

A Study on work family conflict and stress among dual career couples in Madurai

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The last two decades have been marked by striking changes in the world of work and nature of the family. Market competition has increased pressure on organizations and employers to be more adaptable, flexible and responsive to change as long hours, increased workload, job insecurity, uncertainty and stress are characteristics of most jobs. These changes have important implications on the employees as well. One important change in the nature of the workforce is the ever increasing number of paid employment. This change has introduced new challenges for most of the families (Davidson & Burke, 2004) have indentified the implications of it on family structure, responsibilities, child and elderly care and everyday household chores. In India dual-earner dyads constitute 52% of couple families in the labour force (Indian bureau of Statistics, 1996) between 1979 and 1996, the number of dual-earner couples increased by 58% while in the same period (Indian Bureau of Statistics 1997) .The dual-career couples population has increased to 63.3 in 2016. According to Parasuraman and Greenhause (1992), has identified a difficult effort to combine career and family. Work and family are two important domains in the life of dual career couples. In the work context of today, there is difficulty in balancing work and family role for dual career couples. As a result of globalization and competition there is increased pressure on employees of the organization to be more flexible and adoptable to change. This pressure and expectation have been increasing the stress among couples .This paper explains the work family conflict and stress among dual career couples in Madurai.

Key words: Dual career couples, work family conflict, Organizational role stress and Stress.

Introduction

Work is an important aspect of man's life and behavior. Most active part of people's lives go in work and work-related activities. But in this modern world, stress and anxiety have become pervading features of one's work life. Dual earning couples are not exceptional to this. The dual-earning couple is a new prototype that reflects the increasing educational and career aspirations of women. Dual earner couples are now the norm and have increased the likelihood that both male and female employees will have substantial household obligations as well as family responsibilities. Technological advancement has blurred the boundaries between work and family life by making it easier for work to intrude into family and vice versa resulting in increased difficulty for most employees to maintain a balance between these two central life domains successfully. A significant proportion of the women in the workforce comprises of wives and mothers whose employment status demands a radical change in their pattern, activities, commitments and responsibilities, requiring a reassessment of the family environment. In India, the work participation rate for women has increased in the recent decades. The proportion of women in the workforce was 22.73% in 1991, further rising to 25.68% to 63.3 during the year 2001 to 2016. Sources of stress in the lives of working women emerged from a lack of time to attend to multiple roles, presence of young children (6-12 years) in the family and additional responsibility at work in the form of promotions. The most common outcome of stress for the working couples was found to be poor mental and physical health resulting in depression, anxiety, asthma and colitis.

This study targets on the dual career couples in Madurai and examines their role stress and identifies their work-family conflict. The aim of the present research is undertaken to identify the variables which cause organizational role stress among dual career couples and Work-family conflict. This study might be helpful for the organizations to determine the factors of work family conflict and stress and coping strategies can be implemented to resolve conflict and stress related problems at the work place and Family.

Statement of the problem

Dual career couples today are more likely than ever to be concerned with how to balance their work and family lives. There are many challenges have arisen in addressing the balance between work and family responsibilities. Nowadays Work-family conflict is unavoidable among modern dual career couples life. Work family conflict creates stress among couples and also stressful working environment. The stressful work environment can lead working couples to experience fatigue, exhaustion which can be mental and physical energy, hypertension, coronary heart disease, depression which can be fatal. The study attempt to identify critical dimensions of stress at work place and work family conflict .Madurai is second largest city in Tamil Nadu and also highest with trained working forces which made the researcher to select Madurai .Hence, this study attempts to study role stress among dual career couples and also work family conflict among them.

OBJECTIVES

- To study the demographic profile of dual career couples in Madurai district.
- To identify the major influencing factors of Organizational role stress of dual career couples.
- To identify the major underlying factors of Work-Family Conflict of dual Career couples.

Methodology:

The study was conducted with samples of 286 dual career couples. The descriptive research design was adopted and mall survey. Mall intercept survey method was used as the sampling technique for the research. Udai pareek role stress questionnaire was used to collect the role stress among the respondents.

Limitations of the Study:

- A sample size is restricted to 286 only. So the findings may not represent the whole population.
- The study is restricted to Madurai District only. So the findings and suggestions may not be generalized to any other places.

Data analysis and findings:**Table 1**

Demographic Variable		Total No of Respondents	Percentage
Working couples	Dual	286	100
Age	20-30	68	23.8
	31-40	156	54.6
	41-50	43	15.0
	50 & above	19	6.6
	Total	286	100
Gender	Male	104	36
	Female	182	64
	Total	286	100
Designation	Faculty	157	54.9
	Doctors & Nurses	40	14.0
	Bank employees	40	14.0
	Manufacturing	49	17.1
	Total	286	100
Educational qualification	Upto +2	34	11.9
	UG	8	2.8
	PG	73	25.5
	Doctorate	129	45.1
	others	42	14.7
	Total	286	100
Marital Status	1-5	67	23.4
	5-10	80	28.0
	10-15	79	27.6
	More than 15	60	21.0
	Total	286	100
Experience	0-10	68	23.8
	11-20	155	54.2
	More than 20	63	22.0
	Total	286	100
Income	Below 10000	77	26.9
	11000-30000	96	33.6

	30000-50000	60	21.0
	Above 50000	53	18.5
	Total	286	100

From the above table it is inferred that the 100% of the respondents taken for study are Dual Career couples .54.6% of the respondents taken for study belong to the age group of 31-40 years of age. 64% percentage of respondents belongs to female category and 36% are Male category. 45.1% of the respondents are qualified with doctorate degree and 28% are married for about 5-10 years. 54.2% of the respondents are having an experience of 11-20 years and 54.9% of them are working faculty.34.6%are earning income of 11000-30000.

Table 2: Factor analysis of organizational Role stress

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.726
Bartlett's Test of Sphericity	Approx. Chi-Square	5035.111
	df	276
	Sig.	.000

The following table shows the number of components extracted with Eigen values and cumulative variance explained by them. There are seven factors resulting from the analysis explaining a total of about 76 per cent of the variations in the entire data set. The percentage of variation explained by the first seven factors is 19.220, 13.501, 12.000, 8.510, 8.180, 7.666 and 6.596 respectively after Varimax rotation is performed.

Table 3: Factor analysis of Organizational Role Stress

Factor	Variables	Component (Factor Loadings)						
		1	2	3	4	5	6	7
Resource Inadequacy and Role Conflict	There is no evidence of involvement of several roles in joint problem solving(or)collaboration in planning action	.800						
	I am rather worried that I lack the necessary facilities needed in my role	.778						
	My family and friends complain that I do not spend much time with them due to heavy demands of my work role	.737		.446				
	I wish I had prepared myself well for my role	.725						
	Even when I take initiative for discussion or help, there is not much response from other roles	.715						
	I experience conflict between my values and what I have to do in my role	.712						
	I am bothered with the contradictory expectation of different people from my role	.603		.467				

Role Erosion	I have various other interests (Social, religious, etc) which remain neglected because, I do not get the time to attend these			.833				
	I am too preoccupied with my present role responsibility and not able to take higher responsibility			.738	.398			
	I am not able to satisfy the conflicting demands of the various peer level people and my juniors			.741				
	A part of my role has been assigned to some other role			.661		.387		
	The amount of work I have to do interferes with the quality I want to maintain			.643			.455	
Role Clarity and Ambiguity	There is very little scope for my personal growth in my role				.823			
	Several aspects of my role are vague and unclear				.730			
	I do not have enough people to work with me in my role	.416			.699			
Role Expectation	I would like to take more responsibility than I am handling at present					.861		
	I wish I had been given Role Expectation tasks to do	.515				.754		
	I have to do the things in my role that are against my better judgment					.544		
Self Role Distance	I am not able to use my training and expertise in my role						.849	
	I do not know the people's expectation from my role						.754	
Role Overload	Other role occupants do not give enough attention and time to my role							.827
	My workload is too heavy							.765
Personal Resource Inadequacy	My role tends to interfere with my family life							.867
	I do not have adequate knowledge to handle the responsibilities in my role				.450			.659

The Above table represents the rotated component matrix using 0.35 as a cut-off point for factor loading for naming the factors. In this way, we get seven factors. Factor 1 will comprise of variables There is no evidence of involvement of several roles in joint problem solving(or)collaboration in planning action, I am rather worried that I lack the necessary facilities needed in my role, My family and friends complain that I do not spend much time with them due to heavy demands of my work role, I wish I had prepared myself well for my role, Even when I take initiative for discussion or help, there is not much response from other roles, I experience conflict between my values and what I have to do in my role, and I am bothered with the contradictory expectation of different people from my role. This factor is named as **‘Resource Inadequacy and Role Conflict’**.

Factor 2 comprises of the variables I have various other interests (Social, religious, etc.) which remain neglected because I do not get the time to attend these, I am too preoccupied

with my present role responsibility and not able to take higher responsibility, I am not able to satisfy the conflicting demands of the various peer level people and my juniors, A part of my role has been assigned to some other role, and The amount of work I have to do interferes with the quality I want to maintain. This factor is named as **‘Role**

Erosion’.

Factor 3 comprises of the variables, there is very little scope for my personal growth in my role, Several aspects of my role are vague and unclear, I do not have enough people to work with me in my role. This factor is named as **‘Role Clarity and Ambiguity’**.

Factor 4 comprises of the variables I would like to take more responsibility than I am handling at present, I wish I had been given Role Expectation tasks to do and I have to do the things in my role that are against my better judgment. This factor is named as **‘Role Expectation’**. Factor 5 comprises of the variables I am not able to use my training and expertise in my role, and I do not know the people’s expectation from my role. This factor is named as **‘Self Role Distance’**. Factor 6 comprises of the variables Other role occupants do not give enough attention and time to my role, and I do not get enough resources to be effective in my role. This factor is named as **‘Role Overload’**. Factor 7 comprises of the variables My role tends to interfere with my family life, and I do not have adequate knowledge to handle the responsibilities in my role. This factor is named as **‘Personal Resource Inadequacy’**.

Factor analysis of work family conflict

The results of KMO and Bartlett’s Test indicate that a factor analysis can be applied to the data as the value of KMO statistics is greater than 0.7 and the Bartlett’s Test of Sphericity is significant ($p < .001$). A value close to 1 indicates that patterns of correlations are relatively compact and so factor analysis should yield distinct and reliable factors. Kaiser (1974) recommends accepting values greater than 0.5 as barely acceptable (values below this should lead you to either collect more data or rethink which variables to include). There are five factors resulting from the analysis explaining a total of about 72 per cent of the

variations in the entire data set. The percentage of variation explained by the first five factors is 20.072, 14.727, 13.669, 12.194 and 11.667 respectively after varimax rotation is performed.

Table 4:Factor analysis of work family conflict.

Factor	Variables	Component (Factor Loadings)				
		1	2	3	4	5
Work Exhaust	There is no time left at the end of the day to do the things I'd like at home (e.g., chores and leisure activities)	.752				
	My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime	.744				
	The amount of time my job takes up makes it difficult to fulfill my family responsibilities	.712				
	Things I want to do at home do not get done because of the demands my job puts on me.	.703				
	My job produces strain that makes it difficult to fulfill family duties	.674				
	Things in your life made you feel tired or "worn out" during a good part of the day	.598				
Family Exhaust	My family has a negative impact on my day to day work duties		.820			
	It is difficult to concentrate at work because I am so exhausted by family responsibilities		.798			
	If I did not have a family I'd be a better employee		.790			
Family Stress	I have to put off doing things at work because of demands on my time at home			.840		
	My work prevents me spending sufficient quality time with my family	.356		.799		
	Family-related strain interferes with my ability to perform job-related duties			.611		
Work Stress	My work performance suffers because of my personal and family commitments		.443		.750	
	My work has a negative impact on my family life				.746	
	The demands of my work interfere with my home and family life	.376			.675	
Balancing Work-Life	Invest in your job even when under heavy pressure due to family responsibilities					.909
	Fulfill your job responsibility without letting it interfere with your family responsibilities					.783
	Due to work-related duties, I have to make changes to my plans for family activities				-.429	.595

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 9 iterations.

The following table represents the rotated component matrix using 0.35 as a cut-off point for factor loading for naming the factors. In this way we get five factors. Factor 1 will comprise of variables, There is no time left at the end of the day to do the things I'd like at home (e.g., chores and leisure activities), My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime,

The amount of time my job takes up makes it difficult to fulfill my family responsibilities, Things I want to do at home do not get done because of the demands my job puts on me, My job produces strain that makes it difficult to fulfill family duties, and Things in your life made you feel tired or “worn out” during a good part of the day. This factor is named as ‘**Work Exhaust**’. Factor 2 comprises the variables My family has a negative impact on my day to day work duties, It is difficult to concentrate at work because I am so exhausted by family responsibilities, and If I did not have a family I’d be a better employee. This factor is named as ‘**Family Exhaust**’. Factor 3 comprises of the variables I have to put off doing things at work because of demands on my time at home, My work prevents me spending sufficient quality time with my family, and Family-related strain interferes with my ability to perform job-related duties. This factor is named as ‘**Family stress**’. Factor 4 comprises of the variables My work performance suffers because of my personal and family commitments, My work has a negative impact on my family life, and The demands of my work interfere with my home and family life. This factor is named as ‘**Work Stress**’. Factor 5 comprises of the variables Invest in your job even when under heavy pressure due to family responsibilities, Fulfill your job responsibility without letting it interfere with your family responsibilities, and Due to work-related duties, I have to make changes to my plans for family activities. This factor is named as ‘**Balancing Work-Life**’.

Conclusion and recommendation

It is inferred that the Organizational Role Stress of working couples is found to have seven main components – Resource inadequacy and Role Conflict, Engaging Role, Role Clarity and Ambiguity, Role Expectation, Self Role Distance, Unimportant Role and Personal Resource Inadequacy .From work family conflict of working couples is found to have five main components – Work Exhaust, Family Exhaust, Family Stress, Work Stress and Balance of work life. The study reveals that the dual career couple faces stress and conflict in their family as well in their working places. At this juncture, the organization has to take enough measures like family counseling, family get together ,stress management

programs ,health programs, flexible working hours can be introduced to reduce their stress and conflict among the dual career couples.

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