



**CONNUBIAL STATUS AND SECRETARIES DEXTERITY IN
PRODUCTION CORPORATIONS IN PORTHARCOURT**

Innocent, Glory Chimnechetam and Okey-Colbert, Ezinne Ugo

¹ Department of Office Technology and Management, School of Management Sciences, Federal Polytechnic, Oil and Gas, Ekowe. Bayelsa State. Nigeria,

Email: glorychimechetan@gmail.com, ORCID: <https://orcid.org/000-0003-3248-2246>

² Department of Office Technology and Management, School of Business and Management Technology, Abia State Polytechnic, Aba.

Email: okeycolbertezinne@gmail.com

ABSTRACT

This study examined the relationship between connubial status and secretaries dexterity in production corporations in Port Harcourt, Rivers State. The aim of the study was to look at the extent to which dimensions of connubial popularity comparable as wedded, single and widow is associated with measures of Secretaries dexterity similar as velocity, competitiveness and responsiveness as well as moderating a part of organizational era. Four gadgets, four exploration questions and 4 suppositions have been placed forth in catching on the empirical relationship between the two variables. The exploration espoused a test design and using the questionnaire for records series. The study took a census of sixty two secretaries throughout 11 manufacturing corporations in Port Harcourt. Descriptive statistic was used in the analysis of the respondents demographics even as the Spearman ranked correlation sponsored by means of the SPSS were used for bivariate evaluation and to test hypothesis. Partial correlation measure device turned into used inside the evaluation of the moderating have an effect on organizational technology on the connection between Marital fame and Secretaries dexterity. The findings of the study looked at massive relationship between Marital popularity and Secretaries dexterity in production corporations, Port Harcourt, Rivers State. We concluded by providing connubial fame as a robust predictor and determinant of Secretaries dexterity. Grounded at the findings of the look at, it's advocated that production establishments need to appoint smaller wedded humans as secretaries due to the fact their circle of relatives ties has a way of reducing their work dexterity. Still, if there be need of them as secretaries also they should be subordinated to several trainings drawing instantly line among their job and own family liabilities.

Key Words: Marital Status, Singlehood, Secretarie Dexterity and Widowhood

INTRODUCTION

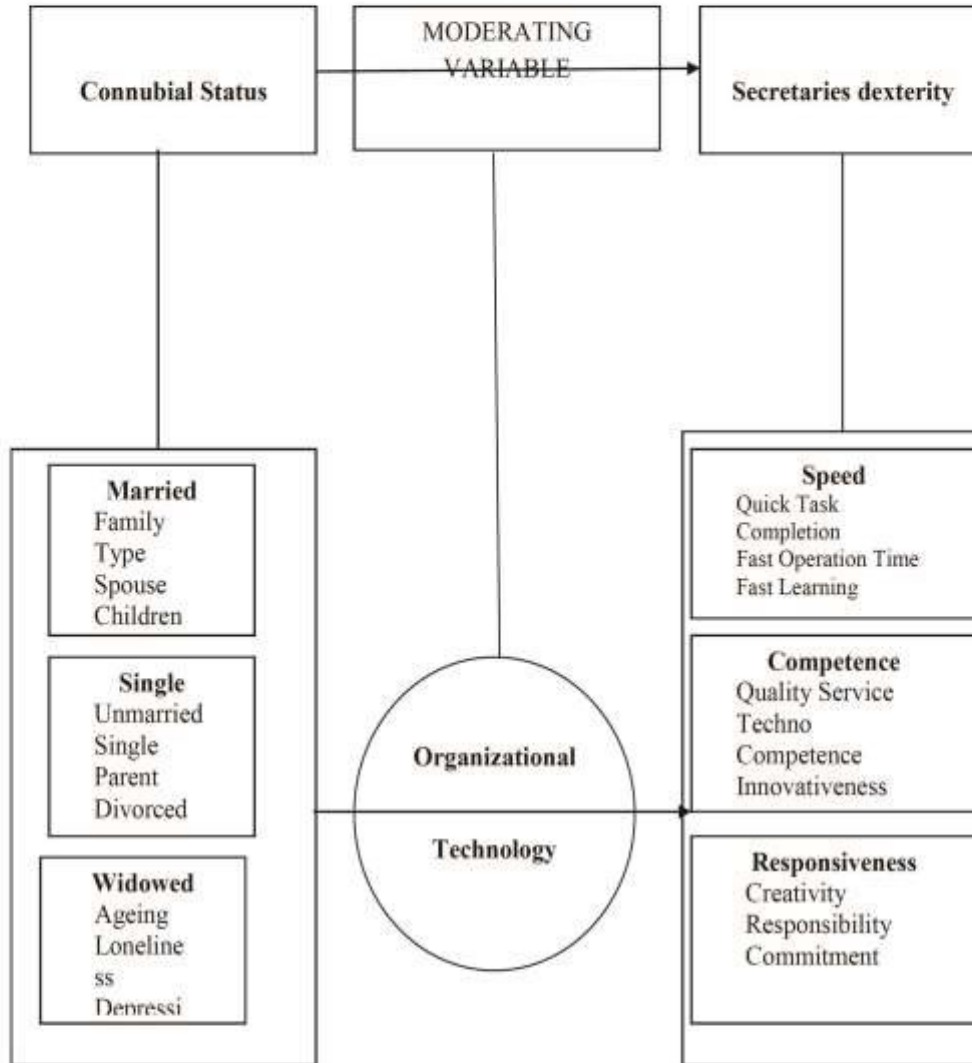
Today, businesses around the world operate in highly competitive environments. The business environment is undergoing particularly turbulent and rapid changes due to the increasing rate of innovation and technological progress, market fragmentation and increasing consumer demand for personalized product (Swafford 2006). Therefore, the secretary should be flexible. New approaches to workplace and enterprise management that incorporate the concept of agility have been proposed to succeed in the dynamically changing modern marketplace (Sharifi and Zhang, 2001). Agility is defined in various ways in the literature, but there is no universally accepted definition of the term. "The ability to react and adapt quickly is called agility. The positive impact of skills and enablers on organizational competitive advantage and employee performance has been supported by empirical research over the past decade. Agile workers must be able to respond appropriately and quickly to unexpected changes to all business elements, including goals, technology, organization, and people. (Burke, R. & Vinnicombe, S. 2005)

There is no dexterity without an agile secretary. Because secretaries are thought to offer a myriad of benefits, including fast and high-quality service delivery, improved customer service, an accelerated learning curve, and savings in scope and depth. A secretary is someone who has expertise, takes

responsibility without direct supervision, exhibits initiative and judgment, and makes decisions within the scope of delegated authority. The word secretary is synonymous with secret. In fact, the secretary's function is integral to the organizational structure, so the secretary must be able to keep official secrets without hesitation.

The key role that technology development plays in achieving Secretariat agility is the one of the most important organizational elements (Kanwar and Evenson, 2003). Many professions, including secretarial work, have recently been transformed by new technologies. Today's organizations debate their historical duties, functions, qualifications, autonomy and work design. However, despite the importance of marital status and management skills, little or no research has been done on the subject, except for some distantly related studies by early scholars (Butler, 2014; Thompson et al, 2013; Davar, 2009; Reddy, 2004), focused on widows and their impact on women's psychological well-being. However, other studies have examined the effects of divorce and its effects on men (Eric, 2015) and widowhood and it's effects on men (Lee et al., 2001; Umberson, et al., 2003; Jason, et al., 2007) have been investigated. . This research is necessitated by perceived knowledge gaps to clarify issues related to the context and content of marital status and administrative capacity.

Figure 1.1: Conceptual Framework of Connubial Status and Secretaries Dexterity



Source: Desk research 2020 while the measures of the criterion variable are adapted from Sharifi and Zhang.

The framework shows the dimensions of the predictor variable on the left hand side and measures of the criterion variable on the right hand side while the moderating is displayed at the centre. The framework also depict a linear relationship between marital status and secretaries agility under the contextual influence of organizational technology. As shown on the framework employee satisfaction was measured by the level of secretaries speed, competence and responsiveness in service delivery while the dimensions of marital status as utilized in this study are ,married, single and widowed.

2. LITERATURE REVIEW

Marital status or secretary status are terms used to inform important information and various files to ask or indicate whether someone is married or single. Under the best circumstances, no similar distinction is made. Married status means that someone is married in a legally mandated manner using their jurisdiction. Persons of special civil significance may also marry if they are in a registered partnership or joint marriage. The civil status of a person separated by court is

married. In the broadest sense, marital reputation is considered culturally customary. People may marry for a variety of reasons including criminal, social, sexual, emotional, economic, spiritual and religious (Tseng Lin, 2011). Whether a couple living together, for example in a civil partnership, has civil status depends on the circumstances and jurisdiction. In addition to unmarried people, single people are those who are not legally recognized as having a relationship with a significant person. Questions about public reputation appear in quantitative research questionnaires such as census forms and market research devices. Marital status appears to have both quantitative and qualitative importance in a person's medical history.

i. Married Dimensions of Marital Status

A person with marital status is married in a manner recognized as legal by a jurisdiction. A person's defined marital status may also be marital status if the person is in a common-law partnership or marriage. Depending on the circumstances and jurisdiction, cohabiting couples (eg civil partnerships) may or may not have the civil status of 'marriage'.

(Jackson and Johnson, 2003) Definitions of marriage vary around the world, not only between cultures and religions, but also throughout the history of a particular culture or religion. It has grown and shrunk over time in terms of who and what it encompasses. Typically, this is the environment in which interpersonal relationships, especially sexual relationships, are perceived.

In addition, married women are emotionally unstable when it comes to work, Burke, R. & Vinnicombe, S. (2005). As a result, you may face challenges in achieving agility in service delivery. Secretaries who are married and have children are especially less mobile, and single women are very tall. The act of marriage usually brings criminal liability to the parties and their fathers or adopted offspring, Hammer, E.R.(1993). Most married secretaries are considered difficult to adapt to a very fast-paced environment, with numerous duties ranging from home and work to people at work and with whom they do business. Other hurdles they faced related to sexual harassment, work stress, office politics, among others. The biggest conflict a married

secretary faces in everyday life is the relationship between legitimate duties and domestic affairs.

ii. Single status

In legal definitions for interpersonal reputation a single character is a person who's unmarried, not in a critical, committed courting or not a part of a civil union and most instances singles are frequently more youthful than married employees, Gove W. R. (1972). In not unusual usage, the term 'single' is regularly used to consult someone who is not worried in any form of severe romantic relation, which include lengthy-term relationship, engagement, marriage, or someone who's 'unmarried through choice'. unmarried human beings may additionally participate in dating and other sports to find a lengthy-time period partner. humans might also continue to be unmarried for an expansion of motives, together with (however no longer restrained to):monetary duress, their mental health, pursuing educational or expert development, loss of suitable companions, changes in perceptions of the need of marriage, dedication to religions orders that

don't permit for marriage, in some cases, single human beings may be bored with marriage, home partnership, or other types of devoted relationships, demanding reports inclusive of domestic violence, dysfunctional circle of relatives, rape and/or sexual attack. (Gazioglu and Tansel, 2006).

In step with researchers on the university of California, a.: Singleness is bad for health and longevity. Being single makes people less likely to lose touch with others.

iii. Widowhood: Widow defines the length of suffering of losing a spouse. The death of a spouse is one of life's saddest stories, and for many it is true, Zisook S, & Shuchter S. R. (1991). The terms widowed and widow are usually used interchangeably. Both feature the death of a partner. While the death of a spouse is usually thought of as a short-term loss, widowhood refers to an ongoing and long-term experience that rekindles one's newfound glory as a widow, Whitehead, B. D., and Poenoe, D., (2006). A widowed woman, or a widow, a widowed man. Fasoranti O.O., & Aruna J.O.(2007).The death of a spouse has immediate and long-

term effects on many aspects of lifestyle, including the health and well-being of the surviving spouse, relationships, time spent, and self-esteem. The experience of losing a partner's life is personal and influenced by many factors, including pre-bereavement health, access to help, marital skills, and characteristics of the surviving partner, Fasoranti O. O., & Aruna J. O. (2007). Bereavement and bereavement, although related but distinguishing between these wonderful terms, is very important because the results of one may differ from the other. For example, short-term disturbances in nap and eating patterns are common after the loss of a spouse, but these are usually not long-lasting. (Strobeetal, 2001).

iv. Secretaries Dexterity

The term dexterity as a strategic construct was first introduced in the Iacocca institute, rooted within the production sector in which adaptability to exchange in the supply chain is basically required through flexibility and nimbleness describing it as one of future competition. Sharabh, Rishi and Sharma (2014) see dexterity as a production gadget

with competencies positively meet the rapidly evolving and ever changing desires of the marketplace location. The need for enterprise company to count on an agility disposition cannot be over emphasize. The commercial enterprise environment in modern-day times is characterized of unpredictable and turbulent happenings as such organizations need agility disposition to carry on and enhance patron pleasure. Carysforth, C. (1997).

Kidd (1994) on his own element defines dexterity as a rapid and pre-emptiveness and adaptableness of organization elements to unexpected and sudden changes. Dexterity/Agility here isn't all about response to environmental adjustments but measures how fast and proactive the reaction can be. A reaction that can come too late or too early and does not gain result won't show agility, Edward, A. & Thurloway, L. (2004). Numerous researchers have identified various factors as a source or stimulus in the direction of agility in groups and the offspring of them is trade. (Tahmasebufard, et al., 2000). These modifications are now transpiring

quicker than ever, it may come to pass in the marketplace, opposition, consumers era and social factors. (Sharifi and Zhang, 1999).

v. Organizational Technology: According to Broadbent (2000), besides the unique set of factors that pushes socioeconomic development, new technologies are both pulling and pushing change and these changes are having a number of effects on professionals. New technologies can promote the development of new groups of experts and this process raises questions as to whether such new groups of experts constitute new professions. As technology raises questions regarding the emergence of professions, the same technology is capable of disrupting existing ones and empowering others. Changes in labor as an effect of technological developments have also been linked to the concept of resistance (Crompton and Jones, 2004; Pfeffer, 1992). For Crompton and Jones (2004), the first generation of computers were introduced into non-manual work with minimal resistance from the workforce. Most clerks at that time probably had very little conception of what the impact would be, and

in any case, the proportion of non-manual jobs was still increasing in the buoyant economic climate. The increase in office machines and the continuous development that has been happening in all major areas in technology has meant a significant change in office routines and those routines affect directly the work of secretaries. Hammer, E. R. (1993).

3. METHODOLOGY

Research Design, Bryman and Bell, (2003) described a research design as the various yardstick which are employed when evaluating business research. The study adopted a correlational design with a cross section of the manufacturing companies in Port Harcourt Metropolis.

Population of the Study, The population of the study consist of secretaries drawn across Eleven (11) manufacturing firms in Port Harcourt, and the population is Sixty-two (62).

Sample Size and Sampling Technique; The population comprised of sixty two secretaries drawn from eleven manufacturing firms

operative in Port Harcourt. Owing to the smallness in the size of the population therefore, we decided to do a census of the entire population.

Methods of Data Collection/Instrumentation: Quantitative instrument of data collection (questionnaire). The questionnaire for this study was administered personally due to geographically confinement and proximity of the target population to the researcher. The questionnaire was sub-divided into two divisions, sections: (a) the demographic section which contained the bio-data of the target respondent while section. (b) the questionnaire was used to obtain the respondent opinion as concerning the study variable.

Validity of the Study; According to Bryman and Bell (2003) is the results of the conclusions generated from the research work. They pointed that a valid measure should reflect the concept that it is supposed to be denoting, they further identify; Measurement validity, internal validity, external validity and ecological validity. The study adopted two forms, Measurements and

external validity of measures. For the external validity the process of sampling and selection of employees for participation in the research process. The measurements validity, also referred to as the construct validity, the measures are adopted from tested and approved previous studies in the social sciences. The instrument for data collection was also shown to the 'Researchers supervisor' and other like-minded academia for adjustment and recommendations where necessary.

Reliability of Instrument; Sekaran (2003) described the reliability of a measure as the extent to which it is without bias (error free) and hence ensures consistent measurement across time and across various items in the instrument; The reliability of the instrument for the study was tested using the Cronbach Coefficient Alpha. The choice Cronbach alpha as asserted by Sekaran (2003) its suitable for multiple-scaled items with indications of better measurement through higher coefficients.

Method of Data Analysis; Descriptive analytical tool such as frequency distribution

tables was adopted for the analysis of respondents demographics supported by charts due to the nominal scale type of the generated data set. At the secondary stage descriptive statistics was used while utilizing inferential statistical tool at the tertiary stage of analysis.

Demographic Analysis, captured the bio data and sample characteristics of respondents. The use of percentile charts, frequency tables and distributions.

The Univariate Analysis: captured analysis of a single variable, aimed at understanding the nature and features of such variable through mean scores, standard deviation and frequency distributions with much emphasizes on the normalcy of the data distribution of such variable and also served as a basis in the choice of the statistical tool (nonparametric) that was used in the test of hypotheses.

The Bivariate Analysis: the significant correlational relationships between marital status and Secretaries agility; the hypothesized variable relationship through the

application of the spearman rank order correlational coefficient tool using the statistical package for social sciences (SPSS version 20) to test if there exist a relationship between the dimensions of our predictor variable (Married, Singlet, and Widowed) and the measures of our criterion variable (Speed, Competence, Responsiveness).

The Multivariate Analysis: A multivariate analysis was carried out to identify the contextual role of organizational technology in the relationship between Marital Status and Secretary's Agility. In testing for this relationship Partial correlation (a nonparametric tool) was used.

4. DATA PRESENTATION AND ANALYSIS

Table 4.1: Response Rate for Field Data Collection

Activities	Number of occurrence	Percentage of occurrence
Copies of Questionnaire distributed	62	100.00
Copies of Questionnaire retrieved	58	94
Copies of Questionnaire not retrieved	2	3
Minus uncompleted copies of Questionnaire	2	3
Total response rate	54	87
Minus completed but not usable copies of questionnaire	1	2
Completed and analyses-compliant copies of questionnaire	53	85

Table 4.1 shows that a total of 62 copies of the questionnaire were administered to the respondents. Out of this number, 58 (94%) were retrieved. A total of 2(3%) were not retrieved whereas 2(3%) copies of the questionnaire were not completed. A total of 54(87%) copies of the

fully completed questionnaire were retrieved with one copy, 1(2%) not useful. This led to having 53(85%) completed copies of the questionnaire.

Table 4.2.Descriptive Statistics of respondent age bracket

Age	Frequency	Percent	Cumulative Percent
46-above	7	13	13
41-45	8	15	28
36-40	7	13	41
31-35	12	23	64
26-30	9	17	81
less than 26	10	19	100.0
Total	53	100.0	

The data above indicate the age distribution of respondents, 7 representing 13 percent of the total population are within the age of 46-above years, 8representing 15 percent of the total population are within the age of 41-45, 7 representing 13 percent of the total population are within the age of 36-40, 12 respondents representing 22 percent of the total population

are within the age of 31-35 , 9 representing 17 percent of the total population are within the age of 26-30, 10 representing 19 percent of the total population are less than 26 years of age. This therefore implies that there are more younger employee working in the banks than older people.

Respondents sex: to obtain data relating to the sex of our respondents, participants were asked questions and given options to choose which sex defines them most. Their responses are here presented using frequencies, percentages and pie chart respectively.

Table IV. 3 shows the result of respondents sex.

Table 4.3 Descriptive statistics on Sex of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
female	27	51	51	51
male	26	49	49	100.0
Total	53	100	100.0	

100.0

As indicate on the table that twenty seven of respondents representing 51% of the total population are female, twenty six representing 49% of the total population are male. This therefore implies that there are more female than male in the industry.

Respondents Marital status: To obtain data relating to the marital status of our respondents, participants were asked questions and given options to choose which defines them most. Their responses are here presented using frequencies, percentages and pie chart respectively.

Fig. 4.4 Marital Status of Respondents

	Frequency	Percent
Married	17	32
Single	33	62
Widowed	3	6
Total	53	100.0

The table above indicate that seventeen respondents representing 32% of usable population are married, thirty three respondents representing 62% of usable population are single while three of the respondents representing 6% of usable population are separated. This therefore implies that most of the respondents are single. "

Univariate Data Analyses: The univariate analysis is fundamentally the process of describing specific variables in a study. The

conceptual framework in chapter one of the present study shows the variables of the study. It shows marital status-predictor variable, employee agility-criterion variable and organizational technology as contextual variable. To operationalize the variable, it was shown that the predictor variable has married, single, and widowed as its dimensions whereas the criterion variable has speed, competence and responsiveness as measures. The univariate statistics will be used to systematically analyze the prevalence of the variable in the studied industry.

Table 4.5: Descriptive Statistics of Single respondents

	N	Minimum	Maximum	Mean	Std. Deviation
Single status 1	53	1.00	5.00	3.1477	1.06411
Single status 2	53	1.00	5.00	3.2045	1.03823
Single status 3	53	1.00	5.00	3.0682	1.20755
Single status 4	53	1.00	5.00	3.4432	1.05677
	53				

In response to the first item on this scale, the respondents agreed that they have no partner (M=3.1477±1.06). This was reaffirmed by their agreement to the fact that they are not in any way emotionally attached to any one work (M=3.20±1.03). Similarly, they agreed that nothing takes their time in the discharge of their duty (M=3.06±1.20) and that they their job is their utmost priority (M=3.44±1.02) respectively. The result in Table IV.3 showing the overall mean rating of part time employment which was relatively high in comparison to the criterion mean of 2.5.

Organizational Technology**Table 4.6: Descriptive Statistics on organizational technology**

	N	Minimum	Maximum	Mean	Std. Deviation
Organizational Technology 1	53	1.00	5.00	3.3182	1.02031
Organizational Technology 2	53	1.00	5.00	3.3977	1.01463
Organizational Technology 3	53	1.00	5.00	3.4148	1.03846
Organizational Technology 4	53	1.00	5.00	3.2159	1.07914
	53				

In response to the items on this scale, the respondents responded with a high mean score of strongly agreed: (M=3.31±0=1.020), (M=3.39±1.014), (M=2.48±1.13) and (M=3.21±1.07). The result in Table 4.11 showing the overall mean rating of organizational technology which was relatively low in comparison to the criterion mean of 2.5.

Association between Widowed Status and Secretaries Agility: Most organizations often find that technological, organizational and human resource development processes are

not proceeding at the same pace within their organization, which makes them hesitant about adding new systems. One will wonder if the penetration of technologies is really helping to improve the performance of organizations, of course yes because a system with smart and intelligent secretaries cannot achieve optimum result without a blend of modern technology.

Conclusions: The study examined the relationship between marital status and secretaries agility in manufacturing corporations, Port Harcourt. The usable

population of this study was 53 secretaries drawn from across 11 manufacturing firms in Port Harcourt metropolis. The study specifically investigated the influential. There is significant moderating influence of organizational technology on the relationship between marital status and secretaries agility.

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