

Work Life Balance in Dual Earning Families

* Suresh Babu Bandekar

**Dr B.Murali Krishna

* Asst Prof TKRCET, Meerpet, Hyderabad

** Professor & Director, Samatha PG College, Vishakhapatnam, Hyderabad

Abstract

Present day families are getting nuclear and this is increasing the importance of dual earners. Both men and women's role in family and work place has enormously changed. Questions have been rising constantly about how good they can balance their work and family with minimum role-conflict. After the LPG Model in India, Working women are tremendously increasing day by day. A country like India where we can see unstable economic conditions, issues like Work Life Balance in particular is the hour of the study. For couples having two professional careers struggling work and home priorities is tough row to hoe. In the recent times, the importance of work life balance is felt very seriously as both are working and at the same time they have to look after the family responsibilities. This paper prevails how working couple balance their interactions among different quadrants of their life and how imbalance can affect the different stages in their work and life. It also highlights how they schedule the Work & Family Roles and the time spent with their personal life.

Keywords: Nuclear Families, Work Life Balance, Dual Earners, Professional Career, Quadrants of life

Introduction

Work life balance is nothing but meaningful and daily achievements in each part of life (K.VEERAKUMAR, Dr.S.SHANMUGAPRIYA, 2014). A good balance in Work and Life makes a human being successful. Here two concepts have emerged viz WFC (Work Family Conflict) and FWC (Family Work Conflict). As the needs and importance have been changing constantly, Competition become very much common and economic priorities are changing dynamically. There is no single or couple of strategies, which suggests a good balance because the Work and Individual needs means a lot, and there is no one size fit solution for all. This implies Work life Balance as a Dynamic concept. It includes the attitudes and perceptions of employees towards their jobs as well as their lives. A good balance between work and life is supposed to exist when there is a proper functioning at work and at home. (Shelley A. Haddock, Toni Schindler Zimmerman, Scott J. Ziemba)

Reasons for Imbalance of Work Life in Working Couples

1. Psychological misunderstanding between partners
2. Impact on behavior
3. Health disorder of self and other members of the family
4. Effect on children caring
5. Effect on caring the old age parents
6. Disturbance on marital life
7. Effect on job
8. Cannot spare time for social functions and obligations
9. Not able to give time for self
10. Lead to danger of losing job

Ways for Easy Balance among Working Couples

1. Sharing housework (negotiating equal division of labor)
2. Mutual, active involvement in child care (wives resist monopolizing and controlling, make room for equal contribution by husband)
3. Joint decision-making (free expression of needs, negotiation and compromise wife perceived to have slightly more influence)
4. Equal financial influence and access based on joint decision-making, planning
5. Valuing both partners' work and life goals (husband's careers somewhat more prioritized, support for separate, individual time and activities)
6. Sharing emotional work (primacy of marital relationship, time alone together)
7. Deriving enjoyment and purpose from work
8. Actively setting limits on work by separating family and work and negotiating with employers
9. Focusing at work they experience limits as making them more productive at work
10. Prioritizing family play and fun
11. Taking pride in dual earning
12. Living simply, giving up some material amenities in order to reduce financial pressures and work hours
13. Recognizing the value of and protecting time for family, being present oriented
14. Make a list of essential activities and involvements that you want to maintain.
15. Negotiate to achieve the most advantageous arrangement possible when it's not feasible to reject or delegate an activity or task.
16. Engaging the partner in regular short-term planning: Briefly review activities and arrangements for the coming week every Sunday evening. Briefly review activities for the next day every evening.
17. Organize division of labor with your partner so that you each cover those tasks that are easiest and most enjoyable for you.
18. Strictly prioritize tasks. Include 'slack' time in your plans and schedule.
19. Always be professional at work. Arrive at work early; leave work on a strict schedule. Block out work when at home or confine it to strictly scheduled times.
20. Minimize weekend work. Be prepared for family emergencies that call you away from work.

Research Methodology

The type of research design undertaken is descriptive research. Descriptive research includes surveys and Observational enquiries of different profiles. The major purpose of descriptive research is to depict the participants in an accurate way, as it exists at present. The study is based on primary data was collected through a structured questionnaire.

Sample Design

The researcher adopted descriptive research design for the study. The sample was collected for the study from the dual working couples residing in Hyderabad City. The researcher collected data from 150 of sample respondents using questionnaire. The convenience sampling method was used to select the sample respondents; interview schedule was used to collect the data. The primary data collected was analyzed using simple percentage and Chi Square analysis. Secondary data was collected from magazines, journals, book, and websites.

Hypothesis

H0: There is No Relationship between the Gender and the burden of house-hold activities taken by each of the partner.

H0: There is No Relationship between the Gender and Decision Making power of the family

H0: There is No Relationship between the Number of Children and the Career Progress of the person

Data Analysis & Interpretations

		Number	Percentage
Gender	Male	35	35%
	Female	65	65%
Children	No Children	35	35%
	1 Child	31	31%
	2 Children	34	34%
Total		100	100%

1. Do you feel males will have less house-hold activities in the family to be done?

Gender Analysis	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Total Females	5	6	12	26	16	65
Total Males	1	3	11	14	6	35
TOTAL	6	9	23	40	22	100

Source: Field Data

Inference

From the above table the calculated value is **3.049** at **0.05 levels of Significance** with **4 Degrees of Freedom** for which **Table Value is 9.488**. As the Calculated Chi-Square value is less than that of Table Value, Null hypothesis is **accepted** and we can say that there exists no relationship between Gender and burden of House hold activities in Family.

2. Do you feel that men are always the decision makers for the decisions to be taken in the family?

Gender Analysis	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Total Females	7	15	9	19	15	65
Total Males	9	5	4	8	9	35
TOTAL	16	20	13	27	24	100

Source: Field Data

Inference

From the above table the calculated value is **3.849 at 0.05 levels of Significance** with **4 Degrees of Freedom** for which **Table Value is 9.488**. As the Calculated Chi-Square value is less than that of Table Value, Null hypothesis is **accepted** and we can say that there exists no relationship between Gender and Decision Making capacity in home.

3. Do you feel Children or old aged parents in home hinders your career progress

Children	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No Child	5	7	4	10	9	35
1 Child	5	10	9	3	4	31
2 Children	6	7	6	15	0	34
TOTAL	16	24	19	28	13	100

Source: Field Data

Inference

From the above table the Calculated value is **19.985 at 0.05 levels of Significance** with **8 Degrees of Freedom** for which **Table Value is 15.507**. As the Calculated Chi-Square value is more than that of Table Value, Null hypothesis is **rejected** and we can say that children or an old aged parent in home hinders one's career.

ANNEXURE:

Questionnaire

Name :
 Age :
 Gender :
 Marital Status :
 Occupation :
 Qualification :
 Timings of your office :
 Designation :
 Spouse Occupation :
 Qualification of Spouse :
 Timings of Spouse's office :
 Timings of your office :
 Children :
 No. of Children and their age :

Do you feel males will have less house-hold activities in the family to be done?

- () Strongly Agree
- () Agree
- () Neutral
- () Disagree
- () Strongly Disagree

Do you feel that men are always the decision makers for the decisions to be taken in the family?

- () Strongly Agree
- () Agree
- () Neutral
- () Disagree
- () Strongly Disagree

Do you feel Children or old aged parents in home hinders your career progress

- () Strongly Agree
- () Agree
- () Neutral
- () Disagree
- () Strongly Disagree

Conclusion

In the Metropolitan cities, it is quite common to have the dual earning families to meet the cost of living. Also, the situation is like one cannot avoid either children or aged parents. So, the Dual earning couple has to play a vital role in planning both their career and family life. One should not give full priority either to family or to work. Shifting of priorities is to be done based on the severity of the situation. Given below are few tips for the effective balance:

21. Make a list of ‘don’t want to do’ items that waste your time, sap your energy.
22. Delegate these and other non-essential tasks and find or hire help.
23. Make long-term plans with your partner to meet your individual and mutual balance goals.
24. Take care of yourself first whenever feasible. You can’t do very effectively for others if you are depleted.
25. Train subordinates to cover responsibilities when you are away from work.

References

1. http://www.researchgate.net/publication/260715183_Work-life_balance_working_couples_-_A_review_of_literature. (n.d.). Retrieved from Research Gate: http://www.researchgate.net/publication/260715183_Work-life_balance_working_couples_-_A_review_of_literature

2. K.VEERAKUMAR, Dr.S.SHANMUGAPRIYA. (2014, Nov). A STUDY ON WORK LIFE BALANCE AMONG THE DUALWORKING COUPLES. *INTERCONTINENTAL JOURNAL OF HUMAN RESOURCE RESEARCH REVIEW*, 2(11).
3. Shelley A. Haddock, Toni Schindler Zimmerman, Scott J. Ziemba. (n.d.). Practices of Dual Earner Couples Successfully. *Journal of Family and Economic Issues*.
4. *Stay Hitched*. (n.d.). Retrieved from <http://www.stayhitched.com/balance.htm>