

***Conflict Resolution Styles and Marital Satisfaction in Men and Women:  
Study in the First Five Years of Marriage***

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**Abstract**

Men and women have differences in conflict resolution styles that tend to be used to resolve their marital conflicts, affecting their marital satisfaction. This study was conducted to examine whether there was a significant effect of conflict resolution styles on marital satisfaction in men and women in the first five years of marriage, and also to know whether there was a significant difference in the level of marital satisfaction and the use of conflict resolution styles in both groups. Independent sample t-test and multiple regression tests were conducted on 625 participants (171 men and 454 women) aged 20-40 years old in marital relationships with marital duration equal to or less than five years. Conflict resolution was measured by CRSI (Conflict Resolution Styles Inventory), and marital satisfaction was measured by QMI (Quality of Marriage Index). It was found that men had a significantly higher level of marital satisfaction than women. A significant difference was also found in the use of conflict resolution styles in men and women. The conflict resolution styles used more often are positive problem solving and compliance in men, and conflict engagement in women. Then, there was also a significant effect of conflict resolution styles on marital satisfaction. The conflict resolution style that can best predict the level of marital satisfaction in both men and women was positive problem-solving. It is recommended for married individuals to apply a conflict resolution style that has a positive influence to maintain or increase their marital satisfaction.

Keywords: Conflict Resolution, Early Years of Marriage, Marital Satisfaction, Men, Women

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## Introduction

Marriage is one of the stages of developmental transition for adults. Marriage aims to create a prosperous, harmonious, and happy family, which can be said as marital satisfaction. Marital satisfaction is a condition in which married couples feel happy and satisfied with each other (Khalatbari, Ghorbanshiroudi, Azari, Bazleh, Safaryadi, 2013). Marital satisfaction can have a positive impact on the individual and the relationship itself, and it needs to be cultivated since the early marriage years because the early marriage years are the initial period for couples to adapt to differences and similarities in their backgrounds and understand each other. The early years of marriage also play an important role as a reference regarding adulthood (adulthood) and have a long-term effect on the marital relationship (Davila, Karney, Bradbury, 1999).

However, evidence from several studies shows that divorce most often occurs in couples with a duration of marriage under five years (Sullivan, Pasch, Johnson & Bradbury, 2010; Lavner & Bradbury, 2012; Meltzer, Novak, McNulty, Butler & Karney, 2013). In Indonesia itself, according to the Director-General of Islamic Community Guidance at the Ministry of Religion, Prof. Nasaruddin Umar, as many as 80% of divorce cases occur in marriages under the age of 5 years (Hapsari, 2013). Also, referring to the Indonesian National Population and Family Planning Board (BKKBN), Indonesia is considered to have the highest number of divorce couples in Asia-Pacific (Nawawi, 2013). Several other studies regarding marital satisfaction have also stated that marital satisfaction has decreased in the early days of marriage (VanLaningham, Johnson, Amato, 2001; Lavner & Bradbury, 2014). In fact, marital satisfaction plays an essential role in married life, and it can determine the success and stability of the marital relationship (Ardhianita & Andayani, 2005).

In establishing interpersonal relationships, including marital relationships, it cannot be separated from conflict. In the early days of marriage, conflict is usually caused by an adaptation process that the couple faces where they have to face new responsibilities and face the realities of married life (Hyun and Shin, 2009), emotional stress and disputes caused by the adjustment and adaptation process (Toomey, 2002), or facing various developmental and change tasks (Toomey, 2002). Furthermore, in Indonesia itself, during the early years of marriage, several conditions may differ from the state of the marital relationship in Western countries, and it can cause different conflicts in Indonesian marriage.

Then, the level of marital satisfaction can be influenced by various factors, one of which is the conflict resolution factor (Renanita & Setiawan, 2018). There are several types of conflict resolution styles. According to Kurdek (1995), there are four conflict resolution styles related to the satisfaction of a partner's marriage. They are 1) conflict engagement (such as attacking and losing control), 2) withdrawal (such as refusing to discuss the problem further or looking for another partner), 3) compliance (such as giving up and not maintaining their position), and 4) positive problem solving (such as compromising and negotiating).

Aside from being influenced by conflict resolution, the level of marital satisfaction is also influenced by other factors such as gender (Sorokowski et al., 2017). Many studies have shown that men and women feel different levels of satisfaction in their marriage. Several studies suggest that generally, women report significantly lower marital satisfaction than men, one of which was mentioned by Whiteman, McHale, & Crouter (2007). Some studies also suggest differences in men's and women's conflict resolution strategies (e.g., Maccoby, 1998) in their marriages.

By looking at the things that have been described above, the authors are interested in researching the effect of conflict resolution on marital satisfaction for men and women in the context of early years of marriage. In this study, conflict resolution styles will be measured using the Conflict Resolution Styles Inventory (CRSI) developed by Kurdek (1994). Meanwhile, marital satisfaction will be measured using the measuring tool Quality of Marriage Index (QMI) developed by Norton (1983).

## **Theoretical Review**

Norton (1983) defines marital satisfaction as a unidimensional variable, a global or overall evaluation of the marital-relationship itself. Li and Fung (2011) define marital satisfaction as a subjective evaluation of a person globally of the quality of the marriage he lives in. According to Khalatbari et al. (2013), marital satisfaction is a condition in which married couples feel happy and satisfied with each other. From several definitions of marital satisfaction above, it can be concluded that marital satisfaction is a subjective perception and global evaluation that a person has of all aspects of his marital relationship. These perceptions are formed by perceptions of the quality of interactions between partners and whether they feel happy and satisfied with their marital relationship.

Several factors affect marital satisfaction, such as demographic factors (gender, age, duration of the marriage, religiosity, number of children, economic status, educational level, and culture) (Sorokowski et al., 2017). In addition to demographic factors, other researchers, Kocchar and Sharma (2015), also suggest interpersonal factors related to marital satisfaction such as commitment to relationships, ability to resolve conflicts and positivity in relationships.

Murdiana and Agustani (2015) state that factors can influence conflict resolution in marital relations, which consists of internal and external factors. The internal factors consist of the ability to manage emotions, attachment (attachment), and one's character, while the external factors consist of child and family factors. Besides the factors mentioned above, in many studies, it has been found that gender also has a significant relationship with the conflict resolution strategies used by couples. According to Maccoby (1998), from the gender socialization perspective, women tend to use interactive and supportive styles because of high exposure to this strategy, for example, when interacting with other women. Meanwhile, men tend to use styles that limit and control others. Furthermore, in marital relationships, women value conflict resolution styles that increase expressiveness and intimacy and are direct with their partners. Meanwhile, men will feel more anxiety than their wives when they resolve a conflict face-to-face (the Levant, 1996). These different styles lead to differences in conflict resolution between genders.

According to Kurdek (1995), there are four conflict resolution styles related to marital satisfaction. 1) Conflict engagement. This style involves behaviors such as assaulting others, humiliation, exploding, losing control, getting carried away, and saying things someone did not mean. According to Wagner, Mosmann, Sheeren, and Levandowski (2019), conflict resolution with this style has the highest negative contribution to marital satisfaction. 2) Withdrawal, such as refusing to discuss the problem further or looking for another partner. According to Wagner et al. (2019), conflict resolution with withdrawal style gives the second-highest negative contribution after the conflict engagement style on marital satisfaction. 3) Compliance. An acceptance of any proposed solution characterizes compliance to avoid further discussion before both parties express their opinion or defend

their point of view (Kurdek, 1994). This style also includes being satisfied with oneself, no defense of one's position, and giving up quickly after making an effort to express an opinion. According to Wagner et al. (2019), resolving conflicts using this strategy negatively correlates with marital satisfaction. That means, the more often a person uses this conflict resolution style, the lower marital satisfaction he/she has. This style also contributes the third-largest after conflict engagement and withdrawal styles on marital dissatisfaction. 4) Positive problem-solving. This style involves constructive ways to resolve disputes, where individuals can negotiate and compromise and direct talks on solutions that benefit both partners (Wagner et al., 2019). A study conducted by Wagner et al. (2019) stated that the positive problem-solving style is the most significant predictor of good marriage quality among other predictor variables.

On the other hand, according to Hysi (2016), ways of conflict resolution are generally divided into two categories, namely constructive and destructive methods of conflict resolution. Based on Kurdek's conflict resolution style, conflict engagement, withdrawal, and compliance can be classified into destructive conflict resolution styles. Sierau and Herzberg (2011) state that the three conflict resolution styles are positively related to avoidance and anxiety. Additionally, in research conducted by Scheeren, Vieira, Goulart, and Wagner (2014), it was found that conflict engagement behaviors such as personal attacks, humiliation, and loss of control in dealing with marital conflicts were associated with lower levels of marital satisfaction. Furthermore, conflict resolution with withdrawal style is non-assertive, uncooperative, and associated with failure to take positions in conflict situations. Rands, Levinger, and Mellinger (1981), in their research, found that marital satisfaction has the lowest value when partners raise or avoid their conflicts, especially when one partner is seen as a person who cannot compromise. Then, conflict resolution with compliance style in a wife was a predictor of decreasing marital satisfaction over time (Gottman & Krokoff, 1989).

On the other hand, a positive-problem-solving style is classified into a constructive conflict resolution style. Positive conflict resolution strategies have been found to contribute to marital happiness and satisfaction in couples from various cultural backgrounds (Ridley, Wilhelm, Surra, 2001; Dush & Taylor Camp, 2012; Scheeren et al., 2014). Moreover, a study conducted by Wagner et al. (2019) stated that positive problem solving is the most significant predictor of marriage quality among other predictor variables.

## **Research Methods**

This research is categorized as quantitative correlational research, namely research conducted to find a relationship, association, or dependence between two or more aspects of a situation. In the context of this research, what we want to find out is whether there is an effect of conflict resolution on marital satisfaction for men and women in the early years of marriage. Furthermore, this study also wanted to find the types of conflict resolution styles that had the most significant effect on marital satisfaction, both for men and women.

This research population is Indonesian citizens (both male and female) who are currently in a marital relationship, with a marriage duration below or equal to 5 years. The characteristics of the participants who participated in this study were as follows: 1) Male or female who is currently in a marital relationship, 2) Marital duration is less than or equal to 5 years, 3) Between 18-40 years old, 4) Indonesian nationality. This study involved 625 participants, with details of 171 male participants and 454 female participants. The sampling technique in this study using the accidental sampling method.

Researchers collect data offline and online. Offline, the researchers distributed the printed (hardcopy) questionnaire directly to participants who matched the criteria and were willing to fill out the questionnaire and ask for help from friends and relatives who know or know participants with predetermined criteria. Meanwhile, the online collection is done by distributing broadcast messages accompanied by research posters.

This study uses two measurement instruments. The first measuring tool is the QMI (Quality of Marriage Index) developed by Norton (1983) to measure the level of marital satisfaction. QMI consists of 6 items. The items on QMI are in the form of evaluative statements regarding marital satisfaction, and participants are asked to rate the extent to which they agree with the statement using a Likert scale. In items 1 to 5, the response categories ranged from 1 (strongly disagree) to 7 (strongly agree). In the 6th item, the response categories ranged from 1 (very unhappy) to 10 (very happy). The QMI score is obtained by adding the value of each item into one overall total score. The total score ranges from 6 to 45, where the higher the value indicates the higher level of marital satisfaction (Maroufizadeh, 2019).

The second measuring tool is the CRSI (Conflict Resolution Styles Inventory) developed by Kurdek (1994) to measure conflict resolution styles. The CRSI consists of 16 items that measure the conflict resolution style used by a person in dealing with disputes with their partner, of which 16 items are divided into four subscales of conflict resolution styles based on the theory of Gottman & Krokoff (1989). The four domains are conflict engagement (conflict involvement), withdrawal (withdrawal), compliance, and positive problem solving (positive problem solving). Each subscale of the conflict resolution style consists of 4 items. In this measuring tool, participants are asked to determine how much they agree or disagree with the items given using a Likert scale, where the response categories range from never (1) to always (5). There are four scores generated, where each score reflects a different style of conflict resolution.

There are several statistical analysis techniques used in this study. Researchers used descriptive analysis to obtain an overview of the participants and research variables. Then, to answer the first and second hypotheses, the researcher conducted an independent sample t-test analysis to see the difference in the mean of conflict resolution and marital satisfaction in the two groups, namely men and women. Furthermore, to answer the third and fourth hypotheses, multiple regression analysis was carried out to see the effect of conflict resolution styles on marital satisfaction and know which conflict resolution style had the most influence or prediction of marital satisfaction in men and women in the early years of marriage.

## **Research Result**

Based on the descriptive test, it is known that the female participants in this study mostly lived independently (with their spouses and children) (61.2%), worked as employees or professional workers (58.8%), their last education was a bachelor (72.2%), were Muslim (70.7 %), and had one child (44.3%). They also have a core expenditure of IDR 2,500,001 - IDR 4,999,999 per month (33.0%), where according to the Boston Consulting Group (2013), people with this amount of spending are in the middle to upper economic class. Other than that, the ages of the female participant's children ranged from 1 month to 4 years old, with an average age of 1,610 years. That shows that the female participants' children are at the toddler age (under three years). On average, the age of female participants was 27.65 years old, the age difference was 2.57 years from their partners, and the duration of marriage was 2.3 years.

Meanwhile, the male participants mostly lived independently (with spouses and children) (74.3%), worked as employees or professional workers (89.5%), their last education is a bachelor (65.5%), were Muslim (94.2%), and did not have children (47.4%). They also have a core expenditure of IDR 2,500,001 - IDR 4,999,999 per month (49.7%), where according to the Boston Consulting Group (2013), people with this amount of spending are in the middle to upper economic class. Along with that, the male participant's children ranged in age from 2 weeks to 4 years old, with an average age of 1,523 years. That shows that the male participants' children are at the toddler age (under three years). On average, male participants were 28.33 years old, the difference was 2.19 years old from their partners, and the duration of marriage was 1.9 years.

Table 1. Description of Conflict Resolution and Participants' Marital Satisfaction (N = 625)

	Men (N = 171)				Women (N = 454)			
	<i>M</i>	<i>SD</i>	<i>Min</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Min</i>	<i>Max</i>
<i>Conflict Engagement</i>	7,26	2,77	4	17	9,20	3,07	4	18
<i>Positive Problem Solving</i>	16,58	2,54	8	20	16,10	2,45	8	20
<i>Withdrawal</i>	8,68	2,62	4	16	9,00	3,10	4	17
<i>Compliance</i>	10,10	2,42	4	18	9,25	2,69	4	16
Marital Satisfaction	39,50	4,90	22	45	36.85	6.99	12	45

In table 1, it can be seen that generally, positive problem solving is the style of conflict resolution most often used by participants, both men and women. Meanwhile, the conflict resolution styles rarely used are conflict engagement on male participants and withdrawal on female participants.

Also, it can be seen that in the male participant group, the average level of marital satisfaction is 39.50 with an SD of 4.90, and the score ranges from 22 to 45. In the female participants' group, the average marital satisfaction is 36.85 with an SD of 6.99, and the score ranges from 12 to 45. Based on these data, it can be said that the average marital satisfaction of male participants was higher than female participants.

Furthermore, to test the first hypothesis, whether there are significant differences in each conflict resolution style between men and women in the early years of marriage, the researchers used data processing using an independent sample t-test. In this test, alpha or the significance level was used for 0.05. From this test, the following results were obtained.

Table 2. Differences in Mean Conflict Resolution of Men and Women

Conflict Resolution Styles	Mean		t	p. 2-tailed
	Men (N = 171)	Women (N = 454)		
<i>Conflict Engagement</i>	7,2573	9,1960	-7,226*	0.000
<i>Positive Problem Solving</i>	16,5789	16,0969	2,170*	0.030
<i>Withdrawal</i>	8,6842	9,0022	-1,284	0.200
<i>Compliance</i>	10,1053	9,2511	5,346*	0.000

\*significance  $p < 0.05$  (two tailed)

From the table above, it can be seen that there are significant differences in conflict engagement, positive problem solving, and compliance style between men and women ( $p < 0.05$ ). Meanwhile, withdrawal style has no significant difference between men and women ( $p > 0.05$ ).

Furthermore, the researcher used the independent sample t-test technique to test the second hypothesis, namely whether there was a significant difference in marital satisfaction between men and women in the early years of marriage. In this test, an alpha or the significance level of 0.05 was used.

Table 3. Differences in Marital Satisfaction's Mean of Men and Women

	Mean		t	p. 2-tailed
	Men (N = 171)	Women (N = 454)		
Marital Satisfaction	39.5088	36.8480	4,574*	0.000

\*significant  $p < 0,05$  (two tailed)

From this test, it was found that there was a significant difference in marital satisfaction between men and women  $t(623) = 4.574$ ,  $p = 0.000$ . These results indicate that men ( $M = 39.5088$ ,  $SD = 4.90$ ) have higher marital satisfaction than women ( $M = 36.8480$ ,  $SD = 6.98572$ ).

To test the third research hypothesis, multiple linear regression tests were used to calculate predictions of the level of marital satisfaction based on the use of conflict engagement, positive problem solving, withdrawal, and compliance in resolving marital-conflicts in men and women.

Table 4. Multiple Linear Regression Effect of Conflict Resolution on Marital Satisfaction of Participants in General

Variables	B	SE B	$\beta$	t	p
<i>Conflict Engagement</i>	-0.354	0.072	-0.167	-4.922	0.000
<i>Positive Problem Solving</i>	1.070	0.092	0.403	11.573	0.000
<i>Withdrawal</i>	-0.564	0.080	-0.255	-7.086	0.000
<i>Compliance</i>	0.046	0.080	0.018	0.568	0.570
$R^2$			0.411		
F			108.372		

For the participants in general, the coefficient of determination is  $R^2 = 0.411$ , or it can be said that changes in marital satisfaction are influenced by the predictor variable (conflict resolution) of 41.1%, while other variables influence the remaining 58.9%. Furthermore, it is known that the value of  $F(4, 620) = 108.372$ ,  $p < 0.05$  indicates that this equation is significant and can be used to predict marital satisfaction through conflict engagement styles, positive problem solving, withdrawal, and compliance.

Table 5. Multiple Linear Regression Analysis of Conflict Resolution's Effect on Marital Satisfaction in Men (N = 171) and Women (N = 454)

Variables	Men					Women				
	<i>B</i>	<i>SE B</i>	$\beta$	<i>t</i>	<i>p</i>	<i>B</i>	<i>SE B</i>	$\beta$	<i>t</i>	<i>p</i>
<i>Conflict</i>	-	0.115	-	-	.000*	-	0.091	-	-	0.010
<i>Engagem</i> <i>ent</i>	0.463		0.262	4.018		0.235		0.103	2.589	*
<i>Positive</i> <i>Problem</i> <i>Solving</i>	0.764	0.128	0.396	5.958	.000*	1.193	0.118	0.419	10.11	0.000
<i>Withdraw</i> <i>al</i>	-	0.128	-	-	.021*	-	0.096	-	-	0.000
<i>Complian</i> <i>ce</i>	0.297		0.159	2.322		0.636		0.282	6.609	*
<i>R</i> <sup>2</sup>	-	0.129	-	-	.637	0.045	0.099	0.017	0.452	0.652
<i>F</i>	0.061		0.030	0.472						
			0.385					0.415		
			26.033					79.622		

For the men participants, the coefficient of determination is  $R^2 = 0.385$ , or it can be said that changes in marital satisfaction are influenced by the predictor variable (conflict resolution) of 38.5%, while other variables influence the remaining 61.5%. Furthermore, it is known that the value of  $F(4, 166) = 26.033$ ,  $p < 0.05$  indicates that this equation is significant and can be used to predict marital satisfaction through conflict engagement styles, positive problem solving, withdrawal, and compliance.

For the women participants, the coefficient of determination is  $R^2 = 0.415$ , or it can be said that changes in marital satisfaction are influenced by the predictor variable (conflict resolution) of 41.5%, while other variables influence the remaining 58.5%. Furthermore, it is known that the value of  $F(4, 449) = 79.622$ ,  $p < 0.05$  indicates that this equation is significant and can be used to predict marital satisfaction through conflict engagement styles, positive problem solving, withdrawal, and compliance.

## Conclusions

From the research results, several findings can be described in this conclusions. This study found significant differences in conflict resolution styles between women and men, where women used the conflict engagement style more often, while men used the compliance style and positive problem solving more often. The statement that women use a conflict engagement style more often is in line with research conducted by Delatorre & Wagner (2018) that found that women use attack strategies more often, such as carrying out physical or verbal attacks on partners, wherein this study this strategy is similar to conflict engagement style. The result of this study where men more often use positive-problem-solving is also in line with the research by Delatorre & Wagner (2018) that found that men more often use compromise strategies such as negotiations and discussing problems together.

Apart from the differences in conflict resolution styles that men and women tend to use, in both groups, the conflict resolution style used most often is positive problem-solving. The possible explanation of these findings relates to the feminine culture that Indonesia has. According to Hofstede (2020), in countries that its people have feminine cultures, conflicts are also resolved mainly by compromise and negotiation.



Furthermore, this study was conducted to answer whether there is a significant effect of conflict resolution style on the level of marital satisfaction of men and women in the early years of marriage. The results showed a significant effect of conflict resolution style on the level of marital satisfaction for men and women in the early years of marriage, where conflict engagement, withdrawal, and positive problem solving could significantly predict marital satisfaction. Meanwhile, compliance style cannot predict marital satisfaction significantly. That is in line with previous studies that state that conflict resolution is one of the determinants of relationship happiness (Crohan, 1992) and marital satisfaction (Alberts & Driscoll, 1992; Heavey, Layne, & Christensen, 1993; Metz & Dwyer, 1993).

Furthermore, for participants in general, conflict engagement and withdrawal styles have a negative and significant effect with a coefficient of -0.354 and -0.564, respectively, while positive problem solving has a positive and significant effect with a coefficient of 1.070. Meanwhile, compliance style has a positive effect but does not have a significant effect on marital satisfaction. This finding is in line with the results of previous studies from Wagner et al. (2019) stated that positive problem solving is a predictor of the quality of a good marriage and the most significant among other predictor variables. However, in this study, it was also found that conflict engagement is a style of conflict resolution that has the largest negative contribution to marital satisfaction, followed by withdrawal, then compliance. This statement is not in line with this study's results, where the style of conflict resolution that has the largest negative contribution to marital satisfaction is withdrawal, followed by conflict engagement. Also, this study's compliance style is known to have a positive effect on marital satisfaction, although the results are not significant.

Regarding the use of compliance styles, when analyzed separately for males and females, compliance styles have different directions of influence in the two groups, although this prediction was not significant. Based on the results of the regression analysis prediction of marital satisfaction based on conflict resolution styles, the style of compliance performed by men turns out to have a negative direction, which means that the more often the compliance style is used in resolving conflicts with a partner, the more it will reduce the level of male marital satisfaction. On the other hand, the compliance style carried out by women has a positive direction where it means that the more often compliance style is used in resolving conflicts with a partner, the more it will increase the level of women's marital satisfaction. That is in contrast to the research result by Gottman and Krokoff (1989), which states that in wives, conflict resolution using compliance was found to be a predictor of decreasing marital satisfaction over time.

Another finding of this study, there is a significant difference in the average level of marital satisfaction between men and women, where women have lower marital satisfaction than men, in line with the findings of previous studies (Whiteman et al., 2007; Camp Dush et al., 2008; Stevenson & Wolfers, 2009) that wives report lower marital satisfaction than husbands. There are several possible explanations for this.

First, in this study, it is known that women use the conflict engagement style more often, while men use the compliance style and positive problem solving more often in resolving conflicts in marriage. As has been explained in the theoretical review, it is known that based on the research conducted by Wagner et al. (2019), conflict engagement style is the most contributor that is negatively related to marital satisfaction, followed by withdrawal style and then compliance. That means that based on this research, conflict engagement style is a conflict resolution style that has the most significant impact on marital dissatisfaction

compared to withdrawal and compliance styles. Thus, although men and women in this study both often use conflict resolution styles that are theoretically destructive, according to Kudek (1995), conflict engagement on women has more of a larger effect in reducing their marital satisfaction.

Second, women participants have lower marital satisfaction than men can also be explained by gender role differences between men and women in taking care of the child. Women are associated with doing household chores and taking care of children (Bernard, 1972). They are expected to work hard and give more time and energy to their children. Moreover, in this study, generally, the participants' children were under three years old. Younger children, such as toddlers, need more time to care for them because they need constant attention and care. On the other hand, older children need less time to take care of themselves, and they spend more time in school. This study's results are also in line with the research conducted by Yamamura (2011), which states that the presence of children can reduce the level of satisfaction of a woman's marriage.

Based on the analysis results, several conclusions can be drawn: 1) There is a significant difference in the level of use of conflict resolution styles in men and women in the early years of marriage. Men more often use positive problem-solving and compliance styles than women, and women more often use conflict engagement styles to resolve their marital conflicts than men. 2) There is a significant difference in the level of marital satisfaction between men and women in the early years of marriage, where men have higher marital satisfaction than women. 3) There is an effect of conflict resolution on marital satisfaction for men and women in the early years of marriage: (a) conflict engagement has a negative and significant effect on marital satisfaction, (b) withdrawals have a negative and significant effect on marital satisfaction, (c) ) compliance has a positive effect on marital satisfaction, but not significant, (d) positive problem solving has a positive and significant effect on marital satisfaction. 4) The style of conflict resolution that can best predict the level of marital satisfaction for men and women in the early years of marriage is positive problem-solving.

For further research, it is necessary to balance the proportion of participants by involving participants more equally and more heterogeneously so that the study results can be more generalized and can more accurately describe the relationship between variables. Besides, revisions are needed to items that measure compliance conflict resolution styles to improve reliability. Further research can also involve married couples and use the CRSI Partner measurement tool to determine the effect of couples' conflict resolution styles on each partner's marital satisfaction.

Also, this study's main result is that conflict resolution has a significant effect on marital satisfaction. It is hoped that it can be applied in marriage counseling for individuals who experience dissatisfaction in their marriage, along with counseling couples before entering marriage as counseling material. Then, for both men and women, because the positive-problem-solving style is the conflict resolution style that can increase marital satisfaction the most, it can be suggested for married individuals to apply a conflict resolution style that has a positive influence so that they can maintain or increase their marital satisfaction. Practitioners can also assist couples in learning these positive problem-solving techniques.

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