

A STUDY ON THE FACTORS AFFECTING WORK LIFE BALANCE OF DUAL CAREER COUPLES

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Abstract

Several decades ago there was a global social pattern where husbands were considered to be the breadwinners, whereas wives stayed at home and were mainly engaged in bringing up their children and doing household chores. However, this pattern has changed dramatically and irreversibly in global level in general. As a result, today both, husbands and wives have their own career aspirations and this has caused a range of implications for their families, as well as, organisations employing them. In this study let's see about the various factors affecting the life and work of dual career couples

Key words: Work Life, Balance, Husband, Wife, Organizations, Dual Career Couples.

INTRODUCTION:

Work-life balance refers to an equilibrium state, where one effectively balances work or career demands and those of their personal life. An individual who lacks a work-life balance has more work and home obligations, works longer hours, and lacks personal time. From a purely economic viewpoint increasing numbers of dual career couples, as well as, parent employees is considered to be a positive tendency, because this will positively contribute to the level of tax revenues and value creation and ultimately, increasing standard of life within a national economy. Moreover, dual-career couples and working parents may achieve significant results in their workplaces and this contribute to the level of their self-fulfilment.

However, dual-career couples and working parents might be subjected to pressure in their attempts to balance their work and family responsibilities. And this pressure is even greater when dual-career couples have a child or children and the pressure is associated with the child care when both parents are at work and a sense of guilt felt by some working parents for not being able to spend enough time with their children.

Significance of the study:

The rising number of dual career couples in India has altered the way of living of a growing section of population in the society. The most important modification brought about by dual career households is in the relationship between individual decisions and cultural norms about men's and women's roles. Dual career couples have transformed the social landscape in that there are two husbands and no wife. Both parents are absent from the home during the day

and each struggles to balance career objectives while maintaining a family. Numerous challenges confront dual career families. These include: Balancing career and familial responsibilities, attempting to provide mutual support. Dealing with a finite amount of time in the light of multiple role demands and Preserving one's identity as a person as distinct from spouse

Impact on psychology

- ✚ Impact on behavior
- ✚ Health disorder of self and other members of the family
- ✚ Effect on children caring
- ✚ Effect on caring the old age parents
- ✚ Disturbance on marital life
- ✚ Effect on job
- ✚ Cannot spare time for social functions and obligations
- ✚ Not able to give time for self
- ✚ No motivation
- ✚ Lead to danger of losing job

Hence this study will help us to know the factors affecting the dual career couples lives and are they overcoming it

TITLE OF THE STUDY

A study on the Factors affecting work life balance of dual career couples

OBJECTIVES OF THE STUDY

- ✚ The main objectives of the study are:
- ✚ To study the relation of husband & wife while doing the job.
- ✚ To find those factors that affects their jobs.
- ✚ To check the level of stress between husband & wife.
- ✚ To study the problems they are facing as working couples.

REVIEW OF LITERATURE

Byars and Rue (2006) mention another reason and potential source of pressure among some dual-career couples where a couple may wish to have a child, but postpone the relevant plans due to the fear of implications of having child for the career prospects of the female in the family.

Marafi H (2013) -This paper identifies issues faced by employees in education sector when they have to work on weekends or take any special classes other than the scheduled ones. These employees experience negative work-life balance and health issues. This leads to family disturbance and ultimately leads to de-motivation and also scope for turnover. However, if adequate compensation is provided and prior information is given this will help to reduce the negative effect of work life of the employee

RESEARCH METHODOLOGY

Research methodology is the blueprint of the research study. It is a way to systematically solve the research problem and is understood as a science of studying how research is done systematically. The type of research design used in the study is descriptive research. A sample is a part of population which is studied in order to make inferences about the whole population. From the universe of 550 a total of 60 respondents were selected using Convenience sampling. The researcher came to know about the prevailing condition and feasibility to conduct his research study. The researcher adopted Questionnaire method as a primary tool to collect data. The researcher collected the data through both primary and secondary method of data collection. Primary data include self-structured questionnaire and secondary data includes websites and past research

ANALYSIS AND INTERPRETATION

Table1: Distribution of Respondents Based on Their Educational Qualification

S. No	Educational Qualifications	No. of Respondents	Percentage
1	Diploma	4	6
2	Graduate	32	54
3	Postgraduate	24	40
	Total	60	100

From the above table it is clear that 54 percentages of the respondents are Graduates and 40 percentages of the respondents are post graduates and 6 percentages of the respondents are diploma holders.

Chart 1: Chart Showing Educational Qualification of the respondents

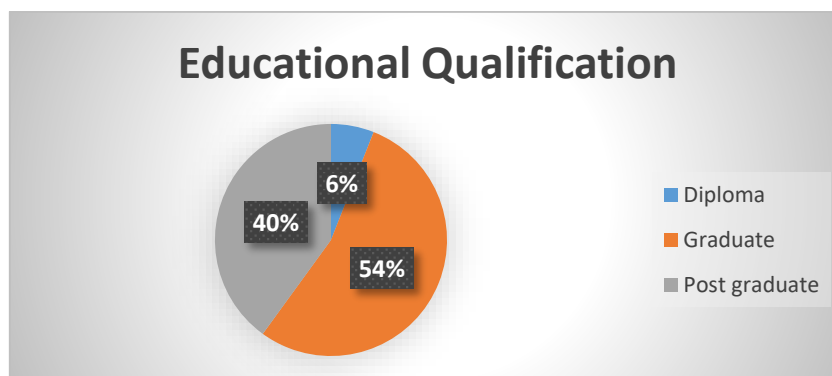


Table 2: Distribution of the Respondents Based On Their Family Type

S. No	Family type	No of Respondents	Percentage
1	Joint	39	65
2	Nuclear	21	35
	Total	60	100

The above table indicates that 65 percentages of the respondents belong to Joint family and 35 percentage of the respondent's belong to nuclear family.

Chart 2: Chart Showing the Respondents Based On Their Family Type

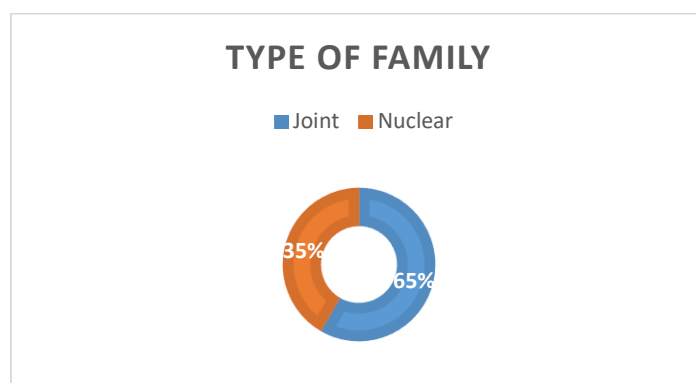


Table 3: Distribution of the Respondents Based On the Satisfaction with Present Job

S.No	Job Satisfaction	No of Respondents	Percentage
1	Yes	50	83
2	No	10	17
	Total	60	100

From the above table it is clear that 83 percentages of the respondents are satisfied with their present job and 17 percentages of the respondents are not satisfied with their present job.

Chart 3-Chart Showing the Respondents' Based On the Satisfaction with Present Job



Table4: Distribution of the Respondents Based On the Benefits of Dual Career Couples

S.NO	Benefits	No. of Respondents	Percentage
1	More earnings	12	20
2	Mental satisfaction	2	3
3	Improving standard of living	20	33
4	All of them	26	43
	Total	60	100

The above table shows that 44 percentages of the respondents feel that they are getting all the benefits of dual career couples and 33 percentages feels that the benefit is improved standard living and 20 percentages feels that the benefit is more earnings and 3 percentages feels that the benefit is mental satisfaction.

Chart4: Chart Showing Benefits of Dual Career Couples

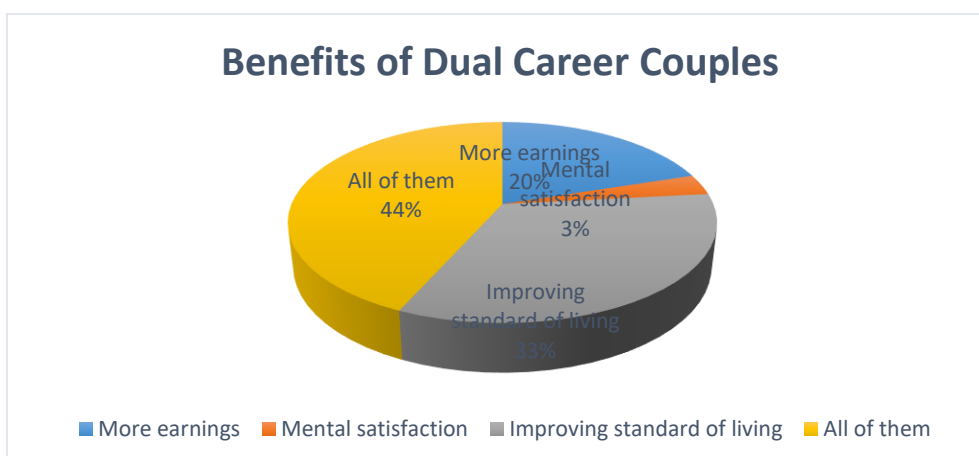


Table 5: Distribution of the Respondents Based On Children

S.No	Children	No of Respondents	Percentage
1	We have no children	9	15
2	Plan to have any	3	5
3	Yes we have children	48	80
	Total	60	100

The following table indicates that 80 percentage of the respondents have children and 15 percentage of the respondents do not have children and 5 percentage of the respondents plan to have children.

Table 6: Distribution of the Respondents Based On Taking Care of Children

S.No	Taking care of children	No of Respondents	Percentage
1	Husband	6	10
2	Wife	2	3.3
3	Both	34	57
4	Grandparents	11	18
	Total	60	100

The above table shows that 57 percentages of couples collectively take care of their children and 18 percentages are taken care by grandparents and 10 percentages are taken care by Husbands and 3 percentages are taken care by wives.

Findings of the study

- ✓ Majority of these respondents (70%) are having conflicts with partners as they never get time to spend with each other about themselves, lack of cooperation in the family, inability to spend enough time together, issues related to children and other families, lack of effective communication, and financial problems
- ✓ Majority of these respondents (80%) are having moodswings at times as they both have work pressure and they may sometimes take the work tension home and a person may recognize something that has triggered a shift in their mood, such as a stressful event at work.
- ✓ More than half (55%) of the respondents are usually satisfied with their partner as they can understand each other in some way and the bonding they have between each other is still existing and they both understand each other
- ✓ Nearly 50 percent of families have two wage earners because of the culture today. Both husband and wife are educated and they go for job or else due to the financial need couples together go for job to earn for the family
- ✓ Less than one-fifth of families are “traditional” breadwinner/homemaker families because the family pattern known as the breadwinner-homemaker system, which is characterized by men as the sole family wage earners and women as full-time homemakers
- ✓ In 75% of the respondents work plays a significant role in the lives of dual career families. Many women and men prepare themselves for careers with the expectation that their partner will support their career pursuits and that they and their partner will integrate occupational work with family life. This in turn has brought about changes in men’s roles and in societal views about what is needed to support the normative life roles of women and men.
- ✓ 60 percent of working parents experience conflict between work and family demands as they do not know how to manage the Work life. Organizational culture and work demands put employees at risk of role overload and work-to-family interference

SUGESSTIONS

- ❖ Both husband and wife shall go for same shift so that both can come home and look after the family together
- ❖ Couples can jointly go for a trip with children in order to balance the gap

CONCLUSION

The present study has found that in spite of many difficulties experienced by the dual career couples in managing their professional and domestic lives; they are mostly satisfied with their jobs and careers. Employers can make work a pleasant experience for dual career couples by looking after their specific needs, as far as practicable. This will in turn make domestic lives happier for the dual career couples.

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