

AN EXPLORATORY ANALYSIS OF WORK LIFE BALANCE OF DUAL CAREER COUPLES

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Abstract

Work–life balance is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work–life can be, but not limited to personal interests, family and social or leisure activities. The use of smartphones, email, video-chat, and other technological innovations has made it possible to work without having a typical "9 to 5 work day". In dual-earner couples, one spouse's work is generally considered secondary. Dual-career couples are families in which "both heads of household pursue careers and at the same time maintain a family life together". Both have high degrees of commitment to their careers, and neither partner's career is thought to be more important than that of the other. This paper explored the factors affecting the work life balance in Dual career couples. Sample size was 200 and Exploratory factor Analysis was used to explore the factors affecting work life balance in Dual career couples.

Key Words:

Dual-career couples, flexi hours, work life balance.

INTRODUCTION

Spending long hours at work due to "inflexibility, shifting in work requirements, overtime or evening work duties" could lead to an imbalance between work and family duties. It has been demonstrated "that time spent at work positively correlate with both work interference with family and family interference with work, however, it was unrelated to cross-domain satisfaction" This could be due to the fact that satisfaction is a subjective measure. This being said, long hours could be interpreted positively or negatively depending on the individuals. Working long hours affect the family duties, but on the other side, there are financial benefits that accompany this action which negate the effect on family duties. As for the married and/or dual-earning couples, it seems that "not only require more time and effort at home but also area resource for individuals to draw from, both instrumentally through higher income and emotionally through increased empathy and support."

LITERATURE REVIEW

Increasing numbers of women entering the workforce, creating dual-earner couples, has created a continuous juggle between work and home in many cultures worldwide. Changing gender roles and dynamics has also generated considerable interest among human resource development (HRD) scholars and practitioners as it may affect employee attitudes and behaviors (**A.Adnan, S. Sultan, S.Sabira, 2013**). Today's global workforce includes a significant proportion of dual-earner couples who are navigating the demands of the workplace, child care, and elder care issues (**H. Berlato, K. F. Correa, 2017**). Finding a suitable balance between work and living is an incessant challenge for dual-earner couples not only nationally, but also globally (**D.K. Suranji, U.K. Thalgaspitiya, 2016**). Work–life research is common in highly industrialized countries, such as the United States, Australia, and parts of Europe (**A. Peplinska, N. Czup et. Al (2014)**). International work–life research is needed in less- industrialized countries due to converging labor patterns (**Simunic, L. Gregov, A. Prorokovic, 2011**), and a need to understand the effects of globalization on work–life balance. In both the United States and India, work–life research including dual-earner couples is intrinsically tied to gender. Dynamics of both the workplace and home environment changed with the entry of women into the workforce. In the United States, issues of work–life became critically important in the 1970s as women with families entered the workforce in higher

numbers (P. Miano, A. Salerno, 2015). In India, the economy was liberalized around 1991, increasing exposure to global competitiveness, opportunities for economic growth, and the entry of more female employees into the workforce (H. Berlato, K. F. Correa, 2017). In both countries, working women created the need for organizations to address gender and diversity through work-life initiatives, making it easier for dual-earner couples to balance work and life (R.A. Rahman, W.S.W Mustaffa, S.M. Rhouse, H.A. Wahid, 2017). Nowadays, flexible working hours are becoming important to the workplaces. A lot of organizations offer flexible working hours to employees due to the benefits that flexibility gives to both employee and employer (R.A. Rahman, W.S.W Mustaffa, S.M. Rhouse, H.A. Wahid, 2016). Greater employee productivity and higher organization profitability are the most common benefits. Also, flexible work-ing hours promote and facilitate work-life balance. Reduced stress and increased employee wellbeing are out-comes of the work-life balance (S.C. Kundu, Rina 2013).

OBJECTIVE OF THE STUDY

The objectives of the study are as follows:

- To study what is Work Life Balance.
- To learn how dual career couples handle their personal as well as professional life.
- To know what are the effects of personal life over professional life.

Data Collection

The study has used both primary and secondary data.

Primary Data

A self-prepared questionnaire having 50 questions used to collect the primary data. The questions were classified into demographic and non-demographic variables.

Number of demographic questions = 10 Number of topic related questions = 40 Sample size = 200

Statistical tools used for data analysis

Statistical tools used for data analysis includes

- Factor Analysis
- Demographic Analysis

The statistical package used for data analysis was SPSS 21.

Development of Instrument: The questionnaire included questions/variable extracted from the literature review. The questionnaire was divided into two; first part was the questions related to demographic details of the respondents, 10 questions were there. Second part included, 40 items, and the questions were related to work life balance. Reliability test was conducted thereafter. Cronbach's alpha was 0.667.

DEMOGRAPHIC DATA ANALYSIS

	N =200	%
Gender		
Female	100	50
Male	100	50
Age		
Below 30	14	7
30-39	78	39
40-49	64	32
50-59	42	21
60 & above	2	1

Children		
One child	86	110.2564
Two children	72	112.5
More than two children	24	57.14286
No child	18	900
Dependents		
One Dependent	46	43
Two Dependent	54	27
No Dependent	100	50
Family Type		
Joint Family	44	22
Nuclear Family	156	78
Hierarchy		
Low Level	118	59
Middle Level	54	27
High Level	28	14
Job Type		
Corporate	86	43
Doctor	32	16
Business	38	19
Teaching	22	11
Architect	8	4
Advocate	8	4
Nurse	6	3
Working Hours		
7 to 8 hrs	32	16
9 to 10 hrs	110	55
11 to 12 hrs	40	2
13 to 14 hrs	18	9
Same City		
Yes	156	78
No	44	22
Travelling Time		
Less than 30 mins	32	16
Nearly 1 hour	110	55
Nearly 2 hours	40	2
More than 2 hours	18	9

The highest percentage of the respondents were from 30-39 years and the percentage was 39% and lowest from 60 & above and the percentage was 1 %. Male female percentage was same, and it was 50%. The highest percentage of the respondents had 1 child and the percentage was 32 % and lowest

had no child and the percentage was 14 %. The highest percentage of the respondents had 2 dependents and the percentage was 50 % and lowest had no dependents and the percentage was 23 %. 78 % in nuclear family and 22 % in joint family. The highest percentage of the respondents were from low level and the percentage was 59 % and lowest from high level and the percentage was 14 %. The highest percentage of the respondents were from corporate and the percentage was 43 % and lowest was nurse and the percentage was 3 %. The highest percentage were working in same city and the percentage was 78 % and lowest from different city and the percentage was 22 %. The highest percentage of the respondents were from 9-10 hours and the percentage was 55 % and lowest from 13-14 hours and the percentage was 9 %. The highest percentage of the respondents were from nearly 1 hours and the percentage was 55 % and lowest from more than 2 hours and the percentage was 9 %.

Table 4.13 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.646
Approx. Chi-Square	1775.691
Bartlett's Test of Sphericity df	406
Sig.	.000

Results:

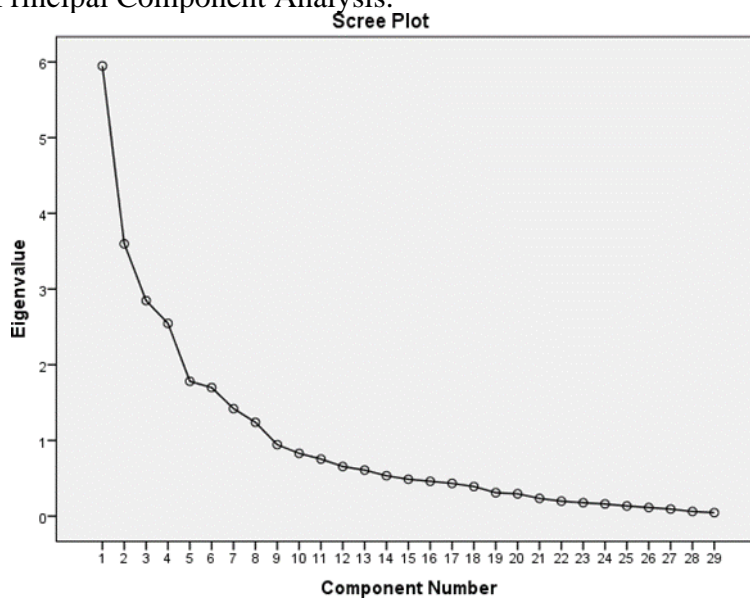
Factor analysis was conducted in order to identify the factors that affect organization culture. Factors were identified using the Eigen value criteria that suggests extracting factors with Eigen value greater than 1.0 Principal Component Analysis and Varimax Rotation were considered for obtaining a component matrix. For confirming the adequacy and sphericity of the data set, Kaiser-Meyer-Olkin(KMO) and Bartlett's Test values were also obtained. Kaiser-Meyer-Olkin(KMO) and Bartlett's Test value obtained is 0.646 Any value above .5 is acceptable. The value obtained is 0.646, which is above 0.5. Hence factor analysis can be done.

Table 4.15 Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.948	20.509	20.509	5.948	20.509	20.509	4.332	14.937	14.937
2	3.597	12.405	32.914	3.597	12.405	32.914	3.092	10.662	25.599
3	2.847	9.819	42.733	2.847	9.819	42.733	2.640	9.105	34.704
4	2.546	8.778	51.511	2.546	8.778	51.511	2.576	8.882	43.586
5	1.781	6.142	57.653	1.781	6.142	57.653	2.556	8.813	52.399
6	1.699	5.858	63.511	1.699	5.858	63.511	2.357	8.128	60.527
7	1.420	4.896	68.407	1.420	4.896	68.407	2.047	7.058	67.585
8	1.240	4.277	72.685	1.240	4.277	72.685	1.479	5.100	72.685
9	.945	3.257	75.942						
10	.829	2.860	78.802						
11	.754	2.601	81.403						
12	.655	2.258	83.661						
13	.608	2.098	85.759						
14	.534	1.840	87.599						
15	.487	1.681	89.279						
16	.461	1.589	90.868						
17	.433	1.492	92.360						
18	.391	1.349	93.708						
19	.310	1.069	94.777						

20	.296	1.019	95.797						
21	.234	.808	96.604						
22	.197	.680	97.285						
23	.178	.612	97.897						
24	.161	.556	98.453						
25	.134	.461	98.914						
26	.114	.392	99.307						
27	.093	.322	99.629						
28	.061	.211	99.840						
29	.046	.160	100.000						

Extraction Method: Principal Component Analysis.



40 items got converged into 8 factors and the total variance explained is 72.685 %. This percentage is a very strong. It means the 40 items under study was able to explain 72.685 % and still there are other components which contributes to organization culture. Remaining 27.315 % includes the other components, which may be the scope of further study. 10 items namely, Item No. 5,16,17, 21,22,29,35,36, 37 and 39 was dropped after the iteration. These factors were not converging in any of the factors and dropping these items from strength the model from 69.11 % to 72.685%.

Table 4.16 Rotated Component Matrix^a

	Component							
	1	2	3	4	5	6	7	8
Emotional support of spouse	.85							
Help from spouse	.84							
Cooperative family	.83							
Family care	.81							
Mentoring by spouse	.76							
Understanding family	-.62							
Work pressure		.80						
Workload		.77						
Work schedule		.70						
Personal life		.65						

Identity change		.57							
Family activities			.83						
House hold work			.80						
Work life balance			.66						
Demanding job			.64						
Peer support				.83					
Supportive friends				.79					
Outings				.73					
Supportive staff				.58					
Superior's support					.91				
Cooperative Boss					.87				
Understanding seniors					.66				
Right profession						.75			
Work Performance						.73			
Kid's career						.71			
Family strain							.88		
Friends group							.87		
Time management							-.55		
Long working hours									.88

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Table 4.17 Component Transformation Matrix

Component	1	2	3	4	5	6	7	8
1	.724	-.318	-.286	.393	.269	.245	.037	-.075
2	.300	.719	.481	.035	.240	.300	.082	.076
3	-.473	.221	-.436	.290	.190	.371	.493	-.192
4	-.005	-.118	.267	.441	-.749	.322	.144	.187
5	-.271	.039	.021	.313	.103	.310	-.812	-.246
6	-.005	.159	.172	.594	.025	-.679	.093	-.350
7	-.283	-.514	.569	.137	.489	.100	.185	.172
8	-.093	.167	-.267	.311	.152	-.205	-.161	.839

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.

In total 40 items were considered for study and the items were converged into 8 factors. Researcher have the autonomy to give names to the variables looking to the way the questions have been asked. Below table exhibits the factor loadings.

Emotional support of spouse	.85	6 Items	Family Support	Factors Affecting Work Life Balance in Dual Career Couples
Help from spouse	.84			
Cooperative family	.83			
Family care	.81			
Mentoring by spouse	.76			
Understanding family	-.62			
Work pressure	.80	5 Items	Work Pressure	
Workload	.77			
Work schedule	.70			
Personal life	.65			
Identity change	.57			

Family activities	.83	4 Items	Personal Responsibilities
House hold work	.80		
Work life balance	.66		
Demanding job	.64		
Peer support	.83	4 Items	Peer Support
Supportive friends	.79		
Outings	.73		
Supportive staff	.58		
Superior's support	.91	3Items	Cooperative Boss
Cooperative Boss	.87		
Understanding seniors	.66		
Right profession	.75	3Items	Right Profession
Work Performance	.73		
Kid's career	.71		
Family strain	.88	3Items	Personal Dilemma
Friends group	.87		
Time management	-.55		
Long working hours	.88	1Item	Long Schedule

CONCLUSION

Study conducted was exploratory of nature. The primary objective of the study was to explore the various factors affecting the work life balance of dual career couple. Dual career couple are the couples, who are working, but both are in different careers. After conducting the study following were the factors emerged as the prominent factors affecting the work life balance of dual career couple.

- Family Support
- Work Pressure
- Personal Responsibilities
- Peer Support
- Cooperative Boss
- Right Profession
- Personal Dilemma
- Long Schedule

SUGGESTIONS

As the absence of proper work life balance will have an adverse effect on the personal & professional life of an individual, care must be taken to achieve it. Otherwise it will affect not only the family life and professional life, but will have a negative effect on the health also. It will lead to diseases like stress, hypertension, diabetics etc.

There should be a proper balance between the personal life and professional like and the main ingredients to achieve it are as follows,

- Self-management of an individual

- Supportive family, peers, boss
- Employee friendly Company Policies & procedures
- Gender sensitization

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