
“Dual Career Couple & Their Work Life Balance”

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ABSTRACT

The modern world is full of opportunity and growth of an individual. The 21st century itself brings lot of growth in all sectors of economy and it also increases the concept of Dual Career Couples. The dual career couple refers to those couples who both male and female are engaged in making their career or in other word they both are professional workers. In India concept of Dual are increasing day by day especially in metropolitan cities such like Delhi, Mumbai, Ahmedabad and etc. the dual career concept plays vary important role in all the aspect of the couples such like their personal life as well as professional life making balance between them is quite difficult . Now a day's organization also increasing their awareness towards understanding impact of dual career couples within the organization. This research paper include understanding theoretical model of dual career and various factor which effect organization as vital to understand (and accept) the need to consider other dimensions on the dual career analytical perspective.

KEY WORDS: *Dual career couples, work life balance, analytical perspective*

INTRODUCTION

The team dual career was firstly introduced in the year of 1969 and 1971 by a European couple Rapport and Rapport. The concept of dual career couple was increasing day by day especially in metropolitan city's such like Delhi, Ahmedabad, Mumbai and etc .The dual career is the result of modern 21st century where both the partners are equally comparative and want to enhance their career for being more successful. In India the concept of dual career are recently grape the attention of many research scholar due to increase in education level of women in all over the nation. It also increases many opportunities for women in various domains. The increasing role of technology also increases competition among individuals. Various researchers has given their definition of dual career some of them are given below-

Rapport and Rapport – According to Rapport and Rapport Dual Career refers to the condition where both members of the family (husband and wife) are pursue profession career by choice and at the same time maintain their family together.

Cherpes- the Cherpes also carried his research in year of 1985. This research report are based on existing literature about dual career couples .He concluded that dual career couples will also be called as dual income couples regardless of organization type Hopkins & White have conducted his research in the year of 1978. This research report include Changing role of women, however, created some barriers to the existing lifestyle, which might be explained by the fact that it is a relatively new and minority pattern. From a societal point of view, dual career couples

in India especially those with young children, frequently feel overwhelmed by their lifestyle. The external demands of the workplace, children's needs, and household responsibilities compete for limited time, creating obvious stress on the dual career couple. Guilt, anxiety, alienation, powerlessness, rigidity, anger and competition are common obstacles to success and satisfaction for dual career couples. In coping with the pressures of this variant pattern, dual-career couples have been forced to come up with their own individual solutions as no institutionalized supports exist.

LITERATURE REVIEW

The present report is an attempted to understand work life balance between professional couples. These couples are also known as dual career couples.

Barnett R.C. & Lundgren L. (1998) - in this research paper researcher indicates that in order to manage their home as well as office work they always reschedule their plan. It also shows that perception of men towards women has not changed.

Chenu A. & Robinson J P. (2002)-In this research paper investigator focused on demographic characteristics that have influence over working hours of couples. In relation to demographic factor it plays vary important role .The people from different demographic background have different expectations and preferences toward working hours. Hence if married couples are of same demography the time management can be possible, if working couples are of different demography it is difficult to manage the same Karambayya R. & Reilly A H. (1992)-in this report researcher investigate and conclude that females in comparison of male have to restructure their organization schedules in order to take care of their family obligations, especially to meet the expectations of children. Researcher also indicates that most of the male did not changed in supporting the wife at the home for family related work.

Kinnunen U. & Mauno S (2001)- In this article editor focused on various level of exhaustion faced by working couples negative effects on their family life and male spouse are more critical of themselves as compared to women in terms of marital status as well as , as a parent. This ultimately leads to family dispute in family. Stress and exhaustion play important role in for negatively affecting the marital life of working couples.

Lambert, S. J. (2000)-In this research report investigator has given a model to estimate links between work life benefits and organization citizenship behaviour directly. It includes obligations such as social exchange process and indirectly through perceived organization support. He further subdivide work life benefits into six categories such like child related, time, physical health, psychological well being, professional development, and elder care. Hence every employee have different perceptions for these benefits and how much of them are actually useful. He indicated that perceived usefulness of work life benefits regardless of benefits use has positive relationship with employee's attitudes and behaviour but perceived organization support did not increased organizational citizenship as measured in this study Sullivan, S. & Lussier , R. (1995)-In this report researcher have given different ways for doing work and increasing efficiency of an employee thought boost up their morale towards work such like flexible work arrangements, flexible timing , compressed work week, telecommuting and job sharing. These will help to increase the productivity and loyalty of employees towards the company.

Research Methodology

Research Design

The present research study is descriptive in nature. The aim of this research study is to analysis Dual Career Couple & Their Work Life Balance. In this research study primary data has been collected with the help of questioner and secondary data has being collected through different sources such like Google scholar, shodhganga, and etc. The present research include sample study of working couples belonging to different places of Ahmadabad, and Gandhinagar, Gujarat .The universe of the study composed 100 working couples ranging between 30-45 years of age .The sample was matched on gender , occupation and type of family.

Objective

1. To determine the various challenges faced by the dual career couples.
2. To explore different types of coping strategies used to overcoming these challenges.
4. To examine the association between employer's sensitivity and organizational support.

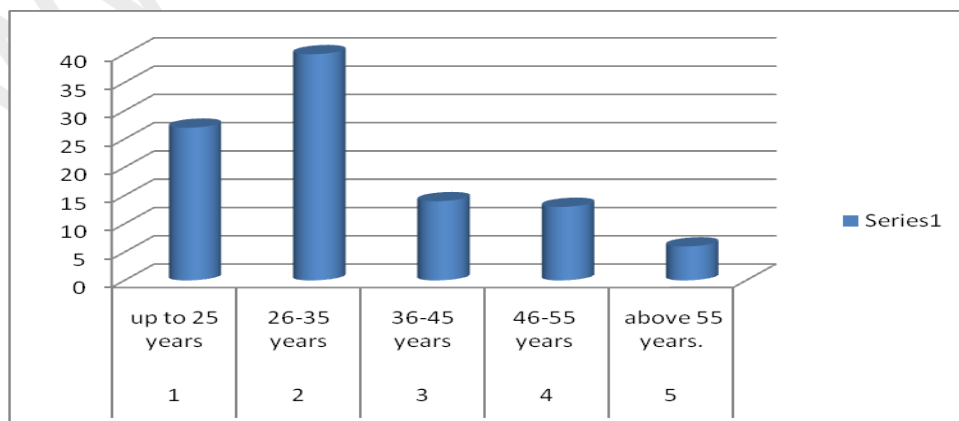
Hypothesis

- H0- There is no significant difference between various types of organization and dual career couple's work-life challenges.
H1- There is a significant difference between various types of Organization and dual career couple's work-life challenges.
- H0- There is no significant association between employer sensitivity and organization support.
H1- There is a significant association between employer sensitivity and organization support.

Data analysis and interpretation

Analysis has been done of the data collected and the results have been discussed regarding the work-life challenges faced by dual career couple and the coping strategies they adopt to face these challenges. Also, employer's sensitivity towards dual career couple have been analyzed and discussed. An association has been observed between employer's sensitivity and organization support.

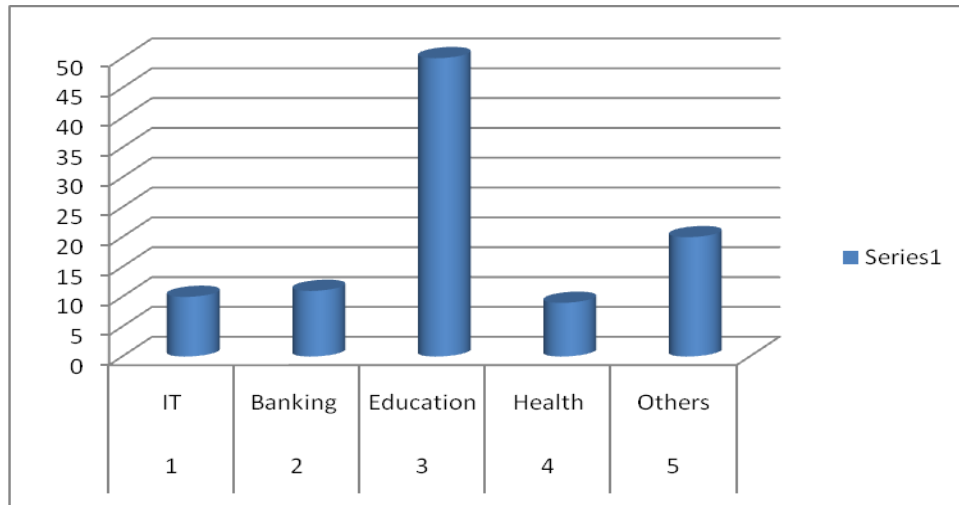
Age of employee



Interpretation:-

The sample consisted of 100 dual career couples sample. The mean age of respondents was in the range of 26-35 years. However, a graphical presentation is there for the age of the employees ranging in five categories: up to 25 years, 26-35 years, 36-45 years, 46-55 years and above 55 years.

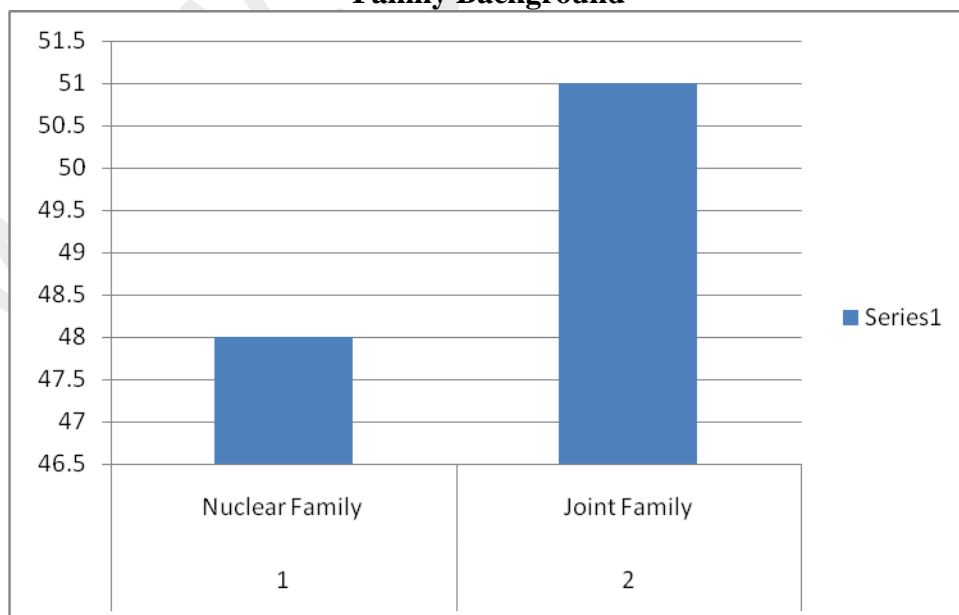
Organization Type



Interpretation:-

Similarly, it was found that out of a sample of 100 respondents maximum couples were working in Education sector, followed by the sectors including banking, IT, Healthcare, education and other sectors.

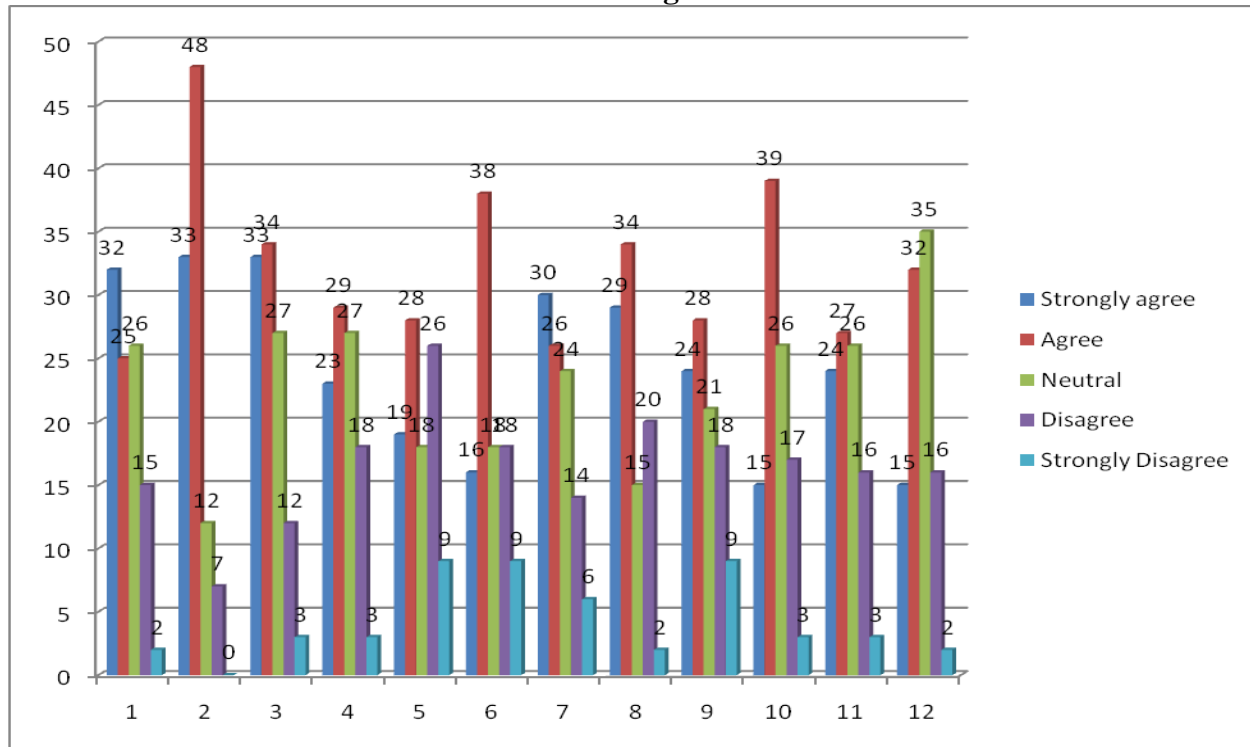
Family Background



Interpretation:-

Data also comprises of the two types of family backgrounds of DCC coming from mainly, joint and nuclear family. It was found that respondents were mainly from joint families.

Factor Loadings for Work Life Challenges

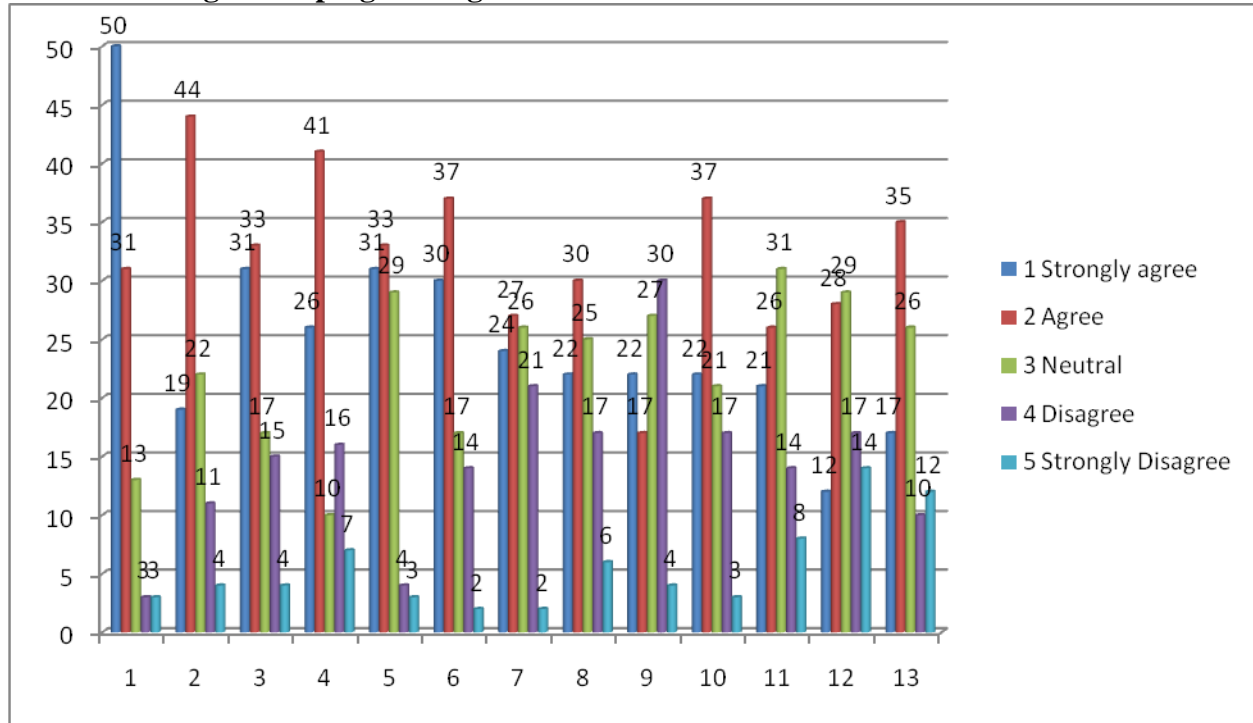


Interpretation:-

The above graph show various factor loadings for work life challenges among DCC. First factor show 32% of working couples are strongly agree about the statement “I feel emotionally drained When I get home from work”. The second factor indicates 48% are agreeing about the statement “I wish I had more time to do things with my family”. The third factor indicates that 34 % of working couples are agrees with the statement “My commitment to job is inhibiting my leisure activity”. The fourth statement indicated that 29% of working couples are agrees with the statement “After getting home from work I am unable to switch off and relax”. The fifth factor indicated that 28% of working couples are agrees with the statement “I almost bring work home with me”. The sixth factor indicated that 38% of working couples are agrees with the statement “I often put extra hours at work”. The seventh factor indicated that 30% of working couples are strongly agrees with the statement “Work pressure often interferes with my personal life”. The Eighth factor indicated that 34% of working couples are agrees with the statement “My spouse demands greater attention from me”. The ninth factor indicated that 28% of working couples are agrees with the statement “My boss favors those employees who believe in 24X7 working concept (workaholics)”. The tenth factor indicated that 39% of working couples are agrees with the statement “Working long hours are expected and regarded sings of high job commitment”.

The eleventh factor indicated that 37% of working couples are agrees with the statement “An employee who uses flexi-time is less likely to advance his career than non-users”. The twelfth factor indicated that 35% of working couples are neutral with the statement “The expectations of my subordinate’s conflicts with those of my family demands”.

Factor Loading for Coping Strategies

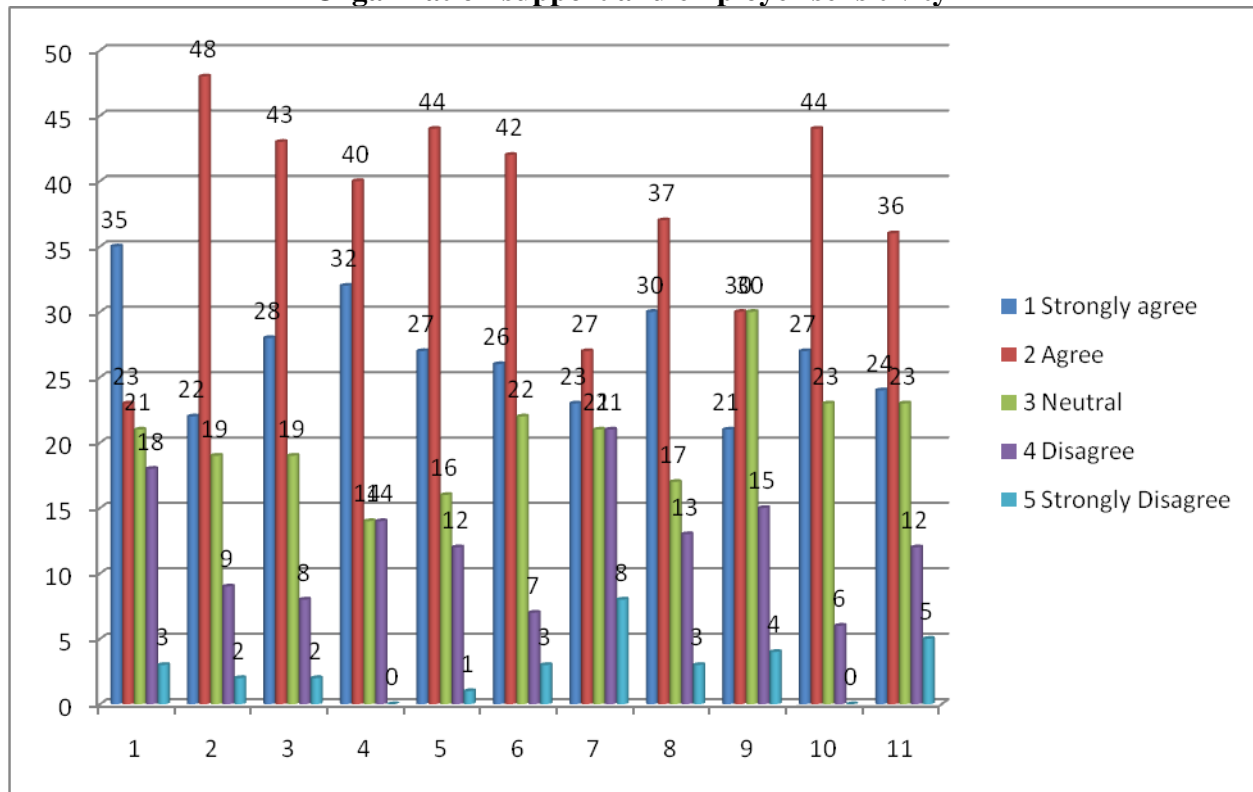


Interpretation:-

The above graph show various factor loadings for work life challenges among DCC. First factor show 50% of working couples are strongly agrees about the statement “I contact my family members if needed”. The second factor indicates 44% are agreeing about the statement “My organization encourages job sharing”. The third factor indicates that 33 % of working couples are agrees with the statement “I have the opportunity to work part time instead of full time, if a family situation changes dramatically”. The fourth statement indicated that 41% of working couples are agrees with the statement “I am allowed to take time off over time I’ve worked instead of payment”. The fifth factor indicated that 33% of working couples are agrees with the statement “I encourage my child to help out in domestic front whenever possible”. The sixth factor indicated that 37% of working couples are agrees with the statement “I have dumped certain community activity due to scarcity of time”. The seventh factor indicated that 27% of working couples are strongly agrees with the statement “I have started saying no to some of the assignments which I could have done”. The Eighth factor indicated that 30% of working couples are agrees with the statement “I postpone certain tasks until the pressure to do them is at most”. The ninth factor indicated that 30% of working couples are disagrees with the statement “I usually find excuses to keep from performing duties I dislikes”. The tenth factor indicated that 37% of working couples are agrees with the statement “I rely on extended family members for

support”. The eleventh factor indicated that 31% of working couples are neutral with the statement “I usually turn down jobs with more travels”. The twelfth factor indicated that 29% of working couples are neutral with the statement “I take help of my domestic maid to look after my children”. The thirteenth factor indicated that 35% of working couples are agrees with the statement “I’ve the facility to share my job with peers”.

Organization support and employer sensitivity



Interpretation:-

The above graph show various factor loadings for work life challenges among DCC. First factor show 35% of working couples are strongly agrees about the statement “In order to get noticed in the organization employees must constantly put work ahead of their family or personal life”. The second factor indicates 48% are agreeing about the statement “My organization supports me to take time-off to care and support sick family or household members”. The third factor indicates that 43 % of working couples are agrees with the statement “My organization allows employees to upgrade their knowledge, while keeping a job at end of the term”. The fourth statement indicated that 40% of working couples are agrees with the statement “My organization provides me the ability to pool all leave entitlements if needed for family reasons”. The fifth factor indicated that 44% of working couples are agrees with the statement “My organization changes the work profile of pregnant workers to avoid the work stress”. The sixth factor indicated that 42% of working couples are agrees with the statement “My organization has a provision of safe location for caring dependants in organization premises itself”. The seventh factor indicated that 27% of working couples are agrees with the statement “My organization is paying or reserving places in organization premises for child care centre”. The Eighth factor indicated that 37% of

working couples are agrees with the statement “My organization conducts health awareness and checkup campaigns”. The ninth factor indicated that 30% of working couples are agree and also neutral with the statement “Employees are expected to put their jobs before family or personal life”. The tenth factor indicated that 44% of working couples are agrees with the statement “I’m able to use organization support policies as my right and not as favors”. The eleventh factor indicated that 36% of working couples are agrees with the statement “My organization manipulates flexible work policies to serve their own interest”.

CONCLUSION

This study identifies some major factors that influence work life balance of working couples. The main focus of the study is working couples in different organization such like education, IT, Health, Banking and others. In this research investigator concluded that traditional roles of women’s such like child care ,housekeeping and kitchen works are get changed with modern age. Now a day’s responsibilities are shared equally among both male and female spouse.

Though, the people of India have walked a long distance in development, yet patriarchy is not completely impotent. Woman as an employed individual could be able to add new values and elevate her importance in the family due to her earning capacity, choosing a career and power of decision making. Role conflicts, stress and strain among the dual career/employed couples affect the career and goals of the wife in more cases than the husband and the same was also found in some male cases. An employed woman loses interests in domestic or household chores and she feels that these chores causes stress if she continues to perform them. The employed women have decreased their interests in domestic chores because of the job responsibilities and time constraints

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