

DETERMINING THE EFFECTIVENESS OF A TRAINING PROGRAM BASED ON THE FAMILY-WORK BALANCE MODEL ON FAMILY PERFORMANCE, MARITAL UNDERSTANDING AND SEXUAL PERFORMANCE IN SATELLITE FAMILIES

Mozhdeh Hosseinpour ¹, Mahmoud Goodarzi ², Omid Moradi ³

¹ Department of family counseling, Sa.C., Islamic Azad University, Sanandaj, Iran
(hosinpoor.h97@gmail.com)

² Department of family counseling, Sa.C., Islamic Azad University, Sanandaj, Iran
(Corresponding author: Mahmoud.Goudarzi@iau.ac.ir)

³ Department of family counseling, Sa.C., Islamic Azad University, Sanandaj, Iran
(omidmoradi@iau.ac.ir)

Abstract

The aim of the present study was to investigate the effectiveness of a training program based on the family-work balance model on family performance, marital understanding and sexual performance in satellite families in Ahvaz city. The research method in this study was a quasi-experimental pre-test post-test with a control group. The statistical population of the study included all couples in satellite families of Ahvaz Oil and Drilling Company, of which 30 couples (60 people) were selected through convenience sampling and randomly assigned to two groups of 15 couples, experimental and control, with a permutation block of five. The intervention group participated in a 8-session program based on work-family balance. The variables under study were assessed using the Family Functioning Scale (FAD), the Eternal Marital Understanding Questionnaire, the Female Sexual Function (FSFI) and the Male Sexual Function (IIEF) questionnaires. The collected data were analyzed in SPSS21 software. The findings showed that the training package developed in this study was approved by experts based on the CVR results. According to statistical analyses, the results of multivariate analysis of covariance showed that the training program significantly improved the status of family functioning and marital understanding ($P<0.05$), but this training program did not have a significant effect on the status of female sexual functioning (FSFI) and male sexual functioning (IIEF) ($P<0.05$). As a result of this study, it was shown that the designed training program has the ability to improve the status of family functioning and marital understanding, but cannot improve the sexual performance of couples. Therefore, different studies and approaches need to be examined to improve sexual status.

Keywords: Family-work balance, family functioning, marital understanding, sexual functioning

1. Introduction

Living in today's modern world is accompanied by numerous challenges and pressures that directly affect family relationships and the quality of life of individuals. One of the most important challenges that individuals face today is finding a balance between work and family responsibilities (1). In particular, in today's complex world where the need for a job and income to make a living has increased exponentially, individuals face difficulties in meeting their work

and family needs (2). This conflict and pressure between work and family can lead to various problems such as chronic stress, physical and mental problems, and a decrease in the quality of family relationships. When an individual cannot maintain a balance between these two parts of their life, feelings of dissatisfaction, anxiety, and even family and marital conflicts may arise (3). This can ultimately lead to a decrease in the quality of life and more tensions between family members, especially couples (4). In addition, the inability to manage these conflicts can lead to reduced motivation and performance in work and family, and even to social isolation and weaker relationships between family members (5). Therefore, resolving these challenges will not only help improve family relationships, but also improve individuals' mental and physical health (2). As a result, creating a work-life balance is essential for maintaining mental peace and improving the quality of personal and professional life, and can help prevent psychological and family crises. (6) In this context, marital understanding and the quality of relationships between couples are one of the vital aspects for maintaining family balance and improving the quality of life together (7). Marital understanding not only means resolving conflicts and everyday problems, but also includes developing effective communication and mutual respect in relationships. In families where a proper work-life balance is not established, couples may face problems such as reduced communication, increased conflicts, and reduced quality of sexual and emotional relationships (8). These problems can lead to feelings of dissatisfaction and burnout in relationships, ultimately negatively affecting individuals' mental and physical health (9). In these circumstances, establishing and maintaining marital understanding can be challenging and requires special training in communication skills and conflict resolution. To achieve such understanding, it is essential that individuals learn how to effectively use communication, conflict resolution, and time management skills (10). These skills are not only effective in strengthening marital relationships, but also help couples to be more cooperative and empathetic in critical life situations and jointly reach appropriate solutions (11). Therefore, training related to family-work balance can provide couples with tools to not only manage their work and family lives, but also to find the ability to create and maintain deeper understanding and healthier relationships in their lives together(12) .

One effective solution to address these challenges is training programs based on family-work balance models. These programs are specifically designed to help individuals and families learn skills in time management, sharing family responsibilities, reducing stress, and creating positive and supportive relationships within the family (13). Using scientific and empirical models, these programs help couples and families find solutions to optimally manage work and family time, thereby reducing psychological pressure and conflicts between the two (14). The training provided in these programs includes stress management techniques, conflict resolution, and strengthening effective communication between family members. In fact, the goal of these programs is to enable individuals to use their time and resources more effectively and to live better and more balanced lives by strengthening intra-family cooperation (15). This type of training helps individuals to make smarter decisions not only in work situations but also in their personal and family lives (16). In this way, work-family balance programs can provide couples and families with practical solutions to effectively manage challenges and create greater harmony in all aspects of their lives(17) .

Work-family balance models usually include a set of techniques and strategies that can be applied in different areas of family and work life. These models help individuals to find

practical solutions to challenges by using management and psychological tools (18). These programs can specifically help couples learn the skills necessary to maintain marital understanding, divide responsibilities fairly and effectively, and improve the quality of relationships (19). These programs also emphasize reducing work and family stress and increasing social support within the family. In general, the goal of these models is to promote the mental and physical health of individuals and improve the quality of family relationships (20). On the other hand, these models can help families to promote a spirit of cooperation and mutual support by strengthening positive interactions within the family and to prioritize empathy and cooperation instead of tension in times of crisis (21). Also, by promoting conflict resolution and time management skills, these models can help reduce internal conflicts within the family and rekindle passion for life balance. Ultimately, these trainings not only improve individual relationships, but also help families function more effectively in their work and personal environments(22) .

The problems that arise from work-life imbalance can have long-term negative effects on family relationships and the quality of life of individuals (23). Particularly in marital relationships, when couples fail to devote sufficient time and energy to each other or fail to communicate effectively, family dissatisfaction and conflict may increase (24). This situation can lead to emotional and psychological burnout, loss of intimacy, and in some cases, serious problems in the marital relationship. In addition, work-life imbalance can directly affect individuals' mental and physical health, leading to problems such as depression, anxiety, and sleep disorders (25). Therefore, educational programs based on work-family balance models can help improve relationships and reduce problems in married life by providing appropriate strategies for managing conflicts and stress. These programs also help individuals find effective tools for prioritizing tasks and creating shared time with their partners (26). Finally, these types of training can generally help strengthen marital relationships, promote a sense of satisfaction, and reduce the pressures caused by work-life imbalance (27). On the other hand, these programs can help create a culture of work-life balance in families and prevent future problems in family relationships. In this way, individuals and families can improve their quality of life in the long term and face everyday challenges more effectively(28).

The main objective of this study is to investigate the effectiveness of educational programs based on the family-work balance model on family functioning and marital understanding. In this study, we intend to comprehensively and accurately evaluate the effects of these educational programs. To this end, the effects of these programs will be examined not only on family functioning in terms of division of tasks, time management, and stress, but also on the quality of marital relationships and how couples interact in different life situations. Since positive and supportive relationships between family members, especially couples, are key factors in creating a healthy and peaceful environment at home, understanding how to promote these relationships through family-work balance training can significantly reduce tensions and improve family life satisfaction. Therefore, this study seeks to identify and analyze solutions that help individuals find the necessary skills to better manage time, prioritize tasks, and reduce stress caused by work and family conflicts.

2. Materials and Methods

This study was applied-developmental in terms of purpose, quantitative in terms of methodology, and quasi-experimental in terms of method, pre-test-post-test with a control

group. Population, Sample, and Sampling Method: Given that this study focuses on developing a training program based on the family-work balance model and its effectiveness, there are two statistical populations. 1- Statistical population of experts: This population was used to extract the training program and examine the executive validity of the training program extracted from the model. For this purpose, 10 experts in psychology and family counseling were purposefully selected, and a questionnaire related to the training package extracted from the model was provided to them to examine the executive validity. 2- The statistical population of the study included all satellite families of the Oil and Drilling Company residing in Ahvaz. Due to the large size of the statistical population, 30 couples (60 people) were selected through available sampling and randomly assigned to two groups of 15 couples (30 people each), experimental and control. The inclusion criteria for the study included: being married, having children, willingness to cooperate with the research team, being committed to participating in training sessions, and spouse employment in satellite companies. Also, people who did not wish to continue participating in training sessions were excluded from the study.

Then, the selected individuals were randomly divided into two control and intervention groups using a permutation block approach of five. In this way, the personal codes of the selected individuals were written on separate sheets of paper and placed in a box. Then, five sheets were randomly selected from this box and these individuals were included in the intervention group along with their spouses. Then, the removed sheets were put back into the box and the sheets were removed again until the next 5 new individuals were selected and included in the control group. Considering that the training sessions were held for 10 individuals, this process was repeated three times and after each 8-session training course. The individuals in the control group did not receive any intervention and were simply given the questionnaires in question at the same time as the intervention group, and the data were collected in two stages, pre-test and post-test (one month after the eighth session of the intervention group). Demographic information and data of the intervention group were also collected at the beginning of the training sessions. Then, according to Table 1, the individuals participated in a 8-session work-family balance training program designed based on the work-family balance model. This training package is derived from the work-family balance model and was developed in 10 50-minute sessions. Before the training package was implemented, the content validity of the training package was examined based on the opinions of experts. According to the CVR results, after the modifications required by the experts were made, the package was finally approved in 8 sessions and its feasibility was confirmed by the experts (Table 1). One month after the eighth training session, the questionnaires were again provided to the individuals and the relevant data were collected. Data collection tool: Five questionnaires were used to collect information in this study: 1- Family Functioning Scale (FAD): A scale for measuring family functioning based on McMaster's theory, developed by Epstein, Baldwin, and Bishop (1983). This questionnaire was translated into Iranian by Najarian (1995). This questionnaire identifies six dimensions of family functioning. These dimensions are as follows: problem solving, communication, roles, emotional support, emotional integration, and behavioral control. The reliability of this tool was calculated in the study of Seyed Moharrami et al. (2016) using Cronbach's alpha coefficient of 0.94 (29). 2- Marital Understanding Questionnaire: The questionnaire on understanding and intellectual harmony of Iranian couples, developed by Javedan (2014), determined the effective factors in the level of understanding and intellectual

harmony of couples. This questionnaire was standardized by its creator on Iranian couples. The basis of this questionnaire is based on individual differences, intellectual personality, educational and social factors, lifestyle, assessment of marital differences, stages of marital conflict, and assessment of the degree of incompatibility and dissatisfaction with the couple's marriage. The overall reliability of the questionnaire was obtained by the developer using Cronbach's alpha method: 0.94 for meeting expectations from marriage, 0.89 for ideological issues, 78% for personality traits, 90%. This questionnaire has 30 questions on a 5-point Likert scale.(30) 3- Female Sexual Function Questionnaire (FSFI): The female sexual function questionnaire was designed and validated by Rosen et al. (1997) (31). This questionnaire consists of 19 closed-ended items based on a five-point Likert scale. This questionnaire measures sexual function in 6 domains: sexual desire, arousal, lubrication, pain, orgasm, and sexual satisfaction. This questionnaire was validated by Barki Iranian (2013). 4- Male Sexual Function Questionnaire (IIEF): This questionnaire examines male sexual function and was designed and validated by Rosen et al. (1997) (31). This questionnaire consists of 15 closed-ended items based on a five-point Likert scale. This questionnaire measures sexual function in 5 domains: erectile function, performance in achieving ultimate pleasure, sexual desire, satisfaction of intercourse, and satisfaction of total sexual function. In the Iranian Electrical Research (2013), the content validity of this questionnaire has been confirmed by the supervisors and consultants and several experts and has the necessary validity. Also, in the Iranian Electrical Research (2013), the reliability of the questionnaire using Cronbach's alpha method is stated as 85/%. 5- Researcher-made questionnaire based on the educational package: This questionnaire includes questions to examine the opinions of experts about the educational package extracted based on the family-work balance model, which is scored as agree, disagree and need for correction, and finally, based on the relative content validity, the executive validity of the educational package has been examined based on the opinions of experts. Data analysis method: For data analysis, two descriptive and inferential parts have been used, in the descriptive part, central and dispersion indices have been used, and in the inferential part, the covariance analysis method has been used, and finally, SPSS software has been used for data analysis.

Table 1: Educational package extracted from the marital distress tolerance model

| Session | Title | Objective | Content | Technique | Assignment | Duration |
|---------|--------------|---|--|----------------------|--|-------------|
| 1 | Introduction | Introducing members, stating session rules such as confidentiality, respect for one another, punctual and regular | The trainer first introduces him/herself, then sets the group rules, explains the objectives of the sessions, the duration of each | Motivational lecture | Couples are asked to review the rules again at home, and if they agree, bring a commitment form regarding adherence to | 120 minutes |

| | | | | | | |
|---|--------------------------------------|---|--|--|---|-------------|
| | | attendance, and doing assignments | session, and how sessions will be conducted. At the end, couples are asked to introduce themselves fully and commit to the rules. | | the session rules to the next meeting. | |
| 2 | Interpersonal Relationships Training | Increasing self-awareness and improving communication | Considering that communication skills are essential for problem-solving, in this session members were trained on how to establish effective communication, strengthen interpersonal relationships, and enhance self-awareness. | Johari Window | Members are asked to complete the Johari Window at home: select traits that best describe themselves, and ask family members to do the same. Then, place the traits in the four quadrants (open, hidden, blind, unknown). | 120 minutes |
| 3 | Family Conflict Management | Identifying and resolving conflicts | In this session, conflict management styles, causes and factors of conflict, negative interactions, and strategies | Thomas-Kilmann Conflict Management Styles (Robert Blake & Jane Mouton) | Participants are asked to briefly and neutrally describe situations that created conflict between them, | |

| | | | | | | |
|---|---|--|---|---|---|--|
| | | | for managing conflicts were discussed. | | including details (who, what, where, when, how, why, feelings). Then, they are asked to apply conflict resolution styles (integrating, obliging, dominating, avoiding, compromising). | |
| 4 | Time Management and Task Prioritization | Identifying time traps and optimal use of time | This session focused on identifying and overcoming factors that cause time-wasting, prioritizing tasks through time management, and goal-setting. | Alec Mackenzie's Time Management Theory | Participants are asked to identify personal time-wasting factors (e.g., inability to say no, unnecessary phone calls, lack of planning, not delegating tasks) and avoid them. They prepare daily and weekly schedules with priorities and apply the "Do It Now" technique for tasks | |

| | | | | | | |
|---|---|---|---|---------------------------------|--|--|
| | | | | | requiring little time. | |
| 5 | Family Interaction | Instrumental –emotional support, strengthening family bonds | After reviewing the previous assignment, the trainer addressed skills such as active listening, reducing responsibilities, men's participation in household chores, and collaboration with spouses. | Rogers' Active Listening Theory | Participants are asked to practice listening to their spouse without judgment, put aside distractions, and describe three situations where communication broke down. They identify listening barriers (mind-reading, giving advice, mental rehearsal, arguing, being self-righteous, judging, or diverting). Then, they monitor their use of these barriers in the following days. | |
| 6 | Problem-Solving Based on Respect for Others | Problem-solving skills, constructive coping with | The trainer explained orientations toward problem- | D'Zurilla & Goldfried Problem- | Participants are asked to define a conflict situation | |

| | | | | | | |
|---|-------------------------|--|--|--|---|-------------|
| | | life challenges | solving, the process and steps of problem-solving, defining a problem, and the importance of problem-solving skills. | Solving Model | from their own perspective, generate a list of possible solutions on evaluation sheets, assess consequences, and choose the best solution. Then, they implement it, evaluate outcomes, and ensure success. | |
| 7 | Prioritizing the Family | Increasing quality of life and life satisfaction | This session discussed five dimensions of quality of life, factors influencing it, its importance, and definitions. | Flanagan & Pry's Quality of Life Model | Participants are asked to dedicate special weekly time to family ("family hour"), brainstorm enjoyable activities individually or together, and plan 12 months of family activities (holidays, visits, park outings, etc.). | |
| 8 | Summary | Reviewing all sessions | This session reviewed all sessions and | Motivational lecture, active | Review sessions and | 120 minutes |

| | | | | | | |
|--|--|--|-----------------------------------|------------------------|--------------------|--|
| | | | answered participants' questions. | listening, note-taking | apply them at home | |
|--|--|--|-----------------------------------|------------------------|--------------------|--|

3. Findings

Table 2 examines the demographic variables of the study groups. As shown in the table, the two groups did not differ significantly in terms of age, education level, and gender and were homogeneous ($P < 0.05$).

Table 2: Demographic characteristics of the study groups

| P-Value | Control group | Control group | Variable | |
|---------|---------------|---------------|----------------------------------|--------------------------|
| 1 | 15 (% 50) | 15 (% 50) | Female | Gender n (%) |
| | 15 (% 50) | 15 (% 50) | Male | |
| 0/740 | 3 (%10) | 5 (16/6 %) | Elementary | Education level n (%) |
| | 4 (13/3 %) | 2 (6/6 %) | Guide | |
| | 10 (33/3 %) | 11 (36/6 %) | University | |
| | 13 (43/3 %) | 12 (%40) | Diploma | |
| 0/579 | 10/36±37/66 | 8/01±39/00 | Age (Mean ± SD) | |
| 0/529 | 8/46±13/93 | 5/98±12/73 | Duration of marriage (Mean ± SD) | |

Table 3 shows the mean and standard deviation of the pre-test and post-test of each of the studied variables in the two groups of control and intervention.

Table 3: Mean and Standard Deviation of Pre-Test and Post-Test of the Studied Variables by Grouping

| Intervention | Control | Variable | |
|----------------|----------------|-----------|-----------------------------|
| 130/86 ± 25/78 | 139/20 ± 20/41 | Pre-test | Family Functioning Variable |
| 156/46 ± 16/56 | 135/80 ± 25/58 | Post-test | |
| 103/43 ± 21/91 | 105/66 ± 20/48 | Pre-test | Marital Understanding |
| 110/80 ± 17/34 | 103/96 ± 19/55 | Post-test | |
| 42/66 ± 9/75 | 43/06 ± 14/36 | Pre-test | Women's Sexual Function |
| 46/67 ± 7/11 | 44/26 ± 13/11 | Post-test | |
| 34/93 ± 8/57 | 33/53 ± 7/36 | Pre-test | Women's Sexual Function |
| 36/13 ± 6/61 | 33/60 ± 6/25 | Post-test | |

Univariate analysis of covariance test was used to analyze the data related to the research hypotheses. It is necessary to examine the test assumptions before implementing the test. The

results related to the univariate analysis of covariance test assumptions and the effectiveness of the intervention on each of the variables studied are presented below.

Hypothesis 1: The family-work balance pattern in satellite families has an effect on family performance.

The results of examining the assumption of normal distribution of the family performance variable in the groups indicated that the assumption of normal distribution of dimensions in both groups was established, and the significance level of the Kolmogorov-Smirnov test for family performance in both groups was greater than the 0.05 level. Also, the result of the regression slope homogeneity assumption test showed that the calculated f value of 1.318 with a significance level of 0.257 for the family performance variable had a significance value greater than 0.05, and therefore it can be said that the regression slope homogeneity assumption is also valid and the univariate analysis of covariance test can be used.

Table 4 examines the effectiveness of the family-work balance model in satellite families on family performance, and the results show that the family-work balance model in satellite families has had a significant effect on family performance ($P=0.001$). And the calculated f value for the family performance variable was greater than the critical values. Therefore, we can say with 99% confidence that the family-work balance model in satellite families has had a significant effect on family performance.

Table 4: Examination of the effectiveness of the family-work balance model in satellite families on family performance

| Significance level | Value f | Mean squares | Degrees of freedom | Sum of squares | Statistical indicators |
|--------------------|-----------|--------------|--------------------|----------------|------------------------|
| 0/001 | 69/329 | 10598/255 | 1 | 10598/255 | Sources of variation |
| | | 152/868 | 57 | 8714/482 | Between groups |
| | | | 60 | 1314642/000 | Error |

Hypothesis 2: The family-work balance pattern in satellite families has an effect on marital understanding.

The results of the study of the assumption of normal distribution of the marital understanding variable in the groups indicated that the assumption of normal distribution of dimensions was established in both groups, and the significance level of the Kolmogorov-Smirnov test of marital understanding in both groups was greater than the 0.05 level. Also, the result of the test of the assumption of homogeneity of the regression slope showed that the calculated f value of 0.969 with a significance level of 0.330 for the marital understanding variable had a significance value greater than 0.05, and therefore it can be said that the assumption of

homogeneity of the regression slope was also established and the univariate analysis of covariance test can be used.

Table 5 examines the effectiveness of the family-work balance model in satellite families on marital understanding, and the results show that the family-work balance model in satellite families had a significant effect on marital understanding ($P=0.001$). And the f value calculated for the resilience variable was greater than the critical values. Therefore, we can say with 99% confidence that the family-work balance model program in satellite families had a significant effect on marital understanding.

Table 5: Investigating the effectiveness of the work-family balance model in satellite families on marital understanding

| Significance level | Value f | Mean squares | Degrees of freedom | Sum of squares | Statistical indicators |
|--------------------|-----------|--------------|--------------------|----------------|------------------------|
| 0/001 | 18/332 | 1106/848 | 1 | 1106/848 | Sources of variation |
| | | 60/379 | 57 | 3441/582 | Between groups |
| | | | 60 | 712387/000 | Error |

Hypothesis 3: The family-work balance pattern in satellite families has an effect on women's sexual performance.

The results of the study of the assumption of normal distribution of the variable of women's sexual performance in the groups indicated that the assumption of normal distribution of dimensions was established in both groups, and the significance level of the Kolmogorov-Smirnov test of women's sexual performance in both groups was greater than the 0.05 level. Also, the result of the test of the assumption of homogeneity of the regression slope showed that the calculated f value of 2.553 with a significance level of 0.085 for the variable of women's sexual performance had a significance value greater than 0.05, and therefore it can be said that the assumption of homogeneity of the regression slope was also established and the univariate analysis of covariance test can be used.

Table 6 examines the effectiveness of the family-work balance pattern in satellite families on women's sexual performance, and the results show that the family-work balance pattern in satellite families did not have a significant effect on women's sexual performance ($P=0.150$). And the calculated f value for the variable of women's sexual performance was smaller than the critical values. Therefore, with 99% confidence, we can say that the family-work balance pattern in satellite families did not have a significant effect on women's sexual performance.

Table 6: Study of the effectiveness of the family-work balance pattern in satellite families on women's sexual performance

| Significance level | Value f | Mean squares | Degrees of freedom | Sum of squares | Statistical indicators |
|--------------------|-----------|--------------|--------------------|----------------|------------------------|
|--------------------|-----------|--------------|--------------------|----------------|------------------------|

| | | | | | |
|-------|-------|---------|----|-----------|----------------------|
| 0/150 | 2/190 | 100/801 | 1 | 100/801 | Sources of variation |
| | | 46/027 | 27 | 1242/741 | Between groups |
| | | | 30 | 63865/000 | Error |

Hypothesis 4: The family-work balance pattern in satellite families has an effect on men's sexual performance.

The results of the study of the assumption of normal distribution of the male sexual performance variable in the groups indicated that the assumption of normal distribution of dimensions was established in both groups, and the significance level of the Kolmogorov-Smirnov test of male sexual performance in both groups was greater than the 0.05 level. Also, the result of the test of the assumption of homogeneity of the regression slope showed that the calculated f value of 3.463 with a significance level of 0.135 for the male sexual performance variable had a significance value greater than 0.05, and therefore it can be said that the assumption of homogeneity of the regression slope was also established and the univariate analysis of covariance test can be used.

Table 7 examines the effectiveness of the family-work balance pattern in satellite families on men's sexual performance, and the results show that the family-work balance pattern in satellite families did not have a significant effect on men's sexual performance ($P=0.199$). And the calculated f value for the variable of male sexual performance was smaller than the critical values. Therefore, with 99% confidence, we can say that the family-work balance pattern in satellite families did not have a significant effect on male sexual performance.

Table 7: Investigating the effectiveness of the family-work balance pattern in satellite families on male sexual performance

| Significance level | Value f | Mean squares | Degrees of freedom | Sum of squares | Statistical indicators |
|--------------------|-----------|--------------|--------------------|----------------|------------------------|
| 0/199 | 1/737 | 17/821 | 1 | 17/821 | Sources of variation |
| | | 10/256 | 27 | 276/925 | Between groups |
| | | | 30 | 37680/000 | Error |

4. Discussion and Conclusion

In this study, a quasi-experimental study was designed to determine the effectiveness of a training program based on the work-family balance model on three variables of family performance, marital understanding, and sexual performance. The results of the research findings in this field are discussed below.

In this study, it was shown that a training program based on the work-family balance model was able to have a significant effect on the state of family performance in the test group. In this way, the implementation of this training program was able to significantly improve the state of

family performance in oil company satellite families. In this regard, Arshadi et al. (2018) have shown in their study that work-family balance can significantly affect psychological well-being in families (32), which is consistent with the results of the present study, because family performance also consists of psychological dimensions (33, 34). It has also been stated in this context that the quality of life of employees is related to work-family balance, so that the lack of work-family balance can cause a decline in their quality of life, which in turn can affect various dimensions of family performance (35). Also, based on this finding, behavioral control in family members as one of the dimensions of family performance will improve, which is consistent with the results of the study by Zakir Fard et al. (2014) who stated that work-family balance can improve civic-organizational behavior by strengthening the behavioral characteristics of employees (36). Also, Hobson et al. (2001) have shown that the imbalance between work and family is the cause of stress and stress-related diseases that reduce satisfaction with life and family (37). Also, according to Hyman et al. (2003), work-life imbalance is associated with stress, insomnia, and emotional exhaustion among employees, and thus can indirectly affect family functioning (38). It has also been shown that work-life balance has a significant positive relationship with family functioning, such that high work-life balance leads to high family functioning.(39)

It was also shown in this study that the educational program based on the work-family balance model had a significant impact on the marital understanding in the test group. Thus, the implementation of this educational program significantly improved the marital understanding in the oil company satellite families. In this regard, it has been shown that work-family balance can improve parental interaction (40). Azarbaijani et al. (2019) stated in their study that the phenomenon of work-family balance can establish a satisfactory situation within the family, which can lead to the fulfillment of expectations from marriage, which is one of the important aspects of understanding and intellectual harmony between couples (41). Javadi et al. have also stated in this context that one of the most important predictors of quality of life among employees is work-family conflict, because with the occurrence of this phenomenon, balance in the family is destroyed and, due to the failure to meet the expectations of marriage, understanding and quality of life of couples are also disrupted (42). It has also been stated in this context that work and family experiences can influence each other, so that as a result of work-family imbalance, couples' relationships in the family will also be affected and couples will manage life-related issues by taking advantage of the appropriate understanding situation (43, 44). It has also been shown in this context that work-family conflict will overshadow the state of communication and marital satisfaction in families and can destroy understanding in their lives by disrupting constructive marital relationships.(46 ,45)

The findings of the present study showed that the implementation of a training program based on the work-family balance model did not have a significant effect on the sexual performance of women and men. This result indicates that training that focuses solely on improving the balance of work and family roles is not able to create a significant change in sexual performance without addressing the specific psychological, emotional, and interactional dimensions related to marital relationships. This finding is consistent with the results of a number of previous studies. For example, Deilmaghani (2019) and (Shiri & Goodarzi, 2020) have shown in their studies that these types of interventions, if they lack explicit components related to sexual performance, cannot have a significant effect on marital aspects (47, 48). Stark (2020) also

stated in his study that no significant relationship was observed between the status of work-life balance and marital satisfaction in Kaknan (49). Also, Russell (2012) stated in his research that educational interventions can be effective on individuals' sexual health and performance when combined with specialized counseling in the field of sexual relations (50). The findings of McCabe et al. (2010) also show that merely improving external structures such as regulating work and family roles cannot lead to improving sexual performance alone, unless it is designed together with training based on communication, psychological, and sexual skills.(51)

In contrast, some studies have reported findings inconsistent with the results of this study. For example, Ajal Loiyen et al. (2021) in their study of the role of work-life balance and job stress in the quality of marital life showed that job stress and work-family interference affect the marital quality of paramedics (43). Also, Sadovsky et al. (2014) in their study that addressed work-family balance in the 21st century, considered sexual satisfaction among couples as one of the most important consequences of this balance (52). Gholinejad and Rasouli (2022) reported a negative and significant relationship between work-family conflict management and the variables of couples' sexual satisfaction and performance (53). Also, Makrami et al. (2018) believe that reducing stress resulting from social role inconsistency can indirectly lead to improved marital relationships and sexual performance (54). In addition, the study by Tillagavati et al. (2021) also indicated that changes in work-family adjustment can lead to reduced psychological pressure and stress in couples, and as a result, improved sexual performance and marital satisfaction (55).

Conclusion

In this study, a quasi-experimental study was designed to determine the effectiveness of an educational program based on the work-family balance model on three variables of family performance, marital understanding, and sexual performance. As a result of this study, it was shown that the educational program based on the work-family balance model in satellite families was able to significantly improve the status of the two variables of family performance and marital understanding among these families. It was also shown that this educational program did not have a significant effect on the sexual performance of couples in these families.

Conflict of Interest

No conflict of interest was reported among the authors of this article.

Acknowledgements

The authors of this article are grateful for all the efforts of the authorities and participants in this study.

References

1. O'Driscoll M, Brough P, Kalliath T. Work—family conflict and facilitation. *Work-Life Balance: Psychology Press*; 2013. p. 117-42.
2. Powell GN. Family science and the work-family interface: An interview with Gary Powell and Jeffrey Greenhaus. *Human Resource Management Review*. 2018;28(1):98-102.
3. Wang H, Ma A, Guo T. Gender concept, work pressure, and work–family conflict. *American journal of men's health*. 2020;14(5):1557988320957522.
4. Rabenu E, Tziner A, Sharoni G. The relationship between work-family conflict, stress, and work attitudes. *International Journal of Manpower*. 2017;38(8):1143-56.

5. Smith TD, DeJoy DM, Dyal M-A, Huang G. Impact of work pressure, work stress and work–family conflict on firefighter burnout. *Archives of environmental & occupational health*. 2019;74(4):215-22.
6. Mihelic KK, Tekavcic M. Work-family conflict: A review of antecedents and outcomes. *International Journal of Management & Information Systems (Online)*. 2014;18(1):15.
7. Karimi R, Bakhtiyari M, Arani AM. Protective factors of marital stability in long-term marriage globally: a systematic review. *Epidemiology and health*. 2019;41:e2019023.
8. Zaheri F, Dolatian M, Shariati M, Simbar M, Ebadi A, Azghadi SBH. The concept and aspects of a successful marriage as stated by successful iranian couples and experts: A qualitative study. *Crescent journal of medical and biological sciences*. 2020;7(2):159-69.
9. Zanella Delatorre M, Wagner A. The marital relationship from the perspective of couples. *Ciencias Psicológicas*. 2021;15(1).
10. Samadi P, Alipour Z, Salehi K, Kohan S, Hashemi M. The keys to a good and lasting marriage: Exploration of Iranian couple's experiences. *Journal of education and health promotion*. 2021;10(1):474.
11. Sadeghian E, Ghasemi SA, Maddineshat M. Exploring marriage beliefs from the perspectives of married students. *Frontiers in Psychology*. 2025;16:1481905.
12. MUNEEER SB. Psychosocial determinants of marital quality among married couples: Quaid-i-Azam University, Islamabad; 2015.
13. Fagnani J. Work-family life balance: Future trends and challenges. *The Future of Families to 2030*. 2011:pp. 119-88.
14. O'Brien M. Work-family balance policies. Background paper UNDESA, New York. 2012.
15. Morganson VJ, Litano ML, O'Neill SK. Promoting work–family balance through positive psychology: A practical review of the literature. *The Psychologist-Manager Journal*. 2014;17(4):221.
16. Althammer SE, Reis D, van der Beek S, Beck L, Michel A. A mindfulness intervention promoting work–life balance: How segmentation preference affects changes in detachment, well-being, and work–life balance. *Journal of Occupational and Organizational Psychology*. 2021;94(2):282-308.
17. Park G-R, Song E, Kim J. Persistent exposure to work family conflict and depressive symptoms among korean working women: An exploration of temporal patterns and age heterogeneity. *Journal of Family Issues*. 2024;45(9):2322-39.
18. Korabik K, Lero DS, Whitehead DL. Handbook of work-family integration: Research, theory, and best practices: Academic Press; 2011.
19. Fiksenbaum LM. Supportive work–family environments: implications for work–family conflict and well-being. *The International Journal of Human Resource Management*. 2014;25(5):653-72.
20. Kossek EE, Hammer LB, Kelly EL, Moen P. Designing work, family & health organizational change initiatives. *Organizational dynamics*. 2014;43(1):53-63.
21. Hirschi A, Shockley KM, Zacher H. Achieving work-family balance: An action regulation model. *Academy of Management Review*. 2019;44(1):150-71.

22. Kossek EE, Baltes BB, Matthews RA. How work–family research can finally have an impact in organizations. *Industrial and organizational psychology*. 2011;4(3):352-69.
23. Sundaresan S. Work-life balance–implications for working women. *OIDA International Journal of Sustainable Development*. 2014;7(7):93-102.
24. Rony MKK, Numan SM, Alamgir HM. The association between work-life imbalance, employees' unhappiness, work's impact on family, and family impacts on work among nurses: A Cross-sectional Study. *Informatics in Medicine Unlocked*. 2023;38:101226.
25. Sirgy MJ, Lee D-J. Work-life balance: A quality-of-life model. *Applied research in quality of life*. 2016;11:1059-82.
26. Nayak A, Pandey M. Work-life balance and imbalance: A conceptual model. 2015.
27. Palumbo R, Manna R, Cavallone M. Beware of side effects on quality! Investigating the implications of home working on work-life balance in educational services. *The TQM Journal*. 2021;33(4):915-29.
28. Taşdelen-Karçkay A, Bakalım O. The mediating effect of work–life balance on the relationship between work–family conflict and life satisfaction. *Australian Journal of Career Development*. 2017;26(1):3-13.
29. Najarian F. Factors affecting family efficiency: A study of the psychometric properties of the Family Assessment Scale (FAD): Islamic Azad University; 1995.
30. Javdan M. Preparation scale for measuring intellectual understanding in matrimony life. *J Life Sci Biomed*. 2014;4(3):204-7.
31. Rosen RC, Riley A, Wagner G, Osterloh IH, Kirkpatrick J, Mishra A. The international index of erectile function (IIEF): a multidimensional scale for assessment of erectile dysfunction. *Urology*. 1997;49(6):822-30.
32. Arshadi N, Kazemi Shahandashti SS. The casual relationship of work-family enrichment with psychological well-being: The mediating role of work-life balance. *Iranian Journal of Family Psychology*. 2021;5(2):65-76.
33. Dai L, Wang L. Review of family functioning. *Open Journal of Social Sciences*. 2015;3(12):134-41.
34. Goodarzi M. The Effectiveness of Couple Therapy with Satir's Approach on Improving Couple Functions and Decreasing Marital Burnout. *Journal of Counseling Research*. 2013;12(48):142-58.
35. Amiresmaili M, Khodabandeh Shahraki S, Sedoughi Z, Sadeghi M. The relationship between work-family balance and quality of life of nurses Working at Teaching Hospitals of Kerman University of Medical Sciences, Iran. *Journal of Management And Medical Informatics School*. 2014;2(1):56-47.
36. Zakerfard M, Nouri A, Talebi H, Samavatyan H. The Relationship between Job Autonomy and Organizational Citizenship Behaviors, Considering the Mediating Role of Work-Family Balance. *Industrial and Organizational Psychology Studies*. 2014;1(2):21-38.
37. Hobson CJ, Delunas L, Kesic D. Compelling evidence of the need for corporate work/life balance initiatives: results from a national survey of stressful life-events. *Journal of employment counseling*. 2001;38(1):38-44.
38. Hyman J, Baldry C, Scholarios D, Bunzel D. Work–life imbalance in call centres and software development. *British Journal of Industrial Relations*. 2003;41(2):215-39.

39. Liu P, Wang X, Li A, Zhou L. Predicting work–family balance: a new perspective on person–environment fit. *Frontiers in psychology*. 2019;10:1804.
40. Toluh D, Chandran V, Yusuf B, Dorjulus B, Marshall J, editors. The impact of fathers' occupation on work-family balance and perinatal home visiting participation. APHA's 2020 VIRTUAL Annual Meeting and Expo (Oct 24-28); 2020: APHA.
41. AZARBAYEJANI M, ESHRAGHI H. To Explain the Concept of Balance in Life Based on Islamic Perspective and Identify the Factors of Individual Level Affecting Work-Family Balance. 2019.
42. Javadi R, Rasouli M, Nazari AM, Hassani J. PREDICTING THE QUALITY OF FEMALE TEACHERS' WORK LIFE BASED ON WORK-FAMILY CONFLICT AND ORGANIZATIONAL. 2017.
43. Ajal Looney N, Koorang Beheshti F, Abootorabi R. The role of life-work balance and job stress in the quality of marital life of paramedics) Case study: Isfahan. *Psychological Models and Methods*. 2022;13(49):1-16.
44. Rezaie S, Goudarzi M. Effectiveness of family-centered problem-solving training on the negative effects of social distancing caused by COVID-19 in the family of nurses of Kermanshah University of Medical Sciences. *Avicenna Journal of Nursing and Midwifery Care*. 2022;30(2):81-9.
45. Carroll SJ, Hill EJ, Yorgason JB, Larson JH, Sandberg JG. Couple communication as a mediator between work–family conflict and marital satisfaction. *Contemporary Family Therapy*. 2013;35:530-45.
46. Goudarzi M, Shiri F, Mahmoudi B. Effectiveness of Cognitive-Behavioral Family Therapy on parent-child conflicts and marital conflict. *Quarterly of Applied Psychology*. 2019;12(4):531-51.
47. Dilmaghani M. Exploring the link between sexual orientation, work-life balance satisfaction and work-life segmentation. *International Journal of Manpower*. 2020;41(6):693-715.
48. Shiri f, Godarzi M. The Effectiveness of Systemic-Behavioral Couple Therapy on Family Function and Sexual Function of Women with Addicted Spouse. *Applied Psychology*. 2020;14(4):368-45.
49. Stark C. The Impact of Sexual Satisfaction on the Relationship Between Work-Life Balance and Workplace Wellbeing: Adler University; 2020.
50. Russell EB. Sexual health attitudes, knowledge, and clinical behaviors: Implications for counseling. *The Family Journal*. 2012;20(1):94-101.
51. McCabe M, Althof SE, Assalian P, Chevret-Measson M, Leiblum SR, Simonelli C, et al. Psychological and interpersonal dimensions of sexual function and dysfunction. *The journal of sexual medicine*. 2010;7(1_Part_2):327-36.
52. Sadowski A, Rush-Wilson T, Simmons RT. Balancing Work and Family in the 21st Century: Implications for Sexual Satisfaction among Dual-earning Partners. *The Alabama Counseling Association Journal*. 2014:67.
53. Gholinejad HR. M. The moderating role of emotion regulation in the relationship between job stress, work-family conflict and sexual satisfaction among female nurses. *Journal of*.

54. Mokarami H, Toderi S, Rahimi Pordanjani T, Taban E. Role of psychosocial job stressors on sexual function of male nurses: The mediator role of work ability. *American journal of men's health*. 2018;12(6):1908-15.
55. Thilagavathy S, Geetha S. Work-life balance-a systematic review. *Vilakshan-XIMB Journal of Management*. 2021;20(2):258-76.