



A STUDY ON MARITAL, LIFE AND JOB SATISFACTION OF AMONG DUAL EARNER COUPLES

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Abstract

This paper discernible about a study on dual earner couples in marital satisfaction life satisfaction and job satisfaction related with Work life balance .This study of dual earner Work life balance involves the examine of level of satisfaction in Work life balance among dual earner couples.

Key Words: Work Life Balance, Dual Earner Couples, Marital, Life and Job Satisfaction.

Introduction

Work-life-balance refers to the effective management of multiple responsibilities, at work, at home and in the other aspects of life. It is an issue that is important both to the organizations and to the employees. In the current economic scenario, organizations are hared pressed for higher productivity and need employees with improved work-life-balance, as an employee with better work life balance will contribute more meaningfully towards the organizational growth and success (Naithani, 2010).

Dual-career couple has been defined as “a married couple where both husband and wife have different careers” (HR Dictionary, 2011, online). “For dual-career couples and working women, balancing work demands with personal and family responsibilities is difficult to do” (Jackson and Mathis, 2007, p.295), and the situations becomes even more challenging where dual career couples have a child or children.

Organizations have to introduce specific measures and initiatives in order to assist their dual-career couples and parent employees to achieve work-life balance, and thus to achieve their commitment and contribution to the achievement of organizational objectives in an effective manner.

Work and family satisfaction can be determined by a multitude of factors, it is chosen ad an outcome variable because of its relationship with work family conflict. Given the impact of work family conflict on an individual’s functioning, empirical research testing models of the work family interface have proliferated in recent years. One common feature of these models is the inclusion of aspects of satisfaction of work and family (Bedeian, Burkde, & Moffertt, 1988; Covermann, 1989; Frone et al., 1992; Gvelzow, Brid & Koball, 1991; Higgins et al,1992; Kopelman, Greemhaus & Connolly, 1983; Rice , Frone & Mcfarlin, 1992; Saxena, Ansari, Shankar 1995). In the context of work and family, satisfaction as variable has revived maximal consideration. Saxena, Ansari & Shankar (1995) define satisfaction as “a subjective experience toward some aspect of life that is manifested in the individual’s attitudes and behaviour “. It is an attitude which an individual builds after evaluation the situation around his/her expectations. While Mottaz (1986) and Vroom(1964) support the global nature of satisfaction, others talks of various facets in one’s life, the sum total of which gives an overall satisfaction,(Andrews & Withey,1976; Near, Smith, Rice, & Hunt,1983). Past research indicates a negative relationship between work-family conflict and satisfaction with either work or family (Bedeian,Burke&Moffett,1988;Coverman,1989;Jones and Butler, 1980; Kossek & Ozeki,1988; Rice, Frone, & McFarlin,1992; Pleck, Staines & Lang 1980; Saxeena et al, 1995). Tiedje, Wortman, Downey,Emmons, Biernat & Lang (1990) found that women who are low on such conflict, experience greater satisfaction from their respective work and family roles.

In the past two decades, interest has surged in the study of life satisfaction and happiness. Business analysts have studied the contribution of job satisfaction to quality of life; feminists have looked at what constitutes happiness for women; gerontologists have investigated the effect of age and aging on happiness. In spite of a wealth of research on this topic, there are three major omissions of previous work. First, most studies have ignored life-cycle effects on happiness. Happiness is likely to be a fluid, a changing process, with stage of the life cycle affection one’s happiness. Second, most research has ignored the possibility of interaction among the causes of happiness. It has been found that two major sources of happiness are job satisfaction and martial satisfaction. It is quite possible that these two interact to produce a joint effect above and beyond their additive effects. Finally, a wife’s employment status may influence her own and her husband’s happiness.

Our research examines the additive and joint contributions of traditional determinate along with a life cycle variable on happiness. Furthermore, to investigate the possibly of moderator effects, we analyze the results for four distinct groups:



housewives, working wives. Husbands of housewives and husbands of working wives. Finally, we use separate analyses to determine which variables distinguish the very happy from the pretty happy, and which variables separate the pretty happy from the unhappy.

These issues are important because women are entering the work force in unprecedented numbers. The importance of factors contributing to happiness may vary as a consequence of changing lifestyles. We need to investigate whether marital happiness plays the same role for these working women that it does for housewives or whether job satisfaction takes on added importance as a determinant of happiness. Having an employed spouse may have an impact upon the husband's happiness as well. Additionally, the role of parenthood takes on a new dimension when the mother is a working woman. Inclusion of the life-cycle permits investigation of the importance of particular stages, including parenthood.

Happiness and Satisfaction

Happiness and satisfaction are not synonymous, yet they are closely related and frequently treated interchangeably (Nye, 1974). Due to this similarity, we consider both in our review of prior research. However, we have selected the happiness measure as the dependent variable in our study. The happiness variable has a strong tradition in the literature on social psychological well-being (Bradburn, 1969). It is one of the few measures of perceived quality of life that has been employed over a long enough time period to allow us to begin testing its usefulness. Rodgers (1982) looked at the explanatory powers of 10 demographic variables with respect to several measures of life satisfaction and happiness. The happiness question was slightly more strongly related to the demographic variables than the single item measure of satisfaction.

Job Satisfaction

Job satisfaction has a long and well documented history, particularly because of its relationship to productivity. Work often provides people with status, money, self-esteem, friends and a sense of identity. It is not clear from existing research whether or not these byproducts of work differ for men and women. In a recent review of research, Forgianni and Peeters (1982) conclude that there is no overall relationship between sex and job satisfaction. However, London, Crandall and Seals (1977) and Kalleberg and Loscocco (1983) find job satisfaction to be more important for men than for women, while White (1981) finds job satisfaction more important for women than for men. One reason for these disparate results is that the control variables employed in these studies are quite different.

Many studies have found that job satisfaction is greater among older workers than among younger workers (cf. Janson and Martin, 1982; Wright and Hamilton, 1978). Recently, Kalleberg and Loscocco (1983) found that a curvilinear equation best fit the age satisfaction relationship for males, while a linear equation best fit the relationship for females. Since age is an indirect measure of stage of the life cycle, these results suggest that job satisfaction changes across stages of the lifecycle, and these changes differ for men and women.

Marital Satisfaction

Several researchers have investigated how marital happiness changes with the stage of life cycle (cf. Campbell et al., 1976). The consensus is that the relationship is curvilinear, with the first (young married without children) and last (empty nest) stages having the greatest marital happiness for both husbands and wives. The problem with these studies is the general absence of control variables in the statistical analysis which might account for the greater happiness in later years. As mentioned above, job satisfaction has been shown to be greater among older male and female workers. What is needed is research that simultaneously estimates the effects of marital happiness, job satisfaction, stage of life cycle, and their interactions upon global happiness for men and women.

In summary, then, we propose to address the following gaps that exist in previous research: (a) the effect of the stage of one's life cycle on his /her happiness; (b) the effect of a woman's employment status throughout the life cycle on both her own and her husband's happiness; and most importantly, (c) the effects of any interactions among marital happiness, job satisfaction, and stage of life cycle on happiness for each group.

Literature Review

Achour and Boerhannoeddin (2011) examined religiosity as a strategy to achieve employees' well-being among Muslim women academic staff of Malaysian learning institutions. The determinants of well-being included under this study are job satisfaction, family satisfaction, and life satisfaction. The results showed that religiosity is positively related with well-being and work-family demands, and although negatively not significant, related with work-family conflict. The result revealed that work-family conflict is significantly related with work-family demands and negatively related with well-being.



Siedlecki et al. (2008) studied the relations among the Satisfaction with Life Scale and a number of personality, affect, demographic, and cognitive variables was examined with a sample of 818 participants between the ages of 18 and 94. The results indicated that although many variables had significant zero-order correlations with the Satisfaction with Life Scale, only a few variables had unique utility in predicting life satisfaction. Invariance analyses indicated that while the qualitative nature of life satisfaction remains constant across adult age, the influence of fluid intelligence on judgments of life satisfaction declines with age. In contrast, negative affect is negatively associated with life satisfaction consistently across the adult age span.

Borg et al. (2006) conducted a study on “Life satisfaction among older people (65+) With Reduced Self-care Capacity: The Relationship to Social, Health and Financial Aspects. The purpose of the study is to investigate life satisfaction and its relation to living conditions, overall health, and self-care capacity. A sub sample of 522 persons was selected from a randomly selected cross-sectional survey using a modified form of the Older Americans’Resources Schedule and Life Satisfaction Index. Life satisfaction in elderly people with reduced self-care capacity is determined by several factors, with social, physical, mental and financial aspects probably interacting with each other especially feeling lonely, degree of self-care capacity, poor overall health, feeling worried and poor financial resources in relation to needs. The study suggested that these factors need to be considered in the care of these people to preserve or improve their life satisfaction.

Rahim et.al.(2004) tested two structural equations models of wife's conflict management styles (integrating, obliging, dominating, avoiding, and compromising) and husband's perception of marital satisfaction and marital instability; and husband's conflict management styles and wife's perception of marital satisfaction and instability on a sample of 125 married couple. Results indicated that obliging and compromising styles were positively associated and dominating and avoiding styles were negatively associated with marital satisfaction.

Sarah (2004) conducted a study on “Factors that influence marital satisfaction in couples raising a child with cerebral palsy to determine which coping style was strongly related to marital satisfaction of couples. Sample comprised 28 married couples raising a child between the ages of 3-17 years, with a diagnosis of cerebral palsy. Results indicated that for wives, Coping Style: maintaining family interaction, cooperation, and an optimistic definition of the situation as measured by the coping health inventory for parents was found to be positively associated with their marital satisfaction. Husband’s coping style was not found to be significantly and positively correlated with their level of marital satisfaction.

Bettencourt and Molix (2003) conducted a study on Satisfaction with Health Care and Community Esteem among Rural Women . The purpose of the study is to examine the ways in which satisfaction with health care may be associated with the lives of rural women. One hundred and thirty one rural women between the ages of 45 and 70 years completed measures of community esteem, life satisfaction, and satisfaction with health care, health status, and mood. The results showed that rural women’s satisfaction with their health care was associated with the extent to which they hold their community esteem and their degree of life satisfaction. Moreover, women who had poor health were less satisfied with the available health care than were healthier women.

Burke (1987), dual earner couples are a predominantly interesting and vivid union of work and family roles. They perform three jobs (two markets and one family) with the same two adult resources as the traditional breadwinner family (Piotrkowski & Hughes, 1993). In this scenario they face many difficult situation and time in multiple social roles, Gilbert & Rachlin (1987) explained this scenario that dual earner couples countenance with many challenges as they try to integrate and balance the multiple social roles occupied by both adults. But Goode (1960) argued that total commitment and conformity to one role reduces the amount of time and energy available for investment in other role because of finite support of energy available for each day. Further Goode marked that therefore, individuals attempting to meet all of the responsibilities of their multiple social roles are likely to experience role strain and conflict. Goode concluded that this strain is normal because “the individual’s total role obligations are over demanding”. Katz & Kahn (1978) define roles conflicts and their related problems that role conflict develops when fulfilling the expectations and demands of one role is incompatible with, or makes compliance with, the pressures and expectations of other roles more difficult. These role conflicts often reason to disturb the one of the two different roles.

Burke and Weir (1981), found that occupational demands were significantly related to negative experiences in the participants’ non-work lives. Burke et al. (1980) discover in their early research that discovered that husbands’ reports of increased occupational demands were significantly related to spousal reports of decreased marital and life satisfaction, lower levels of social participation, and increased negative feeling states and psychosomatic symptoms. The results of these problems often hurt the employed men and women and their family conflict with negative personal outcomes such as anxiety,



depression and psychological distress (Burke et al., 1980; Coverman, 1989; Frone et al, 1997) life dissatisfaction (Aryee, 1992; Bedeian et al, 1988; poor physical health (Frone et al., 1997), lower quality family life (Anderson- Kulman & Paludi, 1986; Higgins et al, 1992). Similarly, the presence of work/family conflict also linked with harmful outcomes for the organization, like absenteeism, job dissatisfaction, lower productivity, staff turnover, increased tardiness (Greenhaus & Beutell, 1985; Goff et al, 1990; Pleck, 1985). Moreover, Boston-area two-earner couples in which both spouses work full-time, they find that respondents have warm and loving relationships with their children, satisfaction in their marriage and parent-ing, and more stability in their incomes due to the buffering that two jobs provides in an uncertain economy (cf. Schwartz, 1994).

Research Methodology

The research was descriptive in nature. Convenient sampling methods are adopted for this study. This study conducted among 116 dual earner couples in cuddalore districts researches generally use convenience sample to obtain a large numbers of completed questionnaires. These questionnaires were distributed personally.

Limitation

The study was conducted in cuddalore district in tamilnadu. So the finding may not be generalized to all dual earner couples. This because there are other factors like climate, working condition varies from place to other. But the findings may be useful some meaningful suggestion to the dual earner couples.

Table 1 Showing distribution of dual earner male and female according to demographical variable based on monthly income and department.

| Respondent | Male | | Female | | t-test | p-value |
|----------------------------|------|------|--------|------|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Monthly income | | | | | | |
| 1) 20001-30000 | 14 | 12 | 31 | 26.7 | 9.94 | 0.005 |
| 2) 30001-40000 | 33 | 28.4 | 36 | 31 | | |
| 3) Above 40000 | 69 | 59 | 49 | 42.2 | | |
| Department | | | | | | |
| 1) College Teacher | 33 | 28.4 | 26 | 22.4 | 1.84 | 0.87 |
| 2) School Teacher | 16 | 13.8 | 17 | 14.7 | | |
| 3) Bank Employee | 14 | 12 | 12 | 10.3 | | |
| 4) Private Sector Employee | 23 | 19.9 | 24 | 20.7 | | |
| 5) Doctors | 8 | 6.9 | 11 | 9.5 | | |
| 6) Business | 22 | 19 | 26 | 22.4 | | |

59 percent of the male dual earner is earned above Rs 40000,28.4 percent of the male dual earner monthly income about Rs 30001-40000 and 12 percent of the male dual earner is been Rs 20001-30000 . Whereas 42.2 in the case of female dual earners income of Rs 40000,31 percent of the female dual earner income of Rs 30001-40000, 26.7 percent of the female dual earner income of Rs 20001-30000.

Chi – Squire Test has applied to identify the differences in the distribution of monthly income among the male and female dual earners the p – value is found to be 0.005 since the p – value is significant there is a significant differences in distribution of monthly income among male and female dual earners.

It is evidence that 28.4 percent of the male dual single earner is working in college teachers, 19.9 percent of the male dual earner working in private sector employee, 19 percent of the male dual earner doing in business, 13.8 percent of the male dual earner is working in school teacher,12 percent of the male dual earner is work in bank employee, and 6.9 percent of the male dual earner is doing in professional Doctors . Whereas 22.4 percent of female dual earners working in college teachers 22.4 percent of female dual earners doing business, 20.7 percent of the female Dual earners working in private sector employees ,14.7 percent of female dual earners working in school teachers,10.3 percent of female dual earners working in bank employee and 9.5 percent of dual earners working in doctors.

Chi-squire test is examined to know the difference in the distribution of present department among male and female dual earner. The p-value is 0.87 since the p-value is not significant. There is a no major significant difference in present department among male and female dual earner families.



Table 2 Showing distribution of dual earner male and female according to demographical variable based on distance, mode of transport and working hours.

| Respondent | Male | | Female | | t-test | p-value |
|----------------------------|------|------|--------|------|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Distance | | | | | | |
| 1) Less than 5 Km | 33 | 28.4 | 33 | 28.4 | 8.52 | 0.05 |
| 2) 5-10 km | 46 | 39.7 | 36 | 31 | | |
| 3) 10-15 km | 17 | 14.7 | 32 | 27.6 | | |
| 4) Above 15 km | 20 | 17.2 | 15 | 12.9 | | |
| Mode transport | | | | | | |
| 1) Own Vehicle Arrangement | 79 | 68.1 | 87 | 75 | 3.41 | 0.182 |
| 2) Company Provided | 19 | 16.4 | 20 | 17.2 | | |
| 3) Private Vehicle | 18 | 15.5 | 9 | 7.8 | | |
| Working Hours | | | | | | |
| 1) Upto 8 hours | 59 | 50.9 | 47 | 40.5 | 2.59 | 0.273 |
| 2) 8-10 hours | 45 | 38.8 | 56 | | | |
| 3) Above 10 hours | 12 | 10.3 | 13 | | | |

39.7 percent of the male dual earners travel for 5 to 10 km from work place to resident, 28.4 percent of the male dual earners travel for less than 5km, 17.2 percent of the male dual earners travel for above 15 km between work place to resident, 14.7 percent of the male dual earners travel for 10 to 15km. where as 31 percentage of female dual earner travel for 5 to 10km, 28.4 percent of the female dual earners stay close to work place to resident less than 5 km, 27.6 percentage of the female dual earners travel for work place residents 11 to 15 km and 12.9percentage of the female dual earners travel for work place residents above 15 km.

Chi-square test is examined to know the difference in the distribution of distance travel between work place to resident among male and female dual earner. The p-value is 0.05 since the p-value is significant. There is significant difference in travels of male and female dual earner families.

68.1 percent of the male dual earner travel by own vehicle arrangement, 16.4 percentage of the male dual earners travel by company vehicle 15.5 parentages of male dual earners travel by private vehicle where as 75 percentage of female dual earners travel own vehicle arrangement, 17.2 percentage of female dual earners travel by company providing vehicle and 7.8 percentage of female dual earners travel by private vehicles.

Chi-square is been applied to know the difference in the distribution of mode of transport among male and female dual earner families. The p-value is found to be 0.182. Hence the p-value is not significant. There is no significant difference in distribution mode of transport among male and female dual earner families.

It is found that 50.9 percentage of the male dual earners spent in work up to 8 hours, 38.8 percentage of the male dual earners spent in 8 to 10 hours and 10.3 percentage of the male dual earners spent in work to above 10 hours . Where as 48.3 percentage of the female dual earners spent in work 8 to 10 hours 40.5 percentage female dual earners spent in upto8 hours 11.2 percentage of female dual earners spent in work above 10 hours.

Chi – square test applied to know the difference in the distribution of working hours among male and female dual earner families. The p – value is found to be 0.273. Since the P- Value is not significant. There are no significant differences in the distribution of working hours among male and female in dual earner families.

Table 3 Showing the difference in the work family conflict and family work conflict among male and female in dual earners.

| Respondent | Male | | Female | | t-test | p-value |
|----------------------|-------|------|--------|------|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Work family conflict | 14.42 | 4.74 | 15.35 | 4.6 | 1.509 | 0.133 |
| Family work conflict | 14.94 | 4.89 | 16.5 | 4.36 | 1.811 | 0.071 |
| Overall conflict | 29.37 | 8.95 | 31.4 | 8.12 | 1.812 | 0.071 |



The tables no explain the differences in the work life balance work family and family work conflict among male and female dual earners.

It is found to be that the work family conflict low among dual earners in male respondent and mean value is 14.42 and the work family conflict among dual earner is slightly high in female dual earner employee and the mean value is 15.35 To test this hypothesis spastically performed 't' test was implemented. It is found that 't' value is 1.509 and the 'p' value is 0.133. Since the 'p' value is non-significant the hypothesis is accepted and it is conclude that there is no significant difference among male and female dual earners with regards to work family conflict.

It is observed that the family work conflict low among dual earner in male employee and mean value is 14.94 and the family work conflict among dual earner is slightly high in female dual earner employee and the mean value is 16.5,To test this hypothesis spastically performer's 'test was implemented. It is found that't' value is 1.811 and the 'p' value is 0.071. Since the 'p' value is non-significant the hypothesis is accepted and it is conclude that there is no significant difference among male and female dual earners with regards to family work conflict.

It is observed that the overall conflict low among dual earner male employee and mean value is 29.37 and over all conflict among dual earner is slightly high in female dual earner employee and the mean value is 31.4,

To test this hypothesis spastically performed't' test was implemented. It is found that't' value is 1.812 and the 'p' value is 0.071. Since the 'p' value is non-significant the hypothesis is accepted and it is conclude that there is no significant difference among male and female dual earners with regards to overall conflict.

Table 4 Showing the difference in the marital satisfaction among male and female in dual earners.

| Respondent | Male | | Female | | t-test | p-value |
|----------------------|-------|-------|--------|------|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Marital satisfaction | 48.28 | 10.06 | 50.91 | 6.72 | 2.339 | 0.020 |

The table shows that the marital satisfaction low among dual earner male employee and mean value is 48.28 and marital satisfaction is high among dual earner in female employee and the mean value is 50.91.To test this hypothesis statistically performed 't ' test was implemented. It is found that 't' value is 2.339 and the 'p' value is 0.020. Since the 'p' value is significant the hypothesis is rejected and it is conclude that there is significant differences among male and female dual earners with regards to marital satisfaction.

Table 5 Showing the difference in the life satisfaction among male and female in dual earners.

| Respondent | Male | | Female | | t-test | p-value |
|-------------------|-------|------|--------|-----|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Life satisfaction | 17.74 | 3.11 | 18.28 | 3.5 | 1.248 | 0.213 |

The table shows that the life satisfaction low among dual earner male employee and mean value is 17.74 and life satisfaction is high among dual earner in female employee and the mean value is 18.28,To test this hypothesis statistically performed 't ' test was implemented. It is found that 't' value is 1.248 and the 'p' value is 0.213. since the 'p' value is non-significant the hypothesis is accepted and it is conclude that there is no significant differences among male and female dual earners with regards to life satisfaction.

Table 6 Showing the difference in the job satisfaction among male and female in dual earners.

| Respondent | Male | | Female | | t-test | p-value |
|------------------|-------|-------|--------|-------|--------|---------|
| | Mean | S.D | Mean | S.D | | |
| Job satisfaction | 50.01 | 12.39 | 50 | 11.37 | 0.011 | 0.991 |

The table shows that the job satisfaction slightly high among dual earner male employee and mean value is 50.01 and job satisfaction is slightly low among dual earner in female employee and the mean value is 50



To test this hypothesis statistically performed 't' test was implemented. It is found that 't' value is 0.011 and the 'p' value is 0.991. Since the 'p' value is non-significant the hypothesis is accepted and it is conclude that there is no significant difference among male and female dual earners with regards to job satisfaction.

Conclusion

To sum up, the study infers that there is a significant difference in the distribution of monthly income and instance travelled between male and female. But no difference is found among them in department, mode of transport and working hours. There is no difference in the WFC but significant difference is noted in FWC and overall conflict. A significant difference in the mental satisfaction is noted. Regarding as and JS no significant difference is noted between male and female dual earners.

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