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228. Shimada, Kyoko., Shimazu, Akihito., Bakker, B.A., Demerouti, Evangelia &


QUESTIONNAIRE

Dear respondent,

I, Gurvinder Kaur, Ph.D Scholar, would like to ask your help in filling out this questionnaire. The results of this study will be used entirely for my academic research in the Maharshi Dayanand University, Rohtak. We are keen to explore various work life challenges that dual career couple are facing and what are the coping strategies they are adopting for balancing their work life. Your given information will be used for only academic purpose and will be kept confidential.

(Part A)

<table>
<thead>
<tr>
<th>Age</th>
<th>21-30</th>
<th>31-40</th>
<th>Over 40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age Group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organisation type</td>
<td>private</td>
<td>public</td>
<td>Travelling time from home to office.</td>
</tr>
<tr>
<td>Mode of Transport</td>
<td>Cab facility</td>
<td>Pooled vehicle</td>
<td>Own vehicle</td>
</tr>
</tbody>
</table>

Spouse and Family

<table>
<thead>
<tr>
<th>Spouse-Designation</th>
<th>Spouse-Dept</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse-Organisation type</td>
<td>private</td>
</tr>
<tr>
<td>Mode of Transport</td>
<td>Cab facility</td>
</tr>
</tbody>
</table>

Family Background

| Background | Joint | Nuclear |

Children

<table>
<thead>
<tr>
<th>Do you have children?</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>No children:-</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>Boarding</td>
<td>Non-Boarding</td>
</tr>
<tr>
<td>Dependants</td>
<td>Father</td>
<td>Mother</td>
</tr>
</tbody>
</table>

(Part B)

<table>
<thead>
<tr>
<th>S.no</th>
<th>I feel emotionally drained when I get home from work.</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I feel emotionally drained when I get home from work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>I have enough time for myself.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>I wish I had more time to do things with my family.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>My commitment to job is inhibiting my leisure activities.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5</td>
<td>After getting home from work I am unable to switch off and relax.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>Using flexible working practices causes resentment among other</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>employees.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>7</td>
<td>I almost bring work home with me.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>8</td>
<td>I am able to balance my work and personal life.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9</td>
<td>I have the time to reach my personal and career goals satisfactorily.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10</td>
<td>Personal issues do not hinder my ability to perform effectively at work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11</td>
<td>I often put extra hours at work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>12</td>
<td>Work pressure often interferes with my personal life.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>13</td>
<td>I feel hesitant to avail companies work life policies.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>14</td>
<td>My supervisor does not support use of work life policies.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>15</td>
<td>Role conflict in work and family life gives me lot of stress.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>16</td>
<td>I feel free and enjoy my profession, as I have no dependent care issues.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>17</td>
<td>My spouse demands greater attention from me.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>18</td>
<td>My boss favors those employees who believe in 24x7 work concept (workaholics).</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>19</td>
<td>Working long hours are expected and regarded as signs of high job commitment.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>20</td>
<td>An employee who uses flexi-time is less likely to advance his career than non-users.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>21</td>
<td>I’m able to arrive and depart from work when desired.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>22</td>
<td>Employees’ personal problems at my workplace is discouraged.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>23</td>
<td>In this organization, transfers and relocations are happily accepted by the employees.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>My role tends to interfere with my family life.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>25</td>
<td>My role does not allow me enough time for my family.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>26</td>
<td>The expectations of my subordinates conflicts with those of my family demands.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>28</td>
<td>My boss helps me deal urgent family or personal issues without hassles.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<td></td>
</tr>
<tr>
<td>29</td>
<td>I’m encouraged to take my own decision.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>My boss makes an active effort to help me when there is a conflict between work and other commitments.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>My boss helps in future career planning and allocate work accordingly.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Even if I’m efficient and finish my own work, I’m just given work from other people.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Relocation/transfer decisions are taken without consulting the employees.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>In order to get noticed in the organization employees must constantly put work ahead of their family or personal life.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Employers in this organization are quite accommodating of family related needs.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>My organization supports me to take time-off to care and support sick family or household member.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>My organization allows employees to upgrade their knowledge, while keeping a job at the end of the term.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>My organization provides me the ability to pool all leave entitlements if needed for family reasons.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>My organization changes the work profile of pregnant workers to avoid the work stress.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>My organization has a provision of safe location for caring dependants in organization premises itself.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>My organization is paying or reserving places in organization premises for child care centre.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>My organization conducts health awareness and checkup campaigns.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>Employees are expected to put their jobs before family or personal life.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>44</td>
<td>I’m able to use organization support policies as my rights and not as favors.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>My organization manipulates flexible work policies to serve their</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>----------------</td>
<td>-------</td>
<td>---------</td>
<td>----------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>I am allowed to contact my family members if needed.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>My organization encourages job sharing.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>I have the opportunity to work part time instead of full time, if a family situation changes dramatically.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>I am allowed to take time off for over time I’ve worked instead of payment.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5</td>
<td>I encourage my child (ren) to help out in domestic front whenever possible.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>I have dumped certain community activity due to scarcity of time.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>I have started saying “no” to some of the assignments which I could have done.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>8</td>
<td>I’m able to plan my career due to my spouse and family support.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9</td>
<td>I postpone certain tasks until the pressure to do them is at most.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10</td>
<td>I usually find excuses to keep from performing duties I dislike.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11</td>
<td>I rely on extended family members for support.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>12</td>
<td>I usually turn down jobs with more travels.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>13</td>
<td>My spouse reflects negatively whenever there is a priority given to my career.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>14</td>
<td>I take help of my domestic maid to look after my children.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>15</td>
<td>Alternative work schedules enables me to redistribute activities &amp; take on more work and family demands.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>16</td>
<td>I’ve the facility to share my job with peers.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>17</td>
<td>I prefer taking long leaves for providing more attention to my children.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
I never miss the opportunity to learn/upgrade knowledge that my organization provides.

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>Does your organization conducts work-life balance survey.</td>
<td>Yes</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Do they have written policies on work-life balance.</td>
<td>Yes</td>
<td>No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Thank you for cooperation
Faculty: **Institute of Management Studies & Research, M.D. University, Rohtak.**

Department: Institute of Management Studies and Research

Branch/Area: Management
Sub Subject Heading: Human Resource

Candidate’s Name: Gurvinder Kaur

Candidate’s Address with email: H.no. 929, sector-9, Faridabad, Haryana
Geetu365@gmail.com

Title of the Thesis: “Work-Life Challenges of Dual Career Couples and Related Coping Strategies in Corporate Sector”.

(i) in Roman Scrip: 

(ii) Medium of Thesis: English

Nomenclature of Degree: Ph.D./D.Phil.: Ph.D.
M.D.
D.Litt/D.Sc./LL.D

Month & Year of Enrolment: 4th January, 2012
Month & Year of Registration: 4th January, 2012
Month & Year of Submission: November, 2014
Month & Year of Award: 

Name of Supervisor: Dr. Raj Kumar
Designation of Supervisor: Professor

Center/Department/School in which research was conducted: IMSAR

University Name & Address: Maharshi Dayanand University, Rohtak, Haryana.
Abstract

With the increasing influx of women in the demographics of workforce it encourages the challenges and coping strategies among dual career couple. By literature point of view Dual-career couples is one in which the career of both husband and wife are taken seriously. When conflict arises between these two domains, it has adverse consequences for both employees and organisation. In order to carry this research, mainly four objectives were framed, namely, To determine the various challenges and problem faced by the dual career couples, To explore different types of coping strategies used to overcoming these challenges, To study employer sensitivity towards dual career couple’s work life balances, To examine the association between employer’s sensitivity and organizational support. The research design for this study was exploratory and descriptive in nature. The study was carried out in corporate sectors in North Zone of India. Finally, 315 filled questionnaires were collected. To explore the various challenges faced factors were extracted using exploratory factor analysis namely, work-demand factor, 24*7 work-life confrontation, job stress, emotional exhaustion, time conflict. Also, for exploring coping strategies, exploratory factor analysis was performed and factors extracted were task prolonged, flexitime working strategy, family support strategy, self-absorbed outlook strategy, social support. To study the employer sensitivity, Chi-square analysis was performed out of 8 items, 5-items were statistically significant associated with p-value less than .05. To show association between employer’s sensitivity and organizational support chi-square analysis was performed. Out of 11 items, 10-items were statistically significant associated with p-value less than .05. Therefore it is recommended that a number of company initiatives such as flexible work arrangements, on-site child care centres, and reduced work load arrangements can be made. Therefore, the present study encourages both society and corporate houses to support working couple in handling work and non-work domain. This will lead to increased quality of work and family issues.
Examiners:

Internal Examiners:
Name/Designation/Address

External Examiners:
1:..............................
Name/Designation/Address
2:..............................
3:..............................