

Occupational Stress and Satisfaction of Professionals in Dual-Earner Families: A Review

Chinmayee Sahoo¹ and Jyotirmayee Udgata^{2*}

¹Research Scholar, P.G. Department of Home Science,
Rama Devi Women's University, Vidya Vihar, Bhubaneswar (Odisha), India.

²Associate Professor, P.G. Department of Home Science,
Rama Devi Women's University, Vidya Vihar, Bhubaneswar (Odisha), India.

(Corresponding author: Jyotirmayee Udgata*)

(Received: 26 March 2023; Revised: 01 May 2023; Accepted: 19 May 2023; Published: 20 June 2023)

(Published by Research Trend)

ABSTRACT: The dual earner families in the contemporary society are increasing day by day. This is a challenge to both the men and women to combine their job and family roles to get better satisfaction in their life. There may be work-family conflict, stress and tension leading to less productivity in both the family and job front. The occupational stress may hamper the familial harmony with lower job and family life satisfaction. At this juncture, it is significant to study the level of satisfaction in family life as well as job and the factors influencing these variables. The purpose of the present study is to review occupational stress and satisfaction among the career men and women in dual-earner families. This study focused on socio-demographic profile of different target groups, assessment of occupational stress by using different qualitative scales, the relationship among occupational stress, job satisfaction, marital satisfaction, the impact of socioeconomic status on job satisfaction, marital satisfaction, and coping strategies adopted by the dual earner families in order to reduce stress. Reviewing various research papers, it was observed that in dual-earner families both men and women were facing high occupational stress and occupational stress has significant relationship with job satisfaction and marital satisfaction.

Keywords: Occupational stress, dual-earner families, job satisfaction, marital satisfaction, coping strategy.

INTRODUCTION

In the contemporary society, the stress level of career men and women is going high. The huge involvement of men and women in the workforce is increasing day by day. Heavy workloads, strained marriages and relationships, parental challenges, and everyday hassles are the major causes of stress. Industrialization and urbanization and better educational opportunity give chance to women to spearhead the national economic growth. A relatively new partnership constellation is one where both partners are highly educated, have a high upward career orientation, and work full time in a demanding job. This particular partnership arrangement has been termed dual-career couple and it has existed for about 40 years in noteworthy numbers. The traditional career was a “male” one in which the husband was a successful professional and the wife supported her husband, either without employment or with employment that was clearly subordinated to the husband's career. The central concern of dual career couples, in contrast, is to arrange both partners' careers and upward career aspirations with a happy family life. (Abele and Volmer 2011). The balance of the family system has been affected by women's entry into work outside the home. Men on the other hand are also facing problems as they have to share some of the familial

responsibilities to help their working counterparts along with jobs to maintain harmony in familial relationships, and to get both job and marital satisfaction. Combining occupational and family roles is a great source of tension for men and women. According to WHO, stress can be defined as any type of change that causes physical, emotional, or psychological strain. With an annual compound growth rate of 2.31 percent, the working population of Odisha grew from 142.0 lakh in the 2001 Census to 175.4 lakh in the 2011 Census. The percentage of employees in Odisha's population or the work participation rate (WPR), went from 38.8 percent in 2001 to 41.8 percent in 2011. During the comparable time period, the ratios at the All-India level were 39.1 percent and 39.8 percent, respectively. The stress may cause a rise in heart rate, weariness, headache, dizziness, high blood pressure, impatience or aggression, a sense of being out of control, grief, disturbed emotional equilibrium, etc. since it has both physiological and psychological effects on human life. As working men and women the couple must have both job and family life satisfaction for better individual growth and institutional productivity. Alegre *et al.* (2016) stated that job satisfaction as an emotion which involves person's overall evaluation towards their work environment. There are factors like higher level of work hour and emotional exhaustion in the work setting will

not only give a direct impact towards the employee but also reduce the family functioning (Rupert *et al.*, 2013). There are some factors that would encourage working couples, which are financial need or crisis, professional imperative and recognition of potential opportunity (Rotter *et al.*, 1998). The occupational stress also hampers the productivity of both the employees and organization. One of the psychological consequences of occupational stress is a decrease in job satisfaction that leads to quitting jobs and reduces one's commitment to the organization (Singh *et al.*, 2019). Work family conflict is also experienced when simultaneous pressures from work and family roles are mutually incompatible. Elloy (2001) found that stress in dual career couples was primarily due to family conflict and overload. Therefore, we must address the primary factors that contribute to occupational stress and its effects on satisfaction, especially among dual-earner couples and find stress management techniques by reviewing different articles. Students, academicians, human psychologists and researchers can use the findings of the study to formulate coping strategies to minimize stress and expand the vision through further research. Additionally, it will draw policymakers' attention to develop relevant policies, notably for the workplace.

Objectives. The main objective of the study is to find out the research gap by reviewing various research articles on occupational stress, job satisfaction, and marital satisfaction of both men and women in dual-earner families.

MATERIAL AND METHODS

A review of secondary data on the research topic "Occupational Stress and Satisfaction of Professionals in Dual-Earner Families" was done to get a pool of research data to analyze and get a common idea about the particular issues. The studies were grouped under different parameters like socio-demographic profile (age, education, work experience, family type), different scales used by researchers in order to assess occupational stress, the relationship among job stress, job satisfaction, and marital satisfaction, the impact of socio-demographic variables on job satisfaction and marital satisfaction, social support from family and workplace and the coping strategy adopted by men and women in dual-earner families to manage stress. The discussion was made to have an insight into probable causes and effects along with relationship among variables. The research gap was determined for further future research work.

RESULTS AND DISCUSSIONS

The findings of various researchers are compiled and tabulated under different parameters and discussed.

A. Socio-demographic profiles in dual-earner families

The available data on socio-demographic parameters like age, education, work experience and family type of the men and women earners in dual earner families are discussed here.

Table 1: Age of men and women in dual-earner families.

Sr. No.	Author(s)	Findings
1.	Beniwal (2019)	31-40 years
2.	Singh (2016)	51-60 years
3.	Kamini (2016)	35-40 years
4.	Dolai (2015)	20-41 years

From Table 1, it is pertinent that most of the dual earners fall into the age group between 30 to 40 years. This age group people are mostly experiencing the high-stress level both at the workplace and family responsibilities. So, it may be considered that it is a period of expanding stage of family life and we know it is the most challenging phase for both men and women to balance between career and family.

Table 2: Education of men and women in dual-earner families

Sr. No.	Author(s)	Findings
1.	Singh (2016)	Graduation and higher education
2.	Dolai (2015)	Graduation
3.	Maryam <i>et al.</i> (2010)	College degree

It is revealed from the Table 2 that, the majority of the dual-earners completed graduation and followed by higher education. In a future research study, we can explore the professional education the dual earners received.

Table 3: Work experience of men and women in dual-earner families.

Sr. No.	Author(s)	Findings
1.	Beniwal (2019)	1-15years
2.	Dolai (2015)	0-10years
3.	Maryam and Ali (2010)	3.2 years

In the Table 3, it is evident that researches have been conducted on dual earners having job experience of about 15 years followed by 10 years and 3 years. The different stages of family life and work life experience may have different impact on satisfaction level of working couples.

Table 4: Family type of men and women in dual earner families.

Sr No.	Author(s)	Findings
1.	Beniwal (2019)	Nuclear family
2.	Kamini (2016)	Nuclear family
3.	Pervez (2015)	Joint family
4.	Kaur (2010)	Nuclear family

In the Table 4, it is found that, most of the dual-earners lived in a nuclear family. The findings were contradicted by the findings of the research study on "Working Women in Pakistan: Analysis of Issues and Problems", where it was found that the dual earners lived in joint family (Pervez, 2015). Due to industrialization, most people were migrating from their families to cities for availability of more space and comfort for family members.

B. Target samples of studies on dual-earner families
 Different target sample groups have been included earlier in the studies on dual earner families. Different researchers have included different professions of the couples in dual earner families. Some of the reference studies have been discussed here.

Table 5: Target Samples of studies on dual earner families.

Sr No.	Author(s)	Target Sample
1.	Mohsen <i>et al.</i> (2021)	Nurses
2.	Thiagavathi (2020)	Teachers
3.	Mwita (2020)	Teachers
4.	N. Tageja (2019)	Academicians
5.	Rani (2019)	Bank employees
6.	Beniwal (2019)	Academics
7.	Yadav (2018)	Teachers
8.	Shin (2017)	Teachers
9.	Ghaderi (2017)	Nurses
10.	Jalil (2017)	Nurses
11.	Dolai (2015)	Industry
12.	Malik (2014)	Teachers

It is evident from the Table 5 that, most of the samples taken by the researchers for their study were teachers followed by nurses, academicians, and bank employees. They work longer hours than many other positions which lead to more stress. The industrial workers in dual career families also face challenges of occupational stress (Dolai, 2015).

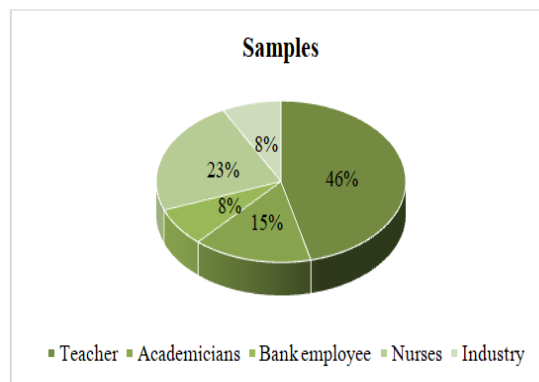


Fig. 1.

C. Assessment of occupational stress in dual-earner families

The occupational stress of working couples in dual earner families affect their job and family life. Many

studies have been conducted to confirm the correlation of occupational stress and satisfaction of working couples in job and family. Some of the studies have been reviewed and discussed here.

Table 6: Occupational stress in dual earner families.

Sr. No.	Author(s)	Scale used	Findings
1.	Rajasekhar (2021)	Occupational stress index (Srivasthava & Singh 1981)	Job satisfaction and life satisfaction are highly impacted by occupational stress.
2.	Khalid (2021)	18-item questionnaire (Carlson <i>et al.</i> , 2000)	Work-family conflict, job satisfaction, and life satisfaction were interlinked which affects them negatively.
3.	Yadav (2018)	Organizational role stress scale (Pareek,1981)	Strong and negative correlation between life happiness and organizational role
4.	Maryam and Ali (2010)	Work scale & Stress scale	Positive correlation between workplace stress and family life

From the Table 6 it is revealed that there is a negative correlation between job satisfaction and marital satisfaction which is caused due to heavy job stress. In

dual earner families, the occupational stress negatively affected job satisfaction as well as marital satisfaction. (Khalid, 2021).

Table 7: Relationship between occupational stress, job satisfaction and marital satisfaction in dual-earner families.

Sr. No.	Author(s)	Findings
1.	San and Juhari (2021)	Work-family conflict are at higher risk of marital dissolution and lower level of marital satisfaction
2.	Mwita (2020)	A negative relationship between stress and job satisfaction
3.	Thilagavathi (2020)	Female teachers were experiencing a high level of job satisfaction
4.	Tageja (2019)	A negative relationship between high workplace stress and poor performance of the employee
5.	Ghaderi (2017)	Work place stress and marital satisfaction have a negative relationship

From the above Table 7, it revealed that workplace stress negatively affected marital life as well as work life. there is a high risk of marital dissolution due to the

imbalance between work and family life. On the other hand, female teachers were experiencing a high level of job satisfaction.

Table 8: Impact of socio-demographic variables on job satisfaction and marital satisfaction in dual-earner families.

Sr. No.	Author(s)	Findings
1.	Sharma and Jain (2020)	A significant link between employee stress and income.
2.	Rani (2019)	Job stress was independent to age, pay or the number of dependants
3.	Ronit (2016)	Family economics has a significant influence on family and career satisfaction.

The above Table 8 shows that there is a significant relationship between income and stress and job satisfaction (Sharma and Jain 2020) whereas another study shows that job stress was independent of age, income and number of dependants (Rani, 2019). There

is a contradictory statement between various review articles so, in the further study we can find out the impact of other socio-demographic variables concerning job satisfaction and marital satisfaction among dual-earner families.

Table 9: Coping strategy adopted by dual-earner families to manage stress.

Sr No.	Author(s)	Findings
1.	Bogacz (2020)	Mediation intervention
2.	Dahad (2020)	Flexible working hours, shifting of work, work from home & job-sharing arrangements
3.	Helen (2018)	Supportive supervisor and supportive spouse
4.	Akinbode (2017)	Assistance from family members and neighbours
5.	De (2017)	Professional counselling program
6.	Shakarami (2016)	Conflict resolution technique
7.	Dhingra (2016)	Conflict management style
8.	Andrea (2014)	Create a good working condition
9.	Kumar (2014)	Family therapy to resolve a psychological problem

From the above Table 9 it concluded that various stress management techniques were adopted by the dual-earners such as flexible working hours, shifting of work, job-sharing management, provision for work from home in some cases, assistance from family members, neighbours, support from colleagues etc. Conflict resolution techniques were used to resolve the conflict between men and women. Other studies show that family therapy was used to solve the psychological problem of professionals (Shakarami, 2016).

CONCLUSIONS

The research gap was determined by reviewing about 31 articles from different sources. The result shows that most of the dual earner men and women were in the age group of 30 to 40 years and were experiencing a high-stress level. So, it may be considered that this is a period of expanding stage of family life and we know it is the most challenging phase for both men and women to balance between career and family. Most of the sample men and women lived in the nuclear family. The teachers work longer hours than any other positions which leads to more stress. There is a negative correlation between job satisfaction and marital satisfaction which is caused due to heavy job stress. workplace stress negatively affected marital life as well as work life. There is a high risk of marital dissolution due to the imbalance between work and family life. A significant relationship was found between income and stress and job satisfaction whereas other study shows that job stress was independent to age, income and number of dependants. Another study finds out that there is no significant difference on marital adjustment

in relation to age. There is a contradictory statement between various articles so, in the further study we can find out the impact of other socio-demographic variables concerning job satisfaction and marital satisfaction among dual-earner families. Various stress management techniques were found for dual-earners such as flexible working hours, shifting of work, job-sharing management, provision for work from home in some cases, assistance from family members, neighbours, and support from colleagues. Conflict resolution techniques were used to resolve the conflict between men and women. Some of the studies show that family therapy was used to solve the psychological problem of professionals.

FUTURE SCOPE

The findings shows that there are few researches on dual earner families with both the man and woman in challenging professions like doctors, engineers and academicians in higher education. Therefore, a study can be taken up to probe the job stress and satisfaction level of these professionals in dual earner families in a developing state like Odisha.

REFERENCES

- Abele, A. E. and Volmer, J. (2011). Dual-Career Couples: Specific Challenges for Work-Life Integration. *Creating Balance?* 5(10), 173-189.
- Akinbode, F. A. (2017). Gender and Family Characteristics Differences in Work-Family, Family-Work Conflicts and Stress Among Dual-Income Earners Family. *Gender and Behaviour*, 15(3), 38-49.
- Andrea, S. M. A. (2014). Work stress as a worldwide problem in present time. *Procedia- Social and Behavioural Sciences*, 109, 312-316.

- Beniwal, A. (2019). Quality of work life in dual career couples a case study in academics with special reference to Rajasthan. *International e-journal of Information and Library Network*, 11-191.
- Bogacz, F. (2020). Improved conflict resolution in romantic couples in mediation compared to negotiation. *Humanities & social sciences communications*, 7(1), 01-131.
- Carlson, D. S. and Kacmar, K. M. (2000). Work- family conflict in the organization: Do life role values make a difference? *Journal of Management*, 26(5), 1031-1054.
- Dahad, M. S. (2020). An Empirical Study on Role Conflict and Stress in Dual Career Couples. *Shodhganga*, 01-225.
- De, J. R. (2017). Dual Career Couples in Kolkata and their Stressful Work Life Balance. *International Journal of Research - Granthalayah*, 5(3), 213-222.
- Dhingra, S. (2016). Relationship between workplace stress, marital adjustment in dual working couples. *International journal in management and social science*, 4(9), 2321-1784.
- Dolai, D. D. (2015). Measuring Work Life Balance Among the Employees of the Insurance Industry in India. *International Journal of Advanced Research in Management and Social Sciences*, 4(5), 140-151.
- Elloy, D. (2001). A predictive study of stress among Australian dual-career couples. *Journal of Social Psychology*, 14(1), 122-123.
- Ghadery, M. S. (2017). The Role of Occupational Stress in Prediction of Marital Satisfaction among Married Nurses Occupied at Shahid Motahasi Hospital, Jahrom. *Journal of Research in Medical and Dental Science*, 5(2), 42-47.
- Helen, P. R. I. (2018). Social Support at Work and at Home: Dual-Buffering Effects in the Work-Family Conflict. *Organizational Behavior and Human Decision Process*, 146(3), 1-13.
- Jalil, A. P. P. (2017). Investigation of Marital Satisfaction and its Relationship with Job Stress and General Health of Nurses in Qazvin, Iran. *Electron Physician*, 9(4), 132-148.
- Kamini (2016). Domestic Violence Among the Single and Dual Earner Couple and Its Effect on The Achievement of Their Children in Agra District U P. *Shodhganga*, 01-188.
- Kaur, J. (2010). Dual earner couples in Chandigarh a study of marital satisfaction strains and strategies. *Shodhganga*, 22-185.
- Khalid, U. (2021). The Impact of Work-Family Conflict on Job and Life Satisfaction for Female Executive MBA Students. *Journal of Education and Educational Development*, 8(1), 180-193.
- Kumar, B. (2014). Relevance of family therapy in the resolution of family dispute among couple: Indian perspective. *The qualitative report*, 19(14), 1-27.
- Malik, S. B. (2014). Effect of Occupational Stress on Life Satisfaction among Private and Public School Teachers. *JISR-MSSE*, 12(1), 17-27.
- Maryam, Z. N. and Ali, M. (2010). Occupational Stress and Family Difficulties of Working Women. *Current Research in Psychology*, 1(2), 75-81.
- Mohsen Adib-Hajbaghery, M. S. L. (2021). The Effect of Occupational Stress on Marital Satisfaction and Mental Health in Iranian Nurses. *National Library of Medicine*, 68(3), 771-778.
- Mwita, E. M. (2020). Relationship between Occupational Stress and Job Satisfaction among Teachers in Tanzanian Public Primary School. *Journal of Co-operative and Business Studies*, 5(1), 96-103.
- Pareek, U. and Purohit, S. (1997). Organizational role stress scale, *Training instruments in Human Resource Development and Organizational Development*, 3rd edition, New Delhi, Tata McGraw Hill Publishing Company Ltd.
- Pervez, S. (2015). Working Women in Pakistan: Analysis of Issues and Problems. *Pakistan Journal of Social Sciences (PJSS)*, 35(2), 997-1011.
- Rajasekhar, T. (2021). Effect of Occupational Stress on Job Satisfaction and Life Satisfaction. *International Journal of Aquatic Science*, 12(03), 225-233.
- Rani, G. (2019). Effect of Occupational Stress on Job Satisfaction among Public Sector and Private Bank Employees in Ernakulam. *The International Journal of Indian Psychology*, 7(4), 524-544.
- Ronit, A. L. (2016). The Impact of Family Economic Structure on Dual-Earners' Career and Family Satisfaction. *Springer*, 75(1), 7-20.
- Rotter, J.C., Barnett, D. E. and Fawcett, M. L. (1998). On the road again: Dual career commuter relationships. *Family Journal*, 6: 46-48.
- Rupert, P. A., Hartman, E. R. T. and Miller A. S. O., (2013). Work demand and resources, work-family conflict and family functioning among practicing psychologist. *Professional Psychology: Research and Practice*, 44, 283-289.
- San, M. L. and Juhari, R. (2021). Work-family conflict, marital satisfaction and marital stability among Malaysian Chinese dual-earner couples. *International journal of academic research in business and social science*, 11(12), 527-540.
- Sang A. L. (2018). The Association between Satisfaction with Husband's Participation in Housework and Suicidal Ideation among Married Working Women in Korea. *Psychiatry Research*, 261(2), 541-546.
- Sharma, A. and Jain, V. (2020). A Study of Relationship of Stress and Demographic Profile of Employees with Special Reference to their Marital Status and Income. *Sambodhi (UGC Care Journal)*, 43(4), 111-115.
- Shakarami, M. (2016). Determine the contribution of conflict resolution styles in predicting marital commitment. *Journal of research and health*, 6(4), 438-444.
- Shin, E. S. J. (2017). Social Cognitive Predictors of Korean Secondary School Teacher's Job and Life Satisfaction. *Journal of Vocational Behaviour*, 102(3), 139-150.
- Singh, A. (2016). Role of occupational in the somatic health complaints among executives in public sector organization. *International journal of health and wellbeing*, 7(6), 600-603.
- Srivastava, A. K. and Singh, A. P. (1981). Construction and standardization of an occupational stress index: A pilot study. *Indian Journal of Clinical Psychology*, 8(2), 133-136.
- Tageja, V. C. (2019). Job Stress Performance in Academia: Role of Emotional Intelligence & Social Support. *International Conference on Automation, Computational and Technology Management*, 198-205
- Thiagavathi, M. N. (2020). A Study of Stress and Job Satisfaction of Dual Career Teacher Couples of Tamil Nadu. *The International Journal of Analytical and Experimental Modal Analysis*, 12(1), 368-383.
- Yadav, S. S. (2018). Organizational Role Stress (ORS) And Life Satisfaction Among Teachers of Muslim Minority Managed School. *International Journal of Scientific Research and Review*, 7(10), 833-837.
- <https://www.who.int/news-room/questions-and-answers/items/stress>
- <https://www.desorissa.nic.in/pdf/odisha-profile-2018.pdf>

How to cite this article: Chinmayee Sahoo and Jyotirmayee Udgata (2023). Occupational Stress and Satisfaction of Professionals in Dual-Earner Families: A Review. *Biological Forum – An International Journal*, 15(6): 503-507.