15.11	.00	.05
ESR	93.75	21.15	90.86	20.88	81.93	21.98	16.90	.00	.05
ADAP	26.99	6.53	25.98	6.55	23.78	7.07	12.38	.00	.04
ERM	20.81	5.98	19.82	6.19	17.18	6.40	18.90	.00	.06
ES	20.71	6.27	20.36	6.31	17.15	6.65	18.21	.00	.06
CON	12.30	1.93	11.89	2.05	11.86	1.86	3.55	.02	.01
AD	12.93	3.42	12.80	3.22	11.94	3.25	5.09	.00	.02
ESA	73.41	9.29	72.57	10.05	69.60	10.43	8.33	.00	.03
SA	29.86	6.34	29.13	6.36	26.76	6.82	12.58	.00	.04
PSA	29.43	4.28	28.99	4.13	28.48	3.91	2.77	.06	-
SC	14.11	2.33	14.44	2.50	14.35	2.70	1.00	.36	-
IPS	46.26	4.85	44.93	5.88	45.35	5.65	3.37	.03	.01
EMP	13.90	2.04	13.50	2.32	13.71	2.39	1.65	.19	-
SOC	16.60	2.08	16.11	2.50	16.13	2.59	3.06	.04	.01
COM	15.75	2.19	15.32	2.57	15.50	2.41	1.72	.18	-
GRAS	98.14	14.38	98.49	14.81	97.26	13.82	.33	.71	-

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; df= 3,597, housewives= 222, missing = 48

The above Table 69 reflects non-significant results on gender role attitude, multitasking preferences, communication specific multitasking measurement instrument its subscales, dyadic adjustment, and its sub scales in relation to the structure of the organization. However, significant differences have been observed on the self-reported emotional intelligence, on the two subscales except interpersonal skills, and on the sub facets of these subscales except, perceived self-awareness, self-confidence, empathy, and communication among the three groups of organizational structure. These results revealed that the direction of significance is towards the individuals employed in government sector organizations than semi government and private sector employees. Hence, post hoc analysis was performed on the significant group differences and results are given in Table 70 respectively.

Table 70

Post HOC Differences on Organizational Design/ Structure Married Individuals (N = 628)

Variables	CI		<i>p</i>	95%	
	<i>i - j</i>	<i>D (i - j)</i>		<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	-	-	-	-	-
Preference to Multitask	-	-	-	-	-
Preference to Monotask	1>3	2.26	.00	.86	3.66
Communication Specific Multitasking Measurement Instrument	-	-	-	-	-
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than two Primary Tasks Simultaneously	-	-	-	-	-
Ability to Perform Primary and Secondary Tasks Simultaneously	-	-	-	-	-
Dyadic Adjustment Scale	-	-	-	-	-
Dyadic Consensus	-	-	-	-	-
Affectional Expressions	-	-	-	-	-
Dyadic Satisfaction	-	-	-	-	-
Dyadic Cohesion	-	-	-	-	-
Self-Report Measure of Emotional Intelligence	1>3	14.53	.00	9.28	23.69
	2>3	11.46	.00	3.17	19.76

Continued...

Variables	CI			95%	
	<i>i-j</i>	<i>D (i-j)</i>	<i>p</i>	<i>LL</i>	<i>UL</i>
Emotional Self-Regulation	1>3	11.81	.00	6.87	16.76
	2>3	8.92	.00	3.27	14.57
Adaptability	1>3	3.20	.00	1.65	4.76
	2>3	2.19	.00	.41	3.96
Emotional Reactivity Management	1>3	3.62	.00	2.19	5.05
	2>3	2.63	.00	1.00	4.27
Emotional Stability	1>3	3.55	.00	2.07	5.04
	2>3	3.21	.00	1.51	4.90
Consciousness	-	-	-	-	-
Achievement Drive	1>3	.98	.00	.21	1.75
Emotional Self-Awareness	1>3	3.81	.00	1.53	6.09
	2>3	2.96	.01	.36	5.57
Self-Awareness	1>3	3.10	.00	1.59	4.60
	2>3	2.36	.00	.64	4.08
Perceived Self-Awareness	1>2	1.52	.01	.19	2.85
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1>2	1.32	.04	.02	2.63
Empathy	-	-	-	-	-
Sociability	-	-	-	-	-
Communication	-	-	-	-	-
Gender Role Attitudes Scale	-	-	-	-	-

Note. 1= government employees; 2 = semi-government employees; 3 = private sector employees

The results of post hoc analysis revealed that the participants working in government sector organizations exhibited higher preferences for monotask i.e., subcomponent of multitasking preference scale than the semi government and private sector employees. Similar, significant group differences were showed on emotional intelligence, emotional self-regulation, emotional self-awareness, and interpersonal skills, and sub facets of these three subscales i.e., adaptability, emotional reactivity management, emotional stability, achievement drive, self-awareness, and perceived self-awareness. From these results it is depicted that employees of government sector organization perceived higher on the afore mentioned variables than the employees working in semis government and private sector organizations in Pakistan.

Transportation. To have the facility of either personal or organizational transportation for commutation is a privilege in an economically developing country like Pakistan. Keeping this important difference through analysis of variance were computed and for this sample was classified into three groups i.e., group one comprised individuals having (personal vehicle = 394), second group individuals availing organizational transport and travel with their spouses (211), and group third availing public service transport (192). Results are presented and discussed in Table 72 and 72.

Table 71

Mean, Standard Deviation, F Values, and Eta Square for Transportation Differences (N = 850)

Variables	Personal (n = 394)		Organizational/ with spouse (n = 211)		Public transport (n = 192)		F	p	η^2
	M	SD	M	SD	M	SD			
MPI	42.00	8.50	42.35	7.45	39.45	9.18	7.6	.00	.02
Multi	20.97	5.10	21.57	4.86	19.01	5.38	14.03	.00	.03
Mono	21.02	6.12	20.77	6.16	20.43	6.02	.60	.54	-
CSMMI	55.93	9.48	56.40	8.63	52.02	10.00	13.86	.00	.03
GMA	20.89	5.03	20.90	5.09	20.31	4.85	.97	.37	-
APMTPTS	29.77	6.45	30.39	5.96	26.50	5.96	23.65	.00	.06
APPSTS	5.26	2.23	5.10	2.18	5.20	1.95	.37	.68	-
DAS	98.30	17.76	98.25	16.95	88.35	18.20	23.07	.00	.05
Dcons	42.31	8.36	42.37	8.37	38.53	8.99	14.50	.00	.03
AExp	7.91	1.87	7.80	1.89	7.18	2.23	9.11	.00	.02
Dsat	31.43	6.49	31.45	6.00	28.08	6.49	20.23	.00	.05
Dcoh	16.64	5.78	16.61	5.68	14.54	5.40	9.91	.00	.02
SRMEI	204.77	30.85	205.49	31.00	198.88	28.89	3.00	.05	.01
ESR	88.10	21.45	87.57	20.95	85.56	18.91	.98	.37	-
ADAP	25.13	6.80	25.57	6.69	24.06	6.31	2.75	.06	-
ERM	19.34	6.21	18.19	6.04	19.37	5.07	.42	.65	-
ES	19.23	6.40	18.77	6.32	19.57	5.39	.38	.68	-
CON	11.85	1.99	12.00	2.05	11.19	2.41	8.51	.00	.02
AD	12.53	3.38	12.29	3.22	11.86	3.18	2.63	.07	-
ESA	71.54	9.40	71.68	9.99	70.21	9.53	1.50	.22	-
SA	28.47	6.42	28.14	6.46	27.91	5.84	.56	.57	-

Continued...

Variables	Personal (<i>n</i> = 394)		Organizational/ with spouse (<i>n</i> = 211)		Public transport (<i>n</i> = 192)		<i>F</i>	<i>p</i>	η^2
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
PSA	28.99	3.95	29.07	4.34	28.14	4.61	3.20	.04	-
SC	14.06	2.46	14.46	2.54	14.16	2.79	1.65	.19	-
IPS	45.12	5.20	46.24	5.66	43.10	5.97	16.71	.00	.04
EMP	13.72	2.18	14.07	2.21	12.94	2.40	13.48	.00	.03
SOC	16.06	2.31	16.63	2.56	15.30	2.64	14.75	.00	.04
COM	15.34	2.31	15.53	2.47	14.85	2.89	3.88	.02	.01
GRAS	96.91	13.82	99.81	14.79	90.57	10.28	25.34	.00	.06

Note. GRAS = gender role attitudes scale; SRMEI = Self report measure of emotional intelligence; ESR = emotional self-regulation; ADP = adaptability, ERM = emotional reactivity management; ES = emotional stability; CON = conscientiousness; AD = adaptability; ESA = emotional self-awareness; SA = self-awareness; PSA = perceived self-awareness; SC = self-confidence; IPS = interpersonal skills; EMP = empathy; SOC = sociability; COM = communication; Df= 2, 794, missing = 51

The results in Table 71 portrays significant differences on the total scores of all the measures used in this research in relation to the transportation system the participants were using for commutation. These results indicate that participants scored higher on multitasking preferences and perceived multitasking ability measures on total and for subscales i.e., multitasking preferences and the ability to perform more than two primary tasks simultaneously among the group of people who avails the organizational/company transport/ and travel with spouse, significant differences on egalitarian gender role attitudes and marital adjustment is also high among the same group of participants on total and for all the four subscales also. While significant differences are also observed on the self-report measure of emotional intelligence, on the sub scale of interpersonal skills and five sub facets i.e., conscientiousness, perceived self-awareness, empathy, sociability, and communication among the participants from first group who were having their person vehicles. However, values for means scores also indicate the higher scores among the participants who have their personal transportation than who avails the organizational transportation or commute/travel with spouses then those who were using public transport. In relation to these results post hoc analysis was further performed to see the direction of significance on the three group

differences for transportation system. Results of post hoc analysis are presented in the Table 72.

Table 72

Post HOC Differences on Transportation System of Married Individuals (N = 850)

Variables	CI			95%	
	<i>i - j</i>	<i>D (i - j)</i>	<i>p</i>	<i>LL</i>	<i>UL</i>
Multitasking Preference Inventory	1>3	2.55	.00	.74	4.36
	2>3	2.89	.00	.84	4.95
Preference to Multitask	1>3	1.95	.00	.87	3.03
	2>3	2.55	.00	1.33	3.78
Preference to Monotask	-	-	-	-	-
Communication Specific	1>3	3.90	.00	1.92	5.89
Multitasking Measurement	2>3	4.38	.00	2.13	6.63
Instrument					
General Multitasking Ability	-	-	-	-	-
Ability to Perform two/More than	1>3	3.27	.00	1.27	4.58
two Primary Tasks Simultaneously	2>3	3.89	.00	2.40	5.38
Ability to Perform Primary and	-	-	-	-	-
Secondary Tasks Simultaneously					
Dyadic Adjustment Scale	1>3	9.95	.00	6.22	13.68
	2>3	9.90	.00	5.67	14.12
Dyadic Consensus	1>3	3.78	.00	1.98	5.58
	2>3	3.84	.00	1.80	5.88
Affectional Expressions	1>3	.72	.00	.31	1.14
	2>3	.61	.00	.14	1.08
Dyadic Satisfaction	1>3	3.34	.00	2.00	4.68
	2>3	3.37	.00	1.84	4.89
Dyadic Cohesion	1>3	2.10	.00	.90	3.30
	2>3	2.06	.00	.71	3.42
Self-Report Measure of Emotional	-	-	-	-	-
Intelligence					
Emotional Self-Regulation	-	-	-	-	-
Adaptability	-	-	-	-	-
Emotional Reactivity Management	-	-	-	-	-
Emotional Stability	-	-	-	-	-

Continued...

Variables	CI			95%	
	<i>i-j</i>	<i>D (i-j)</i>	<i>p</i>	<i>LL</i>	<i>UL</i>
Consciousness	1>3	.65	.00	.20	1.10
	2>3	.80	.00	.30	1.31
Achievement Drive	-	-	-	-	-
Emotional Self-Awareness	-	-	-	-	-
Self-Awareness	-	-	-	-	-
Perceived Self-Awareness	-	-	-	-	-
Self-Confidence	-	-	-	-	-
Interpersonal Skills	1>3	2.02	.00	.85	3.19
	2>3	3.13	.00	1.81	4.45
Empathy	1>3	.78	.00	.30	1.25
	2>3	1.13	.00	.59	1.67
Sociability	1>3	.76	.00	.24	1.28
	2>3	1.33	.00	.74	1.92
Communication	2>3	.67	.02	.07	1.27
Gender Role Attitudes Scale	1>3	6.34	.00	3.52	9.15
	2>3	9.23	.00	6.04	12.42

Note. 1= personal vehicle; 2 = organization/with spouse; 3 = public transport.

The post hoc analysis on the significant group differences indicated (group 1) that the participants having their personal vehicles and (group 2) availing the transportation provided by their respective organizations exhibited higher egalitarian gender role attitudes, multitasking preferences, preference to multitask, and higher perceived multitasking ability, ability to perform two/ more than two primary tasks simultaneously, marital adjustment, dyadic consensus, affectional expression, dyadic cohesion, and dyadic satisfaction, consciousness, interpersonal skills, empathy, sociability, communication, than the (group 3) availing public transport for commutation/ travelling.

Discussion

After the completion of study I, study II was completed into two subsequent phases. The estimation of construct validity through (CFAs, convergent and contrasted group) and psychometric properties (reliability, and inter scale correlations) of the translated and adapted scales along with other instruments used in study II was established. Afterwards, in order to further extend the construct validity of these two translated and adapted scales invariance testing was also completed and to do this factor structures of the two scales across three sample groups were estimated through employing confirmatory factor analyses. Norms for the Pakistani sample of married men and women having children were also developed on the translated and adapted version of multitasking preference scale. Further, direct, indirect effects, effects of various demographic variables on the study variables were also tested in the phase II of this study.

Construct validity of MPI and CSMMI Through CFAs. The main objective of the study II was to establish the construct validity of the two translated and adapted scales. For this confirmatory factor analysis was applied on all the items of multitasking preference and perceived multitasking ability scales respectively. Construct validity through confirmation of factor structures of these two scales was developed on the overall data of married individuals having children. Owing to the novelty of the construct of multitasking in the indigenous population construct validity through factor structures was also established to use these measures with the sample of married working men, working women, and housewives separately as well. The results of this study confirmed and yielded somewhat different evidences for perceived multitasking ability scale as three dimensional construct rather than four dimensional originally estimated by the author and reported earlier in the study I. Similarly, results for multitasking preference scale also yielded the measure as two dimensional rather than unidimensional construct reported by the original authors reported in study I of the present research. These evidences of validity are substantially supported by the previously existing arguments (Sanderson, 2013) reflected that multitasking preference frequently studied as an individual variable a concept applicable for individual level but mostly keeping two factors as an individual's multitasking preference and belief of the individual.

Similarly (Lindquist & Kaufman-Scarborough, 2007) argued multitasking preference is a multifactor construct which needs to include preference for single and multiple tasks, the level of preference fit for behavior, level of ease with behavior, preference for manipulating numerous actions at the same time, and awareness of chosen behavior as the best way to complete responsibilities/tasks. However, the results of the current study presented a contradictory result of (Bluedorn, Kaufman, & Lane, 1992) the view that multitasking as polychronic and monochronic continuum. In relation to these findings Persing (1999) claimed that preference for multitasking is quite enduring and in extension to this, Palmer and Schoorman added that the construct is multifaced/multidimensional including time use, tangibility, and context. Similarly, Oswald, Hambrick, and Jones (2007) described as individual's reaction and cope with multitasking strains is different such as from motivating and stimulating to intimidating, and tense. In addition to these evidences (Viitanen et. al., 2012) reflected that while studying multitasking the perspective of human ability in information processing is important as a subjective preference/ practice into social and organizational frameworks. Similar empirical grounds were established in the present research, in which the under considered context is social and organizational through selecting the sample of married individuals both working men, women, and non working women as housewives.

Further in extension of validity evidences invariance testing was also completed through the confirmation of factor structures of these scales on the three separate groups of samples. The evidences established through construct validity suggested that both the translated and adapted measures were valid for the overall data and as well as across three samples. Invariance testing suggested that the construct of multitasking preference is equally valid for married working men, women, and housewives. Invariance testing is quite frequent and required in studies (Milfont & Fischer, 2010; Picconi, Balsamo, Palumbo, Fairfield, 2018) in which more than one sample groups are involved like men and women. The results for invariance testing revealed that in psychological studies group comparisons assumed that the scales (MPI and CSMMI in this study) examine the similar psychological construct in all groups and for single/overall data of the present research. Moreover, the slight variations in the factor loadings might be due to

the differences in the executive functioning of the individuals such as Mantyla (2013) suggested that gender invariance in multitasking might be due to the individual variances in executive attention and are strongly expected to relate with multitasking ability (Strayer & Watson, 2102). Moreover, the results of this study can be interpreted through the argument given by Sanderson (2013) who argued preferences to multitask detain discrepancies across people, groups, organizations, and countries. The information extracted through factorial structures provided the evidences that the individual factors/items functions somewhat differently for these sample groups. This is perhaps due the individual differences in the conceptualization and relevance of the factors/items of these measures or the overall construct as well. However, cultural differences and perceptual variations are significant for the validation of any construct especially while translating and adapting a measure from western to Asian cultural contexts. Symbolic expressions through language are also imperative especially for the development of new evidences regarding the construct and its internal factor structure. Therefore, considering this aspect important norms (discussed in the next section) for the Pakistani population were also developed for the multitasking preference scale.

Percentile Norms (*T* & *Z* Scores) for Multitasking Preference Inventory.

The validity evidences for multitasking preference scale projected new theoretical molds and implications across the papulation of married individuals having children in Pakistan. Keeping this empirical evidence in mind norms were developed for this scale on the overall scores and as well on the two sub scales measuring preference for multitask and preference for monotask. Percentile, *T* and *Z* scores for married individuals on Urdu version of multitasking preference scale along with two subscales i.e., preference for multitask and monotask has been exhibited for the individuals who scores high, low, and medium. Research on multitasking preference especially with reference to polychronicity in which multitasking preference has been considered as a trait provided a reasonable choice to have appropriate indigenous norms. The current study has provided the indigenous normative data of married individuals having children men and women both working along with housewives to draw results and conclusions in context to Pakistani socio-cultural perspective. Although these

normative evidences based upon percentiles, *T* and *Z* scores as standardized scores were first time established on the population of married individuals overall and across the two groups of men and women also. However, these evidences were empirically driven from the data of Asian collectivistic culture. Hence are imperative to build the measurement theory of multitasking preferences as (Riemer et al., 2014) explained that preferences are socially normative and culturally subjective. Moreover, due to the socio-political, institutional, and religious policies and practices preferences are not stable over time but varies across individuals and cultures (Heine, 2010). In milieu of Pakistani collectivistic culture to keep the relationship especially marital relationships intact, to attain social and gender roles expression of personal preferences is very important as (Miller et al., 2011) designated individuals from east Asians cultures are relatively less encouraged to work as per their personal preferences. Perhaps this is due to the normative standards for individuals from Asian collectivistic cultures. Further considering the invariance testing for the measure of multitasking preferences, these norms are also significant in relation to gender especially in relating the standardized scores of men and women with references to the differences and variations across gender. However, the overall normative data in comparison to the normative distribution of data across gender was not emerged distinctively different. Future studies employing larger sample groups considering work status may yield different level normative understanding for scores on this measure. While first time established these normative evidences are salient for measuring multitasking preference from the Asian collectivistic backgrounds.

Convergent validity of MPI and CSMMI through intra and inter scale correlations. Empirical evidences of these two instruments were further assessed in terms of intra and inter scale correlations of multitasking preference scale with perceived multitasking ability scale and subscales of these two scales, reliability, and contrasted group validity of these two scales along with its subscales across three sample groups. Intra scale correlations of these two scales yielded significant positive associations of total scales with two sub scales of multitasking preference scale and perceived multitasking ability with its three sub scales. These results in (Table 29) exhibited that two measures of multitasking are positively associated with each other.

The subscales of these scales were also found correlated with total and with subscales of each other except the one subscale i.e., preferences to multitask which was found as nonsignificant and non-correlated with the subscales of general perceived multitasking ability. These Results have established the empirical grounds for the convergent validity of multitasking preferences scale with the perceived multitasking ability scale on the data of married working individuals in the socio-cultural context of Pakistan. These evidences were also in line with the results of study I of this research and these findings are in line with the outcomes of previous studies (Kalsoom & Kamal, 2018; Poposki & Oswald, 2010; Sanderson, et al., 2013; Kirchberg & Roe, 2015). These results have also provided the conceptual connection presented by Bluedorn and Jaussi (2007) that completing various task concurrently or in a simultaneous way is the manifestation of multitasking preferences, which is the preferred way to perform multiple task at a time. This notion has established the association of preference with the ability to complete various task/activities jointly. Further the association of multitasking preference and multitasking ability was endorsed by (Branscome & Grynovicki, 2007; Kantrowitz & Kinney, 2009). The results of this research can be well explained in the light of above given evidences previously.

Contrasted Group Validity of MPI and CSMMI. In the present study, keeping in view the three different types of samples in term of gender and work status in relation to multitasking specifically contrasted group validity was also established and outcomes suggested the differences among three sample groups as significant and positive for multitasking preferences and perceived multitasking ability along with subscales of these measures. Married working women were higher on multitasking preferences and perceived multitasking ability than married working men, and housewives on overall scores and on all the sub scales of these two measures also. These results (Table 30 & 31) have confirmed the previous evidences regarding the differences of multitasking in relation to gender (Floro & Miles, 2003; Kushniryk, 2008) and work roles (Sayer, 2007). These validity evidences are also pragmatically supported by the notion given by Sanderson (2013) that gender is significantly associated with the measures of multitasking preferences and women expressed higher

multitasking attitudes than men. In another indigenous study similar results were reported where women showed less favorable attitudes towards doing more than one tasks than their male counterparts working at banks (Sehrish & Zubari, 2013).

Reliability Evidences for MPI and CSMMI. Further validity of these multitasking scales was also extended through internal consistency of scores on these instruments. The result of this study displayed that both the scales of multitasking along with subscales were found as stable and sound measures for the data of married individuals residing in Pakistan. Hence, an important mention here is related to the item number 19 of CSMMI as reported in the results of EFA and CFA reported in this research. The original author (Kushniryk, 2008) reported that inclusion of this item in the total scale has decreased the overall reliability of the scale but in the findings of both studies conducted in this research, it was found that this item is a significant contributor in the reliability of the scale and removal of this item decreases the reliability of overall scale and subscale also. And it is mainly due to the relevance of the item in the cultural context of Pakistan, as this item was also found relevant and significant contributor through EFA and CFA employed in the Study I and Study II of this research respectively. This item is related about eating food while watching television simultaneously and this is the very common practice in Pakistan especially for women. In general women in Pakistan especially housewives get relaxed by sitting in front of the television while taking breakfast after sending their children to school and spouses to work/jobs. For them, this trend is very frequent and perhaps it is taken as leisure activity to watch morning shows (popular TV shows in Pakistan) while eating during mealtimes. On the other hand, taking dinner while watching television has become a very much part of Pakistani culture today. This is considered as family time while watching popular prime time shows (dramas), sports events, and much more. This might be a reason that this item was found culturally relevant and emerged as reliable and valid on the data of Pakistani individuals.

Convergent validity through inter scale correlations of MPI and CSMMI with Self Report Measure of Emotional Intelligence, Gender Role Attitudes Scale and Dyadic Adjustment Scale. Finally inter scales correlation matrix revealed the associations and directions of the relationships among the study variables on all the scales and subscales respectively. These findings in (Table 32) provided further evidences of construct validity of multitasking scales. The results in correlation Matrix indicated that multitasking preferences and perceived multitasking ability was found significant and positively associated with emotional intelligence, gender role attitudes, and marital adjustment on the composite scores and on subscales of these scales also. These patterns of relationships are in the theoretically desired and empirically expected direction which has confirmed and extended the validity evidences provided by the study I of this research. These findings also provided the evidences of new correlates of multitasking i.e., gender role attitudes, emotional intelligence, and marital adjustment on the sample of married individuals men and women residing in Pakistan. The results are in line and provided similar pattern of relationships with the previous studies (Gutierrez et al., 2016; Kalsoom & Kamal, 2018). The association of multitasking ability was found correlated closely with cognitive ability (Delbridge, 2000; Ishizaka, Marshall, & Conte, 2001; Kantrowitz, Grelle, Beaty, & Wolf, 2012; Kinney, 2007; Oswald et al., 2007) and working memory (Hambrick et al., 2010; König et al., 2005) and supported the findings of current study. However, the results of an indigenous study conducted in (2013) by Sehrish and Zubair and reported that preference to multitask is negatively associated with time management and quality of life for bank managers. Although these evidences extended its support for the current evidences but the direction of the relationship of multitasking preference is negative with its correlate. Furthermore, all these correlations are in accordance with the proposed model for the present study II of this research. In conclusion, it is evident from all these results that the translated and adapted measures are apt and adequate in terms of construct validity and reliability reflected appropriate level of stability for the targeted population and hypotheses testing of this study. The completion of study I along with the phase I of study II provided quite solid grounds for the establishment of newly proposed model tested in the next phase of this study. The next subsequent phase

II provides the detail discussion of hypotheses (direct, conditional indirect, and group differences) testing details on the data of married individuals.

The phase II of this study was based on hypotheses and model testing, for this direct effect of all the variables of this study was tested through correlation and regression analyses. The conditional indirect effects of gender role attitudes (as moderator), multitasking preferences, and perceived multitasking ability (as serial mediators) for the relation between emotional intelligence and marital adjustment were estimated through testing the newly proposed moderated mediation model. The overall data of married individuals including working men, working women, and housewives was analyzed. Numerous statistical techniques have been employed to analyzed the data pertaining to the objectives and hypotheses of this study. All the inferences drawn from these analyses are broadly discussed in to three distinct yet linked sections i.e., direct effects hypotheses testing through correlation and multiple hierarchal liner regression model. Conditional indirect effects hypotheses through moderated mediation model testing on the overall data through conditional indirect effects estimation in the latest version of process macro (3.3) following model number 89 was completed. In addition to that model testing across various sample groups was also completed to see the conditional indirect effects across gender and work status of married individuals. Hypotheses testing in relation to group differences was done through *t* test, analysis of variance, and afterward post hoc analyses for these significant group differences were also performed.

Hypotheses based on the relationship between emotional intelligence, multitasking preferences, perceived multitasking ability, gender role attitudes, and marital adjustment. To test the hypotheses for the relationship of emotional intelligence, multitasking preferences, perceived multitasking ability, gender role attitudes, and marital adjustment inter scale correlation coefficients were examined. The findings based on inter scale correlations through Pearson Product Moment method projected strength and directions of relationships among all the constructs undertaken in this study as well as with the sub components/dimension of these constructs. The inter scale correlations portrayed significant positive association of emotional

intelligence with multitasking preferences, perceived multitasking ability, marital adjustment, and egalitarian gender role attitudes on the larger data collected from married individuals having children and residing in Pakistan. The similar pattern of relationship stood valid for all the dimensions of these constructs as subscale such as emotional self-regulation, emotional self-awareness, interpersonal skills, preference to multitask, preference to monotask, general multitasking ability, ability to perform two or more than two primary tasks simultaneously, ability to perform primary and secondary tasks simultaneously, on the marital satisfaction consensus, affectional expression, cohesion as sub factors measuring marital adjustment.

However, these results have projected the support in favoring the first six hypotheses particularly (discussed in the results section correspondingly) of this study. These findings share similar interpretations provided by the previous studies (Batool & Ruhi, 2012; Hasani et al., 2012; Masood, 2012; Zarch et al., 2014; Kalsoom & Kamal, 2020) in context to gender role attitudes and marital adjustment. On the other hand, in relation to multitasking and emotional intelligence few but considerable amount of (Gutierrez et al., 2016) empirical studies (Conte & Jacobs; 2003; Gutierrez et al., 2016; König et al., 2005; Kalsoom & Kamal, 2018) have supported the findings of this study. However, most importantly these findings have provided the empirical evidences for the proposed directions to investigation the association of multitasking ability with (Poposki et al., 2009a) multitasking preferences and emotional intelligence (VanRooy & Viswesvaran, 2004; Landy, 2005; Locke, 2005) also. Further, in relation to emotional intelligence, emotional self-regulation, emotional self-awareness, interpersonal skills and marital adjustment findings of many studies (Batool & Khalid, 2012; Batool & Ruhi, 2012; Bloch et al, 2014; Hashmi et al., 2015 Jalil & Muazzam, 2013; Shahid & Kazmi, 2016) stands alike with the findings of this study.

Another important and considerably new relationship studied through direct effect hypotheses testing in this study is between multitasking preferences and perceived multitasking ability and the findings of this study are also in line with the previous studies (Kirchberg & Roe, 2015; König & Waller, 2010; Poposki, Oswald, & Brou, 2009; Poposki & Oswald, 2010; Sanderson et al., 2013; Stachowski, 2011). Hence the newly exhibited positive relationship between multitasking preference and

perceived multitasking ability with marital adjustment of married men and women both working and housewives stands in line with the previous findings of (Kalsoom & Kamal, 2018; Kalsoom & Kamal, 2020) established the said relationship first time and (Mittal & Bienstock, 2019) who have observed the relationship of multitasking preferences with life satisfaction of workers. While regarding the significant positive relationship between the dimensions of marital adjustment with emotional intelligence (Joshi & Thingujam, 2009) exhibited the similar results as reflected in this study which suggested positive relationships of dyadic satisfaction, cohesion, consensus, and affectional expression with emotional self-regulation, emotional self-awareness, and interpersonal skills of married individual having children living with their spouses.

Nevertheless, from the results of inter scale correlations few variations have also been observed such as the non-significant relationships were projected where multitasking preferences and its two components i.e., preference to multitask, and preference to monotask, perceived multitasking ability with gender role attitudes, with the sub facets of the sub dimensions of emotional intelligence i.e., conscientiousness, perceived self-awareness, self-confidence, empathy, communication, and one of the components i.e., affectional expression of dyadic adjustment was also emerged as non related with each other. While nonsignificant and negative direction was portrayed through the correlation between the sub scale i.e., ability to perform primary and secondary tasks simultaneously with all the study variables. Moreover, few exceptions were also observed where sub facets i.e., conscientiousness, adaptability, emotional reactivity management, emotional stability, communication, achievement drive, and self-confidence denoted non-significant pattern of relationship with each other. These results are valuable for interpreting the validity evidences for multitasking preferences ad perceived multitasking ability.

Predicting marital adjustment from emotional intelligence, its three components, and perceived multitasking ability, its three components. In milieu to the direct effect hypotheses testing, results of multiple hierarchical regression projected that emotional intelligence, its sub dimensions i.e., emotional self-regulation, and interpersonal skills, perceived multitasking ability, and its subscales i.e., ability to

perform two/more than two primary tasks simultaneously predicted the marital adjustment positively. These findings also extended pragmatic support in favor of the hypotheses number 8 along with 8a and 8b of this study. This prediction meticulously confirmed the first time established results of (Kalsoom & Kamal, 2018; Kalsoom & Kamal, 2020) on the small data collected for this research and also provided the new evidences of multitasking as significant and positive predictor for marital adjustment of married individuals having children in the socio-cultural context of Pakistan. Moreover, the results of current study also received empirical support from another indigenous study (Shahid & Kazmi, 2016) who have established the evidences that emotional self-regulation positively predicted the marital satisfaction on the similar measure of emotional intelligence. They have reasoned out the effect of emotional regulation for marital satisfaction by establishing an argument that regulation of emotions is essential for Pakistani married men and women because marriages in Pakistani traditional society is arrange by the family and premarital interactions/ dating is not openly acceptable. Therefore, after marriage most of the time spouses are completely unknown foe each other, and in these circumstances, emotional awareness, regulations and interpersonal skills are very significant for adjusting into marital affairs and relations which are equally valid in favoring the findings of this research study. Moreover, these empirical evidences rejected the hypotheses number 8c and 8d which indicated that egalitarian gender role attitudes and multitasking preferences along with two sub scales as preference to multitask and preference to monotask are not the predictors for marital adjustment. However, in understanding and reasoning out these results the considerable factor is that boundaries and boarders between parental and spousal relationships are unclear in the socio-cultural context of Pakistan in which family plays an integral role in the quality of marriage (Qadir et a., 2013). Consequently, there may be a possibility that these two variables directly have not impacted the relationship of emotional intelligence with marital adjustment of married individuals in this model tested for Pakistani sample.

Conditional indirect effects. In order to test the newly proposed and first time developed conditional indirect effects (moderated mediation) model data was analyzed

following model number 89 in the latest version of process macro on the collective data of married individuals having children. Therefore, in relation to indirect effects primarily two types of indirect effects were estimated jointly in the same model i.e., the serial mediation effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence and this effect was simultaneously moderated by egalitarian gender role attitude in the same model. These indirect effects were assessed through employing five different moderated mediation models (number 89) in the latest version of process macro in which three interaction (first between emotional intelligence & gender role attitudes, second between multitasking preference and gender role attitudes, third between perceived multitasking ability and gender role attitudes) were tested.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence. In context to conditional indirect effects hypotheses testing, results of first model (number 89) tested demonstrated empirical evidences in supporting the three hypotheses (9, 10, 10a, & 10b) of this study, which has established that the newly proposed model is confirmed and all paths in the model were found significant. For the collective sample of married working men, married working women, and housewives, multitasking preferences and perceived multitasking ability emerged as serial mediators, whereas egalitarian gender role attitudes acted as moderator in explaining the relationship between emotional intelligence and marital adjustment. Regression path coefficients revealed that conditional indirect effects of multitasking preferences through perceived multitasking ability on the marital adjustment emerged significantly positive. Furthermore, all the three interactions were turned positive and significant for this relationship, which has suggested that married individuals who embody higher level of multitasking preferences and perceiving higher level of multitasking ability also manifested higher egalitarian gender role attitudes and this in turns boasted their perception of marital adjustment. Whereas from these results it is also projected that multitasking preferences and perceived multitasking ability as separate mediators did not contributed the indirect effects for the relationship between

emotional intelligence and marital adjustment of married individuals hence rejected the hypotheses (9a & 9b). However, gender role attitudes exhibited the significant interactional effects for these indirect effects. Which means when egalitarian gender role attitudes interact with the multitasking preference and perceived multitasking ability respectively then the indirect effects of these two variables turned as significantly positive in predicting the relationship between emotional intelligence and marital adjustment of married individuals.

Holistically, the empirical evidences based on these results are quite new till now. However, this pattern of relationships can be explained through few prior research evidences (e.g. Taniguchi & Kaufman, 2014) who have explained the conditional effect of gender role attitudes on emotional intelligence for marital satisfaction among married couples. Similarly, in another empirical endeavor (Ahangar et al., 2014) described the moderating role of egalitarian gender role attitudes for the relationship between conflict resolution and marital satisfaction of married students. Moreover, (Helms et al., 2019; Rederstorff et al., 2007; Yüksel & Dağ, 2015) also revealed the evidences of conditional effects of gender role attitudes for the quality of marital relationship. Meanwhile establishment of indirect (mediating) effects of multitasking preferences and perceived multitasking ability for the said relationship is quite a unique idea. In context to these results previous researches (Kantowitz & Kinney, 2009; Kantowitz et al., 2012; Kaufman, Lane, & Lindquist, 1991; Sanderson et al., 2013; Kalsoom & Kamal, 2018) have primarily established the association of multitasking preferences with perceived multitasking ability. So, the relationship built in the present study is in line with these researches, and the direction for indirectly predicting marital adjustment from emotional intelligence in this study is positive. Similarly, (Kirchberg & Roe, 2015) has explain that the interaction of multitasking preference and multitasking ability improves the performance of employees. While the indirect effect of multitasking preference and multitasking ability on job performance was first highlighted by Sanderson in (2013) who have presented the idea to study multitasking preference as mediator and then recently (Srna et al., 2017) also confirmed the similar evidences. Therefore, the results of this study can be explained and interpreted while considering these perspectives given through all these empirical studies. Moreover,

these evidences are very pertinent for the socio-cultural context of Pakistan where traditional gender roles are more evident. Women participation in the economic spheres is slower and patriarchal traditions are still prevailing.

Moderated effects of gender role attitudes and mediated effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence across different sample groups.

Subsequently, in relation to gender and work status of the participants four separate conditional indirect effect models were also tested across four different groups of samples. For this purpose, the results of second model tested (married women both working & housewives) revealed quite similar results to the model tested for overall sample of married individuals. Whereas findings of the second tested model are quite notable and offered significant contributions for the existing literature on emotional intelligence, gender role attitudes, marital adjustment, and especially in relation to the construct of multitasking. From the results of this model testing (Table 35) it is subjected that egalitarian gender role attitudes positively and significantly effected the mediated relationship of perceived multitasking ability between emotional intelligence and marital adjustment. While moderating effect of egalitarian gender role attitudes for the serial mediation effects of multitasking preferences and perceived multitasking ability in predicting marital adjustment from emotional intelligence was also significantly positive for the collective sample of married working women and housewives.

However, the third moderated mediation model tested for the sample of married working women separately (Table 36) offered quite interesting findings comprehensively. These findings revealed that conditional indirect (moderating) effects of egalitarian gender role attitudes are significant for the highest level of interaction for both mediators i.e., multitasking preferences and perceived multitasking ability (as serial mediators) for the relationship between emotional intelligence and marital adjustment of married working women. Whereas the interaction of perceived multitasking ability with gender role attitudes is significant for the said relationship of emotional intelligence and marital adjustment of married working women. Only one

interaction out of three i.e., perceived multitasking ability with egalitarian gender role attitudes projected positive and significant effect for the relationship of emotional intelligence and marital adjustment for the sample of married working women.

Whereas the results of fourth moderated mediation model tested (Table 37) for the sample of housewives separately manifested that only one interaction was positively significant. Which means the interaction of egalitarian/modern gender role attitudes with multitasking preference turned out as significant. However, the conditional effect was not significant for this interaction. Among all the direct path emotional intelligence predicted multitasking preference and perceived multitasking ability significantly in a positive direction. Multitasking preference predicted multitasking ability and marital adjustment positively. These results offered that no moderation effect was significant for predicting (marital adjustment from emotional intelligence) mediational effect of multitasking preference and perceived ability neither separately nor jointly as serial mediators across the sample of housewives having children living with their spouses. Only conditional direct effect of emotional intelligence on marital adjustment was positively significant for housewives. On the other hand, in comparison to married women both working and housewives the next moderated mediation model was also tested (Table 38) across the sample of married employed men separately. However, the results of this model testing suggested that the conditional indirect effects were not significant. No evidences of mediation neither moderation nor moderated mediation were established. Only two direct paths were significant, which manifested that emotional intelligence predicted multitasking preference, and perceived multitasking ability was predicted by multitasking preference for the sample of married working men having children living with their wives. Moreover, only conditional direct effect of emotional intelligence was significant for the marital adjustment of married employed men in this research study.

Overall, the comprehensive comparison of all these models tested across different sample groups have identified distinct pattern of relationships through direct and indirect effects paths in these five models respectively. From these analyses' evidences inferred regarding the direct path represented that emotional intelligence is positive predictor for multitasking preferences for married women both working

housewives across collective sample and across separate sample of married working women and men as well as for housewives. Moreover, multitasking preferences significantly and positively predicted perceived multitasking ability across collective sample of married working women and housewives and across these two sample groups separately. While in the second model tested on the collective sample of married women (working & housewives) emotional intelligence predicted marital adjustment significantly and the path from multitasking preference and perceived multitasking ability were nonsignificant. Whereas in the third model, the only significant path was from perceived multitasking ability to marital adjustment across the group of married working women. Furthermore, in the fourth model the significant path towards the marital adjustment was from multitasking preferences on the sample of housewives. In addition to these evidences regarding paths analyses, it was noted that no indirect path in the model was significant to predict (except the conditional direct effect of emotional intelligence) marital adjustment of married working men.

These findings can be interpreted in relation to the previously existing and available literature in context to gender and work family interaction as (Offer & Schneider, 2011) pointed out that women as compared to men engage in multitasking more frequently which impact their wellbeing subsequently. The relationship between work family multitasking established by (Schieman & Young, 2010) explained that work overload is associated with conflict and wellbeing of employees. In relation to this it is also highlighted that role and work over load is pervasive for working and married individuals while trying to juggle numerous work life tasks/multitasking (Korabik et al., 2008). While O'Sullivan (2012) explained that women more quickly adapt than men and take more positive carriages in terms of gender roles and this notion is further supported by (Zeyneloğlu, 2008). In these instances, gender differences in married individuals with children regarding paid and unpaid work (Sayer et al., 2009) pointed out that multitasking is higher among mothers in male breadwinner couples compared with those in dual breadwinner couples. All these findings also revealed similar line of evidences with the current study findings. Moreover, in relation to emotional intelligence and multitasking (Gross & Tamir, 2011; Gul & Hassan 2016; Gutierrez et al., 2016; Kalsoom & Kamal, 2018) has given the related evidences to

interpret the results of the present research study. However, evidences inferred from the very recently published study (Kalsoom & Kamal, 2020) based upon the small size of data collected for this research also established the effect of multitasking preference for predicting marital adjustment of married individuals from perceived multitasking ability. The results also indicated the association of egalitarian gender role attitudes with multitasking preferences and perceived multitasking ability in a positively, thus these evidences are in line with the overall findings of this research.

In explaining the findings pertaining to the conditional indirect effect of gender role attitudes a contradictory view is provided in a very recent study (Nourani et al., 2019) who believed that traditional gender-roles instead the modern gender role correlate with the marital satisfaction. While (Taniguchi & Kaufman, 2014) noted that egalitarian women have regulate emotions less frequently and thus experience lower marital satisfaction and these views are not in line with the findings of this study. However (Mickelson et al., 2006) provided empirical support regarding the findings of this study that emotional support predicted better marital satisfaction and less conflict for traditional women, whereas both instrumental and emotional support predicted better marital satisfaction for egalitarian women. Regarding the indirect effects of multitasking preferences and multitasking ability in context to women studies (Kalsoom & Kamal, 2020; König & Waler, 2010; Kirchberg & Roe, 2015; Sanderson et al., 2013; Srna et al., 2017; Veshki, et al., 2012) have provided similar sort of evidences to explain the result outcomes of this research.

In conclusion of the above discussed results, literature pertaining to gender (e.g. Mantyla, 2013; Morgan, 2013; Strobach & Woszidlo, 2015) cited in the introduction of this research also provided the conceptual and empirical evidences to interpret and draw inferences from these findings more precisely. However, the indigenous socio-cultural factors are also important for explaining the results of this study in relation to gender and work status particularly. One of the relevant factors might be a multiplicity of roles which may produce role overload and to overcome this, working married individuals especially women had to do more multitasking as compared to the housewives and married employed men. For housewives it might be quite flexible to do their tasks according to their ease and comfort as they are not working under pressures or under

any legitimate authority. On the other hand, due to more traditional gender role attitudes men in general are not considered responsible for cooking meals every day or doing dishwashing, and laundry in Pakistani culture. Although exceptions do exist in every society so it does exist in Pakistan and gradually changes are taking place in role share. While in general married men may get more privilege of having the spousal support not only for house chores but for their personal care (like food, iron & laundry etc.). Therefore, the married working women may have to regulate their multitasking attitudes and abilities more rigorously and their egalitarian gender role attitudes may affect them positively to perform effectively across various domains in routine tasks. Therefore, in order to manage their routine tasks effectively, they may be capable of regulating their emotional intelligence skills and abilities accordingly and perhaps more effectively than housewives and married men having children. Presence of children is another important factor which is vital for the marital adjustment of married individuals and perhaps critical for the perception of multitasking as well. Various personal and contextual factors like (family support, gender role attitudes of the spouse, communication, socioeconomic status of the family, and education (Qadir et al., 2013; Shahid & Kazami, 2016) of the spouse and family in which the married individual is living) may also play an integral role in understanding emotions to attain marital adjustment and to regulate multitasking skills and attitudes in the drawback of Pakistan. The next section presents the detail discussion related to the various demographic variables examined to estimate the effects of these variables on the major construct of this research.

Group differences hypotheses. In this section the results of hypotheses based upon the demographic variables are discussed. Hypotheses based on the various personal and organization variables were confirmed through *t* test, analysis of variance, and post hoc analysis for the significant group differences respectively. Detailed discussion of these hypotheses testing is given here one by one respectively.

Gender. Results of independent sample *t*-test analysis showed non-significant difference on multitasking preferences, its two dimensions preference to multitask and preference to monotask, perceived multitasking ability and on its one dimension i.e.,

ability to perform primary and secondary task simultaneously among married individuals. This pattern of findings was found consistent with (Ruiz et al., 2015; Zaiceva & Zimmermann, 2011) found in consistent gender differences on multitasking and more specifically (Szameitat et al., 2015) found in consistent differences among participants related to the perceptual belief about multitasking ability. While the results of current study were also found in consistent with the previous investigations (Morgan, 2013; Kalsoom & Kamal, 2018; Mäntylä, 2013; Richard, 2010) reported significant gender differences in context to the multitasking ability while employing experimental laboratory-based assessment of multitasking. Similarly, on the construct of gender role attitudes and emotional intelligence nonsignificant differences were observed among the two group of married men and married women and these results are in accordance with the indigenous research evidences (Khan & Kamal, 2020; Masood, 2004; Masood, 2012) reported non-significant gender differences on gender role attitudes and emotional intelligence. However, another western study (Valentova, 2013) revealed opposite view that younger women expressed more egalitarian division of labor than men. Overall, these empirical evidences are vital in understanding the inconsistent patterns of results regarding gender for multitasking preferences and perceived ability from Pakistani perspective.

Regarding emotional intelligence (Meshkat & Nejati, 2017) noted similar results and provided support for the findings of current study. However, significant group differences were established on the marital adjustment and these results reflected very interesting findings that married working men having children exhibited higher positive perception regarding their marital adjustment than married working women and housewives collectively. These results also stand similar on all the four dimensions of marital adjustment i.e., dyadic cohesion, dyadic consensus, dyadic satisfaction, and affectional expression. Married men perceived higher level of consensus, cohesion, satisfaction, and affectional expression about their marital relationship than married women. Relatively small effect size was observed for all the significant results except for affectional expression for which medium ranged effect size was observed. These results have received substantial empirical support from the previous western literature (Çetinkaya & Gençdoğan, 2014; Giusta, et al., 2011; Sullivan & Gershuny, 2012). The

indigenous studies are not consistent with the findings of current research (Batool & Khalid, 2012; Khan & Kaml, 2010), but evidences established by (Arshad et al., 2015) provided the support in accordance with the current results in which men perceived higher adjustment about their marital relationship than women in the context of Pakistani culture. However, it was also felt meaningful and logical to examine the gender differences across work status of married individuals in relation to all the study variables of the current study. Therefore, next section

Work status. Another important aspect for the group differences specifically in relation to gender was the work status of married men and women as the data for this study was collected from the three distinct groups (i.e., married working men, married working women, and housewives) of married individuals. Therefore, it was very appropriate to establish group differences across these three groups of samples, where married employed women reflected more favorable perceptions of multitasking preferences, perceived ability of multitasking, emotional intelligence, marital adjustment and egalitarian gender role attitudes as compared to the employed married men and housewives. However, similar patterns were reflected on all the dimensions of these construct across three groups of samples. These evidences established support from the previous evidences such as (Sayer et al., 2009; Offer & Schneider, 2011) who have noted that paid and unpaid roles are associated with multitasking in context to gender. Similarly, in another study (Balaji, 2014) reported that accumulation of incongruent roles simultaneously each one with its own unique gravities of multitasking for employed fathers and mothers. Multitasking is considered context dependent as (Bianchi et al., 2006) explained that percentages of multitasking are substantially larger among dual-earner couples where both parents work 50 hours a week and in this instance the number of multitasking hours per week is almost identical among married mothers and fathers than homemakers.

Regarding employment status Floro and Miles (2003) noted that fully employed people are more likely to pursue simultaneous goals than the unemployed or part-time employed. Similarly, Hessing (1994) interviewed women employed in clerical jobs, found that many working mothers seek to save time by multitasking at home and at work. On the other hand (Szameitat et al., 2015) explained that 50 percent of the

participants of their study believed in gender differences for the multitasking ability and from them 80 percent reported that women are better multitasker mainly due to the fact of multitasking practice at home in relation to childcare and house chores. While all these evidences are relevant in explaining the findings of the present study which projected that the self-perception of multitasking preferences and perceive ability was higher among married working women as compared to the housewives and married working men.

In context to work status and gender for emotional intelligence and marital adjustment previous studies have also given similar line of evidences for expanding the findings of this study (e.g. Arshad et al., 2015) reported women professional had higher marital adjustment as compared to the men professionals, on the other hand results (Joshi & Thingujam, 2009) showed that women both working nonworking displayed no difference clearly in their perception of marital adjustment. Further in relation to t test results on emotional intelligence have also revealed that professional women exhibited higher emotional intelligence than professional men and additionally these results were found in accordance with (Dunn, Brackett, James, Schneiderman, & Salovey, 2007; Singh, 2002; Wing & Love, 2001). In addition to these evidences another indigenous study provided the support in explaining emotional intelligence among working married men and women (Ilyas & Habib, 2014) and revealed that women holding working statures had stronger emotional intelligence than employed men and these evidences also extend support in favor of this study in context to the overall scores and for all the subfactors and sub facets of emotional intelligence and marital adjustment using the similar measures. In this aspect a study also revealed significant differences in both the groups as working women were found using more problem focused strategies, having better marital adjustment but low level of happiness than homemakers (Hooda, & Singh, 2014).

The current results can also be explained through (Milkie et al., 2009) who have explained that overall mothers who are unemployed work the least amount of time as compared to the mothers who were employed. While unemployed mothers still take on a more conventional view regarding their children and home, they devote much more time to domestic care than their counterparts who are not working. Moreover

(Mickelson et al., 2006) reported similar results in context to marital adjustment across gender as Sinha (2016) reported consistent pattern of results in which marital adjustment was reported higher from married working women than married nonworking women. While on gender role attitudes, this study showed that married working women have higher perception of egalitarian gender role attitudes than married working men and housewives. This pattern of group difference receives substantial support from the previous indigenous literature as (Aziz & Kamal, 2012) found significant effect for women occupying traditional and non-traditional and similarly the current study results are in line with (Zara et al., 2012) who have studied gender roles in relation to various profession among profession women. Further similar evidences (Bardasi & Wodon, 2010; Sarah, 2010) were also indicated with gender paid and unpaid role and gender role attitudes of men and women. While in another study (Zuo et al., 2018) significant differences were observed and are consistent to the current study finding in which married working women perceived higher egalitarian gender role attitudes than married working men and housewives. On the other hand, the results of this study are in consistent with (Anila, 1992) found nonsignificant differences on gender role attitudes among working and non-working women in the context of Pakistan. Overall, the findings of this study in relation to work status of married individuals especially women are deemed relevant into the socio-cultural backdrop of Pakistan. There are many factors like family structure, social support, education, and employment opportunities plays integral role in the growth of marital adjustment and mental health of married individuals especially for women as (Qadir et al., 2013) reported the significance of these factors for the mental and marital health of women in Pakistan.

Age. The findings of analysis of variance and post hoc in relation to age of the participants reflected that elder married individuals portrayed higher egalitarian gender role attitudes as compared to the younger and older group of participants. These results are in accordance with the previous studies (Beyerlein, 2007; Masood, 2004; Mokhtari & Enayat, 2011; Valentova, 2013) suggested that age is significantly related with gender role attitudes and participants of higher ages had higher egalitarian gender role attitudes than lower age groups. On the other hand, higher level of marital adjustment

was projected on the self-report measure by the older group of married participants than younger and elder participants of this study and these findings stands equal with (Seider, & Herschel, 2011; Sinha, 2016; Yizengaw, Kibret, Gebersulis, & Sewasew, 2014) who found age is associated with marital quality and adjustment for older married men and women.

Differences in relation to age and emotional intelligence were depicted by the older participants and thus received support from the empirical evidences from the studies conducted by (Goleman, 2004; Kumar & Muniandy, 2012; Shukla & Srivastava, 2016; Yılmaz & Şahin, 2004) on emotional intelligence. Further (Batool & Khalid, 2012; Ilyas & Habib, 2014) in context to age, emotional intelligence, and marital adjustment reported positive impact. However, nonsignificant results portrayed that age did not have any impact on the multitasking preferences and perceived ability to multitask as opposite to the previous results by (Floro & Miles, 2003; Ruiz et al., 2015; Sanbonmatsu et al., 2013) found that age is associated with multitasking where young adults were better on multitasking and their ability to multitask was related with cognitive process of these young adults. Which reflected that younger and older individuals may differ in terms of their cognitions which is important to predict the ability for multitasking specifically. In addition to these findings elder individuals exhibited higher perception on two dimensions i.e., preference to multitask and ability to perform two/more than two primary tasks simultaneously as compared to younger and older participants of this study. Whereas, to understand the reasons for nonsignificant results it is obvious that all the participants were married having children which means all of them were accountable almost similar level of responsibilities. Another possible explanation for these results may be related to the sample as majority of the participants were residing in the big cities of Pakistan and their lifestyles, attitudes, and preferences may not differ to influence effects for their multitasking perceptions.

Education. Findings indicated that significant group difference on multitasking preference, perceived multitasking ability, marital adjustment, emotional intelligence, and gender role attitudes in relation to level of education of the participants. These results suggested that participants had higher level of education (MPhil & PhD)

manifested higher perception on all the study variables as compared to the participants had sixteen years and below (ten to fourteen years) level of educational and these findings can be sufficiently explained through (Floro & Miles, 2003; Hamermesh 2008; Kaufman, Lane, & Londquist, 1991; Nygren 2014) investigations who had reported the impact of formal years of education in relation to multitasking. While further studies (Beyerlein, 2007; Fazeli et al., 2015; Masood, 2004) also brought to light that higher modern gender role attitudes are associated with higher level of formal education and thus the findings of this study pertaining to gender role attitudes are also consistent with these previous researches. While marital adjustment and emotional intelligence is also associated with level of individual's education as depicted though the results of current study alongside the previous studies i.e., (Avci, & Kumcagız, 2011; Batool & Khalid, 2012b; Joshi & Thingujam, 2009; Khan & Kamal, 2010; Khurshid et al., 2018; Mary & Adhikari, 2012; Tabinda & Amna, 2013). These studies have also provided the pragmatic support for the dimensions of marital adjustment and emotional intelligence simultaneously.

Job experience. The findings of the current study revealed significant and positive pattern of group differences in relation to job experience and represented that individuals with medium level of job experience preferred more multitasking than higher and lesser level of job experience and similarly individuals with lesser level job experience projected higher perceptions of perceived ability to multitask as compared to the medium and higher level of job experiences. While extending the empirical support an evidence can be drawn from the research endeavor of (Nygren, 2014) who had linked the experience with multitasking and further (Glavin & Schieman 2012; Lyness et al., 2012) have also explained job experience in relation to multitasking attitudes and multitasking ability at work. In testing job resource and demand model (Schieman & Young, 2015) have provided more evidences of multitasking in relation to job and personal factors such as job profession and job experience of executives. Furthermore, in relation to emotional intelligence and job experience studies have established the links to support the current results (e.g. Das & Sahu, 2014; Jorfi, Yaacob & Shah, 2011; Kumar & Muniandy, 2012; Shukla & Srivastava, 2016) reported that higher level of job experience also has positive impact on the emotional intelligence of

working individuals. On the other hand, results of current study indicated that married individuals having higher job experience also showed higher perception about their marital adjustment and egalitarian gender role attitude than lower level of job experiences and this might be due to the maturity and age of the participants as the studies have highlighted above that age does impact the marital adjustment or may be other personal factors associated such as number of children, income, and education of the participants in general. As (Qadir et al., 2013) reported the role of SES, level of education, and family structure for the mental health and marital adjustment.

Working hours. Another very relevant yet unique findings of this study in relation to all the variables undertaken and working hours highlight higher perception of egalitarian gender role attitudes and the ability to multitask from the three groups of working married individuals whose duration of job is eight hours a day as compared to those who work lesser and more than eight hours per day. These results received empirical evidences from a study conducted by (Schieman & Young, 2015) suggested that working hours/duration is important for multitasking attitudes and performance in the context of organizational and familial domain. However, non-significant results were observed and reported on emotional intelligence, and marital adjustment in relation to working hours and these findings can be justified through the insight taking from within these results i.e., gender role attitudes of these individuals and paid roles might have an equal amount of impact for the emotional regulation of these participants and above all education, exposure and the changing nature of life demands and responsibilities may have positive effects on the emotional and interpersonal aspect as spillover effects from one domain to another. As (Judge et al., 2004) have suggested such evidences for individuals occupying paid and unpaid role simultaneously. On the other hand, spousal support is also another important factor for the marital quality and emotional health of an individual. In this instance the married working individuals having an adequate amount of spousal support may get an added advantage. Moreover, individuals and personal situations also important which is why effect of job duration was emerged as nonsignificant. However, as majority of the participants of this research were employed and highly educated and they might have good managerial skills to balance between family and work roles. While due to the developing economy based

on agriculture the culture of Pakistani organizations is not very competitive and polychronic as compared to the western societies which may a reason for these findings.

Job grade/scale. In context to the working hours and job experience job grade/scale is also an important and relevant factor for employed individuals especially in relation to the variables studied in this study. Therefore, the analysis of variance and post hoc analysis employed on the three group of participants pertaining to their job grades/scales and results suggested individuals working on 17 and 18 grade/scale displayed higher multitasking preferences as compared to the employees working on below and higher 17-18 job grades. These results are consistent with (Sehrish & Zubair, 2013) showed significant findings for the higher job status on multitasking preferences than lower job status. On the other hand, nonsignificant findings were observed on multitasking ability, emotional intelligence, marital adjustment, and gender role attitudes in relation to job grades. However, significant differences on emotional self-awareness, interpersonal skills, perceived self-awareness, sociability, communication suggested that employees working on lower than 17 grades projected higher level of self-awareness, perceived self-awareness, interpersonal skills, sociability and communication as compared to the individuals working on higher job grades. Although job grades in context to the variables of this study have not been studied commonly but few researches (Jorfi, Yaacob & Shah, 2011; Kumar & Muniandy, 2012) conducted earlier have given the empirical support to the findings of current study regarding the role of emotional intelligence of working individuals, meanwhile the overall results are not in line with these studies as the group differences were nonsignificant for the overall emotional intelligence of working individuals in relation to job grades. However, these results are consistent with (Sehrish & Zubair 2013) who had also observed nonsignificant findings for quality of life and time management in relation to job ranks/status. However, personal (family income, SES), organizational (culture, structure and design), and social factors (lifestyles and preferences) may have contributed in the perceptions of these individuals.

Income. Effects of socio-economic status was tested through monthly incomes and the results of analysis of variances revealed non-significant results on all the variables of this study. However, these findings were not supported by the precious

literature where income had direct relation to marital adjustment (Batool & Khalid, 2012; Qadir et al., 2013; Shanavas & Venkatammal, 2014). While in a study (Jamabo, & Ordu, 2012) reported the similar results and are in line with the results of the current research study that people having lower income statuses expressed the similar level of marital adjustment as compared the individuals having higher income positions. The results of this study on the gender role attitudes in relation to socioeconomic status were also found in consistent with the previous indigenous (Masood, 2012) findings and with the results of another (Zou & Tang, 2000) study in relation to income groups. Non-significant differences on emotional intelligence were also not in line with the previous findings of (Shukla & Srivastava, 2016; Yılmaz & Şahin, 2004; Yelkikalan et al., 2012). The insightful reasoning behind these non-significant results may suggests that all the participants were well educated and residing in the major big cities of the country and they might have more than one stable resources (like agricultural land) for their economic livings. Beyond that they were working and married having children so the additional personal factors e.g. contentment and satisfaction might have influences on the experience of emotional intelligence, marital adjustment. Another important aspect for explaining these results might be a collectivistic cultural value system, believe system, and practices may render its implications in this context for married working individuals apart from having high socio-economic status only. In addition to that the religious faith and believe system is very conmen into the socio-organizational context of Pakistan and perhaps this might have its own contributions towards these results in general. However, due to collectivistic ideologies people prefer to reside in joint family system in which sharing of resources, social and emotional support is the key factors which may have played its role for the perceptions of the married individuals as participants of this study. As (Qadir et al., 2013) indicated the role of social support in the context of Pakistan where borders between the relationship with parents and marital partner are indistinct and family plays a bigger role as a dominant substance for marital quality.

Duration of marriage. Significant group differences emerged on the construct of multitasking preference along with perceived emotional intelligence and its three sub dimensions i.e., emotional self-awareness, emotional self-regulation, and interpersonal

skills in relation to the years of marriage and these findings satisfactorily explained thorough the evidences produced in the previous studies (Batool & Ruhi, 2012; Batool & Khalid; 2012; Shanavas & Venkatammal, 2014) stated that emotional intelligence, emotional regulation, emotional awareness, and interpersonal skills and duration of marriage is related. Further these studies have also extended support in relation to duration of marriage and marital adjustment. As in this study significant results on dyadic consensus and affectional expression were found and these results are consistent and relevant with the studies (Jamabo, & Ordu, 2012; Pokorski, & Kuchcewicz, 2012) which also states positive impact of duration of marriage on marital relations. While the constructs of gender role attitudes and perceived multitasking ability were emerged non-significant in linking with duration of marriage in this study. The explanation and reason for these findings might be a level of education and work status of the participants and perhaps due to these factors the individuals have perceived similar level of multitasking ability and gender role attitudes. Overall, these results are very salient in understanding the role of emotions and marital adjustment of married individuals. In justifying these results, it is pertinent to understand the role of emotions in achieving the betterment in marital adjustment through communications, empathy, sociability, self-awareness, and achievement drive of spouses. All these skills and abilities may have impacted the perception of Pakistani married individuals for their emotional intelligence, multitasking preferences, and marital adjustment. However, the role of family in marital interactions and quality is also important in the framework of Pakistani society. One may learn the dynamics of family livings especially in relation to in-laws as joint/extended family over the years of marriage and presence of children is also critical in relations to marriage years, emotions, multitasking, and marital adjustment of married men and women.

Number of children. Group differences in relation to number of children and all the variables of this study established the significant differences on emotional intelligence, emotional self-awareness and interpersonal skills, marital adjustment, dyadic consensus, and affectional expression and egalitarian gender role attitudes. These results received considerable support from the previous studies (Batool & Khalid, 2012; Shanavas & Venkatammal, 2014) in relation to number of children and

marital adjustment and emotional intelligence. In context to number of children another indigenous study (Batool & Ruhi, 2012) also highlight the same findings along with other western evidences (Pokorski, & Kuchcewicz, 2012) who have exhibited impact of children on the marital relations. However, non-significant group differences were observed on the construct of multitasking preferences and perceived multitasking ability in relation to number of children. These findings have contradicted the previous argument that multitasking is a time use strategy for married individuals having children as (Forsberg, 2009) stated that in order to manage time multitasking or simultaneously engaging (multitasking) in different childcare and household practices is a mode for parents to devote time for their offspring. All parents fulfill the norm of being engaged to give maximum time and get involved with their children. But in the findings of this study it was found relevant with the explanation given above that married individual having 2 children perceived higher ability to perform two/more than two tasks simultaneously. On the other hand, studies have pointed out that having children causes decrease in the marital satisfaction (Şendil & Korkut, 2012; Twenge et al., 2003) due to the added role pressures and responsibilities. Moreover, in relation to gender role attitudes (Kaufman, 2000) explained that women holding moderate level of gender attitudes are less likely to have a second child than the most traditional group. All these arguments are quite relevant and important to explain the results of this study in relation to Pakistani married men and women. One of the possible explanations for justifying these results might be the work roles/status of these individuals especially of women. Who are considered responsible for the upbringing needs of the children majorly in the traditional society like Pakistan. Therefore, having less number of children may have impacted the higher perceptions of emotional intelligence, multitasking, egalitarian gender role attitudes, and marital adjustment of married individuals.

Age of the youngest child. Group differences in relation to the age of youngest child with all the study variables exhibited significant effects on emotional intelligence, emotional self-awareness, interpersonal skills, and dyadic satisfaction. However, nonsignificant results were emerged on gender role attitudes, marital adjustment, multitasking preferences and ability to multitask, These results can be explained

through the argument that presences of child and age of the children is very crucial factor for the emotional health of married and working individuals as (Sayer et al., 2009) reflected that employed mothers with the higher competing time pressures and demands might be estimated to get involve in more multitasking to fit in all necessary household roles and responsibilities by performing domestic chores in a less amount of time. The results suggested that multitasking time may represent time at home, indicated as an ability to multitask more than the attempts to capitalize on the use of time. Moreover, the empirical evidences cited in context to number of children also provide the insight to understand these findings in context to married working participants having children. Family system and shared gender role ideologies are important factor in this context as in a study (Ogletree, Worthen, Turner, & Vickers, 2015) found that men compared to women were more likely to agree with working full-time while their partner assumed primary childcare/household responsibilities. Further, participants with more egalitarian attitudes showed that performing their house hold is not related to their traditional gender role ideology and one can perform any role in domestic domain also (Kroska, 2003; Ogletree, Worthen, Turner, & Vickers, 2006). Literature throws light on the findings of this study in relation to time poverty among dual full-time earner couples with young children (Bianchi et al., 2006; Bittman & Wajcman, 2000). In context to Pakistan social support specifically family support is important which plays positive role in understanding marital health and adjustment, emotional regulation and interactions among spouses (Shahid & Kazmi, 2016; Qadir et al., 2013). In this instance, gender role attitudes may interact as contributing factors in the regulation of emotions and making necessary adjustment for marital satisfaction and adjustment. Further, having small/toddler child means higher level of mother engagement is essential although due changes are occurring in policy as paternal leave has included in the organizational policy now. However, due to traditional attitudes and lifestyles mothers as working and nonworking are much more involved in childcare, household, along with other paid and unpaid roles and responsibilities. These cultural factors may have contributed in the results of current research. Therefore, the findings of this study can also be explained while taking supporting evidences from these studies also.

Family system. Results of analysis of variance in relation to family systems and all the variables of this study showed non-significant findings on multitasking preferences, perceived ability to multitask, marital adjustment, emotional intelligence and gender role attitudes and as well as on the dimensions of these constructs. These patterns of results are not in line with the previous studies manifested significant effect of family system in context to marital adjustment and emotional intelligence especially as (Batool & Khalid, 2012; Muraru & Turliuc, 2011; Nagaraja, Rajamma, & Reddy, 2012) have established the relation of family origin and family system with marital adjustment of married individuals. However, latter on (Batool & Khalid, 2012) also render the evidences in favor of the current study findings which reflected that nuclear and joint family system has no effect on the marital adjustment of married individuals. In addition to these findings, to explain non-significant results pertaining to family system and gender role attitudes (Fazeli et al., 2015) suggested that belonging to joint family and large family means more responsibilities which may be evident in the collectivistic cultures as a form of traditional views and gender role attitudes which is contradictory to the current findings. On the other hand, in order to explain the nonsignificant results on multitasking (Bianchi et al., 2006; Sayer 2007a, 2007b) have reflected that said individuals from joint earning families may have more opportunities to complete various activities/tasks within a limited time periods further Bianchi and Milkie in (2010) stated that the gap between men and women on childcare is reducing. However, in the context of current study being employed may involve more efficiency to do multiple roles as (Offer & Schneider, 2011) highlighted this aspect in relation to the multitasking and wellbeing of working mothers and fathers. Due to these factors family system may not be impactful for the perception of multitasking, gender role attitudes, marital adjustment, and emotional intelligence for the married participants of this study. Moreover, the justification for these nonsignificant results may be drawn from the homogeneity of sample criteria and its characteristics, only married working and housewives along with men were selected as sample of this research study and single, widows, and divorces people were not included in this study. Which is why family system did not indicate its significant impact for the multitasking preferences,

abilities, emotional intelligence, gender role attitude, and marital adjustment of married individuals residing in Pakistan.

Paid domestic help. The findings of group differences on all the variables in relation to paid domestic help emerged as producing significant differences and suggested that participants having part-time paid domestic assistance/help reflected higher multitasking preferences and perceived multitasking ability and these results adequately clarified with the help of previous literature (e.g., Hengstebeck, 2013) in context to gender roles and marital satisfaction as (Marks et al., 2009) explained that modern/ egalitarian distribution of household is expected to endorse egalitarian attitudes within the family than tradition distribution. Which is evident from the results of this study also as having part time domestic help means married individuals may prefer to do their house chores and multitasking preferences and abilities of these individuals may likely to help them and this can also contribute their emotional and marital relations as well. As the results of current study also revealed more favorable perceptions demonstrated by the participants on marital adjustment, emotional intelligence and egalitarian gender role attitudes in relation to available paid domestic help and these results share similar line of argument given by (Offer & Schneider, 2011) that multitasking of both employed spouses has positive mark for their wellbeing. These findings are also important in context to the socio-cultural background of traditional society of Pakistan. Because in Pakistan household is mainly considered women's domain along with married and paid roles, although gradual shift of change is constant, but other factors i.e., number of children, age of the children, family system as a source of social support also contribute in these findings pertaining to domestic held and its effects on marital relation, emotional regulation, awareness and gender role attitudes. In relation to multitasking and house chores Sayer in (2007a) proposed two possible resources of handling with domestic work overload one is through multitasking of domestic tasks and the other is through purchasing of domestic help (domestic outsourcing) these notions have established the background to study the effect of paid help for household chores and supported the results of current study. Overall, these results are quite interesting and relevant in context to Pakistani society where women are majorly responsible for household and child rearing practices than men.

House chores. Similarly, in relation to paid domestic help it is also important that what are the major house chores performed by the participants of this study and the relation of house chore performance on gender role attitudes, multitasking preferences, and perceived ability, marital adjustment, and emotional intelligence. Therefore, the group differences were determined and these differences emerged significant for the construct of marital adjustment, emotional intelligence, and gender role attitudes mainly and on the dimensions of multitasking i.e., general multitasking ability and the ability to perform primary and secondary tasks simultaneously. However, nonsignificant results were appeared on multitasking preferences and perceived multitasking ability in relation to house chores performance among the participants of this study. Although these results are quite novel but in the previous study (Baber & Tucker, 2006) explained women having more egalitarian gender role attitudes perform fewer house chores than having traditional gender role attitudes and similar pattern of results were emerge in this study in which participants performing less house chores (personal care only). Further (Ogletree, 2015) also demonstrated similar line of evidence that participants with more egalitarian attitudes displayed that performance of their house hold is not related to their traditional gender role ideology which suggested that one can perform any role/task in domestic domain also. The findings of the present study are not consistent with the (Kroska, 2003; Ogletree et al., 2006; Ogletree, 2015) has found that men like housecleaning more than do women. However, all these previous studies are from western cultures where egalitarian gender role attitudes and sharing of household is very common practice. Therefore, it is also important to see these findings beyond the gender role attitudes and individual contextual factors i.e., education, SES, job status are important. In this instance another study (Valentova, 2013) disclosed that people are significantly less traditional pertaining to childcare and financial facets of gender roles. This gender difference seems to be consistent particularly in the illustration of attitudes towards women doing homemaking. While in relation to multitasking and house chores Sayer (2007a) already provided pragmatic evidences which has confirmed in this study also. Another very recent investigation (Mittal & Bienstock, 2019) showed similar sort of evidences and explained that individuals who likes do multitask are projected to keep weak borders about their work

and home spheres and experience more life satisfaction. However, in relation to the current study these results are critical in relation to the social norms, traditions, and perceptions of people living in Pakistan.

Spouse working hours. From the outcomes of the analysis significant differences were expressed in relation to spouse working hours for preferences of multitasking, its subscale i.e., preference to monotask, emotional intelligence, emotional self-awareness, and dyadic cohesion among married individuals. These differences articulated that spouses of married individuals (participants of this study) working for (less than eight hours reported by the participants of this study in the demographic information sheet) displayed more multitasking attitudes, emotional intelligence, regulation of emotions, awareness of their emotions than the spouses of the participants of this study who were working eight hours and more than eight hours per day. These findings can be discussed through the understanding provided by the previous studies as (Singh, Thind, & Jaswal, 2006) investigated the link of employment status of spouses in relation to emotional and marital health of married couples. The conclusion of their results endorsed that highly qualified working spouses are high on social adjustment than their counterparts. Additionally, these results also highlighted that working and non-working wives significantly assorted on the emotional dimension of marital adjustment and similar line of results were also reported by Afroz (2016). Hence, extended the support for the findings of current study she reported that overall employment status was confessed as modulation for Indian women to progress the level of marital adjustment of married couples. On the other hand, the results of this study regarding multitasking preferences can also be explained with the help of literature provided from the domain of work family interaction as (Bianchi et al., 2006) said pressures of merging paid work with housework and childcare seems to be amplified for fathers (Gershuny as cited in Bianchi et al., 2006), overall total long work hours are more likely to be correlated to the long hours in the market work for men. Moreover, in relation to non-significant differences on gender role attitudes (Kaufman, 2000) also shown similar insignificant implication with greater egalitarianism which offers no recommendation to become more involved in family work. Moreover, these results received support from various other (Coltrane, Parke, & Adams, 2004; Fazeli et al.,

2015; Gonzales & Mark, 2004; Hengstebeck, 2013; Masood, 2012) studies steered in relation to gender role attitudes and spouse employment status. These results are particularly vital in relation to Pakistani married individuals and more precisely married working women because marriage in the traditional cultural perspective of Pakistan is different. Mostly marriages are arranged by parents and elders. Pre-marriage relationships and dating are not acceptable (Shahid & Kazmi, 2016). Therefore, role of emotional intelligence especially regulation of emotions is pertinent for the execution of multitasking preferences and abilities which impact the relationship satisfaction and adjustment.

Ethnicity. The results of groups analysis proposed significant effects of ethnicity for multitasking preferences, emotional intelligence, emotional self-regulation, and gender role attitudes. These findings portrayed that married individuals who belongs to the federal area as capital territory displayed more egalitarian gender role attitudes, emotional intelligence, and emotional self-regulation. Moreover, these participants also displayed higher perceptions of multitasking preferences. These results are supported through the previous results of various studies conducted on ethnicity (Zaiceva & Zimmermann, 2010) indicated that non-white ethnic minorities engage less in multitasking than whites considering whites being more privileged availing modern facilities and lifestyles, Pakistani and Bangladeshi less likely to multitask and the effect is also diverse across different sub-groups. Similar line if results were also reported by (Battu & Zenou 2010) and (Georgiadis & Manning 2009) reported convergence over time in multitasking behavior and often different behavior from those born in their country of origin. In this vein (Floro, & Miles, 2003; Kalenkoski et al., 2009; Kalenkoski, Foster, 2015) explained multitasking in relation to household and childcare in Australia and suggested that it differs in relation to work and non-work activities at home and in the market spheres. The results of this study also received support from Tinsley's findings (1998) found that American managers were more polychronic than Germans and Japanese managers. These research evidences indicated that (Cillero & Jago, 2010; Connors, Tripathi, Clubb, & Bradley, 2007) colored children involved more in multitasking than white. These evidences are relevant in context to the living standards and life styles of individuals residing in more

developed regions than the participants belong to the less developed regions of Pakistan. However, non-significant results were discovered on the construct of marital adjustment and perceived multitasking ability and these results are consistent with Sanderson (2013) who reported nonsignificant effect of ethnicity for multitasking. However, an interesting finding in relation to gender role attitudes was emerged i.e., married individuals belongs to federal capital region displayed higher egalitarian gender role attitudes than participants belong from other regions of the country. These results may reflect representation of more globalized attitudes of the participants residing and belongs to the federal region than the participants belong to the other regions of Pakistan. In these regions more traditional practices for living standards and lifestyles are prevalent due to which there is a possibility of more conservative attitudes regarding the gender roles and marital relationship. In this instance age, education, and employment are also important factors in context to Pakistan and its different regions. However, these results are important in understanding the indigenous perception of people regarding all the variables of this study. Moreover, further studies would clarify the causal factors for these findings.

Professions. Result outcomes of group differences displayed non-significant effects of various profession on all the variables of this study i.e., perception of multitasking attitudes, multitasking ability, emotional intelligence, and marital adjustment of married men and women including housewives and working. The only significant variances were emerged on the gender role attitudes and these results portrayed that university teachers displayed higher egalitarian gender role attitudes as compared to the doctors and nurses, employees working at government, and private sector organizations, and then bank employees. These results offered different aspect and are not in the same direction as observed in the previous literature (Tinsley, 1998) found that American managers were higher on multitasking preferences. While in a study (Taylor, Lock, Lee, Gist, 1984) reported that multitasking preferences were correlated with quantitative and qualitative instruments in a sample of university professors. However (Chang et al., 2010; Fazeli et al., 2015) also reported the similar line of findings projected by this study. On the other hand, in context to emotional intelligence (Sharma et al., 2014) explained that non-significant difference of emotional

intelligence between Government sector and private sector employees. The professionally employed people having higher level of emotional intelligence are more consistent, focused, composed, stable, effectively handle conflicts, and do not mix their emotions with issues in hand. They can concentrate on the task more effectively instead of involve in disturbances rather multitask in a more efficient manner and self driven for work (Bagger, Li, & Gutek, 2008). While the results of the current study on marital adjustment received no support from the previous studies (Batool & Khalid, 2012; Singh et al., 2006; Sinha, 2016; Mickelson et al., 2006) reported the contradictory evidences. The reasons for these nonsignificant differences might be a cohesion of sample and its demographic characteristics like age, education, SES, and family system etc. which may have projected the similar level of influence in perceiving the emotional intelligence, gender role attitudes, multitasking preferences, and marital adjustment. However, organizational structure and design is also important for measuring the effects of professions on multitasking, emotional intelligence, and marital adjustment of married men and women especially working women in Pakistani culture where gender related work policies are yet under developed.

Organizational structure/ design. Keeping the above discussed results in view the results of ANOVA for group differences for on gender role attitudes, multitasking preferences, perceived multitasking ability, and marital adjustment in relation to the structure and design of the organization were also determined and found non-significant. However, significant group differences were observed on the emotional intelligence of participants working in the government sector organizations as compared to the participants working in semi-government and private sector organizations. These findings are in opposite direction to the previous evidences established by (Sharma et al., 2014) on Indian sample which is similar to Pakistani cultural and the results of Sharma's study depicted no evidences for difference of emotional intelligence from private and public sector workforces. However, non-significant results in relation to organizational structure on multitasking showed in consistent direction with the previous literature on multitasking preferences suggests that it is a significant construct in organizational contexts and associated with multitasking ability and multitasking performance at job (Branscome & Grynovicki,

2007; Kantrowitz & Kinney as cited in Kantrowitz et al., 2012; König et al., 2005). In addition to these an indigenous study (Sehrish & Zubair, 2013) indicated significant differences on multitasking attitudes as preferences to multitask among the employees of private sector banks than public sector banks in Pakistan. While findings on marital adjustment and gender role attitudes were also emerged contradictory with the previous literature such as (Chang et al., 2010; Fazeli et al., 2015; Tinsley, 1998) reported positive impact of organizational structure for the marital adjustment and gender role attitudes. Similarly, Sehrish and Zubair (2013) also note no effect of organizational structure on the quality of life. In order to explain these results other factors like job experience in the same organizational structure, job grade, education, and age are vital factors. Moreover, regarding marital adjustment personal attribute like age, education, number of children, SES, and family system are salient factors to influence in context to Pakistan.

Transportation. Another important finding related to the demographic data of this study is in relation to the transportation availed by the participants of this study particularly employed individuals. These results manifested significant group differences on all the constructs i.e., multitasking preferences, perceived ability to multitask, marital adjustment, emotional intelligences, along with the dimensions of these constructs, and gender role attitudes. The differences are significant for the participants were having their own vehicles and transportation provided by the respective organizations in which they were employed than the participants who were availing public transport at the time of data collection. These results are quite important in context to the argument of having personal gadgets and appliances for multitasking. However, individuals who were availing public transport exhibited less favorable attitudes for multitasking, emotional intelligence, marital adjustment, and egalitarian gender role attitudes. This might be due to the extra burden of time management in context to avail the available public transport in the specific routs they had to travel daily. In Pakistan as a developing country, transport facilities are not radially available especially in peak hours (morning & evenings). Another reason might be the extra amount of tiredness one may experience as an added advantage/disadvantage of availing public transport. In case of women personal safety and comfort is also crucial

while travelling through public transport as compared to travelling with spouses, or in institutional transport, and in personal vehicles. All these factors may have an impact and challenges for the emotional health and wellbeing of employed individuals. This in turns may effect the level of emotional regulation and emotional intelligence which is sufficiently important factor for the marital adjustment of married individuals.

Nevertheless, while concluding the discussion of hypotheses testing in relation to all the demographic variables, it is inferred that work status, education, age, duration of marriage, paid domestic help, performing house chores, and transportation were amalgamated significant impact for all the variables undertaken in this research. Meanwhile, organizational design/structure, ethnicity, spouse working hours, age of the youngest child of married individuals, and number of children appeared signifyingly related with emotional intelligence and marital adjustment of married individuals. While working hours and job experience were emerged as impactful for the multitasking preferences and perceived multitasking ability of married individuals. However, in this context profession, income, family system, and job grade/scale no significant impact on the variables of this study were emerged in the present research.

Chapter 5**GENERAL DISCUSSION**

The major emphasis of this research was to provide empirical validation of multitasking instruments which measures the individual's multitasking preferences and perceived ability. Empirical validity evidences of these translated and adapted instruments were established through employing the sample of married individuals both men and women working along with housewives. Results of empirical validity through exploratory factors analysis distinctively suggested the new factor structures of multitasking preference scale and modified factor structure for perceived multitasking ability scale on the data of Pakistani married individuals having children. Preliminary evidences for psychometric properties suggested that the two concepts of multitasking as multitasking preferences and perceived ability are positively associated with each other and these two constructs are also positively associated with the other constructs i.e., emotional intelligence, gender role attitudes, and marital adjustment. These empirical evidences assured the convergence validity of these translated and adapted multitasking scales. Subsequently, the extension of empirical validity for the translated and adopted versions of multitasking instruments was also achieved through the confirmatory factor structures established that indigenously explored new factor structures are valid for the measures of multitasking in contrast to the originally proposed factor structures. The newly confirmed factor structure of multitasking preference as two dimensional was found similar with the conceptual argument offered by Lindquist and Kaufman (2007).

A salient feature of this research is the invariance testing of the translated and adapted multitasking instruments across three different sample groups of married individuals as married working men, married working women, and housewives. The results of invariance testing distinctively extended the validity evidences across the two actual employed groups of married individuals along with housewives separately. In addition to that the normative evidences regarding the norms for multitasking preferences measure were established through percentile ranks, *T*, and *Z* scores on the overall scale along with its two subscales. Normative data was first time presented on the overall sample of Pakistani married individuals as well as on the two groups of

gender exclusively. Contrasted group validity revealed significant group differences across the three distinctive sample groups i.e., married working men, married working women, and housewives for the construct of multitasking preferences and the perceived multitasking ability. Intra scale correlations exhibited both the measures were positively associated with the dimensions of each scale, and in addition to these further inter scale relationships also projected convergence of multitasking preferences with the perceived multitasking ability, with emotional intelligence, egalitarian gender role attitudes, and marital adjustment for the sample of married working individuals having children. All these evidences have endorsed the validity of translated and adapted measures in relation to the other constructs of this study also.

Importantly in order to verify the assumptions established through hypotheses of this research the direct effects of emotional intelligence on multitasking preferences, perceived multitasking ability, and marital adjustment were established. More specifically marital adjustment was positively predicted from emotional intelligence and perceived multitasking ability. These results suggested that perceived multitasking ability appeared as new (first time explored) and positive predictor for the marital adjustment of married individuals having children than the perceived multitasking ability.

The first time newly proposed moderated mediation model was tested though employing the overall sample of married individuals and taking gender and work status in perspective across the different sample groups of married working men, married working women, and housewives. From the results of this model it is obvious that egalitarian gender role attitudes acted as significant and positive moderator for the direct and indirect relationship of emotional intelligence and marital adjustment of married individuals having children. Moreover, the results of this model testing also articulated the indirect role of multitasking preferences and perceived multitasking ability as serial mediators for the relationship between emotional intelligence and marital adjustment of married individual having children.

In addition to these evidences similar sort of evidence is evident on the overall data of married women both working and housewives regarding the conditional indirect effects of gender role attitudes and multitasking preferences along with perceived

multitasking ability for the relationship between emotional intelligence and marital adjustment. Which reflected that gender role attitudes positively moderated the direct effect of emotional intelligence on the marital adjustment of married women including working and housewives. The moderating effects of gender role attitudes were also positively significant through the indirect effects of multitasking preferences and perceived multitasking ability as serial mediators for the said relationship for married women exclusively.

However, in order to understand the impact of working roles along with domestic roles two separate models were further tested for the married working women and for the housewives' sample, distinctively. The index of moderated mediation suggested significant positive effect of egalitarian gender role attitudes on the indirect effect of perceived multitasking ability for the relationship between emotional intelligence and marital adjustment of married working women separately. Further, conditional direct effect also displayed positive impact for this model. On the other hand, the result outcomes revealed that the conditional indirect effect through multitasking preferences in interaction with egalitarian gender role attitudes is positively impacted for housewives. Which indicated for married working women the perceived multitasking ability acted as positive and significant mediators whereas for housewives multitasking preferences played a significant positive mediator for the relationship between emotional intelligence and marital adjustment.

On the other hand, results of moderated mediation suggested that there are non significant effects of multitasking preferences and perceived multitasking ability as serial mediators nor as independent single mediators for married men. No evidences for moderation, mediations, and moderated mediations were established for the married employed men as compared to the married women as working and housewives separately. Thus, the results of all the newly proposed and tested models established and supported for the conditional indirect effects on the overall sample and across the groups of women except for the group of married working men. Perhaps these findings are the true reflections of indigenously prevailing traditional belief system regarding gender and work roles in relation to gender role attitudes of people living in Pakistan. Working women might feel more overload and to manage this overload they may

engage into more multitasking activities which is manifested through multitasking preferences and perception of multitasking ability than housewives and married men. Regarding the impact of various demographic variables, this study also established the sound empirical evidences through determining group differences. Various personal and job related attributes of married working individuals have significantly impacted on multitasking preferences, perceived multitasking ability, emotional intelligence, egalitarian gender role attitudes, and marital adjustment. More broadly through this research an amalgamating area of social, health, gender, and organization psychology have an important implication for understanding, mentoring, facilitating, and broadening mental, and cognitive resources of married individuals beyond restraining content and context in which they are working and living. Conclusion and specific implications are discussed in the next sections.

Conclusion

Psychological literature pertaining to multitasking is growing every passing day. Perhaps due to the abandoned pace of life and technology intrusion multitasking is dominant in each domain. Especially, multiplicity of paid/work and unpaid/marital roles requires multitasking attitudes and abilities in order to manage more in less and specified time durations. Therefore, this current empirical endeavor was planned to draw pragmatic evidences relating multitasking with emotional intelligence, egalitarian gender role attitudes, and marital adjustment of married individuals. For this broader aim, applying cross sectional survey research design two interlinked studies were conducted. To conclude from the overall results of this research study, it is unassumingly stated that multitasking emerged as significantly relevant and important construct in the background of married individuals in Pakistan. The results pragmatically anticipated that multitasking might be a relatively developing and impactful construct in Asian psychological perspective. Most exclusive findings of this research study provided the evidences regarding the empirical validation about multitasking preferences as two dimensional indigenously engrained in the socio-organizational framework of Pakistan. Associations of multitasking preferences and perceived multitasking ability with gender role attitudes, marital adjustment, and

emotional intelligence may be more dynamic and essential than ever before. The findings of this study precisely highlighted the dynamic role of multitasking and other variables more broadly at the same time. Results suggested that the role of multitasking preferences is crucial for the perceived ability of multitasking, by and large both preference and ability is relevant for enhancing the favorable attitudes about the adjustment in marital adjustment particularly. Hence, egalitarian gender role attitudes influenced outcomes through interactional pathways. The findings also supported the explored model that multitasking is salient for the relationship among the variables of this study pertaining to social and health domains. From the evidences established through groups differences it may be concluded that the role of demographics is befitting in understanding the construct of multitasking, emotional intelligence, gender role attitudes, and marital adjustment of married individuals having children living with their spouses. Based upon the findings of this research suggestion for future studies and implications are discussed in the next section.

Strengths and Limitations of the Present Research

The findings of present research endeavor are based on the scientific and empirical derivations, however, there are some potential limitations which may offer cautions to interpret these findings.

Although, in the current research cross sectional design was applied, which might have restricted causal relationships of the study variables. In addition to that in this study self-report measures are used to collect the data and the use of self-report measures also restricts the causality due to the common method variance. However, it lays as a strength of this study that instead of using single item measure to take supervisor's ratings (for measuring multitasking ability in organizational settings) self-report measures (translated and adapted) were used to collect the data for multitasking preferences and perceived ability.

Another important aspect is that, this study has primarily relied on quantitative examination of all the variables and may have restricted variability in the response patterns and the use of qualitative method such as in-depth interviews along with self report measure can address this issue adequately. The data of present research was

collected from married individuals i.e., married individuals as working men, working women, and housewives instead married couples. Which may limit the interpretations of the results, particularly how does multitasking preferences and ability influences on the marital adjustment in interacting the gender role attitudes in a process of dyad. However, in studying multitasking, the data collected from actual employed and married men and women has a value and strength as previously researchers have suggested (Poposki & Oswald, 2010; Sanderson, 2013) to engage the actual working populations to encounter the fakeness of the multitasking measures. On the other hand, selecting married working women along with housewives was also another added advantage of this study. Because it was very tough and time consuming job to collect (through voluntary participation) large amount of data from such a diverse population in Pakistan especially.

In addition to the above consideration of various profession (i.e., university teachers, bank managers, engineers, journalists, and general administrators) may be a potential limitation. However, data collected from professionally diverse individuals has provided the grounds to establish empirical evidences in relation to multitasking as correlate of emotional intelligence, gender role attitudes, and marital adjustment instead of individuals from single profession. Moreover, various number of personal and job characteristics of the participants were also investigated in relation to the study variables especially for the new construct of multitasking, which might be another strength in this context of diverse yet cohesive sample.

Lastly in the overall model of this study role of multitasking preferences and perceived ability though self-report measure was considered as mediators. However, emotional intelligence considered as predictor variable but emotional intelligence, gender role attitudes and multitasking may be reciprocal and contingent upon the personal, contextual, and organizational factors and process in which an individual grow, perform, and shaped. Therefore, separate models might be more appropriate to study the antecedents of these constructs to expand the spectrum of the variables especially multitasking preferences and perceived multitasking ability.

Suggestions for Future Researches

Based upon the above mentioned weaknesses and major inferences drawn from the outcomes of the current research certain suggestions are recommended to be considered in future researches.

First, in order to address the potential flaw of methodological concern experimental designs are recommended for future research pursuits for the investigation of overall model given in this study and especially for studying the effects of multitasking on the emotional intelligence and marital adjustment of married having children. Experimental designs would render the common method variance and yield more pragmatic evidences about the casual relationships among all the variables of this study.

Secondly, to counter the limitations pertaining to the use of single method, mix method approach or in-depth interviews would help to tapped the process of multitasking preferences in relation to the ability to multitask along with emotional intelligence of married individuals to understand these variables more pragmatically.

Thirdly, it may would be more appropriate to study the role of gender role attitudes as traditional and modern/egalitarian separately instead of higher and lower egalitarian gender roles. This would designate the importance of traditional gender role attitudes along with egalitarian for the regulations of emotions and marital adjustment of married individuals. Further in relation to this understanding the role of multitasking would also tap the mechanisms for predicting marital adjustment and other outcomes such as quality, wellbeing, and satisfaction at job and in general life also.

Fourthly, in extension to the suggestions couple's data should be considered to study relationships among all the variables of this study in future researches. It is important especially for the variable of gender role attitudes as the gender role attitudes of spouses are crucial for the marital adjustment of each other. Similar consideration should be adopted for emotional intelligence because awareness of one's own emotions and regulations of one's own emotions is salient for the other spouses.

Fifth, it would be more insightful and informative to explore the interplay of personal and organizational factors as demographics in understating multitasking preferences and ability, emotional intelligence, gender role attitudes, and marital

adjustment through the (regression) complex models. However, the role of multitasking as predictor and outcome for emotional intelligence would also be important to study through various samples and in relation to other correlates also such as burnout, stress, and more positive outcomes like life satisfaction and job satisfaction.

Sixth, religion and faith are an important factor in the socio-cultural perspective of Pakistan, therefore it suggested that future researcher should consider the role of religion in multitasking preferences, skills, and abilities of individuals.

Last but not the least, in future studies more unified groups of samples should be investigated in relation to the moderated mediation model presented and tested in the present study. Moreover, more equivalent groups of samples across populations and cultures in terms of (age, education professions, job status, and socio-economic status) should be considered in future studies while studying the patterns of relationship studied in the present research. More specifically, profession specific single group and comparative groups of samples such as university teachers verses school teacher, bank managers vs professionals working at general managerial positions should be compared in future studied to yield more appropriate and cohesive information especially in relation to multitasking and its impact on outcomes. Although all the measures used in this study are empirically sound, reliable, and valid indigenously. However, customized measures containing customized items instead general items especially in multitasking instruments may be more apt for studying the variables of this research. In addition to this all the variables and newly proposed and tested moderated mediation model should be studied from specific contexts like army personnel, individuals working in fixed laboratory work setting e.g. engineers, operation theaters, and line managers to understand the more precise, content and context specific knowledge.

Implications

As the current study has tested the role of relatively emerging construct i.e., multitasking in the relationship of emotional intelligence, egalitarian gender role attitudes, and marital adjustment of married individuals both men and women as working and housewives. Various personal and organizational factors as demographic variables were also studied in this context. All the variables of this study are quite

diverse and dynamic in nature as far the applications of these constructs are concerned. The contributions and significance of these variables are applicable in different areas of psychology i.e., social, health, organizational, and gender psychology. Therefore, broadly this study has offered certain probable implications inferred from the empirical findings for the domains of health, organizational, gender, and social psychology. The several possible implications are further bifurcated at two levels i.e., for the domain of existing theoretical and scholarly level as well as for the practical managerial and policy level for organizations and society in general.

Theoretical and Scholarly Implications

Present study attempted to put an effort to examine the currently rigorous and meriting construct of multitasking in relation to the new correlates i.e., egalitarian gender role attitudes, emotional intelligence, and marital adjustment of married individuals. To fulfill the dire need by identifying the role of new variables in predicting marital adjustment from emotional intelligence, multitasking preferences, perceived multitasking ability, and egalitarian gender role attitudes has sufficiently explored and established its contributions and implications in the theory of marital adjustment. It has also resulted in theory building through developing empirical evidences for relatively emerging construct multitasking especially in the field of social, health, gender, and organizational psychology mutually.

The most important theoretical and scholarly input that has been made by the present research is through the newly developed internal structures for measuring multitasking preferences and perceived multitasking ability respectively. The vital contribution inferred from the empirical derivations of the present study reflected that multitasking preference as two-dimensional construct rather unidimensional. It has suggested to implement that this concept of multitasking should be studied as two dimensional i.e., preference to multitask and preference to monotask, which reflects that individual prefer to multitask and monotask, may also depend upon the various factors like content, context/ situation, nature of task, and domain of roles. On the other hand, empirical evidences regarding the perceived multitasking ability modified the existing theoretical concept of perceived multitasking ability. Another important

contribution made through the current research is the adequate and accurate normative distribution of the scores on multitasking preference measure for the married Pakistani individuals.

Further, the current study specifically highlighted the significance of emotions that functions as important psychological indicators at work and home spheres particularly for employed and married individuals having children. The role of emotions as emotional intelligence has not been frequently and sufficiently addressed in relation to multitasking preferences and perceived multitasking ability. The presently established evidences for the said relationship have provided the bases for identification of enormous range of skills (emotional intelligence), attitudes (gender role & multitasking preferences), abilities (multitasking and emotional intelligence), knowledge, and experiences of marital relations (marital adjustment) which are pertinent in understanding the psychology of organizations and employees as well from the indigenous Asian context of Pakistan.

Furthermore, the results of present study have proposed significant implications for the new theory building, as specified that multitasking preferences are previously related with the actual ability to multitask through experimental designs in context to individual multitasking performance in the organizations for organizational performance, job performance, job satisfaction, and wellbeing. However, the association of emotional intelligence with gender role attitudes and marital adjustment was also previously established. While the role of multitasking preferences with perceived multitasking ability through self-report measures, with gender role attitudes, and marital adjustment has not been studied yet to date particularly in context to the married and actual working samples. Therefore, the empirical derivations inferred from the present study fulfilled the literature gape and provided deep and wider understanding of the first time newly proposed and explored theoretical model.

Another important implication of this research has offered the scholarly contribution from an attempt to the indirect functioning of multitasking preferences, perceived multitasking ability, and egalitarian gender role attitudes. In additional to that comparative functioning of multitasking preferences and multitasking ability as mediators and egalitarian role attitudes as moderator for the newly explored conceptual

model (i.e., moderated mediation models) across different groups of samples i.e., married working women, men, housewives, and for the overall sample has also made a unique set of contribution in the theoretical and scholarly domain. This vital information offered consideration to the imperative significance regarding the professions, organizational design, and structure, similarly on the organizational performance, and on the work behaviors also. In these instances, a vital implication is based on the findings regarding the sample of married working women who preferred higher favorable perceptions on all the constructs as compared to the housewives and married working men, similarly married working men perceived all the construct in a more favorable manner than housewives. Which has endorsed the view of multiplicity of roles which may endorsed higher preferences to multitask and perceived ability to multitask in practice. Moreover, multiplicity of roles also endorsed higher egalitarian gender role attitudes which is critical for emotional awareness, regulation, and effective use of interpersonal skills (through emotional intelligence) to achieve better marital adjustment for Pakistani married individuals.

Practical and Policy Implications

Findings of the present study has also presented pragmatic inferences in relation to multitasking preferences and perceived multitasking ability, emotional intelligence, egalitarian gender role attitudes, and marital adjustment for the implementation at practical/managerial level and for socio-organizational policy as well.

First, selecting individuals owning higher emotional intelligence, multitasking preferences and abilities would be helpful for employers to elevate organizational performance and productivity. Therefore, the organizations should invest for the training to improve the emotional intelligence, multitasking abilities and to boast multitasking preference of their personnel.

Secondly, it is also inferred from the outcomes of this research that egalitarian gender role attitudes and multitasking can interact with emotional intelligence in order to experience better patterns of marital adjustment by married working individuals. Therefore, human resource managers can design intervention strategies and modules to work for employees facing challenges regarding emotional problems and multitasking

skills/abilities. Which in turns would be beneficial for the adjustment in marital relations and as a spillover effect for the individuals, organizational, and societal health in general. Hence, this study subtly, offers the indications of spillover effect from one domain to another (domestic to work & work to domestic) through the experiencing higher emotional intelligence, multitasking preferences, abilities, and egalitarian gender role attitudes for the marital health of married and working individuals. In this regard for bringing changing in the traditional and patriarchal ideologies, organizational training on gender and gender role attitudes in Pakistan is crucial and it is the high time to initiate this dire step in order to advance organizational and social culture at large.

Thirdly, in addition to the above mentioned implications, the findings of this research have also provided pragmatic contributions regarding the emotional and interpersonal health of nonworking/housewives having children in Pakistan. As there were not many empirical endeavors available on investigating the socio-emotional skills and adjustment of housewives specifically in Pakistan. This study has also inferred vital implications that multitasking preferences significantly and positive impacted the martial adjustment through interaction of egalitarian gender role attitudes for housewives. This has suggested that housewives perceived higher emotional intelligence and preferred multitasking more favorably had positive influence for better adjustment in their marital relations. These evidences are vital for social policy regarding the psychological health and status of women especially housewives in Pakistan as an important human social and domestic capital.

Further, in relation to the various demographics studied in this research added its benefits for the social, organizational, and individual's adjustment and health, and exerting impact are important for public policy makers both at organizational and societal level. Meanwhile an indigenously essential contributory implication is recommended regarding the working hours per day especially for working women. Because most of the time they solely have to look after their children and household due to the various factors like unavailability of family support in case of living in nuclear family system, traditional gender role attitudes of the spouse and in-laws, most importantly if lacks financial resources to get paid help for childcare and house hold, and unavailability of day cares at organizations and lack of day care culture in the

society may exert the burden of multitasking on these women more strongly as compared to the housewives and married men.

However, last but not the least, a noteworthy and indigenously substantial findings of the present study regarding the role of all constructs undertaken in this research for women both (working and housewives) as compared to men presented highlighted implications for the socio-organizational development of the country. In context to these findings, need of the hour is to formulate and implement the gender policy considering gender as the pivotal human and social capital for the future health, adjustment, and wellbeing of the organizations, society, and nation at large.

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رضامندی اور ہدایات نامہ

میں قومی ادارہ نفسیات میں پی ایچ ڈی کی طالبہ ہوں۔ میری تحقیق کا عنوان "multitasking , gender role attitudes, emotional intelligence and marital adjustment of men and women" ہے۔ اس لئے میری آپ سے درخواست ہے کہ اگر آپ میری اس تحقیق کا حصہ بنا چاہتے ہیں تو نیچے رضامندی کا اظہار کرتے ہوئے دستخط کر دیں۔ اس کے ساتھ آپ کو چار سوالنامے اردو زبان میں دیئے جا رہے ہیں آپ سے درخواست ہے کہ آپ ہر سوال نامے میں دیئے گئے سوالوں کو غور سے پڑھ کر اپنی رائے کا اظہار کریں۔ ہم آپ سے مزید درخواست کرتے ہیں کہ کوئی بھی سوال کسی بھی سوالنامے میں اپنی رائے کا اظہار کئے بغیر نہ چھوڑیں۔ آپ کو اس بات کی یقین دہانی کرائی جاتی ہے کہ آپ کی فراہم کردہ معلومات کو مکمل صیغہ راز میں رکھا جائے گا۔ اور سے سے بھی شیئر نہیں کی جائے گی۔ اس ریسرچ میں آپ کے تعاون کی مشکور ہوں۔

دستخط

اس ریسرچ کے بارے میں کوئی معلومات اگر آپ حاصل کرنا چاہتے ہیں یا اس کے نتائج کے بارے میں آپ جاننا چاہتے ہیں تو برائے مہربانی اپنا ای میل ایڈریس مہیا کر دیں۔

email:

صائمہ کلثوم

پی ایچ ڈی سکالر

051-90644146

ذاتی کوائف نامہ

جنس: مرد _____ عورت _____

عمر: _____ تعلیم _____

آپ کا تعلق کس صوبے سے ہے؟ _____ پیشہ _____

ملازمت کی نوعیت: فل ٹائم _____ اوقات کار: _____

کیا آپ پارٹ ٹائم بھی کام کرتے ہیں _____ اگر ہاں تو کیا کام کرتے ہیں؟ _____

موجودہ ملازمت کا تجربہ _____ کل تجربہ _____

زیر ملازمت ادارہ: سرکاری _____ نیم سرکاری _____ نجی _____

شادی کو کتنا عرصہ ہوا _____ بچوں کی تعداد _____ آخری بچے کی عمر _____

خاندانی نظام: مشترکہ _____ غیر مشترکہ _____ اکیلا رہتا رہتی ہوں _____

گھر میں افراد کی کل تعداد: _____ درجہ (سکیل) ملازمت _____

ماہانہ آمدن ذاتی _____ کل آمدن _____

آپ کے / آپ کی شوہر / بیوی کی ملازمت کی نوعیت _____

شوہر / بیوی کے ملازمت کے اوقات کار _____ جب پر جانے کے لئے کس ٹرانسپورٹ کا استعمال کرتے ہیں؟ _____

ذاتی کار _____ شوہر / بیوی کے ساتھ _____ پبلک ٹرانسپورٹ _____

دیگر _____ معاشی طور پر آپ پر کتنے افراد انحصار کرتے ہیں؟ _____

کیا گھریلو کام کاج کے لئے کوئی معاون یا ملازم ہے؟ _____ فل ٹائم _____ پارٹ ٹائم _____

آپ گھر کا کونسا کام خود کرتے ہیں؟ _____ بچوں کی دیکھ بھال _____ گروسری _____

یادوسروں کا ہاتھ بٹاتے ہیں _____ کھانا پکانا _____ صفائی یا کپڑے دھونا _____

ذاتی کام _____ یا اور کوئی کام _____

سوالا	کامل طور پر غیر متفق	غیر متفق	ہاتفق نہ غیر متفق	متفق	کامل متفق
1					میں دن میں کئی پراجیکٹس پر کام کرنے کو ترجیح دیتا / دیتی ہوں۔ بجائے اس کے کہ پہلے ایک پراجیکٹ مکمل کروں اور پھر دوسرے پر کام کروں یا سوچ کر کروں۔
2					میں ایسی نوکری کرنا پسند کروں گا / گی جہاں میں تسلسل سے ایک کام سے دوسرے کام کی طرف منتقل ہو سکوں۔
3					اگر مجھے کسی اور چیز کے بارے میں سوچے یا کیئے بغیر زیادہ دیر تک ایک ہی کام پر دھیان پڑے تو میں اس کام میں دلچسپی کھودیتا / دیتی ہوں
4					جب میں کئی کام ایک ساتھ کر رہا / رہی ہوں، تو پسند کرتا / کرتی ہوں کہ ایک کام سے دوسرے کام کے درمیان آگے پیچھے سوچ ہوتا / ہوتی رہوں، بجائے اس کے کہ ایک وقت میں ایک ہی کام کروں۔
5					میں کسی اور چیز پر دھیان دینے سے پہلے ایک کام کو مکمل طور پر ختم کرنا پسند کرتا / کرتی ہوں۔
6					مجھے یہ بات بے چین کرتی ہے جب میں ایک کام مکمل طور پر ختم کرنے سے پہلے دوسرے کام پر دھیان دوں۔
7					جو کام میں کر رہا / رہی ہوں اس میں پوری طرح مشغول ہوتا / ہوتی ہوں اگر میں کئی طرح کے مختلف کاموں کے درمیان سوچ کر سکوں۔
8					میں پسند نہیں کرتا / کرتی کہ مجھے اپنی توجہ متعدد کاموں میں منتقل (شفٹ) کرنی پڑے۔
9					صرف ایک ہی پراجیکٹ پر اپنی کاوشیں مرکوز کرنے کی بجائے میں کئی پراجیکٹس کو آگے پیچھے (سوچ) بدل بدل کر کرنا چاہوں گا / گی۔
10					میں ایسے ماحول میں کام کرنے کو ترجیح دوں گا / گی جہاں میں ایک کام دوسرے کو شروع کرنے سے پہلے ختم کر سکوں۔
11					مجھے یہ پسند نہیں ہے جب مجھے ایک کام درمیان میں روک کر کچھ اور کرنا پڑے۔
12					جب مجھے ایک کام مکمل کرنا ہو تو مجھے پسند ہے کہ میں اسے روک کر وقفے کے لئے دوسرے کام کرنے لگوں۔
13					میں یکطرفہ دماغ کا / کی مالک ہوں۔
14					میں ترجیح دیتا / دیتی ہوں کہ کام کرتے ہوئے کوئی مداخلت نہ ہو۔

Appendix D

سوالات	مکمل طور پر غیر متفق	غیر متفق	بہت متفق نہ غیر متفق	متفق	مکمل متفق
1					مجھے گاڑی / موٹر سائیکل یا سواری چلاتے ہوئے یا فون پر بات کرنا پسند ہے۔
2					جب میں درزش کرتا / کرتی ہوں تو اکثر موسیقی سنتا / سنتی ہوں یا ٹی وی دیکھتا / دیکھتی ہوں۔
3					ٹی وی دیکھتے ہیں اکثر پروگرامز تبدیل کرتا رہتا / رہتی ہو۔
4					میں لیکچر میں پڑھانے جانے والے مواد کو آسانی سے سمجھا اور ذہن نشین کر سکتا / سکتی ہوں، جب کہ میں اس دوران کوئی غیر متعلقہ چیز کر رہا / رہتی ہوں۔
5					میں کمپیوٹر پر کوئی اور کام کرتے ہوئے اکثر فوری پیغام رسائی (IM) کرتا / کرتی ہوں۔
6					بیک وقت بہت سے کام اکٹھے کرنا مجھے ذہنی تناؤ کا شکار کرتا ہے۔
7					میں اکثر ایک کام کو پوری توجہ (یکسوئی) سے مکمل کرنے کے بعد دوسرا کام شروع کرتا / کرتی ہوں۔
8					میں بیک وقت ایک سے زیادہ کام کرنے کی کوشش میں مغلوب (overwhelmed) محسوس کرتا / کرتی ہوں۔
9					میں فون پر بات کرتے ہوئے اکثر دوسرے کام کرتا / کرتی ہوں۔
10					میرے لئے وقت (اکٹھے) ایک سے زیادہ کاموں پر نظر رکھنا آسان ہے۔
11					جب لوگ مجھ سے بات کر رہے ہوں تو مجھے اپنے کام پر توجہ دینے میں دشواری پیش آتی ہے۔
12					مجھے پڑھتے ہوئے ٹی وی یا ریڈیو لگانا پسند ہے۔
13					میں پڑھتے ہوئے (کام کرتے ہوئے) اکثر موسیقی سنتا ہوں / سنتی یا ٹی وی دیکھتا / دیکھتی ہوں۔
14					میں ایک ہی وقت میں مختلف منصوبوں یا کاموں کو مکمل کرنے کو اکثر کوشش کرتا / کرتی ہوں۔
15					میں اس منقولے سے متفق ہوں کہ: دو چیزیں ایک ساتھ کرنا کچھ بھی نہ کرنا ہے۔
16					بیک وقت ایک سے زیادہ کام کرنا مجھے تھکا دیتا ہے۔
17					میں عموماً کمپیوٹر استعمال کرتے ہوئے پروگرام یا براؤزر بند کرتا / کرتی ہوں دوسرے پروگرام یا براؤزر کھولنے سے پہلے
18					میں اکثر اپنے کمپیوٹر پر بہت سارے پروگرام / براؤزر کھلے رکھتا / رکھتی ہوں۔
19					میں عموماً کھانا کھاتے ہوئے ٹی وی دیکھتا / دیکھتی ہوں یا پڑھتا / پڑھتی ہوں۔

سریل نمبر	سوالات	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 چاہئے۔					
06	عورت کو یہ حق حاصل ہونا چاہئے 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 چاہئے۔					
12	بچوں کی نگہداشت کے ادارے (ڈے کئر سنٹر) زیادہ ہونے چاہئے 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 کرنے لگیں 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 کیرئیر بنانے کے بجائے شوہر کے کیرئیر 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 جھانانا 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

سریل نمبر	سوالات	ہمیشہ	اکثر	کبھی کبھار	بہت کم	کبھی نہیں
01	لگتا ہے میری قسمت ہی خراب ہے۔					
02	غصے کی حالت میں اپنے آپ کو برا بھلا کہتا / کہتی ہوں۔					
03	میرا بلاوجہ رونے کو دل چاہتا ہے					
04	میں بہت مستقل مزاج رہتا / رہتی ہوں					
05	اب مجھے وہ کام کرنے میں بھی مزہ نہیں آتا جو میں پہلے شوق سے کیا کرتا / کرتی تھی					
06	معلوم نہیں میں کیوں خوفزدہ ہو جاتا / ہو جاتی ہوں					
07	میں لوگوں کی امیدوں پر پورا اترنے کی کوشش کرتا / کرتی ہوں					
08	میں اپنی پسند کے بارے میں پر اعتماد ہوتا / ہوتی ہوں					
09	میں لوگوں سے اپنی مایوسی کی وجہ سے باخبر ہوتا / ہوتی ہوں					
10	کسی کو تکلیف میں دیکھ کر عملی طور پر مدد کرنے کی کوشش کرتا / کرتی ہوں					
11	میں لوگوں سے دوستی کرنے میں پہل کرتا / کرتی ہوں					
12	میں نے زندگی میں جتنی محنت کی اس کا صلہ مجھے نہیں ملا					
13	بحث کے دوران مجھے جلدی غصہ آ جاتا ہے					
14	میری طبیعت میں بلاوجہ چڑا پن پیدا ہو جاتا ہے۔					
15	مجھے قانون کا احترام کرنا اچھا لگتا ہے					
16	بعض حالات میں پر امید رہنا مشکل ہوتا ہے					
17	مجھے اپنے احساسات کو سمجھنے میں مشکل پیش آتی ہے					
18	میرا رویہ لوگوں کے ساتھ ہمدردانہ ہوتا ہے					
19	میں اپنی شخصیت میں مثبت تبدیلی لانے کی کوشش کرتا / کرتی ہے					
20	جب کوئی نہ چاہتے ہوئے میرا کام کرے تو مجھے فوراً پتہ چل جاتا ہے					

سریل نمبر	سوالات	ہمیشہ	اکثر	کبھی کبھار	بہت کم	کبھی
21	اپنے رویے میں دوسروں کی پسندنا پسند کا خیال رکھتا رکھتی ہوں۔					
22	جب کوئی ہمت ہارے تو حوصلہ دینے کی کوشش کرتا کرتی ہوں۔					
23	دوسروں کو آگے بڑھتا دیکھ کر اپنی کم مائیگی کا احساس مجھے مایوس کر دیتا۔					
24	غصے کی حالت میں میرا دل کسی چیز کو توڑنے کو چاہتا ہے۔					
25	میں بلاوجہ اپنے آپ کو غیر محفوظ تصور کرنے لگتا لگتی ہوں۔					
26	میں اپنا کام بہت اچھے طریقے سے کرتا کرتی ہوں۔					
27	مجھے لگتا ہے میں کتنی کوشش کر لوں کوئی کام ٹھیک سے نہیں ہو سکے گا					
28	معلوم نہیں میں جلدی میں کیوں رہتا رہتی ہوں۔					
29	میرے خیال میں مجھے لوگوں سے زیادہ ملنا جلنا چاہیے۔					
30	مجھے پیار کا اظہار کرنے میں دقت محسوس ہوتی ہے۔					
31	میں دوسروں کی پریشانی میں پریشان ہو جاتا جاتی ہوں۔					
32	جب تک اپنی غلطی کی معافی نہ مانگ لوں مجھے سکون نہیں ملتا۔					
33	دوسروں کی کامیابی پہ خوشی کا اظہار کرتا کرتی ہوں۔					
34	مجھے لگتا ہے میں اپنی زندگی سے کچھ خاص حاصل نہیں کر سکا سکی۔					
35	میں چھوٹوں کو مار پیٹ کر اپنا غصہ نکال لیتا لیتی ہوں۔					
36	میں آسانی سے ہیجانی کیفیت کا شکار ہو جاتا جاتی ہوں۔					
37	میری توجہ آسانی سے کام سے ہٹ جاتی ہے۔					
38	میں جانتا جانتی ہوں میری طبیعت بے چین کیوں ہوتی ہے۔					
39	مجھے اپنی اداسی کا سبب معلوم ہوتا ہے۔					
40	مجھے اپنی ناپسندیدگی کا اظہار کرنا مشکل لگتا ہے۔					

سرمل نمبر	سوالات	ہمیشہ	اکثر	کبھی کبھار	بہت کم	کبھی نہیں
41	لوگوں کے رویے میرے لیے ناقابل فہم ہوتے ہیں					
42	میں دوسروں کو تسلی دینے کی کوشش کرتا کرتی ہوں					
43	میں لوگوں کو آسانی سے اُن کی غلطیوں سے آگاہ کرتا رہتا رہتی ہوں					
44	مجھے اپنی ذات میں تبدیلی لانے کی ضرورت محسوس نہیں ہوتی					
45	احساس محرومی سے بچنے کے لیے خواب و خیال کی دُنیا میں رہتا رہتی ہوں					
46	پریشانی میں میرے ہاتھ کانپتے ہیں					
47	مجھے اپنے جذباتی رد عمل پہ پچھتانا پڑتا ہے					
48	وقت پر کام کرنے کی سخت کوشش کرتا کرتی ہوں۔					
49	ہر نئی صورتحال میرے لیے پریشانی پیدا کرتی ہے					
50	لڑائی کے دوران گالیاں دینے سے میرے دل کا بوجھ ہلکا ہو جاتا ہے					
51	بغیر کسی خاص وجہ کے میں احساس گناہ کا شکار ہو جاتا جاتی ہوں					
52	میں جذباتی طور پر غیر یقینی صورتحال کا شکار ہو جاتا جاتی ہوں۔					
53	مجھے جس بات پر غصہ آئے، آسانی سے لوگوں کو بتا دیتی ہوں					
54	میرے لیے اپنے بُرائیوں نے خیالات کو بدلنا مشکل ہوتا ہے					
55	مجھے بلا وجہ چھوٹی چھوٹی باتوں پر غصہ آتا ہے۔					
56	میں اپنی بے چینی کی وجہ جاننے کی کوشش کرتا کرتی ہوں۔					
57	اپنی پسند اور ناپسند کو حالات کے مطابق بدلنا ممکن نہیں ہوتا۔					
58	میں اپنی پسند کے بارے میں یقین سے کچھ نہیں کہہ سکتا سکتی۔					
59	میں اپنے مزاج میں اچانک تبدیلی سے واقف ہوتا ہوتی ہوں					
60	لوگ مجھ سے زیادہ میل جول رکھنا نہیں چاہتے۔					

Appendix G

اکثر شادی شدہ خواتین و حضرات کے باہمی تعلقات میں بعض اختلافات دیکھنے میں آتے ہیں۔ آپ نے یہ بتایا ہے کہ مندرجہ ذیل معاملات میں آپ اور آپ کی ا کے شریک حیات کے درمیان کس حد تک اتفاق پایا جاتا ہے۔

سریل نمبر	سوالات	ہمیشہ متفق	تقریباً ہمیشہ متفق	کبھی کبھار متفق	اکثر غیر متفق	تقریباً غیر متفق	ہمیشہ غیر متفق
01	گھر بلو اخراجات کرنے میں						
02	شفقت / محبت کا اظہار						
03	دوست احباب						
04	جنسی تعلقات						
05	روایت پسندی (رسم رواج کے مطابق درست یا صحیح رویہ						
06	فلسفہ حیات (زندگی گزارنے کا طریقہ)						
07	والدین سے برتاؤ						
08	سسرال والوں سے برتاؤ						
09	عزائم، مقاصد اور اہم معاملات						
10	اکٹھے وقت گزارنا						
11	اہم فیصلے کرنا						
12	فارغ اوقات کے مشاغل						
13	روزگار اور پیشے کے بارے میں فیصلے						
14	ہم میں طلاق علیحدگی یا اپنے تعلقات ختم کرنے متعلق بحث / بات چیت ہوتی ہے						
15	میں شریک حیات سے لڑائی کے بعد گھر چھوڑتا / چھوڑتی ہوں						
16	میں سوچتا / سوچتی ہوں کہ ہمارا ایک دوسرے کے ساتھ اچھا وقت گزر رہا ہے						
17	ہم ایک دوسرے پر مکمل اعتماد رکھتے ہیں۔						
18	مجھے اپنے شادی شدہ ہونے پر افسوس / پچتاوا ہوتا ہے						
19	میرا شریک حیات سے جھگڑا ہوتا ہے						
20	ہمیں محسوس ہوتا ہے کہ ہم ایک دوسرے کے اعصاب پر سوار ہو رہے ہیں						

سریل نمبر	سوالات	سب میں	زیادہ تر	کچھ میں	بہت کم	کسی میں بھی نہیں
21	ہم گھر سے باہر مشاغل اور سیر و تفریح میں اکٹھے شریک ہوتے ہیں۔					

آپ اور آپ کی شریک حیات کے درمیان یہ واقعات کتنی مرتبہ ہوتے ہیں

نمبر شمار	سوالات	کبھی نہیں	مہینے میں ایک دفعہ	مہینے میں ایک یا دو دفعہ	ہفتے میں ایک یا دو دفعہ	دن میں ایک دفعہ	اکثر
			سے بھی کم	دفعہ			
22	گرم جوشی سے تبادلہ خیال کرنا						
23	اکٹھے ہنسنا / قہقہہ لگانا						
24	کسی معاملے پر اطمینان سے بحث کرنا						
25	کسی منصوبے پر اکٹھے کام کرنا						

26 آپس کے تعلقات میں آپ کتنے خوش یا ناخوش ہیں۔ صرف ایک نقطہ پر نشان لگائیں۔

انتہائی خوش	بہت زیادہ خوش	تھوڑا ناخوش	تھوڑا خوش	بہت خوش	بہت زیادہ خوش	انتہائی نہ خوش
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Multitasking Preference Inventory

1. I prefer to work on several projects in a day, rather than completing one project and then switching to another.
2. I would like to work in a job where I was constantly shifting from one task to another, like a receptionist or an air traffic controller.
3. I lose interest in what I am doing if I have to focus on the same task for long periods of time, without thinking about or doing something else.
4. When doing a number of assignments, I like to switch back and forth between them rather than do one at a time.
5. I like to finish one task completely before focusing on anything else.
6. It makes me uncomfortable when I am not able to finish one task completely before focusing on another task.
7. I am much more engaged in what I am doing if I am able to switch between several different tasks.
8. I do not like having to shift my attention between multiple tasks.
9. I would rather switch back and forth between several projects than concentrate my efforts on just one.
10. I would prefer to work in an environment where I can finish one task before starting the next.
11. I don't like when I have to stop in the middle of a task to work on something else.
12. When I have a task to complete, I like to break it up by switching to other tasks intermittently.
13. I have a "one-track" mind.
14. I prefer not to be interrupted when working on a task.

Communication Specific Multitasking Measurement Instrument

1. I like talking on the phone while I am driving.
2. I frequently listen to music or watch TV when exercising.
3. I frequently flip between different shows when watching television.
4. I can easily understand and comprehend material presented in class lectures while I am doing something unrelated.
5. I frequently IM (Instant Message) while I am performing other work on my computer.
6. Multitasking stresses me out.
7. I often concentrate on completing one task before moving on to another.
8. I feel overwhelmed trying to handle more than one task at a time.
9. I frequently do other tasks while talking on the phone.
10. It is easy for me to keep track of multiple projects simultaneously.
11. I find it difficult to concentrate on tasks when people talk to me.
12. I like to have a TV or radio on while I read.
13. I often listen to music or watch TV when studying (working).
14. I frequently try to accomplish several projects or tasks at the same time.
15. I agree with the saying: "To do two things at once is to do neither".
16. Multi-tasking makes me tired.
17. I usually close programs/browsers before opening other programs/browsers when using a computer.
18. I frequently keep multiple programs/browsers open on my computer.
19. I usually watch TV or read when I eat.

Request for Communication Specific Multitasking Measurement Instrument

Saima Kulsoom <saimaphd14@nip.edu.pk>

Tue, Oct 27, 2015,
6:47 PM

to Alla.kushnirykakushnir

Dear Kushniryk

I am a student of PhD at National Institute of Psychology (NIP) Center of Excellence, Quaid-i-Azam University Islamabad Pakistan. The topic of My Research dissertation is (Multitasking, Gender Role Attitudes, Emotional Intelligence and Marital Adjustment of Working Men and Women). After reviewing the literature i have decided to use the scale (19 items Communication Specific Multitasking Measurement Instrument, 2008). For the achievements of the current research work i need to translate and adapt the items for cultural relevance in order to establish reliability and validity for the sample of working individuals.

Therefore, i am requesting for your permission and consent. waiting for your kind response.

Thanking you in anticipation.

Kind Regards

Saima Kalsoom
PhD Scholar NIP, QAU
Pakistan

Alla Kushniryk <Alla.Kushniryk@msvu.ca>

Tue, Oct 27, 2015,
11:54 PM

Hi Saima,

Thank you for your enquiry. You have my permission and consent to use my Communication Specific Multitasking Measurement instrument in your research project. I developed it as a part of my dissertation project. I am sending you a short document which briefly describes the results of its testing and all 19 items.

I would like to hear from you about your results!

Yours,

Alla Kushniryk, PhD
Assistant Professor
Department of Communication Studies
Mount Saint Vincent University

Tel: 902-457-5070

From: Saima Kulsoom [saimaphd14@nip.edu.pk]

Sent: Tuesday, October 27, 2015 10:47 AM

To: Alla Kushniryk

Cc: akushnir@utk.edu

Subject: Request for Communication Specific Multitasking Measurement Instrument

Attachments area

Saima Kulsoom <saimaphd14@nip.edu.pk>

Wed, Oct 28, 2015,
10:22 PM

to Alla

Dear Dr Kushniryk

Thanks alot for your support and encouragement. I would definitely share the findings with you, as i have to translate the scale in Urdu language so will be in touch for your expert opinion. Do accept deepest gratitude for sending the article. It would be great source during my whole work.

Kind Regards

Saima

Saima Kulsoom <saimaphd14@nip.edu.pk>

Tue, Apr 19, 2016,
10:58 PM

to Alla

Dear Dr Kushniryk

I hope you must be in your best spirits. With reference to our previous communication, once again i am requesting for your expert opinion and feedback on the translated version of media multitasking scale along with the four items used in your study for multiple activities. Dr Kushniryk i want your consent and feedback regarding item no 4 from the 19-item scale, we want to retain the word lectures instead of class lectures because we have to use this instrument with working individuals.

Therefore, I am sending you the translated version of the 23 items scale after translation into an indigenous language i.e., Urdu and then into the original language English. Kindly do give your feedback regarding the relevance and appropriateness of the items with the original scale.

Thanking you in anticipation.

Warm Regards

Saima
PhD Scholar NIP

Alla Kushniryk <Alla.Kushniryk@msvu.ca>

Wed, Apr 20, 2016,
5:15 PM

to me

Hi Saima,

I am happy to hear from you and thank your for the updates! You encourage you to modify the scale items and add your own items to the scale. The changes you have made so far seems appropriate.

Cheers,
Alla

Alla Kushniryk, PhD
Assistant Professor
Department of Communication Studies
Mount Saint Vincent University
Tel: 902-457-5070

From: Saima Kulsoom [saimaphd14@nip.edu.pk]

Sent: Tuesday, April 19, 2016 2:58 PM

To: Alla Kushniryk

Subject: Re: Request for Communication Specific Multitasking Measurement Instrument

Saima Kulsoom <saimaphd14@nip.edu.pk>

Wed, Apr 20, 2016,
9:31 PM

to Alla

Dear Dr. Kushniryk

Thanks a lot for such a kind response actually this instrument is your intellectual assert. I am planning to pretest and to do CFA for the item and factor structure on the sample of working individuals. So after your valuable feedback i would go for a data collection immediately.

Warm Regards

Saima

Alla Kushniryk <Alla.Kushniryk@msvu.ca>

Thu, Apr 21, 2016,
8:57 PM

to me

Please go ahead with a pretest!

Saima Kulsoom <saimaphd14@nip.edu.pk>

Wed, Sep 28, 2016,
4:02 PM

to Alla

Dear Dr. Alla Kushniryk

Hi

I Hope you must be in your best spirits. I just want your confirmation regarding the instrument (Communication/ **Media Multitasking Measurement Instrument (CMMI)** developed by Kushniryk, 2008). My query is related to the Response Categories i. e., (1: *Strongly disagree*; -1, 2: *Disagree*; -2 3: *Neither agree nor disagree*; -3 4: *Agree*-4; 5: *Strongly agree*; -5) along with reverse coded items. i need your assistance if it is in the same way please. As i have completed my pilot data after translation and adaptation and planning for CFA.

Regards

saimakalsoom
Saima Kalsoom
PhD Scholar NIP, QAU
Pakistan

Alla Kushniryk <Alla.Kushniryk@msvu.ca>

Thu, Sep 29, 2016,
6:12 PM

to me

Hi Saima,

I am glad to hear from you!

The respondents of the survey should rate on a scale from 1 to 5 whether they agree or disagree with statements in the questionnaire. 1 is strongly disagree agree and 5 means strongly agree.

For example, if a person selects 4 (Agree) for this statement: *It is easy for me to keep track of multiple projects simultaneously*, it means that he is good at this task.

But if a person selects 4 (Agree) for item *I feel overwhelmed trying to handle more than one task at a time*, it means that he is not good at it. When you analyze your data, you treat this statement as

I DON'T feel overwhelmed trying to handle more than one task at a time
and 4 (Agree) should be changed to 2 (disagree).

This means, that you need to recode all negatively stated (reverse) item responses after you collect your data. 1 has to be recorded to 5, 2 becomes 4, 5 becomes 1. This is necessary for your analysis.

I hope I answered your question. Please feel free to email me more questions.
Alla

Alla Kushniryk, PhD
Assistant Professor
Department of Communication Studies
Mount Saint Vincent University
Tel: 902-457-5070

From: Saima Kulsoom [saimaphd14@nip.edu.pk]
Sent: Wednesday, September 28, 2016 8:02 AM

Saima Kulsoom <saimaphd14@nip.edu.pk>

Thu, Sep 29, 2016,
10:22 PM

to Alla

Dear Dr. Alla

Thank you very much for the prompt reply as always.

I am glad that i have done in the same way as you have advised. Another thing that i would like to share with you is the Reliability on the current sample i am taking for my PhD dissertation, the overall total $r = .72$ (N=202) married working individuals, but i just want to get your feedback regarding item no 19 as it is contributing to increase the overall reliability of the scale i.e., ($r = .727$) and when its deleted it decreased the value ($r = .72$). I feel this item is very much relevant in our culture especially for women. I also watch TV while taking dinner or even reading or writing. However i just want to ask about the sub scale/ factor in which it is originally developed, is it the (ability to perform two primary tasks simultaneously).

Kind Regards

Saima

Alla Kushniryk <Alla.Kushniryk@msvu.ca>

Fri, Sep 30, 2016,
6:50 PM

to me

I think you should not delete the item from the scale because the decrease in reliability is very small and item is relevant for your culture. I think this is a strong argument for having the item in the scale

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From: Saima Kulsoom <saimaphd14@nip.edu.pk>

Sent: Thursday, September 29, 2016 2:21 PM

Subject: Re: Request for Communication Specific Multitasking Measurement Instrument

To: Alla Kushniryk <alla.kushniryk@msvu.ca>

Dear Dr. Alla

Thank you very much for the prompt reply as always.

I am glad that i have done in the same way as you have advised. Another thing that i would like to share with you is the Reliability on the current sample i am taking for my PhD dissertation, the overall total $r = .72$ (N=202) married working individuals, but i just want to get your feedback regarding item no 19 as it is contributing to increase the overall reliability of the scale i.e., ($r = .727$) and when its deleted it decreased the value ($r = .72$). I feel this item is very much relevant in our culture especially for women. I also watch TV while taking dinner or even reading or writing. However i just want to ask about the sub scale/ factor in which it is originally developed, is it the (ability to perform two primary tasks simultaneously).

Kind Regards

Saima

On Thu, Sep 29, 2016 at 6:11 PM, Alla Kushniryk <Alla.Kushniryk@msvu.ca> wrote:

Hi Saima,

I am glad to hear from you!

The respondents of the survey should rate on a scale from 1 to 5 whether they agree or disagree with statements in the questionnaire. 1 is strongly disagree agree and 5 means strongly agree.

For example, if a person selects 4 (Agree) for this statement: *It is easy for me to keep track of multiple projects simultaneously*, it means that he is good at this task.

But if a person selects 4 (Agree) for item *I feel overwhelmed trying to handle more than one task at a time*, it means that he is not good at it. When you analyze your data you treat this statement as

***IDON'T** feel overwhelmed trying to handle more than one task at a time*

and 4 (Agree) should be changed to 2 (disagree).

This means, that you need to recode all negatively stated (reverse) item responses after you collect your data. 1 has to be recorded to 5, 2 becomes 4, 5 becomes 1. This is necessary for your analysis.

I hope I answered your question. Please feel free to email me more questions.

Alla

Alla Kushniryk, PhD
Assistant Professor
Department of Communication Studies
Mount Saint Vincent University
Tel: 902-457-5070

From: Saima Kulsoom [saimaphd14@nip.edu.pk]
Sent: Wednesday, September 28, 2016 8:02 AM

To: Alla Kushniryk
Subject: Re: Request for Communication Specific Multitasking Measurement Instrument

Dear Dr. Alla Kushniryk

Hi

I Hope you must be in your best spirits. I just want your confirmation regarding the instrument (**Communication/ Media Multitasking Measurement Instrument (CMMI** developed by Kushniryk, 2008). My query is related to the Response Categories i. e., (1: *Strongly disagree*; -1, 2: *Disagree*; -2 3: *Neither agree nor disagree*; -3 4: *Agree*-4; 5: *Strongly agree*; -5) along with reverse coded items. I need your assistance if it is in the same way please. As I have completed my pilot data after translation and adaptation and planning for CFA.

Regards

Saima Kulsoom <saimaphd14@nip.edu.pk>

Fri, Sep 30, 2016,
9:31 PM

to Alla

Ok

Thanks

Regards

saima

Saima Kulsoom <saimaphd14@nip.edu.pk>

Wed, Dec 28, 2016,
10:08 PM

to Alla

Dear Dr Alla

Hi

First of all, lots of greetings and best wishes for Christmas and new year. I hope you are enjoying and celebrating but i am bothering you once again Dr. Alla i just want to ask about the sub scales/ factors of CSMMI (Kushniryk, 2008). I am doing the factor analysis and trying to understand the two sub scales (the ability to perform primary and secondary task simultaneously and the ability to perform two primary tasks simultaneously). I want to understand that how i can take decision about the primary and secondary task in item 1 and 2 for example. i mean how can i differentiate in terms of content except statistically.

Warm Regards

Saima
NIP
Pakistan

Appendix K

Fwd: Request for MPI Use

Saima Kalsoom <saimakulsum.edu@gmail.com>

Sun, Jul 22, 2018,
11:49 AM

Hi Saima-

Thanks so much for your interest in the measure! Please feel free to use it in your work!

All the best,

Liz

Dr. Liz Boyd, Ph.D.
Assistant Professor of Management
Research Director, Women's Leadership Center
Kennesaw State University
MD 0404 560 Parliament Garden Way
Kennesaw, GA
317-220-2381

On Tue, Oct 27, 2015 at 9:03 AM, Saima Kalsoom <saimakulsum.edu@gmail.com> wrote:
Dear Popski

I am a student of PhD at National Institute of Psychology (NIP) Center of Excellence, Quaid-i-Azam University Islamabad Pakistan. The topic of My Research dissertation is (Multitasking, Gender Role Attitudes, Emotional Intelligence and Marital Adjustment of Working Men and Women). After reviewing the literature i have decided to use the scale MPI 14 items developed by Popski and Oswald in (2010). For the achievements of the current research work i need to translate and adapt the items for cultural relevance in order to establish reliability and validity for the sample of working individuals.

Therefore, i am requesting for your permission and consent. waiting for your kind response.

Thanking you in anticipation.

Kind Regards

Saima Kalsoom
PhD Scholar NIP, QAU.
Pakistan.

Student Copy

PERMISSION FORM
(For Research Only)

Applicant's Name Sania Kalsoom Supervisor's Name Prof Dr. Anila Kanwal

Applicant's Email sania.phd14@nip.edu.pk

Institution/ Department NIP

Topic of Research Multitasking, Gender Role Attitudes, Emotional Intelligence and Mental Adjustment of men and women
M.Sc./ M.Phil / M.S / Ph.D / Diploma Ph.D.

Test Required: (scale title, year, author) GRAS, SRMBI, OAS.

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.

[Signature]
Research Supervisor

[Signature]
Student

Permission granted for the above mentioned research only.

You are not allowed to share this scale /test with other students.

[Signature]
Incharge TRC (Signature)
Test Resource Centre,
National Institute of Psychology, Quaid-i-Azam University



Dr. Muhammad Ajmal

National Institute of Psychology

Centre of Excellence

QUAID-I-AZAM UNIVERSITY, ISLAMABAD

Dated: 06.04.2017

TO WHOM IT MAY CONCERN

It is certified that **Ms. Saima Kalsoom** is Ph.D student of National Institute of Psychology, Quaid-i-Azam University Islamabad. She has undertaken a research project on “**Multitasking Gender Role Attitudes Emotional Intelligence and Marital Adjustment of Working Men and Women**”. For this purpose kindly allow her to visit your institutions/organizations to collect information/data. The information/data collected through your institutions/organizations will be used only for research purpose. It is ensured that data will be kept confidential and will only be used for research purpose.

Your cooperation in this regard will be highly appreciated.

(Prof. Dr. Anila Kamal)
Director