Indian society is the male dominant like almost all other societies of the world. The picture of man, stampeding to work away from home, while women staying back carrying on with their household chores, covers not only a part of the Indian rural society, but it represents the general scene. However, over the time, the situation has changed and now it is heartening to note that women in our country are now alive to their responsibilities and are playing larger role in shaping the economic political and other aspect of national life.

In this age, women occupied an honoured place in the household and society. The wife used to take active part in the religious ceremonies along with the husband. Women were given liberal education, some of them even composed Vedic hymns. They were not kept in seclusion as in later times. Marriage was usually monogamous and family life was healthy and affectionate. The growth of education by and large, has led to a large number of women in different spheres of life. By gaining employment outside homes, they seeking different identities. Beside economic needs, the non-economic factors like self-expression, personal development, emotional and intellectual satisfaction have also been reported to be important for female’s participation in labour force.

Changes in the demographic make-up of the work-force have been the primary impetus for the increased focus on work and family issues. The entry of women, dual earner couples, and single parents in the work force underlie some of the most significant trends. Simultaneous to these changes business are experiencing rapid changes. Increased global competition, focus on customer service and technological advances contribute to stress for both employees and employers in this highly competitive business world. To understand both the experiences of employees, and the changes that
organizations can make to assist their employees, is an important consideration for work and family researchers.

The interplay between work and non-work especially between work and family has become a focus of academic interest in the field of industrial and organizational psychology. Different models of the work-family relationship have been proposed and tested using a correlational framework. Wilensky (1960) hypothesized three possible models to explain the relationship between work and family domains of life - Spill over, compensation and segmentation.

The spill over model asserts that there is similarity between what occurs in the work environment and what occurs in the family environment. It also proposes that satisfaction in one life domain will cause satisfaction in others. Spillover can be positive or negative. That is, family life may facilitate or enhance work-life (positive spill over), or it can make work life more difficult and problematic. Compensation model proposes an inverse relationship between work and family. Compensation occurs when workers respond to unsatisfying condition in one domain by becoming more involved in the other. Segmentation model proposed that the work and non work spheres are distinct so that an individual can be successful in one without any influence on the other. The two spheres exist side by side and for all practical purposes are separated from each other.

A balanced life conceives of work and family as mutually reinforcing with family experience as part of what workers bring to enrich their contributions to work and organizations. Attachment style is proposed to be a critical factor in the experience of work-non work relationships. Bartholomew (1990) proposed an expanded category model of adult attachment style. She argued a four category model of attachment style - secure, preoccupied, dismissing and fearful. It includes all four combinations that can be logically derived by combining two levels of self image (positive and negative).
The secure attachment pattern is characterized by positive images of both self and other. It reflects a positive sense of worthiness and an expectation that other people are available, accepting and supportive. The preoccupied pattern is characterized by a negative image of self and a positive image of others. The fearful pattern reflects a negative image of both self and others. This category is characterized by a sense of unworthiness combined with an expectation that others are untrustworthy and rejecting. Finally, the dismissing style is typified by a positive image of self and a negative image of others. It indicates a sense of self, love combined with an expectation that others will be negatively disposed or untrustworthy and rejecting.

There seems to be little doubt that the work-family linkage and attachment style may contribute to individual’s well-being. Individual continue to seek the balance between work and family ties an important potential source of well-being in the form of satisfaction with job and life that ultimately leads to happiness. The present study entitled “Work-Family Linkage, Attachment Style and Well-being was hence undertaken with the following objectives.

Objectives
1. To establish the relationship between different types of work family linkage and attachment styles.
2. To establish the relationship between work-family linkage, attachment styles and various measures of well-being – self-esteem, job-satisfaction, life satisfaction and happiness.
3. To identify the predictors of job-satisfaction, life-satisfaction and happiness of the male and female life partners.

To achieve these objectives the following hypotheses were formulated for testing.
Hypotheses

1. Work – Family enrichment (positive spill over) would be negatively related to attachment related anxiety and avoidance.

2. Work family conflict (negative spill over) would be positively related to attachment related anxiety and avoidance.

3. There would be significant relationship amongst work family linkage, self-esteem, job-satisfaction, life-satisfaction and happiness.

4. There would be significant relationship between compensation and segmentation type of work family linkage with attachment related anxiety and avoidance.

5. Attachment related anxiety and avoidance would be negatively related with self-esteem, job-satisfaction, life-satisfaction and happiness.

6. The predictors of job dissatisfaction, life satisfaction and happiness would be different for male and female life partners.

Design

For testing the hypotheses, an ex-post facto research was conducted. The correlational design was adopted for co-relating the work-family relationships, attachment styles, self-esteem and well-being. The relationship between various models of work-family linkages (Positive Spill over from home to work and from work to home, negative spill over from work to home and from home to work, compensation from home to work, and from work to home and the segmentation), two dimensions of attachment style (anxious attachment and avoidance attachment dimensions), self-esteem and well-being (Job-satisfaction, life-satisfaction and happiness) were examined among dual earner couples. Further, the relative contributions of all these variables were assessed in predicting the well-being (Job-satisfaction, life-satisfaction and happiness) of the target population.
Summary

Sample

The sample of the present study was constituted on 100 dual earner couples (N = 200) with urban background. The age group of the participants was between 30 to 45 years. As far as the selection of the study area was concerned the issue of convenience was considered on the priority basis, the present study was focused on the female college lecturers and their spouses of Rohtak, Bhiwani and Faridabad cities in Haryana. It was taken into account that the female partner in these couples must be in teaching profession. The male participants of the study were from varied professions like engineers, teaching and architects.

Material Used

Work-family Linkage Questionnaire (Summer & Knight, 2001)

Work family linkage questionnaire includes 27 items which measures 7 subscales: four spill over (positive spill over from work to home and home to work, negative spill over from work to home and home to work, two compensation - compensation of what is missing at work and compensation of what is missing at home and one segmentation). There is 7 point scale ranging from 1 (strongly disagree) to 7 (strongly agree). A high score on a given subscale is interpreted as a tendency to experience that type of relationship between work and family domain.

Attachment Style Questionnaire (Fraley, 2000)

There are 36 items in the questionnaire in which eighteen (18) items at serial number 1, 5, 8, 10, 11, 13, 14, 15, 16, 21, 25, 27, 29, 30, 31, 32, 35 and 36 comprise the attachment related anxiety scale. Items at serial number 2, 3, 4, 6, 7, 9, 12, 17, 18, 19, 20, 22, 23, 24, 26, 28, 33 and 34 comprise the attachment-related avoidance scale. Each items is rated on a 7-point scale where 1 = strongly disagree and 7 = strongly agree. To obtain a score for attachment-related anxiety, person’s responses were assessed to anxiety
related items. In this scale items number 14 and 15 were “reverse keyed” as high score represent low anxiety rather than high anxiety, scores were reversed to these questions before averaging the responses. To obtain a score for attachment-related avoidance, score were calculated for attachment related items. On this scale excepting the item number 6, 18, 22, 26, 34, others were scored in the reverse manner as in the attachment related anxiety scales.

**Self – Esteem Inventory (Cooper Smith, 1975)**

It consists of twenty-five items, the SEI can be scored in a few minutes by using the scoring key for the form that has been administered. The answer categories for each of the items were ‘Like me’ and ‘Unlike me’. The agreement with the scoring key gets 1 marks and disagreement with the key gets 0. To arrive at a total Self score, sum the number of self-esteem items answered correctly would be the raw scores and further multiplied by four. The high scores on SEI correspond to high self-esteem.

**Job Satisfaction Questionnaire (Muthayya’s, 1973)**

It consisted of 34 items. The answer categories for each of the items were agree (A), not sure (NS), disagree (D). The reliability co-efficient for the job-satisfaction scale is .81, after applying the spearman-Brown prophecy formula. The scores were calculated with the help of scoring key given in manual of the test. The agreement with the scoring key gets 2 marks, ‘Not Sure’ gets 1 mark and disagreement with the key gets 0. The score range is 0-34-68. Higher the scores, higher the job-dissatisfaction.

**Life-Satisfaction Scale (Alam & Srivastava, 1971)**

There are total sixty items related to six areas viz. Health, Personal, Economic, Material, Social and Job. The responses’ are to be given in yes/no. yes responses indicate the satisfaction. There is no time limit yet it takes about 20 minutes to complete the questionnaire. The scoring was done by assigning 1 mark to each ‘yes’ response. The sum of marks is obtained for the entire scale. The reliability was computed by test-retest method which was .84.
validity of the scale was .74 and .82, respectively by correlating it with Saxena’s Adjustment Inventory and Srivastava’s Adjustment Inventory.

**Revised Oxford Happiness Scale (Argyle, 2001)**

The scale contains 29 items or group of statements about personal happiness. Each group has four statements (a, b, c & d) and the subject is asked to pick out the one statement that best describes the way he/she was feeling. The scoring weights were 0, 1, 2, 3 for a, b, c, and d statements respectively. So, the total score may range from 0 to 87.

**Procedure**

The list of female lecturers positioned in various colleges of Rohtak, Bhiwani and Faridabad was procured along with their postal addresses and contact numbers (land line/ mobile) from Haryana College Teacher’s Association Directory. Out of this list, names of one thirty (130) lecturers were identified to be included in the sample. This identification was made randomly by using lottery method. Every effort was made by identifying more subjects than required (30) to tackle the dropout situations” as a feature (limitation) of survey research. The lecturers figured in the list were contact telephonically. Few participants even asked for the sometime to give their consent. After receiving the consent to participate in the study from 120 dual earner couples, they were included in the sample. Further, they were contacted to fix the appointment for meeting with the investigator for personally delivering the related questionnaires and scales.

On the subsequent meeting with the participants, first of all, rapport was established. The investigator introduced herself and told about the academic purpose and applicability of the present research in prevailing social scenario. Then, they were further assured about the confidentiality of their responses. They were asked to give their responses on various measures authentically and whole heartedly and to pursue their spouses for the same.
Results

The data were analyzed by employing statistical tests viz. Pearson’s Product moment correlation and stepwise multiple regression. The statistical analyses revealed that first, second, third, fifth and sixth hypotheses have been supported by the present findings but the fourth hypothesis has not been supported by the current results.

The present pronouncement designate that the individuals with secure attachment style having low score on anxiety as well as avoidance has positive spill over from home to work or work to home. It gives an indication that highly secured individuals are more likely to cope in their everyday lives by utilizing skills and confidence developed in one domain to enrich their experiences in another domain. On the other hand, the mortals with preoccupied and fearful attachment styles are more likely to experience negative spill over from family to work because of their obsessive focus on their emotion and their intense experience of negative affect, accompanied by a relatively low self-complexity or undifferentiated self-aspects.

The humanity who experience work - family enrichment are not only satisfied with their family lives but are also more satisfied with their jobs because of the experiences and skills from work that improve the quality of their lives at home. At the same time, the mankind with secured attachment style tended to report high self-esteem and well-being.

Finally, the predictors of job satisfaction, life - satisfaction and happiness were found to be different for males and females yet job-satisfaction and life-satisfaction did not emerge as the significant predictors of happiness. It intimated that the individuals who are satisfied with their jobs as well as with their lives, do not experience happiness because good and bad events temporarily affect happiness, but people quickly adapt back to hedonic neutrality.