

Work Life Balance of Dual Career Couples of Udaipur, Rajasthan

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Abstract

Work-Life Balance (WLB) is a well established concept by now. Work-pattern and the workplace have undergone several changes post the 18th century industrial revolution thus giving a new dimension to the concept of WLB. The number of nuclear families increased with the passage of time. The concept of the "ideal home" also gradually faded in which males earned and the female spouses looked after the homes. As female education grew, along with the increase in employment opportunities, today, most households have both the parents working in order to augment the family income.

The awareness about the need to create suitable conditions for the employees enabling them to maintain a healthy balance between their work and their personal desires and life increased. In order to enhance productivity and improve retention of employees, the companies were forced to consider WLB as an important incentive. The companies could not ignore WLB anymore. With this realization various schemes were introduced by the companies to sustain retention and improve productivity. However, India still lacks in this area and references to Work-Life Balance policies in India are not very common.

Keywords : Work-Life Balance (WLB), Workplace, Dual Carer Couples, Nuclear Family, Working / Non working

Introduction

The work force is seeing gradual increase in Dual career couples. Due to economic needs and social demands, the role of working women has assumed significance all over the world. This has forced working women to develop a career as robust as their male counterparts while at the same time sustaining active engagement in personal life. Working couples find that they have little time for themselves due to the ever-increasing work pressure. In this knowledge era, due to modern technological gadgets like smart phones, notepads, etc. encroaching in our lives, work life and personal life have integrated thus creating stress on personal and professional fronts. This is affecting our emotional, physical, and social well-being. Thus, maintaining proper work-life balance is necessary for dual career couples to have a good quality of life.

The term "dual-career" was first floated in 1969 by a European academic couple. Since then this term has been used frequently. "Coupled careers", "Conjoint career couple" or "Coordinated career" couple is some other expressions used. However, the last two terms refer to couples who are both pursuing careers in the same field or who have similar work activities. Therefore, they are colleagues in profession as well as partners in

life. Rapports draw a distinction between dual career couples and are dual-earner families.

The reason behind such a distinction between dual-career and dual-earner couples is that several problems are particularly relevant to the situation when both partners want to pursue careers. These problems can be classified into two areas: geographical mobility and family responsibilities – which, according to the results presented in the remainder of the report, not only but to a higher degree affect careers of women more than careers of men in dual-career couples. This might be indicated by the fact that also for women holding academic degrees it is true that: “although education does raise women's pay, it does so less for women than for men”. The general reason behind this very well- established fact is often attributed to gender differences in career paths. Different attitudes toward work and the struggle to balance work and family responsibilities, but also gender segregation of occupations and discrimination might “restrict women from attaining the highest positions, compared to men with similar backgrounds and education”. Specifically for the 'academic world', there is strong evidence that married faculty women receive less prestigious positions and institutional rewards.

What is Work Life Balance?

All the roles we assume like that of boss, employee, subordinate, spouse, parent, child, sibling, friend, and community member “demand our time, energy and commitment to fulfill. Work-family or work-life conflict occurs when the cumulative demands of these many work and non-work life roles are incompatible in some respect so that participation in one role is made more difficult by participation in the other role.”

This report conceptualizes “work-life conflict to include role overload (RO) (having too much to do and too little time to do it in) as well as role interference (when incompatible demands make it difficult, if not impossible, for employees to perform all their roles well). Role interference, in turn, can be divided into two factors: family to work interference (FTW) and work to family interference (WTF).” In the first case, interference occurs when family-role responsibilities hinder performance at work (i.e., a child's illness prevents attendance at

work; conflict at home makes concentration at work difficult). In the second case, interference arises when work demands make it harder for an employee to fulfill their family responsibilities (i.e., long hours in paid work prevent attendance at a child's sporting event, preoccupation with the work role prevents an active enjoyment of family life, work stresses spill over into the home environment and increases conflict with the family). In this sense, then, work-life conflict can be seen to have two major components: the practical aspects associated with time crunches and scheduling conflicts (i.e., an employee cannot be in two different places at the same time), and the perceptual aspect of feeling overwhelmed, overloaded or stressed by the pressures of multiple roles.”

Review of Literature

Doble N. & Supriya M.V. (2010) highlighted on how to improve efficiency and productivity of the organization as whole.. Flexible time, part time, work from home or child care facilities for their children are some of the ways to increase the productivity of the working couples. These have been recently initiated by the various organizations. This helps the working mothers to focus more on work.

Brummelhuis L.L.T. & Der Lippe T. V. (2010) emphasized on adoptability of the working couple in the organization as a friendly with supportive supervisors will increase the morale of the working couple. The environment and culture of the organization increases the moral of the working couples and help them in maintain work life balance.

Chawla D.& Sondhi N. (2011) highlighted that “when women have greater job autonomy they experience positive work life balance and also the more conducive the work environment the more the commitment towards organization. This helps to motivate the women staff to involve in decision making process and leads to executing the work at the desired level.”

Mathew R. V.& Panchanatham N. (2011) identified “that women entrepreneurs in India have to play multiple roles which leads to stress and health related issues among women. Work life balance for women entrepreneurs is adversely affected with increase in work hours. The need of the hour is multidimensional talent employee. The

women employees already proved their presence in the work force because of their ability and capability of delivering the job. Hence it is quite natural that this leads to stress and health related issues among working women. Not only in case of women, are men also exposed to such hazards."

Pagnana C E. , Lerob D S & Wadsworth S M M. (2011) highlighted that "working couples are adopting off-shifting work where one of the spouse is working in an unscheduled shift. Off-shifting gives security to the couple that at least one of the parents is with children although this results in fatigue, stress and less family time. This helps the couples to manage their time properly and at the same time this helps the parents to take care of their growing children."

Devadoss and Minnie (2013) opined that "the influence of work related stress on work-life imbalance based on expert's opinion. The data analyzed by means of Combined Overlap Block Fuzzy Cognitive Mapping (COBFCM) model and identified a work related stressor that exhibit greater ability to strike a proper balance between work and family domain."

Hayman J & Rasmussen E (2013) has made an important finding that "work life balance is equally important for male employees as it is for female employees. Therefore organizational leaders and HR managers should include male employees while forming work life balance policies. The work life balance affects both the female and male employees also. Hence the interest and problems of the male employees should not be ignored."

Marafi H (2013) 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."

Ojo Ibiyinka Stella Salau Odunayo Paul, and Falola Hezekiah Olubusayo (2014) this study analyzed the work-life balance issues in the African continent, with special references focused on three sectors namely Banking, Education and Power Sector. The various types of work-life balance initiatives which were available in these sectors explored and the barriers to implementation of the work-life balance were identified. This study concluded that work-life balance policies must include strategic plans of organizations.

Dhas and Karthikeyan (2015) point out that work/life balance has become a predominant issue in the workplace. It is "effectively managing the juggling act between paid work and other activities that are important to us - including spending time with family, taking part in sports and recreation, volunteering or undertaking further study. It can help to build strong communities and productive businesses."

Adholiya A. et. al. (2017) in the study on "Work Life Balance Study on Working Women of Udaipur" mentioned that work life for working women is quite necessary to manage their both personal and professional roles in an organized form. Women respondents of the study confirmed that work life imbalance result into several professional, personal, health related, psychological conflicts etc., and a significant difference was observed in the responses of the working women of different sector that lead into a conclusion of sector wise difference in work life imbalance in the working women.

Research Methodology

Title of The Study :

“Study on Work Life Balance of Dual Career Couples of Udaipur”

Objective(s) of Study :

- To study the work life balance of dual career couples and the factors that affects their work life balance.
- To study the problems they are facing as working couples.

Type of Research :

Descriptive Survey Design

Sample Size and Method of Selecting Sample :

50 dual career couples of Udaipur, Rajasthan

Data Collection :

- **Primary Data :** Structured Questionnaire
- **Secondary Data :** Web sites & Past Research

Scope of Study:

Geographical Scope of the Study: The geographical scope of the study was confined to the working couples of the Udaipur city. While selecting the working couples the study was not limited to any of the sector so the working or dual career couple of both public and private sector unit were chosen.

Operational Scope of the Study: Work life balance of dual career couple, factors their influence the quality of work life of dual career couple.

Limitation of Study :

1. Scope of the study was limited to the working couple of Udaipur.
2. Time and approaching to the right working couple having interest in research was a limitation.

Data Interpretation and Analysis

Table 1: Persons Who are Satisfied with Present Job are

Satisfied	Yes	No
No. of respondent	40	10
% of respondent	80	20

Source : Primary Data

From the above table it could be interpreted that among 50 respondents, 40 (80%) respondents are fully satisfied with their present jobs and 10 (20%) respondents are not satisfied with present jobs. So, it could conclude that majority of the sampled dual career couples of Udaipur were satisfied with present job.

Table 2: Benefits of Dual Working Couple

Working couple	No. of respondent	% of respondent
More earnings	20	40
Mental satisfaction	15	30
Improving standard of living	10	20
All of them	5	10

Source : Primary Data

Among 50 respondents, 20(40%) respondents opined that dual career couples have more earning benefits, 15 (30%) respondents opined that they are working for mental satisfaction, 10 (20%) dual career couple are working for improving standard of living and 5 (10%) respondents confirmed that they draw all the aforementioned benefits as dual career couple.

Table 3 : The Plan to Have Children

Plan to children	No children & Planning to have any	Yes, Having children
No. of respondent	30	20
% of respondent	60	40

Source : Primary Data

Among 50 respondents, 30 (60%) dual career respondents have no children and not even planning to have any, 20 (40%) respondents are having children. So, the respondents in terms of children have good mix of population.

Table 4 : Frequency Distribution of Respondents' Opinion for Children Influence on Job Choices

Children affect job choices	Yes	No
No. of respondent	32	18
% of respondent	64	36

Source : Primary Data

From the above table it could interpret that among 50 respondents, 32 (64%) respondents answer was yes which led into making interpretation that children affect job choices of both, and 18 (36%) respondents answer was no, which led into making interpretation that children do not influence their opinion for job choices.

Table 5 : Respondents Earning More

Earning	Husband	Wife
No. of respondent	42	8
% of respondent	84	16

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 42 (84%) dual career respondents confirmed that husbands are earning higher to wives and remaining 8 (16%) respondents agreed that wives are earning higher to husbands.

Table 6 : Respondents Opinion for Career as Priority

Career	Husband	Wife
No. of respondent	30	20
% of respondent	60	40

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 30 (60%) dual career respondents confirmed that husbands take career on priority and remaining 20 (40%) respondents agreed that wives took the career on priority.

Table 7 : Frequency Distribution for Who Takes Decisions in Family

Decision	Husband	Wife	Both
No. of respondent	10	20	20
% of respondent	20	40	40

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 10 (20%) respondents agreed that husbands took the decisions in family, 20 (40%) respondents agreed that wives took the decision in family, and remaining 20 (40%) respondents agreed that both husbands and wives jointly took family decisions.

Table 8 : Respondents Opinion for Having Time for Each Other

Time for each other	Yes	No
No. of respondent	35	15
% of respondent	70	30

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 35 (70%) respondents agreed that they have time for each other, and remaining 15 (30%) respondents agreed that they do not have sufficient time for each other.

Table 9: Respondents Opinion for Who Takes Responsibility for Maintaining Household Chores

Responsibility	Husband	Wife	Both
No. of respondent	10	30	10
% of respondent	20	60	20

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 10 (20%) respondents agreed that husbands took the responsibility of household chores in family, 30 (60%) respondents agreed that wives took the responsibility of household chores in family, and remaining 10 (20%) respondents agreed that both husbands and wives jointly took family household responsibility.

Table 10: Respondents Opinion for Who Take Leaves From Work to Take Care for Sick Child, Parents and Pet

Leave	Husband	Wife	Both
No. of respondent	15	25	10
% of respondent	30	50	20

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 15 (30%) respondents agreed that husbands took leaves from work to take care for sick child, parents and pet, 25 (50%) respondents agreed that wives took leaves from work to take care for sick child, parents and pet, and remaining 10 (20%) respondents agreed that both husbands and wives jointly took leaves from work to take care for sick child, parents and pet.

Table 11 : Frequency of Respondents' Opinion for Spending Time in Other Family Functions

Family function	Yes	No	Sometimes
No. of respondent	20	25	5
% of respondent	40	50	10

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 20 (40%) respondents agreed that they spend time in other family functions, 25 (50%) respondents agreed that they do not spend time in other family functions, and remaining 5 (10%) respondents agreed that sometimes they spend time in family functions.

Table 12: Frequency of Respondents' Opinion for Discussion of Problems with Each Other

Problem discuss	Yes	No	Sometimes
No. of respondent	25	20	5
% of respondent	50	40	10

Source : Primary Data

From the above table and graph it could interpret that among 50 respondents, 25 (50%) respondents agreed that they discuss their problems with each other, 20 (40%) respondents agreed that they do not discuss their problems with each other, and remaining 5 (10%) respondents agreed that sometimes they discuss their problems with each other.

Table 13 : Frequency of Respondents' Opinion for Having Conflicts Because of Professional Life

Conflict	Usually	Usually not
No. of respondent	30	20
% of respondent	60	40

Source : Primary Data

From the above table it is analyzed that among 50 respondents, 30 (60%) respondents agreed that they have conflicts in their life due to professional career, and remaining 20 (40%) respondents agreed that they do not have usual conflict due to their professional life.

Table 14: Frequency of Respondents' Opinion As Long They Want to Stay in One City

Stay in one city	0-1 yrs	1-2 yrs	3-4 yrs	More than 4 yrs
No. of respondent	20	15	10	5
% of respondent	40	30	20	10

Source : Primary Data

From the above table it is analyzed that among 50 respondents, 20 (40%) respondents agreed that they want to stay in one city up to 1 year, 15 (30%) respondents want to stay for 1-2 yrs, 10 (20%) respondents preferred to stay for 3-4 yrs and remaining 5 (10%) respondents preferred to stay for more than 4 yrs in one city.

Table 15 : How Frequently Respondents Changed Their Long Term Career Goals Because of Issues Involved in Dual Career Couple

Career	No. of respondent	% of respondent
Yes, I changed my long term career goals	18	36
Yes, my partner changed his/her long term career goals	12	24
No	20	40

Source : Primary Data

Among 50 respondents, 18 (36%) respondents changed long term career goals, 12 (24%) respondents agreed that their partners had changed his/her long term career goals, 20 (40%) respondents not changed their career goals.

Findings & Conclusion

Getting caught in the work/life balance trap will continue to be an ongoing challenge for dual career couples. People who have found balance in both career and home life advise careful planning and personal effort. One should plan, prioritize and schedule as efficiently as possible and shall not be afraid of hard work. If a person has control over the conditions in his workplace it is work-life balance. When an individual feels satisfied about both his personal life and his occupation it is WLB. "It mutually benefits the individual, business and society when a person's personal life is balanced with his or her own job. The work-life balance strategy offers a variety of means to reduce stress levels and increase job satisfaction in the employee while enhancing business benefits for the employer. In our increasingly hectic world, the work-life strategy seeks to find a balance between work and play." Following are the findings of the research work:

- 40 (80%) respondents are satisfied with present

job and 10 (20%) respondents are not satisfied with present job.

- 20(40%) respondents confirmed that dual career couples have more earning benefits,
- 15 (30%) respondents rated that they are working for mental satisfaction, 10 (20%) dual career couple respondents working for improving standard of living and 5 (10%) respondents confirmed that they draw all the aforementioned benefits as dual career couple.
- 30 (60%) dual career respondents have no children and not even planning to have nay,
- 20 (40%) respondents are having children.
- 32 (64%) respondents answer was yes which led into making interpretation that children affect job choices of both, and 18 (36%) respondents answer was no.
- 42 (84%) dual career respondents confirmed that husbands are earning higher to wives and remaining 8 (16%) respondents agreed that wives are earning higher to husbands.
- 30 (60%) dual career respondents confirmed that husbands take career on priority and remaining 20 (40%) respondents agreed that wives took the career on priority. 10 (20%) respondents agreed that husbands took the decisions in family, 20 (40%) respondents agreed that wives took the decision in family, and remaining 20 (40%) respondents agreed that both husbands and wives jointly took family decisions.
- 35 (70%) respondents agreed that they have time for each other, and remaining 15 (30%) respondents agreed that they do not have sufficient time for each other.
- 10 (20%) respondents agreed that husbands took the responsibility of household chores in family, 30 (60%) respondents agreed that wives took the responsibility of household chores in family, and remaining 10 (20%) respondents agreed that both husbands and wives jointly took family household responsibility.
- 15 (30%) respondents agreed that husbands took leaves from work to take care for sick child, parents and pet, 25 (50%) respondents agreed that wives took leaves from work to take care for sick child, parents and pet, and remaining 10 (20%) respondents agreed that

both husbands and wives jointly took leaves from work to take care for sick child, parents and pet.

- 20 (40%) respondents agreed that they spend time in other family functions, 25 (50%) respondents agreed that they do not spend time in other family functions, and remaining 5 (10%) respondents agreed that sometimes they spend time in family functions.
- 25 (50%) respondents agreed that they discuss their problems with each other, 20 (40%) respondents agreed that they do not discuss their problems with each other, and remaining 5 (10%) respondents agreed that sometimes they discuss their problems with each other.
- 30 (60%) respondents agreed that they have conflicts in their life due to professional career, and remaining 20 (40%) respondents agreed that they do not have usual conflict due to their professional life.
- 20 (40%) respondents agreed that they want to stay in one city upto 1 year, 15 (30%) respondents want to stay for 1-2 yrs, 10 (20%) respondents preferred to stay for 3-4 yrs and remaining 5 (10%) respondents preferred to stay for more than 4 yrs in one city.
- 12 (24%) respondents agreed that their partners had changed his/her long term career goals, 20 (40%) respondents no changed their career goals.

“The way in which dual-career couples devote their time and divide their responsibilities gives insight into the importance they place on work and family roles. A line of thinking that has gained traction in terms of helping dual-career couples negotiate their time is to re-conceptualize their lives as consisting of three careers – his, hers, and the career of the family. A large number of dual career couples in India are playing a significant role for economic growth. This study focused on identifying the factors that associated with dual career couples' satisfaction and their quality of work life. It is observed that successful family life carries over into one's career and makes one more satisfied with personal achievements in the context of dual career couples.”

Dual career couples in Udaipur enjoy very little Work-life balance as they have to face several work life balance issues and challenges such as “long working hours, increased work responsibility, excessive overtime hours, non-encouraging work environment and limited work flexibility.” The ability to successfully combine work, family commitments and personal life is important for the well-being of couples. Following are the major conclusions of the research work:

- From the above findings we can conclude that majority of respondents are satisfied with their present job in Udaipur.
- They are mentally satisfied and improve their standard of living.
- Some have no children plan and some have planning.
- Respondents said that there job choices are affected their children.
- The husbands are earning more than their wife, and career priority is higher among husbands.
- More wife are takes family decision than three husband. Majorly both have time for each other.
- Wife takes responsibility for maintaining household chores. Wife take leaves when their child get sick.
- Majorly respondents are able to spent their time for family function.
- Husbands discuss their problem with their partner. There are less respondent who have conflicts due to professional life.
- Majorly couple met in a year and there are less respondents who change their career goals for their partner.

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