

**WORK LIFE BALANCE: A QUALITATIVE APPROACH TO UNDERSTAND
EXPERIENCES, ANTECEDENTS, OUTCOMES, AND STRATEGIES OF DUAL CAREER
COUPLES**



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DEDICATION

I dedicate my dissertation work to my parents and especially to my late father Aftab Ahmad Farooqi, as he was so keen for the completion of degree in stipulated time period and for their support. I also dedicate this work to my supervisor and mentor Prof. Dr. Ch. Abdul Rehman for his encouragement and cooperation and to my friends for supporting me throughout the process, without them all; it would not be possible to get through this process so smoothly.

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ABSTRACT

Balance of work and life is a concern which has gained importance and becomes an ongoing concern for male and females which has to get them involved in a dual-career relationship. Nevertheless, most of the studies that have explored the work-life balance phenomenon have been conducted in different environments e.g. North America and Europe. In Pakistan, a lot of researches can be seen on the same topic but most of these researches are quantitative, and very few are found in a qualitative context. Furthermore, none of the studies has concentrated on the dual-career concept among couples by using dyad interviews as a method of data collection. The purpose of this study is therefore to understand how mostly middle-class Pakistani dual-earner couples experience and pursue work-family balance. A sample comprising twelve dual-earner couples with children who work in public or private sector universities of Punjab, Pakistan, was selected purposefully through the use of convenience and snowball sampling techniques. The basic applied approach was interpretive in nature as a qualitative mean to conduct the research and data were collected using semi-structured conjoint interviews. Thematic analysis was used to identify different patterns and themes within the data and thematic networks were developed

This research dissertation recognized different organizing themes for global theme “Dual Career Couples Personal Experiences of work and life balance” as: (a) Work life balance experiences are unique; and (b) work life balance is of dynamic nature, and the organizing themes for the global theme of “Preferred Strategies of dual career couples to pursue work life balance” as: (a) Trying to create cooperation among spousal relation (b) proactive development of opportunities for time with family (c) accessing family and financial support (d) shared planning and organization (e) Restricting themselves within their resources” (f) creating chances for alone or separate time (g) satisfaction related to work (h) trying to control the schedule (i) set borders for both the domains of work and life (j) relying on religious trust and faith, and lastly the organizing themes for the global theme of “ antecedent and outcome factors of work life balance” as: (a) personal and family situation (b) work situation (c) personal outcomes (d) Professional outcomes. Here the two organizing themes named “personal and family situation”

and “work situation” revolved around the global theme of antecedent factors of work-life balance. In the context of outcome factors, there were two different sets emerged, and those were “personal outcomes” and “professional outcomes”. Each organizing theme contained several basic themes that were discussed concerning previous literature and/or research studies. The analysis of data revealed a thematic network and a fundamental storyline about the couple’s experiences, strategies, antecedents, and outcome factors of work and life balance.

Keywords: Dual-earner couples, multiple roles; Strategy, Work-family balance thematic analysis, interpretivism, global themes, organizing themes, basic themes

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LIST OF ACRONYMS

WLB	Work Life Balance
WF	Work Family
WFC	Work Family Conflict
FWC	Family Work Conflict
WLC	Work Life Conflict
HEC	Higher Education Commission
PFBS	Pakistan Federal Bureau of Statistics
HEIs	Higher Education Institutions
GDP	Gross Domestic Product
SME	Small and Medium Enterprise
FLFP	Female Participation of Labor Force

CHAPTER ONE: THE INTRODUCTION

In this chapter the background is presented regarding, gap, personal and professional motivation, research questions, objectives, and significance of this research. In the first part, personal and professional motives to conduct this research are explained along with the gap and background of the research. In consideration of the particular context of the study; the research questions and objectives are presented along with foundations of methodological assumptions. Furthermore, the significance of research and the definition of important concepts of the study are also elaborated. In the last segment of this introductory chapter, the subsequent chapter's outline is provided.

There are always multiple views to see and analyze life. Different people have different approaches and understanding of the different aspects of life. One may see life as more positive than negative and vice versa. One may see the half glass of water filled and one may refer to it as half empty. This is not black and white when it comes to people understanding of social and behavioral phenomena. It's now consensus and generally agreed that work-life balance phenomena have changed over time and has become more difficult to achieve. There is a continuous change in the global workplace and diversity is climbing, ultimately resulting in an increased number of women in jobs globally. There is a shift in workplace structure and composition that not only has a positive impact but also poses many challenges. The work-life balance phenomenon (Powell, Greenhaus, Allen, & Johnson, 2019) has got considerable attention and relative importance for both the organizational perspective and employee perspective as well. This topic has also gained the interest of various platforms; professional conferences, journals, and books. For instance, the study of (Pfeffer, 2018) explained the destructive impacts of lethal workplaces in a book, "Dying for a Paycheck". The most recent conference arranged by the Society for Human Resource Management was featured on "happiness at work", "depression in the workplace" and "respect in the workplace" (SHRM Annual Conference, 2018). Another study by Shabir and Gani (2020) explores the work-life balance phenomenon in the context of women health care workers and found positivity in the association of work-life balance with workers' commitment.

In accumulation to the trends in the literature of work-life balance, there are families with dual career, families with a single parent, and also there are more employees that have responsibilities of eldercare. In contrast to that job security has decreased; and technological change has blurred the boundaries of work and life (Duxbury & Higgins, 2001; Arthur & Parker, 2004; Brown, 2004). From the organizational perspective, the issues are productivity, absents, employee satisfaction, motivation, and effectiveness while the employees are suffering from stress, work/life balance, and perceptions of lessor control related to their work /non-work activities and demands. This all is resulting in certain negative outcomes e.g. reduced commitment and satisfaction with work, increased absenteeism, health issues (e.g., insomnia and fatigue), and turnover intentions (Adams, 1996; Boles, Howard, & Donofrio, 2001; Breugh & Frye, 2004; Viitala, Tanskanen, & Sääntti, 2015; Pfeffer, 2018; O'Neil & Follmer, 2019). This all is getting the researcher's attention.

In the context of Pakistan, many types of research have been conducted on work-life balance (Shujat, Cheema, & Bhutto, 2011; Sheikh, Ashiq, Mehar, Hasan, & Khalid, 2018; Humayon et al., 2018; Kiran & Zaman, 2018; Qureshi, Shahzad, & Sarwat 2018; Khalid & Rathore, 2018; Haider, Jabeen, & Ahmad, 2018; Khan & Rehman, 2018; Saleem & Ajmal, 2018; Shaikh, Shah, Katpar, & Shah, 2019; Atif & Zubairi, 2020). These studies on WLB in Pakistan are quantitative in its nature and highlighted that university policy, working conditions, and supervision are linked with WLB in public sector universities of Pakistan (Humayon et al., 2018), every female doctor in hospitals of Sialkot have faced dual duties that generated work-family conflict (Sheikh et al., 2018), WFC and FWC has influenced the turnover intentions among banking employees of Islamabad region (Kiran & Zaman, 2018), employees of private and public banking sector in Punjab have proactive personality which improved their WF spillover as well as WF enrichment (Qureshi et al., 2006), organizational factors (e.g., organizational support, job value and supervisor support) increased the WLB and work motivation among doctors of government hospitals in Pakistan (Khalid & Rathore, 2018), and WLB impacts the job performance and employee's satisfaction is contingent by improving the level of psychological wellbeing between employees of commercial banks Vehari (Haider et al., 2006).

On the other side, few WLB pieces of research are of qualitative nature in Pakistan, such as mostly women school heads resident in the north-west of Pakistan have faced a problem in balancing the family obligations and workplace responsibilities, consequently,

suffered socio-psychological tensions, guilt, frustration, psychological and overall stress (Khan & Rehman, 2018). Further, greater interest and participation is found from the side of academicians on the topic of work-life balance, which ultimately contributed positively (Naz et al., 2017). Conflicting evidence is found in the shape of mental loss; frustration and peace at the workplace and home if there is an imbalance of work and life balance (Saeed & Farooqi, 2014). Another study conducted by Saleem and Ajmal (2018) explored the experiences of working women in academia regarding the work-life balance but yet no study in this context has been conducted with a dual-career aspect.

1.1 Research Gap and Background

The background and inspiration of this study are based on a series of discussions with students in the classroom at various occasions and continuous debate with colleagues, a family friend who is part of dual-career families. These dual-career couples have children, parents, and other family relationships that they have to deal with along with their work activities. In this study, the focus is kept on dual-career couples' responsibilities and challenge that they face in everyday life and also keep the both directional (negative and positive) phases of work and life balance in mind. These couples (male and female) share their feelings, experiences, stress, and pride in managing work life balance even due to heavy workload and many family responsibilities and also their time management. Everybody shares his/her unique experience and personalized strategy to handle and exhaust the situation. These couples try to avoid conflict and maintain a more healthy work-life balance. This whole situation was either experienced by the researcher or being shared and it was quite interesting to explore and understand how these couples experience and manages their work and family life.

The majority of researches in the area of work-life balance have explored the phenomena according to individual perspective and some researchers have seen this phenomenon with dual-career perspective but in different cultures. Conjoint or couple interviews yield entirely different sort of data in comparison with individual interviews especially when affecting are the couples or families (Arksey, 1996; Racher, 2003; Torge, 2013; Braun et al., 2019). Another reason in support of this idea is that mostly the decisions

are made jointly by couples regarding work and life (Barnett & Hyde, 2001; Zhang & Liu 2011; Kar, Panda, & Pathak, 2019).

A lot more of the studies related to work-life balance with dual earner couples are conducted in the context of North America using joint interview techniques. There are three basic studies (Haddock et al., 2001; Seeley, 2015; Haddock et al., 2006) that apply to this research study with similar characteristics and these researches were critically reviewed in different aspects i.e. methodology, results, and conclusion. Haddock et al. (2001) in their research presented ten different strategies that can support the dual-career couples to create balance among their work and life. In his subsequent research, Haddock et al. (2006) offered different strategies related to the workplace, which were perceived to be successful to develop a balance between work and life. Though, there were certain limitations related to both of the studies and these were: (a) studies were contextually bound; (b) lack of variety regarding participants; and (c) restricted to the parents having children below the age of 12 years. While the research of Munn and Chaudhuri (2016) explored the phenomenon in the context of dual career couple's experiences of work life balance, and the strategies embraced by them to cope up with their issues related to the work life balance. In Vietnam, research by Duong, Hussain, and Subramaniam (2020) discusses several strategies of support from coworkers and balancing the role expectations in the context of developing a better work life balance.

Keeping in account the characteristics and limitations of these studies it proposed that Pakistani culture, as well as the economic conditions, pose different situations, so the research must take into account the said conditions in accordance with Pakistani culture and context (Brink & De la Rey, 2001; Tengimfene, 2009; Saleem & Ajmal, 2018). Though, to date, none of the known Pakistani research studies has explored this phenomenon by using a qualitative approach and conducting couple/conjoint interviews. Therefor different relevant studies in North American culture e.g. Forsberg (2009), Haddock et al. (2006), Haddock et al. (2001), and Ornstein and Stalker (2013), and African e.g. De Villiers and Kotze (2003), Koekemoer and Mostert (2010), Mostert and Oldfield (2009), Veiga (2009) as well as Pakistani culture were studied and evaluated in the context of their methodology, results, and conclusions. Many of the evolving themes "spousal and extended family support" (Singh, 2013; Tengimfene, 2009; Veiga, 2009); "supervisor and co-work support" (Singh, 2013; Veiga, 2009); "flexi-time" (Singh, 2013); and "planning and proactive problem-solving"

(Veiga, 2009), were consistent with some of the strategies suggested by Haddock et al. (2001) and Haddock et al. (2006)". But consideration to the joint decisions by couples to develop and maintain a better work-life balance is missing in all of these researches. Secondly, the bulk of contributors to these studies were females working in some specific sectors and having different cultural backgrounds. That is the main reason that similar strategies and experiences cannot be extrapolated for couples who are working either in the same sector (education) or different (any other).

It's also the case that this study is concentrating upon only the dual-career couples that are working in public or private sector universities of Punjab, Pakistan.

Taking into account the gaps and limitations in the existing literature related to the work and life balance, the purpose of this research was to explore that how dual-career pairs experience work and life balance, their antecedent and outcome factors, and what strategies do they adopt. Moreover, in the context of previous researches, the personalized motivation in this research is based upon interest related to work and life balance phenomenon. It got fascinated with debate on work-family balance issues; and the reason behind was that the researcher himself is also a married man experiencing a dual-earning/ dual-career relationship. There were few questions which acted as motivation for and these questions are of personal as well as professional nature, can also be considered as a part of the broader arena which is needed to be researched and have got the attention of elite academicians, research journal and conferences debate. According to that perspective, the questions are as followed:

- What is the meaning of work-life balance (WLB)?
- What is the charisma necessary to acquire a more balanced work-life experience?

With reference to the professional context, maintenance of a better work-life balance is a challenge for couples involved in a dual-career relationship and it is also imperative for both partners to balance work and family as it is an unending concern for both the partners (Parker & Wang, 2013; Munkejord, 2017). There is a considerable body of literature available on this topic and researcher motivation is strengthened by the availability and diversity.

More importantly, most of the literature was available from North American culture e.g Forsberg (2009), Haddock et al. (2006), Haddock et al., (2001), and Ornstein and Stalker (2013), and African culture e.g De Villiers and Kotze (2003), Koekemoer and Mostert (2010), Mostert and Oldfield (2009), Veiga (2009) which leads the researcher towards a literature gap found in this area in Pakistan that dual-career perspective of WLB was found unexplored and ultimately guides about future research directions related to this research. This helped a lot to advance in this research topic. The available literature is of multi-directional nature, firstly; the literature is available which has dealt with conflicting situations of work and life and strain experiences of individuals and couples. This literature is based on the view that both members have professional obligations and multiple family roles.

As, Women are responsible for the day-care of children and housework and ultimately spend considerably more time on this as compared to men, so, WLC and flexible working has various outcomes for women and men (van der Lippe & Lippényi, 2018). Their obligations and roles produce fatigue and stress. Haddock, Zimmerman, Ziemba, & Lyness (2006) were of the view that these challenges are an outcome of the rise of women's participation in professional work (Straub, 2007). There are researchers who have explored this topic in detail and with human resource perspective issue; some of the authors are (Katz & Kahn, 1978; Staines, 1980; Greenhaus. & Beutell, 1985; Edwards & Rothbard, 2000; Rothbard & Dumas, 2006; Saleem & Ajmal, 2018; Omari et al., 2020). The other part of the existing literature dealt with benefits and relationship formulation. The study of Bansal and Agarwal (2019) believes that getting organization support in form of WLB will develop employees in the shape of a resourceful individual; as a result, they are able to encounter the demands of work and family. Receiving and retaining material, personal, and social resources develop the sense in organizations, families, and people through which they can handle stressful situations at their ease.

Thus, WLB becomes a resource gain whereby employees felt contented on having many resources and avoid resource-consuming activities. Furthermore, employees apply these resources to enhance their work and family role performances (Hobfoll, 1989, 2001; Jaga et al., 2013). The term of resource gain spiral (Hobfoll et al., 2018) recommends that employees who gained resources in their workplace are more motivated and resourceful to generate future resources and performing activities (Hobfoll et al., 2018; Halbesleben et al., 2014). Further, dual-earner relationships and benefits were also explained by many research

scholars (Barnett & Hyde, 2001; Frone, 2003; Zimmerman, Haddock, Current, & Ziemba, 2003; Haddock & Rattenborg, 2003; Naz et al., 2017). Along with the above-explained research directions, it is also evident and can be traced in the existing body of literature that there are novel interests taking birth in work life balance study. These interests are related with their references are as follow:

- Barnett and Hyde (2001) showed interest in the labor market feminization
- Haddock and Current (2001) worked upon the growing interest in dual-career relationships
- Potelwa (2014) and Legg (2014) worked upon the rise of living costs
- Ahemad, Chaudhary, and Karush (2013) showed their interest in the research related to advancement in telecommunications
- Ahmad (2008) specifically worked in the context of Pakistan on the growing organization's interest in the theme of work and life balance for employees benefits and satisfaction
- Parker and Wang (2013) worked on the topic of contemporary society experience in dual-earner couples
- Saleem and Ajmal (2018) explored the experiences of working women in academia regarding the work-life balance but yet no study in this context has been conducted with dual-career aspect in Pakistan.

These researches provide solid foundations to work on new initiatives, ideas, and theories; rather than the outdated and earlier ones (Barnett & Hyde, 2001). This opens a new horizon of research. There is a need for more researches on the topic of work and life balance in the setting of 21st century needs and requirements and specifically related to Pakistani culture and family system. In this context, researcher motivation increased with the conceptualization, research gap, and chances of finding something different related to the concepts of work and life balance i.e assessment of WLB phenomenon regarding couples joint interviews as their decisions to balance are also made jointly (Barnett & Hyde, 2001). In the last; another area of focus of this research is the strategies that couples adopt to gain a better work-life balance. This is also analyzed in various researches related to different countries and conducted in various contexts i.e. Haddock et al., (2001), Ornstein and Stalker (2013), Forsberg (2009), Munn and Chaudhuri (2016), Zimmerman, Haddock, Ziemba, and Current, (2001), Khan and Rehman (2018). These studies were conducted in middle-class

dual-earning families which are highly educated but in western, African, and North American, contexts.

In literature; it is evident that most researches are in the context of American and developed economies. There is a shortcoming in the available literature produced on work and life balance that not a lot of specific research studies are found in underdeveloped and developing country context and especially of exploratory nature. Pakistan is considered as a developing country with different economic, social, political, religious, linguistic, and cultural diversity. This research gap is also a motive to conduct research on this particular phenomenon. The researcher “focused on interview technique (qualitative method) and interviewed only one partner (De Villiers & Kotze, 2003; Koekemoer & Mostert, 2010; Mostert & Oldfield, 2009; Veiga, 2009; Otuya, W., & Andeyo, L. M., 2020). This is also a potential shortcoming and the reason behind that is the personal experience of the researcher for being involved in a dual-career relationship and personally feels that work and life balancing decisions cannot be made alone, without the involvement of the spouse. This view also gets support from writings which reveal that pairs “operate within dyads” (Barnett & Hyde, 2001).

Secondly, these decisions are based on the personal needs of couples and they also develop different strategies to make an enhanced balance between their preferred work activities and personal lives (Moen & Wethington, 1992). In the context of Pakistani dual-career families’ research is limited to a quantitative aspect, but only a few are found in the education sector and also with qualitative aspects. This also proved as motivation for the researcher to conduct research in this particular phenomenon of “Antecedents, Outcome, and strategies related to Work-Life Balance: A Qualitative Study of Dual Career Families Working in Public and Private Sector Universities of Punjab, Pakistan” using the interpretive approach. The reason or purpose behindhand of this study is to recognize the subjective experiences of couples in their own words using a qualitative approach and gathering rich data by applying the technique of semi-structured joint/ coupled interviews.

1.2 Research Questions

The study will seek to answer the following questions:

- What are the unique work and life balance experiences of dual career couples working in higher education sector of Pakistan?
- What are the antecedent factors of work life balance according to the dual career couples working in higher education sector of Pakistan?
- What are the outcome factors of work life balance according to the dual career couples working in higher education sector of Pakistan?
- What are the preferred strategies of Pakistani dual career couples that they use to balance their work and family life?

1.3 Objectives of the Study

The present research objective/aim is to explore the experiences, antecedent, and outcome factors and the strategies that are used by working dual-career couples to develop a balance between work life and their family life. Teachers of public and private sector universities are taken as the population of this research.

The sub-objectives are as follow:

- To explore the unique work-life balance experiences of dual career couples working in the higher education sector of Pakistan?
- To find out the antecedent factors of work-life balance according to the dual-career couples working in the higher education sector of Pakistan?
- To find out the outcome factors of work-life balance according to the dual-career couples working in the higher education sector of Pakistan?
- To explore the preferred strategies of Pakistani dual-career couples that they use to balance their work life and family life?

1.4 Significance of the Study

Couples lack experience and knowledge to deal with certain issues related to working life balancing are (Haddock & Bowling, 2002; Avgoustaki & Frankort, 2019) related to everyday life (Cavanaugh & Blanchard-Fields, 2011; Veiga, 2009; Rehman & Khan, 2018). A study by Haddock and Bowling (2002) reveals that nearly one-third of couple cases reported at psychologists, councilors are related to work life balance. Another research in the Pakistani context explored the negatives aspects of work-life imbalances (Saeed & Farooqi, 2014). This helps to build the significance of the present research. This also shows that there is more need for research and literature on this particular phenomenon in the context of developing economies such as Pakistan (Naz et al., 2017). This study will ultimately help to raise the cognizance of work-life balance issues in dual-career relationships that ultimately help human resource managers, strategists, and policymakers in the education sector as well as other areas of management in different organizations.

Another aspect is that the majority of researches as a whole and particularly in the context of Pakistan have explored the phenomenon of work-life balance conferring to an individual perspective. Conjoint or couple interviews yield entirely different sort of data in comparison with individual interviews especially when the subjects who were being affected are the couples or families (Arksey, 1996; Racher, 2003; Torge, 2013). So the reason for this significance revolves around the idea that couples have to deal with these issues jointly and their decisions are also been made jointly (Barnett & Hyde, 2001; Zhang & Liu, 2011). This study will provide its significance by bridging the gap between the dual-career aspect and couples' views about the phenomena.

In the context of Pakistan, many types of research have thrown light on the topic of work and life balance (Shujat et al., 2011; Humayon et al., 2018; Sheikh et al, 2018; Kiran & Zaman, 2018; Qureshi, Shahzad, & Sarwat, 2018; Khalid & Rathore, 2018; Haider, Jabeen & Ahmad, 2018; Rehman & Khan, 2018; Saleem & Ajmal, 2018; Shaikh, Shah, & Shah, 2019; Asif, Tooba, Zubairi, & Ahmed, 2020; Omari et al., 2020). These studies on WLB in Pakistan are quantitative in their nature and highlighted that university policy, working conditions, and supervision is linked with WLB in public sector universities of Pakistan (Humayon et al., 2018). Another study reveals that every working female has to face dual duties that generated

work-family conflict (Sheikh et al., 2018). So, there seems to be a gap in Pakistani literature regarding work-life balance studies as there aren't any significant exploratory qualitative studies available that throw light on these particular phenomena. Last, of all, it is anticipated that this research study will augment to shape up the better status of Pakistani research in the specialized area of organizational behavior, human resource management, and also stimulate discussions on some key issues in relation to the experiences, antecedents, outcomes, and strategies adopted for work-life balance.

1.5 Definitions of the Important Terms

1.5.1 Work

According to a dictionary definition works is “a job or activity that you do regularly especially in order to earn money”. According to Antonopoulos (2008) and Jacobs and Gornick (2002) work may also refer to paid work or employment by the individuals taken separate of home

1.5.2 Family

In sociological description, the family is “a group of interacting persons who recognize a relationship with each other, based on a common parentage, marriage or adoption”. This definition of family is the base of understanding and conceptualization in this research. There is diversity in culture and in social context that leads to various formations of family patterns which may cause different changes in life stages/ life cycle of an individual (de Vaus, 2004).

1.5.3 Work Life Balance (WLB)

The term ‘work-life balance’ is commonly used in popular literature as well as in academic writing. Scholars use the terms work-life balance, work-home balance, or work-family balance interchangeably (Sok et al., 2014). According to the concept stated by Clark (2000) “the satisfaction and good functioning at work and at home, with a minimum role conflict”.

1.6 Dual Career Couples

Cavanaugh & Blanchard-Fields (2011) states that “a dual career couple or relationship refers that a married couple where both of the spouses are engaged in outside paid employment”. Literature has also used different terms to define dual careers and these are dual-income or dual-earner couples (Rothbard & Dumas, 2006), or dual-career couples (Clay, 2005).

1.6.1 Work Life Balance Experiences

Different views of researchers summarize that work and life balance is a multifarious phenomenon that doesn't have any particular or an agreed-upon definition (Grzywacz & Carlson, 2007). However, for this study, we can generate a common understanding that “every individual's experiences of work-life/family balance are different” (Saungweme, 2010). In addition, Veiga (2009) in her research argues that work and life balance is a vibrant phenomenon rather than a static one, and it changes with the passage of time and depends on the individual's situation.

1.6.2 Antecedent Factors

According to the definition, antecedents are defined as “a thing that existed before or logically precedes another. In the context of this study antecedents factors of Work-life balance/conflict are explored. An example from literature by Veiga (2009) supports the view that conflicts related to time are the antecedent factor of conflict-related to home and work domains. Consequently, “good functioning” (Clark, 2000) and “harmony” among the work and household domains may end in less encounter and stress in the life of a person (Clarke, Koch, & Hill, 2004).

Outcome: McDowell (2010) states that “The reference point for judging well-being is a person's own aspirations, based on a blend of objective reality and their subjective reactions to it” and wellbeing as an outcome of an employee can be judged in different domains i.e. physical, social, emotional, and spiritual. Haworth & Lewis (2005) stresses on the concept that if the total time of an employee is assessed, then he spends more time at home rather than

at work. It is always important for an employee to create boundaries between their different roles that are related to work and life, and any or greater overlap between these boundaries can cause negative outcomes for the employees e.g. burnout, employee absenteeism, turnover, etc. home can cause employee burnout and dissatisfaction (Hall & Richter, 1988). Among these negative outcomes, there are many benefits also associated with maintenance of work and life balance both at the individual and organizational level (Haworth & Lewis, 2005).

1.6.3 Strategies

A strategy can be explained as “a plan, method, or a series of maneuvers for obtaining a specific goal or result” (Macpherson, 2008). Another explanation of strategy is that “a strategy is regarded as resulting from a deliberately planned set of actions; it may also result from unintentional and unplanned actions” (Emigh, 2001). According to Haddock et al. (2001) following are some strategies that have assisted dual-career couples to successfully manage a better work-life balance. The strategies are: “valuing family, striving for partnership, deriving meaning from work, maintaining work boundaries, focusing and producing at work, taking pride in dual-earning, prioritizing family fun, living simply, making decisions proactively, and valuing time”.

1.7 Overview of the Remaining Thesis Chapters

This section of the introduction is based on providing a general view of the whole thesis, its preferred structure, and its major content areas. An overview of the concepts is discussed in chapter two. The related concepts are about the theoretical basis of the thesis and also a lot of researcher deals with the different background of related phenomena are used in this research. The literature review chapter is followed by chapter three which details the design of research with the help of paradigms preferences of this research. This chapter also explains the methodology adopted to conduct the interviews and collection of data. The next chapter i.e. chapter four provides an insight into the themes developed from the data and details the discussion basis to support the research outcomes. Research themes found as the outcome of the research is also grounded with the help of various researches. In the last chapter i.e. chapter five: an overview of research findings is discussed along with the various

implications of research results and knowledge contributions are shared. At the end of the thesis, certain recommendations and limitations are discussed for future implications.

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction and Background to Chapter two

This chapter is a presentation of a literature review about the concept of social and economic context of Pakistan, its demographics and different concepts related with work life balance patterns of the dual earner couples working in public and private sector higher education institutions in Punjab, Pakistan. The major focus of this chapter is on work life balance which is defined as “the satisfaction and good functioning at work and at home, with a minimum role conflict”. It is discussed in the previous chapter that this phenomenon is studied extensively in quantitative research with the perspective of individuals but this research is focusing the dual career aspect to reveal the concept of couple’s experiences of work life balance, their antecedent and outcome factors and the strategies that they prefer to adopt in their everyday life. The foundation of this study is emerges from the extensive review of literature.

This chapter also provides extensive support of literature to the theoretical frame work by discussing various supportive theories e.g. Women, Men, Work, and Family: An Expansionist Theory, Work/Family Border Theory. Furthermore literature related with the strategies used by dual-earner couples for achieving work life balance, antecedent factors, and outcome factors is also discussed.

2.2 The Pakistani Social and Economic Context

Education is considered as a key to economic and social development of a country. If a nation doesn’t get involve in educating their people, they are inviting a disaster to its society as well as economy. Furthermore, it can be said that this disaster might be greater than an earthquake or volcano (Brende, 2015).

2.2.1 Demographics

Pakistan which is located at the western edge of South Asia has population of about 199.1 million, from which almost 63.49% of the people are residing in rural and 36.51% in urban areas (PFBS) (2017-18). According to Pakistan Federal Bureau of Statistics (PFBS) (2017-18) this population has sex ratio of 51 Males and 49 Females. According to a report by Pakistan Federal Bureau of Statistics (PFBS) (2017-18) almost 49% of work force consists of females related to different age groups. It was found that total participation rate of labor force from Punjab is 60% from which 71.92% are male and 28.08% are females (PFBS) (2017-18). However, 54.32% labor force is married. Participation of labor force according to age is given in the following table:

Table 2.1: Demographics

Age Groups	Total	Male	Female
	100	77.47	22.53
25-29	13.46	9.58	3.88
30-34	11.39	8.11	3.28
36-39	11.23	7.98	3.25
40-44	9.09	6.57	3.52
45-49	8.13	5.90	2.23
50-54	6.77	5.08	1.68
55-59	5.14	3.89	1.25
60-64	3.17	2.51	0.66
65+	3.35	2.84	0.51

Sources: Labour force according to age adapted from Pakistan Federal Bureau of statistics (PFBS) (2017-18).

Specifically talking about university sector, there are total 163 universities in Pakistan that are working and providing their services in private sector as well as the public (PFBS) (2017-18). In the year of 2017-18 there were 83,375 teachers working in the education sector of Pakistan (Pakistan Economic Survey 2017-218, 2018).

Family Patterns: The family and family system plays a central role in any social setup of Pakistan. A family is a system where individual tends to share an element of emotional bonding and relationship ties. It is considered as the most key form of social organization that helps in the socialization of children and also helps them to form their

different identities. Social changes in the recent times have brought many changes in the Pakistani family system (Bandeali & Isran, 2015). Moreover, Human race has evolved different roles that are played by males and females. These segregated roles have now become less permanent and less clearly defined in the recent times (Bansa & Agarwal, 2019). When we glance at the family system of Pakistan it is evident that Pakistani people have enjoyed their cultural heritages as part of their family system. It is also being observed that Pakistani rich culture of joint family system is now being replaced by newer system of nuclear family. If we consider a working female member of a family then their preferences tends to differ from a nuclear family system or extended family. Furthermore, there are more than one role that has to be performed by a working women in Pakistani society, these roles can be of a wife, mother, sister, daughter in law, and many more. The working women is assigned with many responsibilities related to these different roles and that is the prime reason for them to have requirement of help to create a better balance between work and life (Bandeali & Isran, 2015).

2.2.2 Economic Overview

Ending of the year 2015 is characterized with outstanding improvements in the overall economy, which is supported by reduction of oil prices in the international market (Waheed, 2015). The Gross Domestic Product (GDP) grew at a rate of 3.6% in 2013 (Malik, et al., 2015) and it was expanded 4.24 percent in 2015 from the previous year (Trading Economics, 2016). According to a report “Government of Pakistan is currently spending 2.1 percent of its GDP on education sector and is fully committed to enhance education spending from 2.2 percent of GDP to 2.3 percent of GDP by 2018” (Pakistan Economic Survey 2017-218, 2018). Moreover, it is important to have the support of females to develop a nation into a self-dependent economy. These contributions can be in different fields that are: health and care, education sector, entrepreneurship (SME Sector), textile industry, banking sector and many more. As it was said by Muhammad Ali Jinnah (Quaid e Azam) “no nation can make any progress without the co-operation of its women”. Another research supports the saying of Quaid that no country can progress until its women and men work together to achieve the broader goals (Hussain, 2016).

2.3 Contextualizing Work Life/ Family Balance

2.3.1 Defining Work

The conception of work is the dedication of individuals to their cause (Michaelson, Pratt, Grant, & Dunn, 2014). Dictionary also defines works as “a job or activity that you do regularly especially in order to earn money”. Antonopoulos (2008) explains that work may also refer to paid work or employment by the individuals taken outside of his or her household (Jacobs & Gornick, 2002). It is evident in literature that working hours of paid work have increased due to globalization and advancement of technology (Lewis, 2003). Childcare and voluntary work undertaken by individuals in household chores is referred as unpaid work and in literature the unpaid work is also recognized as unpaid care work (Antonopolous, 2008). In his research Antonopolous (2008) further explains that there is no remuneration drawn in unpaid work and the tasks are carried in absence of payment or performed voluntarily.

2.3.2 Defining Family

It is a difficult task to define family as a concept that contains different understandings in different cultures. The concept also vary from individual perspective (de Vaus, 2004). In sociological description, the family is “a group of interacting persons who recognize a relationship with each other, based on a common parentage, marriage or adoption”. This definition of family is the base of understanding and conceptualization in this research. There is diversity in culture and in social context that leads to various formations of family patterns which may cause different changes in life stages/ life cycle of an individual (de Vaus, 2004). The diversity of families may be classified in number of ways, and the given below classification is based on definitions provided by Sheikh, Ashiq, Mehar, Hasan, & Khalid, 2018; Holborn and Eddy, 2011; De Vaus, 2004. The diversification is as follow: “Nuclear families or Traditional families” are explained as couple parents living with their children, “Single parent families” are those in which one of the parents either mother or father living with children, “Childless families” are defined as married couples that have no child yet, “Grandparent families or skip-generation families” where the children are brought

up by their grandparents, “Extended families” are those where a nuclear family lives with relatives.

A survey revealed that 67% of Pakistanis choose to live according to a system which is of joint family nature after getting married and 31% are in favor of nuclear family system (The Express tribune 6th October 2010). Holborn and Eddy (2011) were of the view that there are also families that are combinations of nuclear and extended families.

2.3.2.1 Defining Work Life Balance (WLB)

There are number of definitions available of work and life balance. This literature will not only define the Work life balance in various ways but also explain the prime differences among them and their similarities. Following are different definitions by different authors that are explained in literature:

- The term ‘work-life balance’ is frequently used in popular literature as well as in academic writing. Scholars use the terms work life balance, work family balance or work-home balance interchangeably (Sok et al., 2014).
- According to Clark (2000) “Satisfaction and good functioning at work and at home, with a minimum role conflict” (p. 751).
- According to Clarke, Koch, & Hill (2004) “Equilibrium or maintaining an overall sense of harmony in life” (p. 121).
- According to Frone (2003), “Low levels of inter-role conflict and high levels of inter-role facilitation” (p. 145).
- According to Greenhaus, Collins, and Shaw (2003) “The extent to which an individual is equally engaged in and equally satisfied with- his or her work and family role” (p. 513).
- According to Voydanoff (2005) “Global assessment that work and family resources are sufficient to meet work and family demands such that participation is effective in both domains” (p. 825); and
- According to Grzywacz and Carlson (2007) “Accomplishment of role-related expectations that are negotiated and shared between an individual and his or her role-related partners in the work and family domains” (p. 458).

- Work life balance refers to persons ability to manage their work and family in a way in which they spend equal time to work and home (Humayon et al., 2018).
- Degree to which individual equally spend his time to balance his work and family role called work life balance (Sheikh et al., 2018).

All above definitions helps us to understand family and work roles and both have their impact upon each other. Researchers like Greenhaus et al. (2003); Clarke et al. (2004); Voydanoff (2005) have their own view of work and life balance and i.e. as “being highly involved in family and work roles”. They further reveal that at times equilibrium is used as synonymous with the word equality.

Another research explains that work life balance is based on three different components: “Time balance, Involvement balance, and Satisfaction balance” (Greenhaus et al., 2003). This explanation is based on view that work life balance as range of imbalance that is fixed on one and another, one is related to work and the other one is related with the family. In the middle of this range of work and life the balance is placed like that as it cannot be separated from both domains i.e. work and life. On basis of these views and explanation; it is narrated that balance is based on investment of equal time, involvement, and satisfaction by the both partners. However Grzywacz and Carlson (2007) explains that “there is limited evidence to suggest that people seek for equally or even near equality in the work and family domains”. It is also highlighted that “defining balance in relation to satisfaction may be conceptually problematic as it detaches the individuals in their work and life (family) related activities from the organizations and families in which these activities are performed” (Grzywacz & Carlson, 2007). There are multiple factors that need to consider in this regard:

- These different types of definitions only consider the psychological characteristics of work life balance.
- The focus of Grzywacz and Carlson (2007) in the concept of work life balance cascades on “accomplishing role-related activities across roles and life domains” rather than focusing on satisfaction, which in turn concludes in the shape of social construct instead of being a psychological one.
- The view of the researcher revolves around the concept that people have to get themselves involved in negotiating socially and also sharing responsibilities in both

roles i.e. work role and family role. This might also involve a frequent interaction between the partners working in different domains.

The above definitions support this view that the existence of inter role conflict is necessary for balance to occur (Clark, 2000; Frone, 2003). Work life conflict is explained through the definition as “a form of inter- role conflict in which the role pressures from the work and family domains are mutually incompatible so that participation in one role [home] is made more difficult by participation in another role [work]” (Greenhaus & Beutell, 1985). Due to the existence of this conflict, there tends to be an imbalance and ultimately it might result into negative consequences e.g. dissatisfaction related to family or work, sufferings may be experienced at work or home, negative parenting behavior (Belsky, 1984; Patterson, 1986). Hughes and Bozionelos (2007) Research also have shown the persons removal from work or family position. Veiga (2009) supports the view that conflicts related to time is the antecedent factor of conflict related to home and work domains. Consequently, “good functioning” (Clark, 2000) and “harmony” among the work domains and also the home domains may end in less encounter and stress in an individual life (Clarke et al., 2004).

Later, in his research Clark (2002) suggested that “balance is attained when a person feels comfortable with the way they have allocated their time and energy, and integrated and separated their responsibilities at work and at home”. In this context, we can perceive that work and life balance is a subjective phenomenon and can also be explained subjectively, that means factors related to balancing might differ to each individual in each scenario (Saungweme, 2010; Chan, 2008). The concept is also similar with the basic definitions of work and life balance (WLB) given by Gropel and. Kuhl (2009) as “the perceived sufficiency of time available for work and social life”; and Guest (2002) “perceived balance between work and rest of life”.

If we conclude the different views of researchers or we summarize, work life balance is a multifarious phenomenon that does not have any particular or an agreed upon definition (Grzywacz & Carlson, 2007). However, for this study we can generate a common understanding that “every individual’s experiences of work life/family balance are different” (Saungweme, 2010). In addition, Veiga (2009) in her research argues that work life balance is a dynamic phenomenon rather than static one, and it changes with the passage of time and depends on the individual’s situation.

Achievement of a better work life balance results into certain benefits and combined with less anxieties related to the demands of different roles (Rothbard, 2001; Frone, 2003; Voydanoff, 2005; Grzywacz & Carlson, 2007). Conflicts related to work life or life work imbalances bring negative outcomes like, decreased level of productivity, increased absents, high rate of turnover, reduced employee satisfaction (Greenhaus & Beutell, 1985; Posig & Kickul, 2004). Above negative outcomes helps us to understand that work life balance is an unending matter for the employees and the employer as well, this also puts a challenge to the human resource management to devise rules, regulations and policies to make a better work life balance for employees (Grzywacz & Carlson, 2007) and ultimately proving this phenomenon as a vital social apprehension in this time period (Halpern, 2005; Omari et al., 2020). Finally, in the next sections explained below different factors have been explored that influence the work life balance of dual career pairs in today's era.

2.4 Work Life Balance and its Influencing Factors in Today's Era

2.4.1 The Role of Female Participation at Workplace

The literature specifies that in the era of twenty first Century, the role of female worker has extended and they are entering into field of education as well as other areas of workforce at an equal rate against their male colleagues (Barnett & Hyde, 2001). In Pakistan female contribution in the overall labor market is comparatively low than other south Asian countries. A report by World Bank in 2012 reveals that Pakistan has a ratio of 29 female contribution, while the Indian ratio is 36, Bangladesh ration is about 68, Sri Lanka has 46, and Bhutan has 86 (Daily Times 9th June 2016) . If we take a flash back then In Pakistan, female participation of labor force (FLFP) has mounted at a larger rate than the increase ratio in men since the year 1980. Pakistan rate of average growth per annum of FLFP was around 4%t in the year 1980-90, then it grew to 4.9% in the year 1990-95 and it got further improvement to 5.1% in 1995-98, in comparison to that the rate of growth for male labor got declined from 3.2% in the year 1980-90 to 2.5% in the year 1990-95 and 2.7% in the year 1995-98. In comparison to other countries of south Asia the FLFP rate is quite low in the Pakistan. This can be verified as Bangladesh is having their FLFP rate around 40%, another country like Nepal has this rate around 32% and India has got this rate around 32%. Pakistan

has this rate around 27% which is lower than all neighboring countries (World Bank and UNDP).

2.4.2 Growth of Dual Career Couples and Increased Living Costs

Due to the increased participation of females in the economy, tradition of a single breadwinner in the family is on decline and more increase is observed in the number of dual career families (Barnett & Hyde, 2001; Haddock et al., 2001; Shimada et al., 2010; Raz-Yurovich, 2011;). Cavanaugh and Blanchard-Fields (2011) stated in their research that “A dual career couple or relationship refers to a married couple where both of the spouses are engaged in outside paid employment”. Literature has also used different terms to define dual career and these are dual income or dual-earner couples (Rothbard & Dumas, 2006), or dual career couples (Clay, 2005). Research further explains that in today’s modern societies female partners are not spending their time on work related to household and similar is the case with the male partners that they are not only spending their time on activities related to earning (Markwei, Kubi, Quao, & Attiogbe, 2018; Barnett and Hyde, 2001). Some scholars (Straub, 2007; Veiga, 2009) are of this view that increased cost of living is the prime reason for the couples to be involved in dual earning relationship as it becomes their requirement to meet their living expenses and their lifestyle.

2.4.3 Role of Telecommunication Technology upon Work and Life

It has been observed that for the last twenty years or so, telecommunication industry has introduced different ways to be consistently available for work and home. These different devices are: Internet, smart phones, multimedia laptops, social media, and e mails, whatsApp, Skype etc. by using these means one can always interact with their organizations as well as with their families on 24 hours basis. Some scholars (Kelan, 2009; Ahemad et al., 2013) are of this view that this technological advancement has its dual aspect like a dual edged sword, as on other hand individual can enjoy flexibility in work but on other hand it might have its negative impact upon one’s individual life and ultimately disturbing the overall work and life balance. Another argument is this context is that organizations have become more and more demanding due to the global competitiveness of the business.

2.4.4 Interest of Organizations in Creating Work Life Balance

Work and life balance has equal importance for both, the individual and the organization. Literature in this regards reveals that there are negative consequences for employees if they have a poor work life balance and these consequences may include tardiness, increased absenteeism, low job satisfaction, employee turnover, reduced employee productivity etc. apart from above given consequences there might be negatives for the families and also for the society as a whole (Haider, Jabeen, & Jamil, 2018; Huang, 2010). According to the research by Todd (2004) and then a research by Veiga (2009), there is a shift that has been observed in few organizations as they have introduced more flexible work arrangements for their employees. These might include flexibility in work schedule and friendly policies for better integration or work and family life (Sheikh et al., 2018). Beauregard (2007) suggests that work family needs guide the individual to choose those employers or organizations that have more flexibility in working hours and provide a better supportive work environment towards work and life balance.

2.5 Theoretical Framework of Study

2.5.1 Women, Men, Work, and Family: An Expansionist Theory

There are various theories related to family, work, and gender i.e. psychoanalytic theory by Freud (1905), functionalist theory presented by Parsons (1949). Another theory named as sociobiological and evolutionary theories presented by Buss (1989). All these theories suggest that there is presence of large scale gender differences in relation to their personalities, their roles and abilities in a society (Barnett & Hyde, 2001). Parsons and Bales (1955) said that “work and family systems as though each functioned autonomously from the other”. It was found that men are pruned to the work that is paid and have to carry the financial responsibilities of the family and on the other hand women were restricted to the domestic and childcare responsibilities at home. In that context Barnett and Hyde (2001) argued that various classic theories related to gender, family and work were developed in the era of 1950s and after are related to “remarkable sex segregation, gender asymmetry, and stability in the work and family patterns” and that the prime reason that they do not reflect the current times in true manner (p. 781). Additionally Barnett and Hyde suggest that “empirical

findings do not support sociobiological, psychoanalytic and functionalist theories; instead, the results indicate that by assigning the worker role to women and the family role to men enhances their lives”.

In a nut shell, the research related to numerous roles e.g. parent, work, and spouse roles are advantageous or damaging to males and even the females are subdivided in two contending theories, named as “scarcity theory or hypothesis” by Goode presented in 1960 and another theory named as “the expansionist theory or hypothesis” by Barnett and Hyde (2001). According to the views by Geller, Graf, and Dyson-Washington (2003) the concept of scarcity theory suggests that “multiple roles are not suitable for women as they lead to an unbalanced life and may result in mental and physical health problems”. Work and life conflict are the outcomes when role pressures from workplace and also the family are jointly discordant, as it turns difficult for the individual to contribute in a single role e.g. when family roles is disturbed by the demands of the work role and vice versa (Greenhaus & Beutell, 1985).

In divergence with the theory of scarcity, various empirical research findings advocate that engagement in different roles does not raise conflict or other negative outcomes (stress, psychological disturbances), but will prove to be more beneficial for both men and women (Kirchmeyer, 1992; Barnett & Hyde, 2001; Rothbard, 2001; Ruderman, Ohlott, Panzer, & King, 2002). These findings resulted into proposition of the researcher theory named as “the expansionist theory” presented on work, family and gender (Barnett and Hyde, 2001). The expansionist theoretical bases are on the “belief that, in general, multiple roles have a positive impact on one another and result in overall improvement even when taking into consideration the conflict and stress experienced” (Greenhaus & Powel, 2006; Barnett & Hyde, 2001). Low level of stress and other physical and mental health problems were reported by those male and female partners that were engaged in multiple roles than those couples who were having lesser roles (Barnett & Baruch, 1985; Barnett & Hyde, 2001). Just take an example of those women who were employed had experienced greater subjective wellbeing than those who were unemployed or those who were only engaged in a single role of mother or spouse (Barnett & Baruch, 1985).

The scarcity perspective of Goode (1960) emphasizes involvement and devotion to one role helps to reduce the energy and time available for the other role, as both have limited

supplies available to an individual in a day. But researcher argues that human energy is not limited and can expand when that individual is involved in multiple roles. Additionally, this expanded energy in different roles may result into different rewards for the individuals i.e. financial and non-financial (Barnett & Hyde, 2001). Greenhaus and Powel (2006) in consistency with the expansionist theory support the concept and also claim that one role will result into the enrichment of the other role and positive relation exists between the family role and work role of any individual. The concept of “work-family enrichment” was also introduced by them. They describe the concept as “the extent to which experiences in one role improve the quality of life in another role” (Greenhaus & Powel, 2006). There are four basic principles that define or explain the expansionist theory in context of dual career couples, and these are:

a) Numerous roles are advantageous

Empirical research findings prove that multiple or numerous roles provide various physical, mental and relationship health benefits to both the partners (“Baruch & Barnett, 1986; Barnett, 2004; Barnett & Hyde, 2001; Barnett & Gareis, 2006; Barnett, Marshall, & Singer, 1992; Buehler & O’Brien, 2011; Kostianen, Martelin, Kestela, Martikainen, & Koiskinen, 2009; Ruderman et al. 2002”).

b) Contribution of different procedures to numerous roles

There are considered to be various procedures, namely “buffering, added income, social support opportunities to experience success, expanded frame of reference, increased self-complexity, similarity of experiences, and gender-role ideology” that ultimately contributes in living through the benefits related with the multiple characters or roles (Barnett & Hyde, 2001).

c) Multiple role benefit situations

According to Barnett and Hyde (2001) obviously, “there are upper limits to the benefits of multiple roles that an individual may take on”. For example, if there are too much roles and their demands also become great or exceed a limit, then this might result into work overload and might create stress for individuals. It was further explained that “Role quality is

more important than the number of hours worked or time in one role” or the amount or the number of roles performed by an individual (Kositiainen et al., 2009), this ultimately signifies that at times quality of work is lot better than the quantity of work (Barnett, 2004).

d) Small psychological gender variances

In context of certain psychological differences based upon gender in personality behavior, affect workplace behaviors and personalities, and family behaviors, Barnett and Hyde (2001) recognize that these considerations are “neither large nor immutable”.

2.5.1.1 Strong Points of the Expansionist Theory

The expansionist theory provides a balanced view point on the understanding of manifold roles performed by dual career couples (Barnett & Hyde, 2001). He further argues that more balanced researches should be conducted that provides the multiples views of multiples roles of the individuals i.e. positive as well as negative. Expansionist theory does not rigidly infer the positive outcomes associated with the involvement in multiple roles, but concludes that there are more positive outcomes and rewards that an individual can enjoy in multiple roles, when compared to the problems being faced. So, if we conclude than this theory provides more concrete evidence in comparison to different traditional theories i.e. scarcity theory (Barnett & Hyde, 2001; Geller et al., 2003). There are only small numbers of studies that have been conducted using the sample of dual career or dual earner couples (Zhang & Liu, 2011).

There are various studies on the theme of work and life balance in Pakistan. These studies cover different facets of work and life balance, antecedents, and among different job related attitudes (Ikram & Anwar, 2009; Umer & Rehman, 2013; Fatima & Sahibzada, 2012) but none of them have concentrated to view the phenomenon as dual earner couples and not much qualitative researches are available on this topic. There should be research based on the issue of work and life balance related with different aspects other than only the employee. These aspects can include wife, children, and other family members that are part of an employee life (Koekemoer & Mostert, 2010). This gives rise to the dual career couple issue,

as both works along with the other relation between them. This issue can be termed as “what is the shared experience of the couple with regard to work-family life balance”?

2.5.1.2 Limitations Attached to “The Expansionist Theory”

The limitation attached to the expansionist theory revolves around that it mostly covers the American context as its foundation, so it can be said that this theory is culturally bound. Secondly this theory does not throw light on multicultural aspect that whether couples with different cultures have similar experiences. Thirdly, the theory may seem vulnerable to predict the results in developing countries like Pakistan. First of all, the theory does not stand into the position to predict that whether the couples in different cultures might have the identical practices of the multiple roles that they performed. Also, the theory is restricted to a specific era and i.e. 1980s and 1990s. However, newer researches are present that provide the consistency of the said theory in recent times. These studies verifies the enrichment (“Carlson, Kacmar, Wayne, & Grzywacz, 2006; Greenhaus & Powel, 2006; Stoddard & Madsen, 2007”); also states that numerous roles improves health (Hanson, Hammer, & Colton, 2006; “Grzywacz & Bass, 2003; Stoddard & Madsen, 2007; Otuya, W., & Andeyo, L. M. 2020); better satisfaction with life, higher female self-esteem, improved skills (Ruderman, et al., 2002); and benefits related to the income and better solutions of domestic problems, life enjoyment (Barnett & Gareis, 2006). Irrespective to the limitation of the theory explained, there are evident studies that endure to provide support to the expansionist theory even in the recent times. This also proves the contribution of the theory regarding work, family and gender.

2.5.2 Work/Family Border Theory

There is an interconnection between two domains related to work and life domain, and this tends to significantly impact the individuals working (Veiga, 2009). Open-systems approach theory states that “it is presumed that occurrences in the workplace impact incidences in the home and vice versa” (Katz & Kahn, 1978). Another theory named as Spillover theory introduced by Staines (1980), which was also the development of open system approach theory states that “events in either of the domains (work or family) may spill over emotions and behaviors (positive and negative) to the other” (Xu, 2009; Clark, 2000). Just

take the example that work life conflict can occur when an individual experiences negative feelings in one situation (work) and ultimately let that negativity influence the other role (life) performed by him. Compensation theory argues differently and states that “an opposite relationship exists between work and family whereby individuals vary in terms of their personal investment of themselves in one domain to compensate for what is lacking in another” (Staines, 1980).

Compensation theory as well as spillover theory both has certain limitations said by Clark (2000). He stated that both these theories doesn't cover or understand the occurrence process of conflict between different aspects of work life or balance in these two domains. According to research by Clark, work life balance is explained as “satisfaction and good functioning at work and at home, with a minimum of role conflict”. As result to this, work and family border theory came into existence which “encompasses the human interaction, individual meaning creation, and complexity of work and home situations”. The basic idea related to work and family border theory is the “idea that ‘work’ and ‘family’ constitute different domains or spheres which influence each other” (Clark, 2000). Individuals are considered as “border-crossers” who steer from one domain to the other one on a regular basis. During that they also modify their “focus, goals, and their interpersonal style to fit the unique demands of each” (Clark, 2000). Detailed concepts related with work and family border theory are conversed below.

2.5.2.1 Domains

According to Clark (2000) work and life/family are considered as two different domains that influence each other i.e. from work to family and from family to work. These domains were compared in different countries pertaining different rules and regulations, different languages, behaviors and thoughts are practiced. In every domain existence of different value means and value ends were found. Value ends describes an outcome in a specific domain and value means describe the means or ways by which that can be achieved. For example, in a work domain earning of income might be called as a value ends, but a value end in a family domain can be the close relationship with family members. Just as an example, the value culmination of income earning can be related with the competency in a

specific work and value end for developing close relationship with family members can be related with being supportive and caring to others.

Culture at the Workplace and at family can be considered as a result of “collection of means and rules about which means takes priority” (Clark, 2002). Usually culture at work place and family differs from each other in different aspects, but individuals have the ability to integrate both the domains or segment them. Integration is viewed as “the process whereby individuals are not able to make a distinction between the two domains”. In distinction, segmentation is referred as to “complete separation of the two domains whereby individuals adopt different styles for each respective role, whether in the work or family domain”.

2.5.2.2 Borders

“The work and family domains are each surrounded by lines separating where one domain starts and ends, and these borders may be physical (where), temporal (when) and psychological (emotions, thinking patterns, relevant behaviors)” said by Clark, (2002). The concept of Permeability is known as breaking down the psychological, physical and temporal borders. A border that is permeable may be causing distractions for the individual i.e. if one is disturbed by family matters might get disturbed at work too. But this crossing can also serve as reminder for an individual about his responsibilities in other domain. Literature supports the idea that this sharing amongst work/family domain might assist in solution of different problems faced by individuals. Border flexibility is explained as “the extent to which a border may contract or expand” (Clark, 2000). Example of this can be as if one is able to choose the work at his own discretion regarding its timing and other factors etc.

Blending or mixed effect can be experienced if border flexibility and permeability is high. For an example, the psychological blending can happen when experiences from home domain are utilized to make things better at work or use work experiences to make things better at home. This blending either psychological or temporal which is also termed as “borderland” is not restricted to constructive effects and nor to the destructive effects on individuals lives. If both the domains are entirely different then there can be more negative effects may be experienced by individuals and whenever these are alike “some blending can lead to integration and a sense of wholeness” (Clark, 2000, p. 757). The mixture of

permeability, blending, and flexibility develops the border strength for the individual. Strong borders resist the occurrence of blending, so that they can be inflexible and impermeable. Similarly weak borders are those which have high level of flexibility, permeability and blending.

2.5.2.3 Border-Crossers

Border crossers individuals are those who frequently switch between domains (Clark, 2000). If they want to acquire balance in work and life then individual should take charge and should be the major/ central participant in both of the domains e.g. work and home. To become Central participation means that individual take up the responsibilities and competently performs them, keep connected with other actors in the domain, and also identify himself with the domain character. Similarly those individuals which do not keep up with the above given characteristics or do not identify themselves with domain characteristics are termed as peripheral participants. The eagerness to achieve and preserve a work and life balance is the characteristic of central participants. On the other hand peripheral participants are more vulnerable with the role identification and due to that they ultimately lose the balance.

2.5.2.4 Border-Keepers and Domain Members

Clark (2000) explains that those individuals which exercise their influence over the borders are termed as border keepers. The example of this can be that an individual might be ones manger in one role and a spouse in other. Clark further states that “Domain members, although influential, have less power than border-keepers e.g. one’s co-workers in the workplace and one’s children in the home”. In context of achieving a healthier work and life balance it is important to maintain good relationship between border crossers, border keepers and domain members. Secondly, communication among domain members and border crossers is the key of achieving balance.

2.5.2.5 Strong Points of Work/Family Border Theory

Work and life balance is considered to be the conclusion of work/family border theory. This theory was specifically developed for dual career partners or the working parents, as they have to be involved in both domains i.e. work and family. Further this theory can be utilized to understand the conflict process, and also the ways and means by which a better work life balance can be achieved (Clark, 2000). Another characteristic of the theory is that a practical structure/framework is provided for understanding of family and work domain in the individual, and how they can achieve a better balance is also shared (Clark, 2000). In the end, the importance of this theory for organizations can never be negated. This theory helps to imply individual and organizational tools to better achieve the work life balance (Clark, 2000).

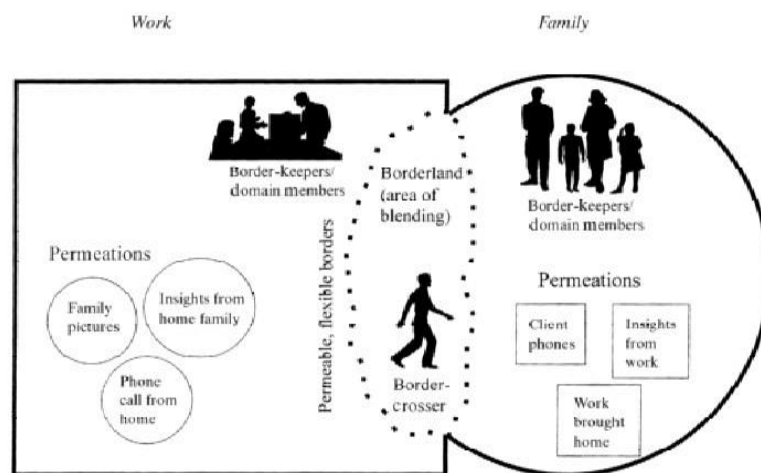


Figure 2.1: Work/Family Border Theory

Source: Clark, 2000, p. 754

2.5.2.6 Confines of the Work/Family Border Theory

There was a lot of criticism on the work/family border theory, criticism mainly focused on the participants or characters for theory as it only focuses dual earner couples and their children, and also only two domains were targeted i.e. work and family (Bourke, 2009; Gurney, 2010). Bourke (2009) raised a point which is also consistent with Pakistani environment and that is the aging parents. Bourke said that “caring for aging parents is a

reality many adults are faced with and which most research adopting the work/family border theory does not take into consideration”. Gurney (2010) focuses on another area and that is the leisure time. He claims that “leisure, an often compromised domain, should be added to the work/family border theory diagram”. The researcher also highlighted that domains are considered not to be fixed and they tend to change according to the life cycle of an individual. It was further claimed that domain importance can also be different according to different individuals and that may be due to individuals circumstances, and unique experiences. So, in conclusion the diagram of this theory may be different for each individual.

Saungweme (2010) argued that there are only numbers of studies that have concentrated upon the work/family border theory. Research conducted by Saungweme (2010) was in support with work/family border theory, but she reasons that border permeability is one area which is not explained by this theory and insufficient information is provided by the author. Second argument is related with the work life culture, as how it may contribute to work life balance. In divergence to this theory, Saungweme argued that “it is not central participation at work, but rather work-family culture that produces strong relationships, work-family culture is considered to be a predictor of work-family balance and work-family conflict”. He further recommended the researchers that in their future researches they may include “work-family culture as an aspect of border permeability in the work/family border theory” (p. 75).

2.6 Strategies Used by Dual-Earner Couples for Achieving Work-Family Balance

Grzywacz and Carlson (2007) in their research states that almost two third of the couples having children are involved in dual career jobs. Dual-earner/ dual career couples are now considered to be a standard in modern society (Shimada et al., 2010). These dual career couples have to rearrange themselves in two roles i.e. work role and family role. The outcomes of this challenging engagement might be guiltiness regarding family responsibilities (Haddock et al., 2001; Tengimfene, 2009), and still females are mainly responsible for domestic and childcare tasks (Haddock et al., 2001; Saxbe et al., 2011; Tengimfene, 2009), and conflict (Tengimfene, 2009; Haddock et al., 2001).

Nevertheless, in spite of these negatives, the literature is in support that couples involved in dual career relationship have to face lesser drawbacks in comparison with the benefits that they gather (Haddock & Rattenborg, 2003; Barnett & Hyde, 2001). It was claimed that flexibility, increased financial resources, a better social network, better relationship with children, improved social networking and better conceptual and intellectual skills are the benefits of being involved in dual earnings of families (Haddock & Rattenborg, 2003). Moen and Wethington (1992) further supported the concept and claimed that once couples own emotional and financial needs are fulfilled, they do develop certain strategies to better accomplish their work and also the family life, and when “they realize their strategies they experience compatibility and low distress” said by (Barnett, Gareis, & Brennan, 1999). A strategy can be explained as “a plan, method, or a series of maneuvers for obtaining a specific goal or result” (Macpherson, 2008). Another explanation of strategy is that “a strategy is regarded as resulting from a deliberately planned set of actions; it may also result from unintentional and unplanned actions” (Emigh, 2001). Following paragraphs from the literature throw light upon different strategies that are used and proved to be helpful for different dual career couples in achieving a better work life balance.

According to Haddock et al. (2001) following are some strategies that have assisted the dual career couples to successfully manage a better work life balance. The strategies are: “valuing family, striving for partnership, deriving meaning from work, maintaining work boundaries, focusing and producing at work, taking pride in dual earning, prioritizing family fun, living simply, making decisions proactively, and valuing time”. In another study Haddock et al. (2006) used the same data to publish some other workplace strategies that assisted the dual career couples in managing their work life balance. Those strategies included: “flexible work scheduling, non-traditional working hours, professional or job autonomy, working from home, supportive supervisors, supportive colleagues and supervisees, and the availability to set firm boundaries around work”.

Both the studies are in compliance with the present era in which dual career couples are facing challenges to maintain their work life balance. Another characteristic was that the data was collected by using combined interviews from the respondent couples. Eligibility criteria for selecting sampled dual career couples was hours of paid employment, having some children in care, and their approval to participate in the research (Haddock et al., 2006; Haddock et al., 2001). The above researches are conducted in different cultures and also

having some other constraints e.g. both of the studies used the couples as sample, highly educated couples were used for data collection, age of children were also under 12. All these constraints guide us that these researches cannot be a true guide to predict the strategies adopted by dual career couples in developing nations like Pakistan. Some other recent studies using qualitative method (Veiga, 2009; Tengimfene, 2009; Singh, 2013,) in context of working individuals and their balance the results were produced that were consistent with the strategies advocated by Haddock et al. (2001) and Haddock et al. (2006). Some research results advocated the concept of family support extension, another aspect was the support provided by the coworkers and supervisors, flexible working hours, habit of more planning regarding activities and also problem solving in a proactive manner (Tengimfene, 2009; Singh, 2013; Veiga, 2009). There were some additional aspects introduced in these researches and one of them was that women used house hold help for their support (Kiran & Zaman, 2018). Singh (2013) explored that females used workout as a strategy for balancing, whereas Veiga (2009) says that it's only the men used exercise and socialization for balancing their work and life.

All these studies are also having many limitations. Singh's (2013) collected data form only female participants that were employed in banking sector and Veiga's (2009) sample was comprised of male and female participants working in banks customer care division, while Tengimfene's (2009) sample consisted of females working in public sector. From this it can be concluded that many of the research participants were single, only few were in a dual career relationship and they were interviewed alone. So, consideration was not given to the decisions that are taken as a pair by couples to balance their work and life. To date, none of the recognized Pakistani studies have been published covering the strategies adopted by dual career couples. Specifically using the context of dual-earner couples having children, and were interviewed as a couple. Barnett and .Hyde (2001) and Zhang and. Liu (2011) were of this view that research related with work and family should be conducted to understand the family perspective of the individuals as their decision are made jointly, so it's better to gather data from couples jointly. Koekemoer and Mostert (2010) goes further and claim that work life balance related studies should be conducted in consideration of not only couples but also consider other entities in couples life as well (in Pakistani context this may include joint family participants).

2.7 Personal Characteristics that may Contribute in Work and Life Balance

Edwards and Rothbard (2000) claims; that there is close interconnection between the different domains of life and work and Md-Sidin, et al. (2008) were of this view that demands of both work and family life tends to differ from each other and at times it becomes very challenging to create a balance between both. Stress is a normal phenomenon that is associated with the problems of work life balance and there are various definitions of stress, one definition explains stress as “the psychological and physiological process of stress, and/or the stress responses” (Kang et al., 2010). Many researches related to stress have targeted the relationship between stress related factors that include anxiety, job satisfaction/dissatisfaction, role conflict, control etc. these factors are mainly related to the factors contributing to stress or related to its outcomes (Jex & Gudanowski, 1992). There are many more factors other than these and that are the personal characteristics of the individual that can lead to work and life balance/imbalance and stress. These factors include: gender of individual, their marital status, their parental standing, their family responsibility, their age, personality differences and their education level.

2.8 Work Related Variables that can add to Work-Life Stress as Role of Supervisor

Apart from personal factors work itself can also have an impact upon work life balance and stress. Haworth and Lewis (2005) explains that many of the workers have to face extended working hours, high work load, and job related insecurities etc. extended working hours may reduce the time for life activities and may cause high levels of anxiety and increased level of job (Jex & Gudanowski, 1992). Employee mental and physical health can be affected by the organizations physical and psychological environment (Gilbreath, 2004). Judge and Colquitt (2004) found that “stress is an aversive or unpleasant emotional and physiological state”, and it directly influences the employees job satisfaction/dissatisfaction (Bacharach, Bamberger & Conley, 1991). Bacharach, Bamberger and Conley (1991) explains that “Job satisfaction is the match between expectations and perceived reality for broad aspects of the job taken as a whole”. Task or work related variables are a necessary part of employee’s job, which can relax the employee or can also increase his level of stress (Mallick, 2018). Some factors that can be related to work life balance and stress can be: employee’s level of expected performance, different work related factors, employee’s

motivation level and his perception of freedom and constraints at work. Maxwell (2005) in his research claimed that work life balance is more than just working lesser time, but it is related with flexibility in: working hour, their arrangements, and extra support of others.

2.9 Outcomes

McDowell (2010) states that “The reference point for judging well-being is a person’s own aspirations, based on a blend of objective reality and their subjective reactions to it” and wellbeing of an employee can be judged in different domains i.e. physical, social, emotional, and spiritual. Haworth and Lewis (2005) stresses that if total time of employee is assessed then he comparatively spends more time at home than on work. There is always importance for an employee to create boundaries between their different roles that are related to work and life, and any or greater overlap between these boundaries can cause negative outcomes for the employees e.g. burnout, employee absenteeism, turnover etc. home can cause employee burnout and dissatisfaction (Hall & Richter, 1988). Among these negative outcomes there are many benefits also associated with maintenance of work and life balance both at the individual and organizational level (Haworth & Lewis, 2005).

2.9.1 Professional Outcomes

Professional outcomes related with work and life balance, stress can be of organizational and personal nature. Allen (2001) was of this view that many positive outcomes are based upon the perception of employees work life balance. He further explained that positive outcomes, such as increased economic benefit, employee commitment, increased productivity, and lower turnover or absenteeism is the reason of family friendly policies (Xu & Cao, 2018). Maxwell and McDougall (2004) states that “work and life balance programs contribute to creating a culture of honesty and trust where staff can admit to home problems and get support”.

2.9.2 Personal Outcomes

Maxwell and McDougall (2004) and Xu and Cao, (2018) says that at the individual level benefits of employees include “role conflict, more quality time with family, control over

their lives, being more content with their lives and job”. Baral and Bhargava (2010) says that benefits include “reduced problem smoking and drinking, enhanced physical and mental well-being”. Cinamon and Rich, (2010) was of this view that support of work family culture can have a psychological effect by having a sense of flexibility and self-acceptance, which ultimately affects the work activities in a positive manner (Baral & Bhargava, 2010). These personal outcomes of work life balance may bring increase in the self-efficacy that is “a person’s belief about whether they can successfully perform a task” (Jex & Gudanowski, 1992; Graen et al., 2017).

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

The intention of this specific chapter is to deliver a comprehensive narrative of the research, its design and its methodology and why it is adopted for this study. The design adopted by any research is mentioned in literature to be considered a “road map of the study” (Myers, 2009) or else “the blue print of research”. Further it is explained as “a strategic framework or a plan that guides research activity to ensure that sound conclusions are reached” (Durheim 2006, p. 36). Researchers decisions that are related with the research designs are usually guided along four major dimensions and that are: “the research purpose, the theoretical paradigm informing the research, the context within which the research is conducted, and the selected research techniques for collecting and analyzing the data” (Durrheim, 2006). Concluding this it can be said that research design serves as a base of providing guidelines to the process of research and also helping in order to achieve the overall aims of research study. This specific research study adopts a qualitative research paradigm using the interpretive approach.

3.2 Purpose of the Research

Many of the studies on the topic of work life balance with dual earner couples have been steered in North American context using joint interview techniques. There are two basic studies (Haddock et al., 2006; Haddock et al., 2001) that are applicable to this research study with similar characteristics and these researches were critically reviewed in different aspects i.e. methodology, results and conclusion. Haddock et al. (2001) offered ten strategies that can support the dual career couples in balancing their work family life. In his latter research Haddock et al. (2006) offered different strategies related to the workplace, which were perceived to be successful to develop balance between work and life. Though, there were certain limitations related to both of the studies and these were: (a) studies were contextually bound; (b) lack of variety regarding participants; and (c) restricted to the parents having children below the age of 12 years.

Keeping in mind the characteristics and limitations of these studies it was proposed that Pakistani culture as well as the economic conditions pose different situations (Brink & De la Rey, 2001; Tengimfene, 2009; Saleem & Ajmal, 2018), so the research must take into account the said conditions in accordance with Pakistani context (Tengimfene, 2009; Brink & De la Rey, 2001). Though, to date, none of the known Pakistani research study has explored this phenomenon by using qualitative approach and conducting couple interviews. Therefore different relevant studies in different foreign culture as well as Pakistani culture were studied and evaluated in context of their methodology, results and conclusions. Many of the research results advocated the concept of family support extension, another aspect was the support provided by the coworkers and supervisors, flexible working hours, habit of more planning regarding activities and also problem solving in a proactive manner (Tengimfene, 2009; Singh, 2013; Veiga, 2009; Saleem & Ajmal, 2018) and these results were in line with different strategies that were proposed by Haddock et al. (2001) and Haddock et al. (2006). But consideration to the joint decisions by couples to develop and maintain a better work life balance is missing in all of these researches. Secondly, the bulk of contributors in these studies were females working in some specific sector and having different cultural backgrounds. That is the main reason that similar strategies and experiences cannot be extrapolated for couples who are working either in same sector (education) or different (any other). It's also the case that this study is concentrating upon only the dual career couples that are working in private or public sector universities of Punjab, Pakistan.

Taking in account the gaps and limitations in the existing literature related to the work life balance, the purpose of this study was to explore that how dual career couples experience work and life balance, their antecedent and outcome factors and what strategies do they adopt. In addition to the main objective or purpose, the study also identified three sub-objectives of the study, namely: (a) To explore the antecedent and outcome factors among the university lecturer dual couples, (b) To analyze the strategies used by Pakistani couples by focusing subjective method of research, and (c) To enlist the Pakistani dual career couples strategies used to balance their work and family life. In context of these objectives this research study can be termed as exploratory in its nature (Babbie, 2007). The literature also proposes that most of the researches like Haddock et al., (2001), Ornstein and Stalker (2013), Forsberg (2009), Munn and Chaudhuri (2016), Zimmerman, Haddock, Ziemba, and Current, (2001) and Khan & Rehman (2018) are conducted in the area of social and management sciences by the researchers to explore a specific phenomenon (Babbie, 2007). So, in

accordance to this kind of research design, this research is trying to discover factors that play a role as antecedents and outcome factors of work life balance and gain understanding of the couples experiences and strategies that they jointly develop and adopt to have a more successful work life balance. These objectives also require a more flexible approach to be adopted for this particular study.

3.3 The Qualitative Research Paradigm

A theoretic approach or research paradigm denotes to the “researcher’s point of view, or frame of reference for looking at life or understanding reality” (De Vos, Strydom, Fouch, & Delpont, 2005). The paradigms are considered along with three main dimensions that are named as ontological approach, epistemological approach, and methodological approach (Durrheim, 2006; Saunders et al., 2016). Ontological approach refers to “the philosophical choice made by the researcher to define the nature of the truth or reality that is to be studied” (Terre Blanche et al., 2006). Epistemological approach specifies the “nature of knowledge and how it can be acquired” (Snape & Spencer, 2003, p. 23). Methodological approach refers to “the methods and techniques adopted by researchers to study whatever they believe can be known” (Durrheim, 2006). Researcher Denzin and Lincoln (2011) explained the views about philosophical assumptions in the following words i.e. “the researcher approaches the world with a web of ideas and a framework that specify a set of questions that he or she examines in specific ways”. In above discussion three different assumptions are elucidated, the first one is about web of ideas and framework which explains the concept of ontology, and then set of questions assumption explains the epistemological approach, and in the end the ways to examine words describes the methodological approach.

The qualitative research paradigm is characterized by the concept that there is no fixed or external version of reality exists and Instead of that, there are multiple realities that exist in different closely related contexts (Nolan & Behi, 1995; Kristensen & Pedersen, 2017). That is the prime reason that in qualitative researches value is given to the participants view or interpretations of his/their own reality, as these are real and should not be neglected by the researcher. This concept of qualitative research that there are multiple realities according to the participant’s views and experiences limits the generalizability of the research to a large population (Terre Blanche, Kelly, & Durrheim, 2006; Holstein, 2000).

According to Denzin (1994) “How one views reality and truth influences how they will approach obtaining knowledge”. Qualitative researches allocate more weightage to internal reality and this is the reason that they cannot be objective in “the nature of the relationship between the knower and would-be knower and what can be known” (Denzin, 1994, p. 108). “Therefore, these researchers embrace a subjective epistemology as they interact and listen to their participants, and together are active in creating meaning (Denzin & Lincoln, 2005; Saunders et al., 2016)”.

A qualitative research method gives the liberty to the researcher to understand the participant’s perception, meaning, and their experiences of a particular phenomenon. In this context they can apply precise qualitative methods that are suitable to fulfillment of their research objectives and participants (Terre Blanche et al., 2006). While conducting a qualitative research any specific phenomenon is apprehended by its certain qualities. Data is gathered through different methods i.e. by observing the respondents actions, interviewing them through open ended questions, and then listening to the interview transcriptions. Then these all experiences related to the phenomenon are examined and different themes can be identified and then provided with supported through the literature (Terre Blanche & Kelly, 1999). In accumulation to it, the methods of qualitative means of research “tries to describe and interpret people’s feelings and experiences in human terms rather than through quantification and measurement” (Terre Blanche & Kelly, 1999, p. 123). By this it can be concluded that words are given more preferences and meanings rather than the numbers to report the research findings; empathy is the key in observation and then the results are interpreted in the context of their occurrence (Terre Blanche et al., 2006; Braun & Clarke, 2016).

Rossmann and Rallis (2003) suggested five characteristics of qualitative research methods: that it “(a) takes place in a natural setting, (b) adopts multiple humanistic methods, (c) focuses on the research context, (d) is emergent and evolving, and (e) is fundamentally interpretive”. Moreover, Marrow and Smith (2000) propose that “qualitative research is emic and idiographic, as it is characterized by categories emerging from the insider perspective of participants, and produces knowledge claims about one or a very few individuals, groups, or institutions” (Marrow & Smith, 2000, p. 200). In the end it can be said that “qualitative inquiry involves an interactive research process which requires a flexible, non-sequential approach” (Durrheim, 2006, p. 35). Consequently, those researchers that adopt the

qualitative perspective do not follow a fixed research design and the reason behind is that they are limited and does not suit the exploratory and inductive researches (Durrhem, 2006).

All the above discussion support the idea that qualitative/ interpretive research design is most suitable for my research study, as the experiences and perceptions of dual career families work life balance are more subjective in their nature. According to the purpose or objectives of study that are to understand the joint experiences, antecedent and outcome factors and strategies of work life balance of dual career couples, a qualitative research method is more suitable. This method allows to interact freely with the respondents and explore their in depth experiences, feelings and their true perspective regarding work life balance, its antecedent and outcomes and about their preferred strategies. In accumulation, the paradigm of qualitative research tries to find out the answer of questions of “How” or “What” rather than “Why” (Creswell, 1998). That is the prime reason that this paradigm of research is considered as appropriate for questions related with this study, namely “how do dual career couples, in Pakistan experience work-family balance?” and “what are the antecedent and outcome factors of work life balance?” and “what strategies do these couples use to manage a balanced work and family life?”

Qualitative research paradigm is comprised of different theoretical approaches and tradition, so before proceeding further it is important to view them. Patton (2002) describes them as: “(a) ethnography; (b) auto ethnography; (c) reality testing/positivist and realist approaches/analytic induction approaches; (d) constructionism/constructivism; (e) phenomenology; (f) heuristic enquiry; (g) ethnomethodology; (h) symbolic interactionism; (i) semiotics; (j) hermeneutics; (k) narratology/narrative analysis; (l) ecological psychology; (m) systems theory; (n) chaos theory/nonlinear dynamics; (o) grounded theory, and (p) orientational/feminist inquiry/critical theory/queer theory”. There might be some overlapping found among these theoretical approaches of qualitative research, but each “offers a different emphasis, framework, or focus” (Patton, 2002, p.77). Furthermore, Patton (2002) views each theoretical frame as a “mini paradigm within its own internal logic and assumptions” (p. 134). Therefore, it gives freedom to the researcher to make a choice of his own theoretical frame that depends on the research objectives and assumptions that he shares (Patton, 2002). In the below sub-section, discussion will be presented on the theoretical frame that has been selected for this study and that is interpretivist approach. This interpretivist approach will serve as foundation and guide the whole research endeavor.

3.4 The Interpretive Approach

Considering qualitative research paradigm as base of this study the interpretivist approach “that people’s subjective experiences are real and should be taken seriously (ontology), that we can understand others’ experiences by interacting with them and listening to what they tell us (epistemology), and that qualitative research techniques are best suited to this task (methodology)” (Terre Blanche & Kelly, 1999). According to Bevir and Rhodes (2006) though this interpretive method does not guide specific methodology tools for data production, but provide guidelines for treatment of data. Generally it is accepted that researchers which adopt the interpretivist approach go for those qualitative research methods that are more flexible in their nature, also sensitive to the context, and have the ability to understand complex issues e.g. in depth interviews or semi or unstructured interviews (Bansal & Agarwal, 2017; Carcary, 2009). Followers of Interpretivist, constructivist and social constructionist approach believe that construction of reality is related with social interaction of the humans. Creswell (2013) was of view that consequently, these social interactions results in to knowledge or the truth that is attained by the individuals. Interpretivism and social constructivism both are interpretive and qualitative and their concern is with the meanings. Nevertheless, the interpretive researchers are apprehensive to the experiences of individuals with subjective meanings and understandings but according to the social constructionists they are concerned that how these “understandings and experiences are derived from larger discourses” (Terre Blanche et al., 2006).

Philosopher named as Edmund Husserl (1859-1938) was of this view that it is important to set apart any previous knowledge or any experience of a particular occurrence while listening to and then reflecting any individuals live experiences (Woodruff, 2013). In divergence to the previous concept, philosopher named as Martin Heidegger (1889-1976) reasoned that, “humans are embedded in their world to such an extent that subjective experiences are inextricably linked with social, cultural, and political contexts” (Lopez & Willis, 2004). There are two opposite approaches explained by Husserlian and Heidegger, and according to Heidegger, context holds critical weight while understanding an occurrence through the interpretation. Considering both of the conducts, it is clear that subjectivity cannot be separated from interpretive researches; nevertheless, it is important for the

researchers to remain reflexive in their researches (Crotty, 1996; Chan, Fung, & Chien, 2013).

Terre Blanche et al. (2006) was of the verdict that interpretivism is dependent upon the subjective understanding and researchers use the context of the respondent to give meaning to their realities. Therefore interpretive method of research is committed to understand the human perspective about a phenomenon in its context, and for that purpose qualitative research technique is used (Terre Blanche et al., 2006). Therefore the interpretive methodology is “fundamentally concerned with meaning and it seeks to understand social members’ definitions and understandings of situations”. Moreover, the Interpretivism approach is not troubled with explanation of the laws and apparatuses that function in social life, “but rather seeks to produce descriptive analysis that emphasizes deep, interpretive understanding of social phenomenon” (Henning et al., 2004). There are no restrictions for the Researchers regarding usage of multiple research methods to gain better understanding, but a care should be considered to note their own opinions “as the researcher has a more prominent role in the text as the reader draws meaning through your interpretive lens” (Chism, Douglas, & Hilson, 2008). Subsequently, a researcher should imitate on their own insights, prejudices, values and conventions, before their engagement with the respondents. The concept of Reflexivity is going to be conversed in the upcoming sub section titled as “Role of the Researcher”.

Summarizing all this, it can be said that the interpretive approach takes into consideration the humans paradigm and attribute meanings to things that they different practice in their own world and also that these meanings are rooted deep inside their contexts. These Meanings differ from person to person and also open to change with the passage of time or they might depend upon environments and situations. Consequently, taking in account the qualitative research paradigm, the interpretive researchers assume that there is existence of multiple realities. Adding into it the Interpretivism approach considers that researcher and participants both have their own experiences, biases and values to a research and all these are needed to be acknowledged to have a better and clear understanding of a particular phenomenon. That’s the prime reason that those researchers who adopt this approach conduct research in an attached manner, because their objective is to understand and describe the phenomenon, rather than establishment of a cause and effect relation (Roth & Mehta, 2002).

As it is stated beforehand, work life balance is considered as a subjective phenomenon; hence, there is existence of multiple realities or views of work and life balance. In order to gain a deep understanding of couples work life balance, I was challenged to reveal the internal reality of their subjective experiences and that was possible by applying an Interpretivism approach. This also gives support to this research study that all the assumptions of Interpretivism are consistent to my research objectives that are to explore dual career couple's subjective experiences, antecedent and outcome factors and their preferred strategies of work and life balance of lecturers working in Pakistani universities of public and private sector.

3.5 Role of the Researcher

Terre Blanche et al. (2006) reveals that the concept of interpretivist approach of research is based upon the premise that reality is constructed socially and role of the researcher revolves around as a carrier of this reality towards the world. So, in consistence with qualitative paradigm of research, the researcher was considered as the facilitator to reveal the knowledge to the outer world by collecting, analyzing, and interpreting the data of this study. Another aspect of Qualitative research based upon Interpretivism is concerned with the understanding of the phenomena in its natural occurrence. In simple words we can say that researcher understands the phenomena according to the context. So the researcher should try to become the part of the situation in which the research phenomena is taking place and this can only be achieved if the researcher opens up in his conversation with the respondent and show an empathic behavior. According to Terre Blanche et al. (2006) following skills are considered necessary to be developed by the researcher in order to apply the interpretivist approach in an appropriate manner and that are: active listening skills, interpretive skill, and description of researchers own presence. So, in this context I tried to listen actively and also describe the respondent's experiences with sensitivity to the context. Furthermore, Interpretivism approach is about the role of the researcher as it may have an impact upon the research and also its process. So the subjective responses of the researcher are important towards the research process, which is also named as "reflexivity" (Terre Blanche et al., 2006).

In context of above discussion the researcher was aware that personal experience of being part of dual career relationship and also having the idea of own work life balance cannot be separated from this research study. Or in other words they surely have an impact on the collection, analysis, and interpretation of the data collected for this study (Charmaz, 2000). In order to implement this concept, the researcher made own reflective notes during the data collection process in a diary/ journal. These notes were related to different behaviors on work life balance, thoughts, any finding, own biases, decisions, and contextual descriptions that could have been in relation to this research study (Lincoln & Guba, 1985; Terre Blanche et al., 2006). Watt (2007) was of the view that these kinds of developed notes by the researcher helps in development of better research related skills, conceptualization of new ideas, and at time support the reader in a better understanding of the processes related to the study. Consequently, reflexivity was considered to necessary for understanding the work life balance phenomenon and also the processes of this research (Watt, 2007).

3.6 The Participants

Qualitative research is characterized with the selection of participants based upon probability of the contribution that they can make in fulfilling the objectives of the research rather than their contribution in context of statistical inferences (Polkinghorne, 2005, p. 139). In this study the researcher has tried to utilize the dual career couples experiences of their work as well as their domestic responsibilities to create a better work and life balance. For that specific reason it was preferred to use purposive sampling technique to identify couples who follow the guided criteria for sampling and also provide with the subjective experiences that they possess (Smith & Osborn, 2003; Durrheim & Painter, 2006; Creswell, 2007). Creswell and Poth (2016) explains convenience sampling as a method that facilitates the researcher to find the sampling respondents upon his ease of access. As the researcher is also working in a public sector university so it was convenient to find the respondents in own university as well as different public and private sector universities. The application of this criteria is related with the clear understanding of the phenemnon as all the couples myust posses same alike chaaracteristics explaind below, so that a better understanding can be developed. Following criteria was preferred according to the guidelines from literature as proposed by Creswell (2007) and Creswell and Poth (2016):

- Any couple (at least one of them) who is working in a public and private sector university can be selected.
- The couple must be married for minimum of five years and having at least one child, so that they must have better understanding of work life balance situation.
- Both the partners must be working for at least three years and one of them must be working in public or private university of Punjab, Pakistan.
- The respondent must be at a teaching post which can either be lecturer, assistant professor, associate professor or professor.
- No age limit set for the selection of the respondent.
- The couple resided in Punjab, Pakistan
- Both partners are willing to participate in the study.

According to Baker and Edwards (2012) in qualitative research sample should be appropriate to the requirement of information that is suitable to draw subjective outcomes. Another research argues that “this should be neither too large as the results are rich and in depth, nor too small, in which case the researcher would find it challenging to attain information redundancy” (Onwuegbuzie & Leech, 2007). In this context the word “information redundancy” means that when no new information or new themes might be possible to establish from getting more data from more participants (Terre Blanche et al., 2006). So, keeping all these things in mind the sample was restricted twelve dual career couples working as faculty members in a public or private sector university as it was equal to the double i.e. 24 individual interviews. According to Smith and Osborn (2003) that in qualitative nature of research a realistic sample should be drawn. In qualitative interpretive nature of research no rules apply in the size and selection of sampling, as it is based upon “the degree of commitment to the case study level of analysis and reporting, the richness of the individual cases, and the constraints one is operating under” (Smith & Osborn, 2015).

The communication was made with 15 couples to participate in the study, and the reason was to manage the number of required couples even if some of the contacted couples refuse for participation. Few of the couples refused to participate due to their personal reasons and ultimately was left with twelve agreed upon couples to participate in this study. There were many difficulties that were faced, at times non availability of couples, postponements of meetings, communication problems etc. A summary of the respondents as well as their children’s demographic information is shared in the below given table.

Table 3.1: Demographic Information of Dual Career Couples in the Study

Coded Name	Participants	Since Married	Age	Education	Occupation
Couple 1	Wife	13 Years	35	Masters	Banker
	Husband		42	M.Phil.	Lecturer
Couple 2	Wife	10 Years	30	M.Phil.	Lecturer
	Husband		39	M.Phil.	Assistant Professor
Couple 3	Wife	23 years	47	PhD	Assistant Professor
	Husband		51	PhD	Associate Professor
Couple 4	Wife	13 Years	34	M.Phil.	Assistant Professor
	Husband		40	M.Phil.	Assistant Professor
Couple 5	Wife	17 Years	38	Masters	librarian
	Husband		44	M.Phil.	lecturer
Couple 6	Wife	6 Years	28	Masters	Coordinator
	Husband		32	Masters	lecturer
Couple 7	Wife	12 Years	34	M.Phil.	banker
	Husband		37	M.Phil.	Assistant professor
Couple 8	Wife	9 Years	35	MBBS	Doctor
	Husband		38	PhD	Associate Professor
Couple 9	Wife	9 Years	34	Engineering	Assistant Professor
	Husband		39	M.Phil.	Assistant Professor
Couple 10	Wife	5 Years	30	Masters	Vice Principle
	Husband		32	M.Phil.	Lecturer
Couple 11	Wife	11 Years	34	MS BA	Lecturer
	Husband		38	M.Phil.	Accountant
Couple 12	Wife	6 Years	36	MS HRM	Assistant Registrar
	Husband		37	M.Phil.	Lecturer

Table 3.2: Summary of the Children Information

Coded Name	Participants	Number of Child	Age
Couple 1	Wife	Two	10
	Husband		12
Couple 2	Wife	Two	7
	Husband		9
Couple 3	Wife	Two	17
	Husband		20
Couple 4	Wife	Three	5
	Husband		10
Couple 5	Wife	Two	12
	Husband		7
Couple 6	Wife	Two	16
	Husband		2
Couple 7	Wife	Two	4
	Husband		9
Couple 8	Wife	Two	4
	Husband		6
Couple 9	Wife	Two	5
	Husband		7
Couple 10	Wife	Two	2
	Husband		4
Couple 11	Wife	Three	10
	Husband		8
Couple 12	Wife	Two	5
	Husband		2
			4

All of the couples who participated in the study were selected according to the criteria detailed earlier and at least one of the members was working in a public or private sector university as a faculty member. All the couple's children were living with their parents.

3.7 Data Collection Method

In qualitative methods of research the most preferred and widely used method of collecting data is qualitative interviews as said by Terre Blanche et al. (2006). In context of Interpretivist approach, interview is considered as a method of finding that how a phenomenon is experienced by an individual (Terre Blanche et al., 2006), or “accessing the interpretation of informants in the field” (Walsham, 2006, p. 323). In studied literature “a structured interview is a type of interview where the researcher knows beforehand precisely what the required information from the interview is and constructs a rigorous set of questions that will not divert from the present categories” (Corbetta, 2003; Bansal & Agarwal, 2017). In structured interviews the pace of interview is settled by the assigned interviewer and minimal flexibility is utilized (Smith & Osborn, 2003). Semi-structured interview is another type of interview in which a list of interview questions is organized by the researcher prior to the research, and it guides the whole interview process (Smith & Osborn, 2003; Jonathan, 2015). In accordance with the characteristics of semi structured interviews the decision was taken that semi-structured interview method will be used for collecting of data. Smith and Osborn (2003) were of view that flexibility of this method allows the freedom to have free flow of conversation between the researcher and the respondent couples.

The reasons for selecting the semi structured interview technique as preferred data collection tool are that they (a) expedite rapport building; (b) more flexibility in dialogue; and (c) permit adequate time to have conversation and understand the participants perspective (Smith & Osborn, 2007). The empathic environment created by the semi structured interview during the conversation is consistent with the methodology and epistemology of the interpretive approach. The information gathered through the interview is “real-time” and therefore it is easy to interpret or to probe more feedback from the couples whenever it is required. This also allows the researcher to probe the concept whenever there is more detail required (Newton, 2010; Terre Blanche et al., 2006). Moreover, there is always positivity of face to face interaction as it is combined with nonverbal cues that help to facilitate the understanding even more. Its example can be that if a respondent is not feeling comfortable with respect to the questions or doesn't understand a question the nonverbal cues might help in understanding.

Some of the limitations of using semi structured interviews are that they are more challenging to examine, more time consuming with respect to the interviewee because of its open ended nature (Jonathan, 2015). Couples having young children had to face more difficulties as it was difficult for them to manage the time for interviews and there were more interruptions as well. Another downside of these interviews that may happen if the dual career couple felt that they are providing the right answer, Newton (2010) calls this “demand characteristics”. To avoid this drawback the researcher highlighted the importance of couple’s personal experiences at the start of the interview and assured them that no answer is right or wrong (Newton, 2010).

3.7.1 Conducting Combined Interviews

This qualitative (Interpretive) research was conducted by the help of combined interviews with twelve dual career couples resident in Punjab, Pakistan. A Combined interview means that couples (two individuals) were interviewed together, for the aim of thoughtful of their experiences of work life balance and the antecedents, outcomes and strategies of work and family balance as a couple. Every couple comprises of “two mutually influencing partners” and in order to accomplish the study purpose it was tried to learn from the “collective shared meanings attributed to the experiences of the couple” (Taylor & de Vocht, 2011). Arksey, 1996; Racher, 2003; Torgé, 2013 explains the utilization of Joint interviews; they explain that these interviews are usually employed when the researcher is trying to research married couples. Most of the times in qualitative research individual interviews are used and this is considered as general norm among researchers (Racher, 2003). This study revolves around the objective of understanding the work life balance of dual career couples set as one unit, so combined interview technique has been selected.

A combined interview with couples allows the partners to provide rich information with dual aspect and can also negotiate the conversation with the interviewer (Racher, 2003; Torge, 2013). This combined research facilitates the researcher to gather comprehensive information on “experience of the larger unit and the interdependent perspective of the partners” (Racher, 2003, p. 66). Another aspect of this kind of interview is that it “improves the trustworthiness of studies pertaining to couples” (Racher, 2003, p. 66). There are various examples found in which combined interviews are developed and employed and that are Racher (2003); Haddock et al. (2006); and Taylor and de Vocht (2011).

Possible drawbacks associated with this kind of research interview can occur when any one of the partners, either husband or wife conversation is in more dominant manner, or any one individual from the couple may feel hesitant or uncomfortable to answer some of the questions in the presence of other partner (Arksey, 1996). Developing rapport with each member of the couple, active listening, strong observation for any inconvenient or uncomfortable situation, jumping to the next question and providing ease are few means by which the researcher/ interviewer can prevent some of the drawbacks.

3.7.2 Development of the Interview Guide

Semi-structured interview are used for the purpose of data collection, the interview schedule was developed with some closed ended demographic questions and major reliance was on developing open ended questions regarding work life balance that explore the different factors as antecedents and outcomes, as well as the possible strategies that can be adopted by couples (Terre Blanche et al., 2006). A specimen of question is as: “What do you think work life balance looks like?” A bulk of literature was reviewed from recent and past times, and then it was tried to find out the most relevant and appropriate questions related to the research topic of this study. A care full consideration was given to the objectives and aims of the research and interview schedule was made relevant. However, during interview many questions emerged (probing questions) depending upon the couples experiences. It is important to note that interview guide was only used as a guideline and couples responses were the true drivers of guiding the next question. Care was taken in developing questions to avoid the ambiguity in them, and also none of the question was double barreled. Flow of the question was according to each interview and thus it was different for each interview. Major focus of the questions was about three major themes of the study and that were namely the couples experience of work life balance their antecedents and outcomes and the preferred strategies used by the couples to attain work life balance .

3.7.3 Interview Recording Using Audio Device

Recording of interviews were made by obtaining the permission from couples, and all were comfortable with the standard procedures. Following advantages can be attained by audio recording of the semi structured interviews i.e. more free interaction with the interviewee, record of the conversation, reassessment of the answers, and use of direct quotes

whenever required (Walsham, 2006). Following are the possible disadvantages associated with the audio recording of interviews i.e. transcribing is time consuming, may be expensive, extraction is difficult and time taking, possible hesitation of interviewee, absence of recording nonverbal cues (Walsham, 2006). Keeping in mind all the advantages and disadvantages of audio recording of the interviews, it was tried best to take notes for non-verbal cues of all the couples that were being observed.

3.7.4 Pilot Interview

Following the guidelines from literature regarding interview, the interview guide was read several times and got used to it in detail, then the researcher practiced the whole interview by conducting a pilot interview with the respondent. This also helped a lot to gain confidence and make it sure that inquiring the questions was made correctly (Terre Blanche et al., 2006). This pilot interview was conducted with the couple one selected for this study and it helped a lot during the research by providing different ways to ask the questions and also to note the nonverbal cues of the remaining respondent couples. It was also realized that at times the respondent's answers to one question covers more than the asked questions and that realization helped to judge and ultimately do not ask the repeated questions that were already being answered.

3.8 Fieldwork

3.8.1 Earlier to the Interview

There were few things that the researcher has to make certain prior to the interviews, (a) adapt with the demographics and other relevant details of the couple that were to be interviewed; (b) manage according to the set ample time with the couples to ensure that they are comfortable with setup; and (c) also check the recording devices and notes material prior to the interview; (d) always keep two recording devices to manage in the state of contingency. Couples were asked for the selection of the place/ location of the interview, and duration was also managed within the time period of one and half hours as a session. Different session was managed whenever there was need in case of prolonged interviews.

Each couple being interviewed provided a different experience, as the sampled population was the Lecturers; Assistant Professors working in university setup, a few interviews were so easy that being the interviewer I felt very much comfortable. The reason behind this comfort was that those interviews were conducted in the respondent's offices and the environment of the educational institutions offices was calm and supportive for this kind of activity. Two of the couples (resulting from Snowball Sampling) were invited at my home for interviews and the reason was that their children might not have allowed to sit in a relax environment which is necessary for a qualitative interviews. Researcher also visited a couple at their place upon their request and that interview went very well too.

In almost all the interviews same patron was adopted of introducing myself and thanking the couple for their precious time to be available for the study. The start of each interview contained simple and light conversation and then with some starting repo building questions e.g. "What organization do you work for?" demographic and biographic information like education, age, occupation, children and their ages were gained from all dual career couple through a single page questionnaire which helped a lot to save some time and also developed a relax environment for interviews. Interview setup was created considering the following necessary elements: (a) Private environment for the interview; (b) trying to avoid any back ground noises or interruptions in the interview area; (c) workable equipment for recording in ready format with backup; (d) filling the permission form for audio recording and interview consent form; (e) ensuring that couples have ample time to join the interview (Terre Blanche et al., 2006).

3.8.2 During the Interview

In qualitative research each step is guided by the literature, that the researcher should try to develop a conversation instead of just asking the questions simply and also remind the reasons and purpose of the interview (Terre Blanche et al., 2006). According to literature following must be considered during the proceedings of interview to avoid common question errors: (a) Increased number of questions; (b) close ended questions; (c) leading questions; (d) too many probing questions that interviewee gets uncomfortable; (e) question timings; and (f) asking " the reasoning question e.g. "why" (Terre Blanche et al., 2006).

Suggested outline and followed procedures were as: (a) getting comfortable in the interview space and starting the interview with repo building questions; (b) reminding the interviewees that they possess the right to separate themselves from interview at any moment when they feel uncomfortable; (c) begin the interview in a more relaxed tone and also start asking the open ended enquiries so that the conversation flows more freely, that is, “What is your experience of being in a dual-earner relationship?”; (d) avoiding leading questions, close ended questions, double ended or double barreled questions, and those questions which are not in direct relation with this study or confusing questions; (e) keeping out my personal views or opinions separate from the couples views and make good use of active listening skills; and (f) using the continuous feedback to facilitate the couples that the interviewer is understanding their answers and conclusions.

Furthermore, concentration was made to constantly keep looking for cues of dominance shown by any individual during the interview conversation. Literature regarding combined interview method details many drawbacks that might occur when one of the spouses shows more dominance. Arksey, (1996) states that in combined interviews more dominance is shown by men rather than women. But in all the interviews that were made none of the spouse tried to hijack or dominate the interviews. From every couple one of the spouses was little bit more talkative and wanted to express more than the other partner, but according to experience this was the beauty of combined interview and the true reflection of the spouse experience of work life balance, their antecedents, outcomes and strategies. Another positive aspect of these interviews was that many times both the spouse member complimented one another. This experience provided more support and satisfaction, that true reflection of work life balance should be revealed by couples instead of individuals. Experiencing the couples together creates a unique understanding of the issues that they face every day regarding their work and life balance.

Children of different ages were not of significant impact on this research as most of the interviews were conducted in office setting. In one interview it was difficult that there were many interruptions from children, but remaining patient was the key. One 5 year old child came during the interview and asked his mom to come immediately and play with him. However, this was naturally understandable, because I was the one who was snatching the time from the children. To ease the children frustrations they were provided small gifts containing sweets, chocolates and snacks. The think behind was that by relaxing the dual

career couples to attend and ease their tasks helped them to adjust with the interview situation.

3.8.3 Closing the Interview

Terre Blanche et al. (2006) suggested the following outline for closing an interview: (a) completion of interview within the allocated time i.e. 90 minutes and also make sure that you got it all what was needed; (b) provide a chance to the couples that if they want to add something, or want to ask any question; (c) acknowledge the contribution of couple to your research and thank them formally; and (d) inform the couples about the process of transcribing interviews and mailing them the transcribed interviews for verification; (e) store the interview audio recording at a safe place. It was also assured to the couples that all the data will be kept safe and secret and the respondent's identity will never be revealed to anyone else. In summary, all the interviews were different and the reason behind was that every couple had their unique experiences concerning the work life balance. The researchers basic concern was to understand these differences so that researcher can draw unbiased conclusions from these experiences.

3.8.4 Data Analysis

According to Creswell (2009) data analysis is concerned with converting the raw data into a meaningful outcome. Bradley, Curry, and Devers (2007) views were that, in qualitative research methods, data analysis is considered as an interactive process and also ongoing Data analysis approach and the process applied to make the data meaning full in this study is explained below:

Thematic approach is utilized to analyze the data which was collected from combined interviews of semi structured nature (Braun & Clarke, 2007; Braun and Clarke, 2013; McLeod, 2015). The research explains that "Thematic analysis is a method used for identifying, analyzing and reporting patterns and themes within the data" (Braun & Clarke, 2006; Braun and Clarke, 2013). Braun and Clarke (2006) recommend six different stages, namely: "familiarizing yourself with your data; generating initial codes; searching for themes,

reviewing themes, defining and naming the themes, and producing the report”. Every phase is detailed below.

Initial step required to perform was related with the development of transcription of the interviews in such form that they are word perfect. So, in order to achieve this objective attempt was made to develop the transcriptions of all the interviews by the researcher himself, but it was not an easy task as it was discovered that it takes almost 9 to 10 hours to transcribe 60 minutes of recorded interviews. Second major issue was the anonymity of the respondents, so coded the interviews and removed all the names used in the interviews. It was also tried to remove any flaw in this by listening to each interview again and also checking the transcriptions simultaneously. This activity helped to remove any flaws and also helped to have in depth knowledge of the data provided by each respondent, which expanded the researcher understanding of their views regarding their experience of work life balance, their antecedents, outcomes and their strategies (Braun & Clarke, 2006). Then the verified transcripts were referred to the couples, so that they can read them out and verify and if required correct them. By this process the researcher was able to get flawless approved final transcripts ready for analysis. A positive thing was that only one of the couple asked for a little bit change in the transcript. Then these transcripts were pooled in a folder according to each couple along with the e notes developed during the interviews. The researcher also developed a backup for the data as we know that laptop hard disk is not a safe mean of saving data, so flash drive and a Dvd was also used to save data.

In the next stage the objective was to grasp a general sense of transcribed interviews (Data) by evaluation and understanding them according to different thoughts and ideas. The data was coded manually and highlighted with different colored highlighters. Then I took out the highlighted text on a separate page and with codes from every interview in same colored codes (Braun & Clarke, 2006). Too much text and codes were difficult to handle, so it was managed to separate this data into list containing all the initial codes regarding the interviewee’s perceptions/ experiences of antecedent and outcome factors of work life balance, and also the adopted strategies of dual career couples.

In the next phase the list of collected data and initially developed codes were transformed into potential themes. Process of visual mind mapping was adopted to convert the coded data into themes related to experience, antecedents and outcomes, and strategies of

dual career couples. It was tried to make this process simpler by separating the mind maps and themes into (1) experiences, (2) antecedent and outcomes, and (3) strategies used by the dual career couples. Then the potential themes derived from all of the interviews were combined with the related quotes and tried to develop a relation between all of them. This phase was completed by separating the themes and their relevant quotes/extracts, sub themes were also identified using the same process. A lot of care was made that none of the data was wasted or discarded whether it was used or unused (Braun & Clarke, 2006; McLeod, 2015).

Phase four was related with the refinement of qualitative data. Care should be taken that the data related to each theme must be closely related and also clear. Another aspect is that each themes data should be homogeneous within that theme and heterogeneous among different themes and should be separately identified. There are two levels of refining the qualitative data. First is to review the data which ultimately produces a thematic map of the interviewee and second level is related with the process of validating the thematic map that whether it is related accurately with the original data (Braun & Clarke, 2006). In fifth stage the essence and representation (Braun & Clarke, 2006, p. 92) of every theme was identified and detailed analysis was given. It was also ensured that there is not too much repetition or overlapping between themes.

Consequently, according to the guidelines of Attride-Stirling (2001) these different themes were organized and described in a clear manner by using the thematic analysis web or network. Thematic analysis helps to develop web-like diagrams or drawings that help to summarize the main themes found in a section of different text. These Thematic webs produce the abstraction of different themes at three levels (a) basic themes; (b) organizing themes; and (c) global themes. Basic theme signifies the lowest-order and the simplest form of a theme that results from the qualitative text of the interview. Basic themes sense can further be made by reading it in background of different other basic themes and together they shape up the organizing themes. An organizing theme is detailed as a middle order theme which is formed through identifying collection of similar issues. Then these issues/clusters are more abstract and revealing of what is stirring in the text, hence the organizing themes are used to enhance the worth of broader themes that unite several organizing themes. Consequently a group of organizing themes forms a global theme which is a super ordinate theme that summarizes clusters of lower order themes abstracted from and supported by data.

In phase six the analysis takes the shape of a write up that “together with the relevant data extracts to document a concise, coherent, logical, non- repetitive and interesting analytical narrative” (Braun & Clarke, 2006; McLeod, 2015). This phase is also related with interpretation of results by making comparison of themes with the previously available theories and literature. This also includes the personal findings of the researcher, gained throughout the study. There are several advantages associated with usage of thematic analysis as this method is manageable by qualitative researchers and also flexible in nature. Secondly, aims of this study can best be met with this approach, i.e. to grasp the rich description of the experiences, perceptions of antecedents and outcomes, and the strategies adopted by dual career couples to develop work life balance.

Literature also advises some common negatives when the researcher does not use thematic analysis correctly: (a) complete failure in analyzing data; (b) sketch on questions as reliable themes; (c) presentation of non-credible analysis; and (d) providing a non-synchronized data and statements (Braun & Clarke, 2006). As a whole the researcher was of this view that thematic analysis stands as the most suitable analysis method in qualitative studies. The aim of research was to obtain a rich description of data according to the view point of the interviewees. It was the reason that the process followed all the above detailed six phases of thematic analysis correctly to produce reliable, trustworthy themes and provided detailed explanations of the data.

3.9 Ethical Principles

Ethical review has become more important for the research related to social sciences. All the couples were informed about the research and permission was asked regarding their participation. It was cleared that their participation is completely voluntarily and they will be interviewed without any type of remuneration or compensation. Qualitative interviews were conducted only when the consent forms got signed and sent back by each of the participant. The sample of consent form is also attached in annex-03. All of the interviewee’s were informed that this research study is part of the PhD thesis work and that all relevant information collected will remain personal and anonymity will not be revealed. Moreover, the participants were made comfortable to provide data according to their own feelings and experiences, as there was no right or wrong answers of interview questions.

Information related to the participation was of subjective nature, so it was imperative to ensure them that this study is not going to cause any emotional, physical or psychological harm. The independence of the participants was of prime importance and it was established at each step of the research. The identification of all the couples was protected in writing transcriptions and no one else knew about the identity of the couples except the researcher. The concept of ethics is related with people get what they own, and also evoke the researcher to respect all the participants of study at equal basis (Wassenaar, 2006). Two way communications was adopted throughout the interviews and duos were stimulated to inquire questions related to the researc before, during and even after the interviews. Respect was the prime feature of the study and couples were allowed to read the transcriptions and ask for changes, additions or reduction that they felt necessary. Each couple was requested to check and sign the transcripts for approval. Each couple participating in the study was explained that they possess the right to withdraw themselves from the interview at any time, when they feel uncomfortable or does not want participate any more.

This qualitative study is based on collection of data using semi structured interviews with the dual career couples and that is the reason of requiring a good relationship between interviewer and the respondent was considered necessary for information gathering. Ethical dilemmas might not be in consideration of the researcher at the start of the research but they may arise as the research proceeds through its different stages, and most vulnerable area can be the data collection where a lot of interactions have to be made with externals (Orb et al., 2001). While collecting data for research through semi structured interviews it was tried at level best to observe any kind of negative gestures or body movements. As a whole, didn't faced any mishap regarding any ethical issue, and that might only be, because I being a researcher was very careful and looked for certain cues, should I stop the interview, or should we have a break, all these things helped a lot to manage the interviews successfully. It was also managed to follow up through personal visits and at times telephonic conversation to check for any negative feelings or signs of stress (Orb et al., 2001).

Lastly, safety and anonymity of data was the prime concern during all the processes, for that all the data i.e. recorded, written was coded and kept in a safe lock up.

3.10 Criteria for Establishing Trustworthiness

As this study is of qualitative nature, it is necessary to discuss in detail about the quality of research. In quantitative method of research, “the quality of a research study is determined by the internal validity, external validity, reliability and objectivity of the study” (Terre Blanche et al., 2006). Nevertheless, researcher recommends some other constructs that are considered to be more preferred in qualitative methods of research (Lincoln & Guba, 1985). They are detailed in the below section. Lincoln and Guba (1985) have advocated that trustworthiness is the key to be established while evaluating qualitative research. They explain that “Trustworthiness is evaluated by looking at four criteria, namely: (a) the credibility of the study, (b) the transferability of the study, (c) the dependability of the study, and (d) the confirmability of the study”. The criteria for establishing the trustworthiness is discussed according to the concepts of Lincoln and Guba’s (1985). Lincoln and Guba (1985) additionally recommended some procedures that can be used to better achieve each standard for forming trustworthiness.

The concept of “credibility” refers to “how accurately and truthfully the findings represent the phenomenon being studied from the perspective of those individuals who participated therein” (Trochim, 2006). In this study credibility is managed and enhanced by persistent and prolonged engagement and observation, peer probing, triangulation and checking member techniques. Prolonged engagement is explained as the time spent with each of the couple. That time includes the interview, telephonic discussion before interview and even after for the purpose of getting the signed transcriptions, and also e-mails, all helped in building trust and rapport with the couples, which ultimately helped to get the accurate data (Polit & Beck, 2008). Secondly, this research was made with the help of semi structured conjoint interviews taken from dual career couples, which may also result in improvement of trustworthiness (Racher, 2003).

Secondly, “in order to obtain authentic and accurate in-depth data it was essential to be purposeful and assertive in this investigation”. All conducted Interviews got recorded and then were transcribed and reviewed in detail. After that couples were provided the opportunity to review the transcripts and recommend changes if necessary. If no changes are required than they can simply sign the document to accept it as final draft of their interviews.

For “triangulation”, interview notes were used along with transcripts and recordings. Notes were made personally during the interviews and cross verified with the interview recordings and transcripts regarding its accuracy. Peer probing/debriefing is defined as a “process of exposing oneself to a disinterested peer in a manner paralleling an analytic session for the purpose of exploring aspects of the inquiry that might otherwise remain only implicit within the inquirer’s mind” (Lincoln & Guba, 1985, p.308). Formal discussion sessions were made with the supervisor to develop the study design. Discussions were also made with some of the peers who had experience of qualitative interpretive research to make decisions regarding this study. These discussions proved to be verification for certain aspects regarding this research and that are experiences, thoughts and theories (Lincoln & Guba, 1985).

In the end a member check was performed to verify and test that the researcher’s understandings of the dual career couples interview are the same or not. For that information was checked on continuous basis during and after each interview. Lastly the written interview transcripts were provided to the couples to ensure that weather they are true and accurate representation of the interviews. “Transferability entails the extent to which the results obtained from the data may be applied to other settings or groups” (Trochim, 2006). Thick descriptions, purposive sampling and reflexive journaling were the techniques that were applied for transferability. In the “reflexive journal”, thick descriptions were recorded to support the findings of the research and documentation was made of each of researcher’s decisions for transferability. In addition to all this, purposive sampling was used for this study to enhance the transferability.

Dependability of a research study is related with accounting of decisions related to research, choices and analysis procedures throughout the research process and audit trail technique is used to enhance the dependability of research. So in order to enhance the dependability of this study it was managed to maintain the detailed written account for all the research procedure that includes: interview notes, interview recordings, written transcripts, journal entries and communications with the supervisor. All these can also be helpful for other researchers to understand these research procedures and may guide them in their research or replication of this study in different scenarios or cultures.

According to a research by Polik (2006) “The confirmability construct is concerned with the objectivity of the data” This concept explains that whether research conclusions of a particular study are similarly established by other researches. Towards ensuring the confirmability of this research researcher used reflexive journal concept and piloted two interviews. Practicing reflexivity proved to be of great help for in documenting different behaviors, thoughts and different biases throughout the research process. In addition to all this triangulation was used to reduce the chances of biasness from the side of the researcher’s part.

3.11 Chapter Summary

In this section, methodology and research design of this study was discussed. According to the objective and purpose of this research study interpretive approach was adopted. In addition, introduction of the twelve couples was also provided and also detailed the approach of this research related to the collection and analysis of data. In the end ethical considerations were discussed along with the criteria and different techniques for establishment of trustworthiness for this research study. In the subsequent chapter, the results of this study along with the detailed discussion related with the emergent themes will be presented.

CHAPTER FOUR: ANALYSIS AND RESULT

4.1 Introduction

The main objective of this research study was to apprehend that how dual career couples in Pakistan experience work life balance, and what are the antecedents and outcomes of their work life balance, and what their preferred strategies to balance work and life. The sample was comprised of twelve, dual career couples who worked in different public and private sector universities of Punjab, Pakistan. Depending upon the assumptions of Interpretivism within the paradigm of qualitative research, it was assumed that each of the couples brings their own unique meanings and experiences of work life balance in different ways. In Chapter 3, two tables were presented comprising of details of twelve dual career couples that participated in this study. In first table (see Table 3.1) summary of biographical characteristics of each couple is given and in the second table detail of the children of each couple and their age is provided (see Table 3.2). In the proceedings of the chapter I will begin with each couples brief summary and their context so that a better orientation can be provided for the reader. Furthermore, this will serve as a point of reference for the reader to understand the extracts drawn from different combined interviews.

After the presentation of brief summaries of couple's context, the detail will go further with discussion of themes extracted from the interviews by thematic analysis process. These developed themes will cover three different areas and that are: couples experiences of work life balance, antecedent and outcome factors, and preferred strategies to balance work and life. These developed themes present the unique view point about this study and that is the reason they might not be establishing an "absolute truth". It is also realized with the fact that any other researcher analyzing the same interviews might have different understanding and extracts different themes or might add to the existing ones. The mentioning of these themes and the means in which they are categorized in this description or the way they are presented are the result of researcher's knowledge. The knowledge that was assimilated from literature and previous researches which were conducted on the topic of work life balance of dual career couples, along with the knowledge that was purely developed by the researcher throughout this research.

Three level thematic networks have been developed to organize all the themes and that are: global themes, organizing themes, and the basic themes. Reason behind presenting the themes specific manner is to enrich the reader with a structural break that may assist them to grasp the process of thematic extraction as well as their grouping. Then these themes are supported with their definitions, quoted extracts from the couple's interviews, and grounded with literature from past studies.

4.2 The Couples

Here it is of utmost importance to understand that anonymity must be preserved of each couple participant of this study and in order to ensure that coding has been used. These codes are developed in number format and allocated according to the sequence in which the couples have been interviewed i.e. from one to twelve. Moreover, extracts from the interviews or the quotes presented in the data analysis will be segregated with names of "husband" and "wife". There were twelve interviews conducted for this study within the time span of almost six months. From these combined interviews seven were conducted at the university offices of the couples, two at my house, and three at couple's residence.

4.2.1 Couple One

Couple one have been married for 13 years. Husband is 42 years of age and wife is 35 and both of them have university degrees of Masters and M.Phil. The wife occupies a position in a private sector bank. The husband is employed as a lecturer in a Private Sector University. The husband also works as part time for the weekends. Their family is bestowed with two children, the boy is 12 years old and the girl is 10 years of age, and both are school going.

4.2.2 Couple Two

The couple is married for almost 10 years having two children. The couple's daughter, now 7 years of age and son is 9. Both attend school. Moreover both spouses are M.Phil degree holders. The wife is 30 years of old and the husband's age is 39 year. The wife

is currently employed as a full time Lecturer in a private sector University, and her husband is working as an Assistant Professor in Public Sector University.

4.2.3 Couple Three

The Couple is married for almost 23 years. The wife is 47 years old and the husband is 51 years of age. The husband and wife's highest qualification is Ph.D. they both are working as Assistant Professor and Associate Professor respectively in a public sector University. The couple's one daughter is of 17 years and second daughter is of 20 years. Both are studying and living with their parents.

4.2.4 Couple Four

The couple is married for 13 years. Wife is 34 years old and holds a college degree. The wife is employed as a full Lecturer in Information Technology (IT) department, and the husband is 40 years of age, M.phil degree holder and works as Assistant Professor in Public Sector University. The couple is blessed with three children, a son of 12 year, a 10 year old daughter and youngest one is 5 years of age.

4.2.5 Couple Five

The couple is married for almost 17 years. Husband is 44 years old and wife is 38 years old. Both have got their degrees from university. The wife works as a librarian, providing services for two different organizations and the husband is employed as lecturer in a private sector university. The couple's first son (16 years old) and now attends high school. Their second son is now seven years old and attends primary school.

4.2.6 Couple Six

Couple Six got married six years ago. Wife is 28 years old and her husband is of 32 years. Both of them have secured their degrees from University. The job of wife is as a

coordinator in a private chain based high school. The husband is also a lecturer in Public Sector University. The couple's daughter is 4 year of age and the son is 2 years old.

4.2.7 Couple Seven

Couple Seven is married for almost 12 years. The age of Wife is 34 and age and the husband aged around 37 years. Both of them are educated, the wife has got graduation and the husband has got MS degree from a public sector university. The wife works in bank at the post of bank teller, whereas the husband is assistant professor in Public Sector University. The husband look after kids during the evening times in the week and his wife takes classis of MBA in order to upgrade her education. There are 2 children from which the son is the youngest aged around 4 years and the daughter age is almost 9 year old.

4.2.8 Couple Eight

The couple Eight has been married almost 9 years ago. The husband is 38 years old and his wife is 35 years of age. Both of them have got university degrees, wife is a MBBS doctor and the husband has got PhD in management sciences from abroad. The wife works as gynecologist in a government hospital and husband works as Associate Professor in Public Sector University. Couple has two kids 6 years old daughter and 4 years old son.

4.2.9 Couple Nine

The Couple Nine is married for nine years. The husband is 39 years of age and the wifes age is about 34 years. Both of them are highly educated and got their degrees from university. The wife is an engineer and works as assistant professor in a public sector university and her husband is also working in the same university at the same post but in different department. The pair has two sons, aged 7 and 5.

4.2.10 Couple Ten

The couple is married for five almost years. Both husband and wife are 32 and 30 years old respectively. The wife holds a master's degree in English and her husband has got MS in IT field. The wife works as vice principle of a private school system, and the husband works as a full time Lecturer in Public Sector University. The couple has one 4 year old daughter and 2 years old son.

4.2.11 Couple Eleven

Couple eleven is married for 11 years. The husband is 38 years old and the wife is 34 years of age. The husband is an MBA with finance specialization and wife's highest qualification is MS in Business Administration. The wife is working as a lecturer in a public sector university and husband is accountant in a private college chain. The couple's one daughter is of 10 years and two sons are 8 and 5 years of age and attend school.

4.2.12 Couple Twelve

Couple twelve is married for 6 years now. The wife is 36 years old and her husband is 37 years of age. Both of them have got university degrees, wife is a MS HRM degree holder and the husband has got MPhil in management sciences from a private sector university. The wife works as assistant registrar in Public Sector University and husband works lecturer in a private university. Couple has two kids 4 years old daughter and 2 years old son.

4.3 Themes

In chapter 3 it was mentioned that for the purpose of data analysis thematic approach will be utilized. So the same has been used to identify and analyze the themes within the data, (Braun & Clarke, 2006). These developed themes covered three different areas and that were: couples experiences of work life balance, antecedent and outcome factors, and preferred strategies of couples to balance work and life. Three level thematic networks have been developed to organize all the themes and that are: global themes, organizing themes, and

basic themes (Attride-Stirling, 2001). A graphical representation of three level thematic networks is given as under: see Figure 4.1, 4.2, and 4.3 below.

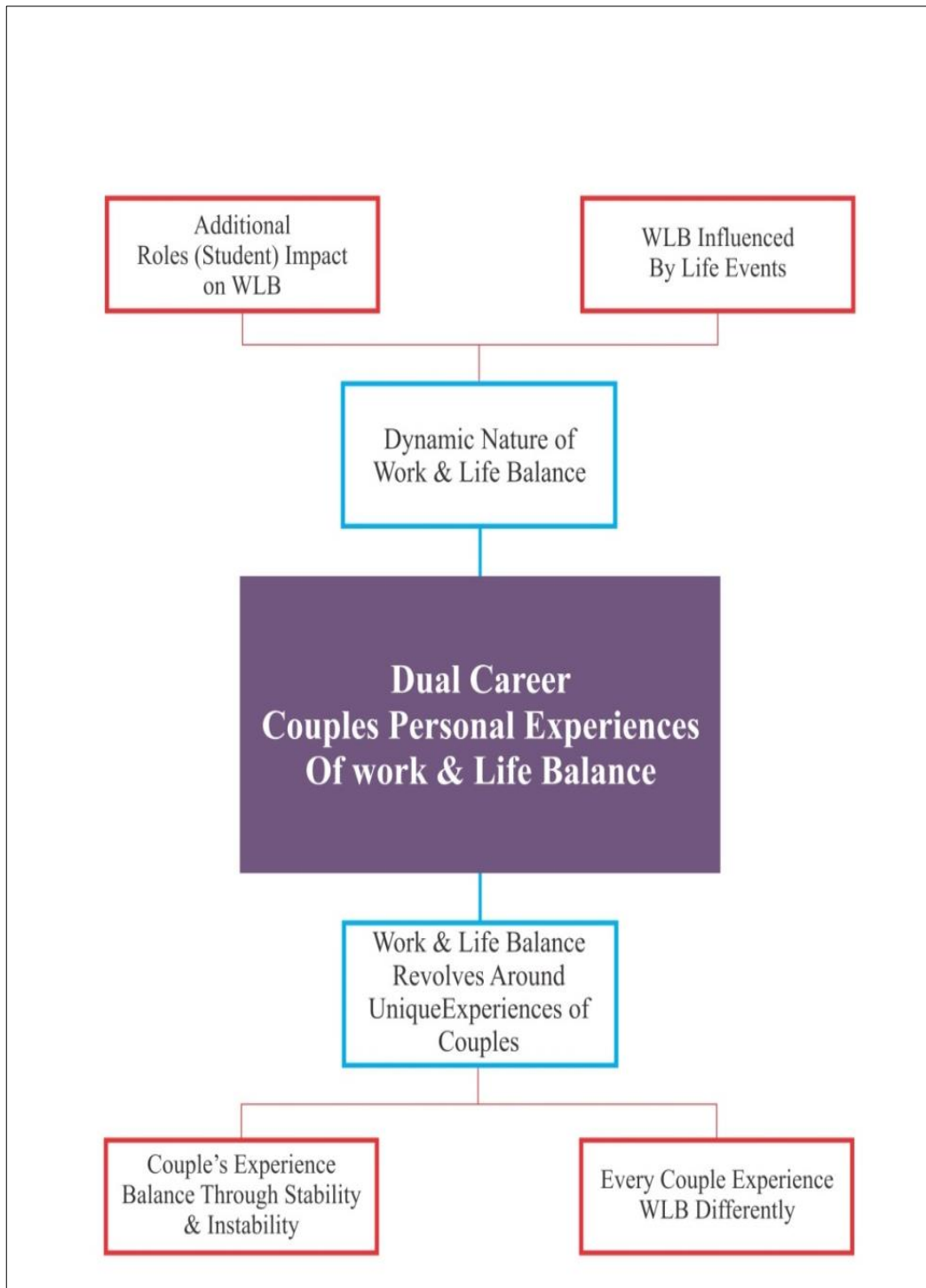


Figure 4.1: Dual Career Couples Personal Experiences of Work and Life Balance

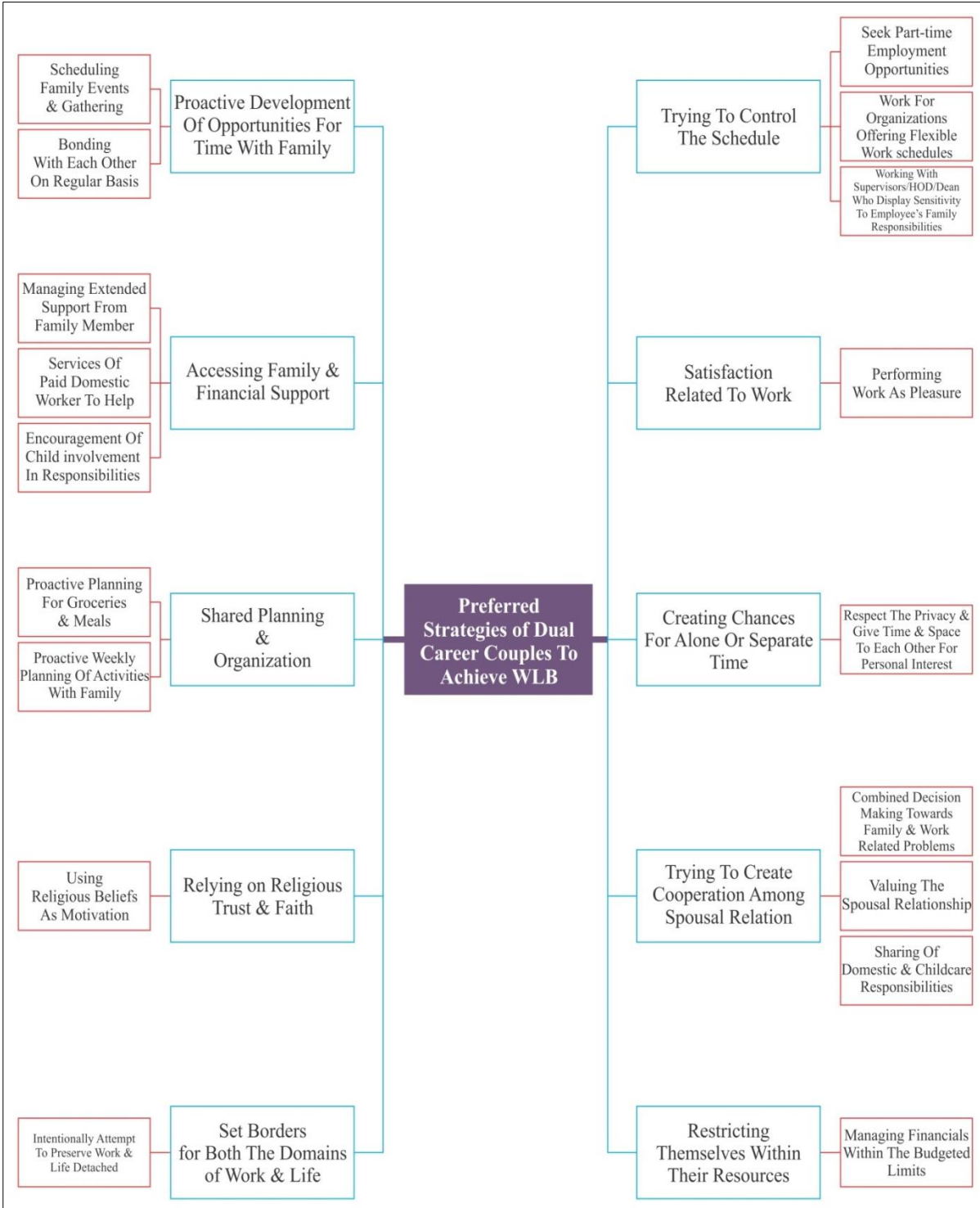


Figure 4.2: Preferred Strategies of Dual Career Couples to Achieve WLB

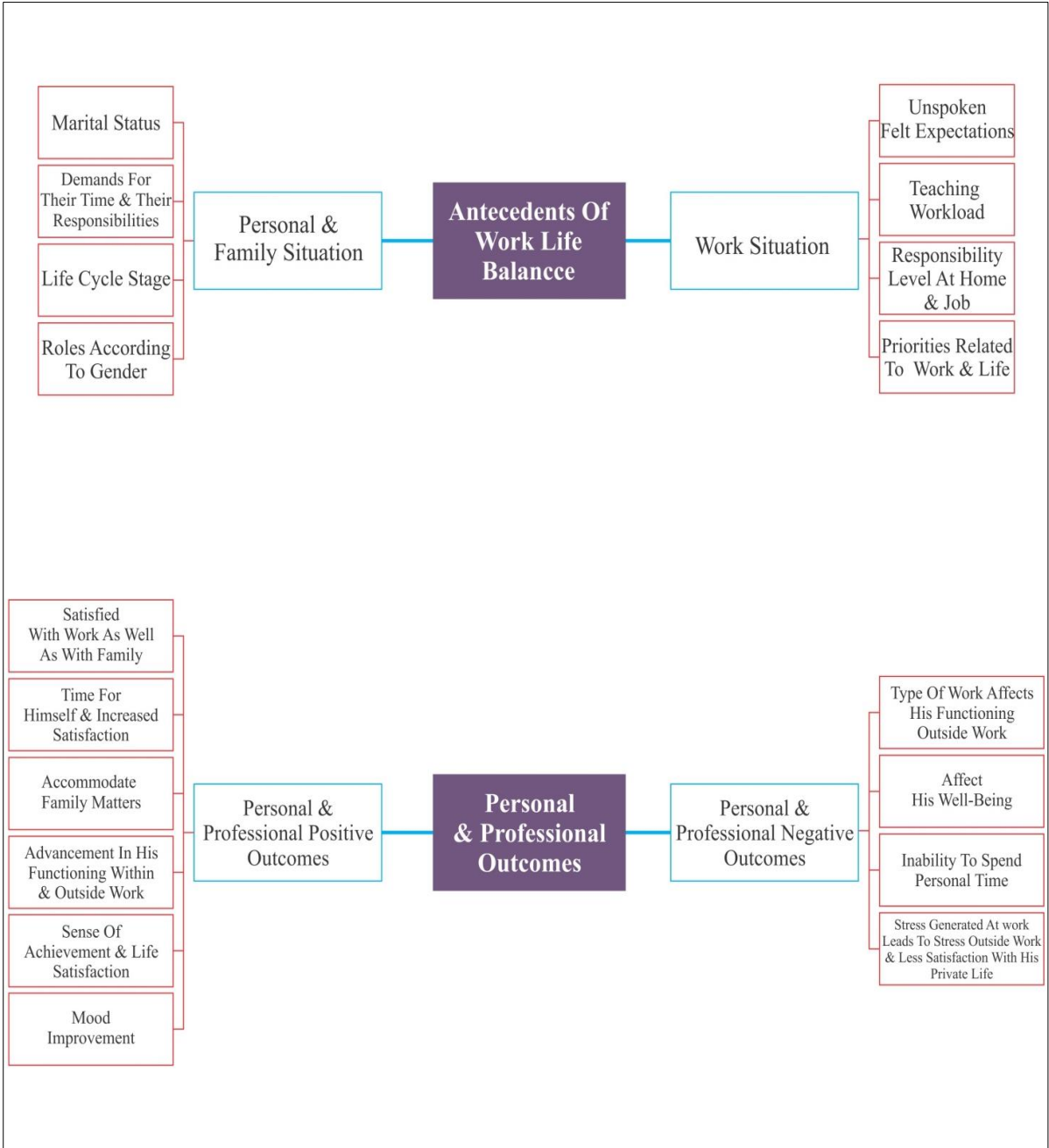


Figure 4.3: Antecedent and Outcome factors of WLB

4.3.1 Global Theme: Dual Career Couples Personal Experiences of Work and Life Balance

This section throws light upon the findings of couples experiences of work life balance, consequently addressing the leading research purpose modeled in this thesis, namely: “To explore the unique work life balance experiences of dual career couples working

in higher education sector of Pakistan?” The global or the central theme is “Dual Career Couples Personal Experiences of work and life balance”. “Work life balance experiences are unique” and “work life balance is of dynamic nature”, these two organizing subjects mainly emerged and also discussed below including their themes.

4.3.1.1 Work and Life Balance Revolves Around Unique Experiences of Couples

The unifying theme “work and life balance revolves around unique experiences of couples” denotes to the understanding that partners observe work life balance contrarily. This unifying theme encompasses the subsequent basic themes: “every couple experience work life balance (WLB) differently” & “couples experience balance through stability and instability”.

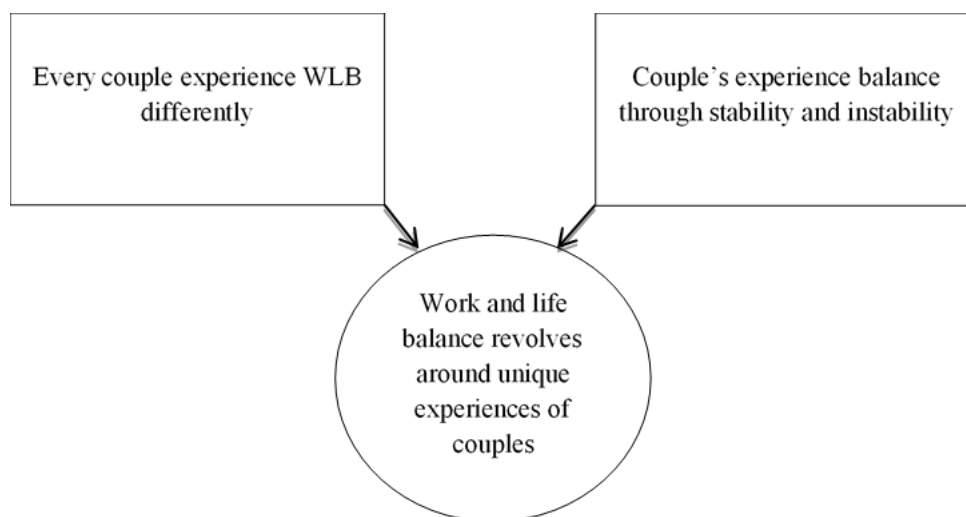


Figure 4.4: Basic Themes that is Connected to the Organizing Theme “Work and Life Balance Revolves Around Unique Experiences of Couples”

4.3.1.2 Every Couple Experience WLB Differently

In below mentioned quotations every spouse of this study voiced what they meant by work-family balance.

Husband, Couple One: *“Well I think it’s a matter of balancing your day [...] and to do something with the family to spend some quality time”*.

Wife, Couple Four: *“Balance for me means that I give them [kids and husband] sufficient time and love and attention that they require”*.

Wife, Couple Six: *“Having everything on equal par”*.

In view of these quoted statements, it seems that couples considered work life balance as a corresponding fit between both of the partners, being capable to categorize work and life concerns, having symmetry between family and work life and assuring sometime of ease and quality with the family.

As it is mentioned earlier in the literature chapter, the work life balance doesn’t have a definite definition (Grzywacz & Carlson, 2007) as each and every individual presumed it in a different way (Guest, 2002). All the perspectives pronounced by several couples are synchronized with the literature mentioned in chapter 2. First perspective, the corresponding fit between couples is aligned with the study of Grzywacz and Carlson (2007) who described work-family balance as an “accomplishment of role- related expectations that are negotiated and shared between an individual and his or her role-related partners in the work and family domains” (Grzywacz & Carlson, 2007, p.458).

Moreover, being capable to categorize work and life worries is associated with the study of Clark (2000), who asserted that work life balance is attained only when all the individuals have “integrated and separated their responsibilities at work and at home”. Furthermore, having symmetry between work and personal life is persistent with various researchers (Greenhaus et al., 2003; Clarke, Koch, & Hill, 2004; Voydanoff, 2005) who defined work life balance as being uniformly complex in both work and life parts. Lastly assuring some excellent time with family is synchronized with the study of Kofodimos (1993), who proposed that work life balance denotes “a satisfying, healthy and productive life that includes work, play, and love [...]”.

This is found persistent with prior researches that propose that each and every individual had its own experiences and hence there are different meanings of work life balance (Chan, 2008; Saungweme, 2010; Veiga, 2009).

4.3.1.3 Couples Experience the Balance through Stability and Instability

Couples often found making a comparison between their own understandings of stability with instability while considering the work life balance.

Male Spouse, Couple Five: *“You observe greater extent of imbalance when your family is the one looking for you and you have to endure your professional status”.*

Wife, Couple Ten: *“Imbalance is when things are hectic and you are not managing your life, you experience chaos. Whereas, work life balance is when you have a peace or harmony”. That’s where we feel chilled.*

Female Spouse, Couple Eleven: *“When you witness disorder in your life and belief you do not comprehend things the way you should be, its imbalance. While, when everything goes smoothly and without any discord, it’s where you achieve work-family balance”.*

“Peaceful”, “pretty in place”, “harmony” and “chilled” are the common words referred to illustrate the individuals when they observe work-family balance. In comparison, “encroaching”, “unmanaged”, “pear-shaped”, “hectic”, and “chaos” are the words referred to illustrate the individuals when they observe imbalance in their work and family. Couples compare the balance and imbalance to identify and then, to come up with the accurate understanding of imbalance as the apprehension when things are not going smoothly and orderly, and balance by connecting it with concurrence and amity. For better consideration of balance, couples comprehend the other aspect of balance which is imbalance. Moreover, couples who took part in this research narrated “imbalance” as something that engenders when family time is taken up by work obligations. The words that were taken to define “balance” and “imbalance” are in accordance with prior mentioned literature. Clark (2000)

defined work life balance as “satisfaction” and “good functioning”, whereas Clarke et al. (2004) identified the “harmony” amongst work and domestic areas. Contrary to that, (Belskly, 1984; Patterson, 1986) imbalance is defined as “conflict”, “dissatisfaction”, “distress” and (Hughes & Bozionelos, 2007) “withdrawal”. Gurney (2010) confirmed this comparison of balance and imbalance and concluded that most of the times individuals consider the work life as the primary source of imbalance; moreover, they observe the presence of imbalance while considering the impact of balance.

4.3.1.4 Dynamic Nature of Work and Life Balance

The establishing subject “dynamic nature of work and life balance” accompanies the idea of work life balance being the unsolidified procedure, which is stimulated by the various roles played by couples in their lives, and coming across of some occasions in their life span. This establishing subject consists on the subsequent basic themes: “WLB influenced by life events” and “additional roles (Student) impact on WLB” as demonstrated in:

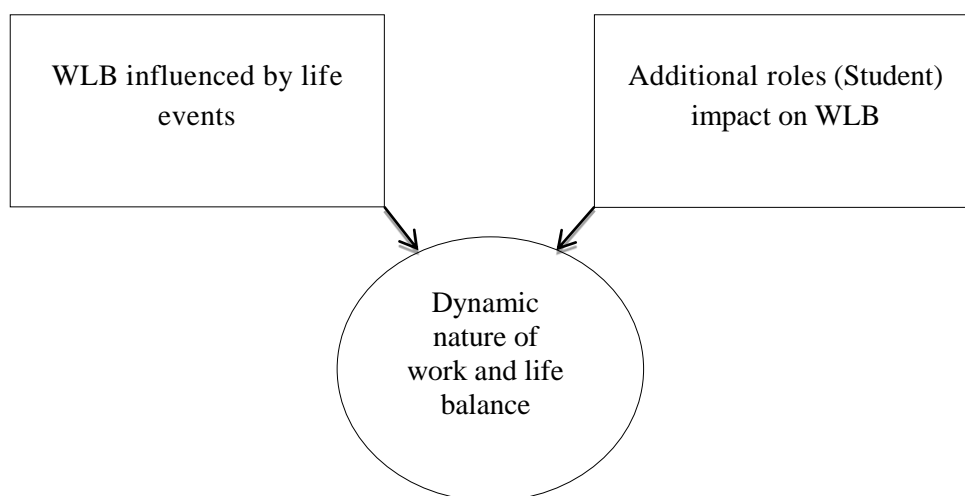


Figure 4.5: Basic Theme Connected with Organizing Theme “Dynamic Nature of Work and Life Balance”

4.3.1.5 Work Life Balance (WLB) Influenced by Life Events

Couples shared their thoughts that how they correspond with the altering conditions of work and family life, moreover their personal priorities over the life span, by forming and modifying the balance.

Husband, Couple Five: “You need to change houses; you do this, that’s not the end of the world [...]. You need to make adjustments according to your income needs”.

Wife, Couple Nine: “At my previous job, I used to travel a lot. So I had less time for my family, but I would take a day in the week off, normally on the Friday so that I could have a long weekend with them. So it also worked. Now I don’t travel anymore, so I have more time in the evenings and on weekends with my family. I always make it work”.

Wife, Couple Eight: “Also with the baby, we needed to make new decisions on how to cope with everything”

From the thinking of couples, it can be articulated that in their family life cycle, couples acclimate and modify themselves according to the financial requirements, altering work situations, and regular evolutions. Molloy (2005) discussed the significance of various life events on the work life balance of individuals such as expansion of family in form of children and or moving to another job, which makes it a vibrant procedure instead of being a stagnant one. Price and McKenry (2010) found that stress is caused by the change observed by couples irrespective of its nature i.e. positive or negative and couples experience number of progressive and undesirable situations in their family life cycle. The way a couple handles the ups and downs they are currently dealing with is based on their managing skills and the awareness of the circumstances (Price et al., 2010). Veiga (2009) conducted the research and confirmed the findings of earlier researches that the understanding of work life balance of individuals or families during the course of their life cycle differs over the time and also through various circumstances they came across to. Another study by Brue (2018) was of view that female workers at times require more adjustments and support in their work.

4.3.1.6 Additional Roles (Student) Impact on Work Life Balance

Couples have also shared their views regarding the extra roles accomplished by them e.g. the role of a student.

Husband, Couple Five: *“The [work] hours, for me it’s okay. I don’t have an issue with the hours that much, it’s just that with the studying it throws everything out”*.

Wife, Couple Seven: *“I’m doing a certificate in banking. [...] so I’ve now got to balance putting them to bed so that I can sit in the evenings after work”*.

From the thinking of couples, it seems that the extra roles performed by the couples greatly affect their relationship with their family and takes over any time available for family, which ultimately is the reason for stress. Moreover, the perception of student spouse made it evident that the time spent on studies has great impact on their work and personal life. Survey conducted by (Finweek MBA connect.net, 2013) in 2013 named as MBA life impact survey, established the results that marital relations, relations with friends, anxiety, fitness, nutrition, workout, quantity of rest, contribution in leisure pursuit, and economic condition of few of the participants were affected by their MBA studies. The results are steady, regarding the extra roles performed by both working spouses and their effect on the work life balance. It recommends that if an individual performs several additional role it might become hard for him to cope with all these roles simultaneously, and there might be the chance of any of these roles being extreme for the individual to manage which will cause stress and overwork (Barnett & Hyde, 2001). Carlson, Thompson, Crawford, Boswell, and Whitten (2018), found that the spillover of work or education into personal time have also impact on work and also the family, and might cause stress and tension in dual earner relationship. These findings are also consistent to the theme of this research.

4.3.2 Global Theme: Preferred Strategies of Dual Career Couples to Achieve Work Life Balance

This section contains evolving themes regarding the adaptation of suitable strategies by dual career couples in order to attain work life balance. For that reason, subsequent study purposes a model in this research which is described over here, namely “To describe the strategies used by Pakistani dual-earner couples in rich detail by focusing on the interpretive approach”. It must be distinguished that couples certainly don’t use the mentioned strategies all at once or on a regular basis. It has been experienced from formerly universal theme

(Work life balance and its Subjective experiences of dual career families) it has been experienced that creating a balance among work and personal life is a vigorous process. As a result in order to control their actions, couples might practice simply single or a number of mentioned tactics, subject to the given situation.

From the universal theme, ten establishing themes have been developed “Preferred Strategies of dual career couples to pursue work life balance”, “specifically: (a) Trying to create cooperation among spousal relation (b) proactive development of opportunities for time with family (c) accessing family and financial support (d) shared planning and organization (e) restricting themselves within their resources” (f) creating chances for alone or separate time (g) satisfaction related to work (h) trying to control the schedule (i) set borders for both the domains of work and life (j) relying on religious trust and faith. These organizing themes that are further supported by basic themes are discussed in the below section.

4.3.2.1 Trying to Create Cooperation Among Spousal Relation

The forming theme “Trying to create cooperation among spousal relation” facilitates to promote couple’s experience related to work and life balance. This is also related to the capacity to work mutually in handling day to day activities involving domestic chores, babysitting, taking of significant decisions about work and personal life and considering the worth of their relation. Succeeding are the basic themes of this forming theme: “sharing of domestic and childcare responsibilities”, “joint decision making regarding work and family matters”, and “valuing the spousal relationship” (Figure 4.6).

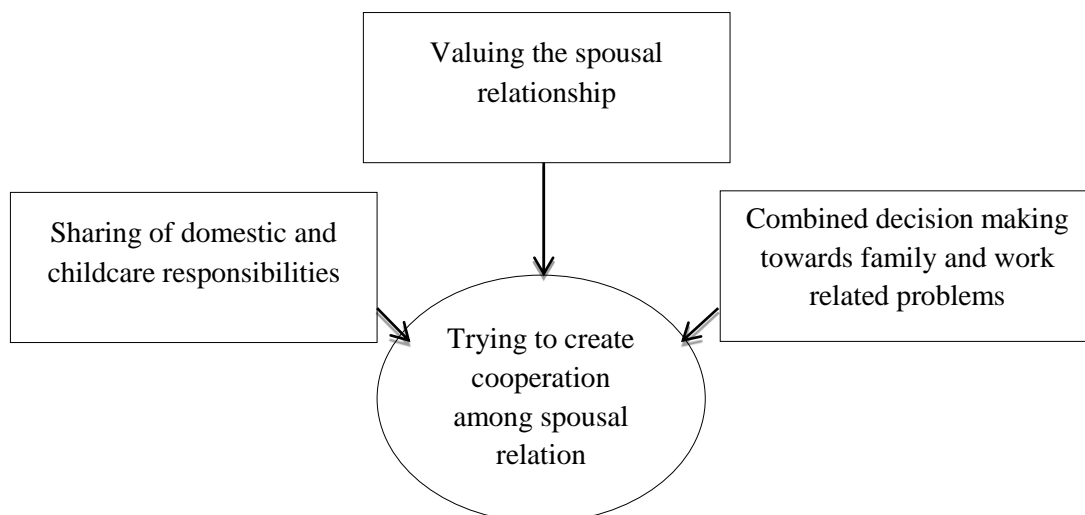


Figure 4.6: Basic Themes Connected to the Organizing Theme “Trying to Create Cooperation Among Spousal Relation”

4.3.2.2 Sharing of Domestic and Childcare Responsibilities

Couples shared their thoughts about division of domestic and day-care errands in following words.

Female Spouse, Couple Five: *“For your family one has to do what is required, and for both of us it’s our household, our own personal place and we do what is necessary”*.

Male Spouse, Couple Twelve: *“I went back home around 5 p.m., it’s the time when children are free from school, younger kid is given bath, dinner is prepared and served when the wife gets home, children took bath and all the things are done”*.

Female Spouse, Couple Eight: *“He gives his complete support and help in every household responsibility also babysits the child, and I’m actually grateful for that”*.

Male partners talked about the way they provide assistance to their spouses in various household chores in forms of cleaning tableware, cleaning and steaming attires, and also in making suppers. Moreover, husbands are also found helping their wives in ways of aiding kids with their schoolwork, providing them pick and drop to school, and cleaning and nurturing them. Generally, the concept of equality while carrying out various domestic and day-care errands is established by the duos of this study. In previous chapters, it is viewed that a great extent of literature supports the notion that until now females still perform the majority of household and day-care responsibilities (Craig, 2006; Bianchi et al., 2006; Saxbe, Repetti, & Graesch, 2011.). Conversely, this research brought out the results where couples found to be helping and sharing the domestic and day-care errands. As a result, this study is in accordance with the discoveries of Sayer (2005), according to numerous current researches the amount of time spend by the couples both husband and wife, have grown to be equivalent

in carrying out of domestic and work related tasks. Earlier researchers (Haddock et al., 2001; Zimmerman, Haddock, Current & Ziemba, 2003; Tengimfene, 2009; Veiga, 2009; Singh, 2013) provide a strong base for this study and propose that sharing the domestic and childcare responsibilities or assisting the spouse in carrying out of such activities is considered to be very significant for the attainment of work life balance.

4.3.2.3 Combined Decision Making towards Family and Work Related Problems

Significance of mutual decisions related to work and family life by the couples is also discussed and followings are the extracts of that discussion.

Male Spouse, Couple One: *“We put our heads together as a family whenever there is some situation needed our attention, whether it is related to the children or a choice about the work”.*

Wife, Couple Five: *“We both decided that one of us would be prominently more involved with the children. And that’s why I’ve said I don’t see myself going back to a strictly corporate environment”.*

Wife, Couple Eight: *“Ah, we always consult each other on stuff. [...] we make decisions when it comes to the children”.*

Husband, Couple Eight: *“.It’s imperative to have a combined decision, and I think that we can’t get support from others (wife) if we do not involve them in our decisions. Even small things and decisions need discussion, like buying a new LED for home or video games for the children”.*

Wife, Couple Eleven: *“I am not comfortable if my husband is not part of a decision I make relating to work or our child, or just our home”.*

The above given quoted statements advocate that duos prefer to make their decisions jointly on stuffs such as nurturing youngsters, mounting on work periods, buying domestic

properties, and making household choices. Previous researches propose that “a couple’s decision making on an issue is said to be egalitarian when each partner consults the other before making a final decision” (Boakye-Yiodom, Oduro, & Baah-Boateng, 2012, p. 5). The results are quite similar with the literature and recommend that dual-earner pairs who have complete knowledge about the procedures and consequences of choices take mutual decisions as buddies, are the ones who recognize themselves as perfectly balanced in areas of work and family (Haddock et al., 2001, p. 451).

4.3.2.4 Valuing the Spousal Relationship

Views of couples stressed the concept of having a close by relation, as it is of utmost importance in managing things at domestic and work level.

Wife, Couple Two: “I have got a very good relationship, we respect one another, we love one another, and we look after one another”.

Wife, Couple Five: “I think our relationship is based on, we’re each other’s best friends...I don’t need a friend out and that’s the reason I can talk about all the problems with my husband”.

Couples views about having a close relation with one another advocates that they tend to have mutual conversations and discuss their views, work on developing rapport, consider each other’s esteem, remains loyal to each other, take proper care of each other and give value to their friendship. The outcomes of this research harmonizes with preceding studies and proposes that most often duos refer themselves as “best friends” (Schwartz, 1994), and considered as allies in a relationship (Haddock et al., 2001). Haddock et al., (2001) in his research also provide sustenance to this finding as work family/life balance is influenced by the way couples admire, support and appreciate each other.

4.3.2.5 Proactive Development of Opportunities for Time with Family

The organizing theme “proactive development of opportunities for time with family contributes to a balanced work and family life” speak of the prospects duos generate for the

sake of creating a bond between them on a regular basis. Moreover, they plan various personal rendezvous once in a week, month and year. This organizing theme includes the subsequent basic themes: “use specific opportunities to re-connect with the family on a daily basis” and “schedule events for family get-togethers regularly”.

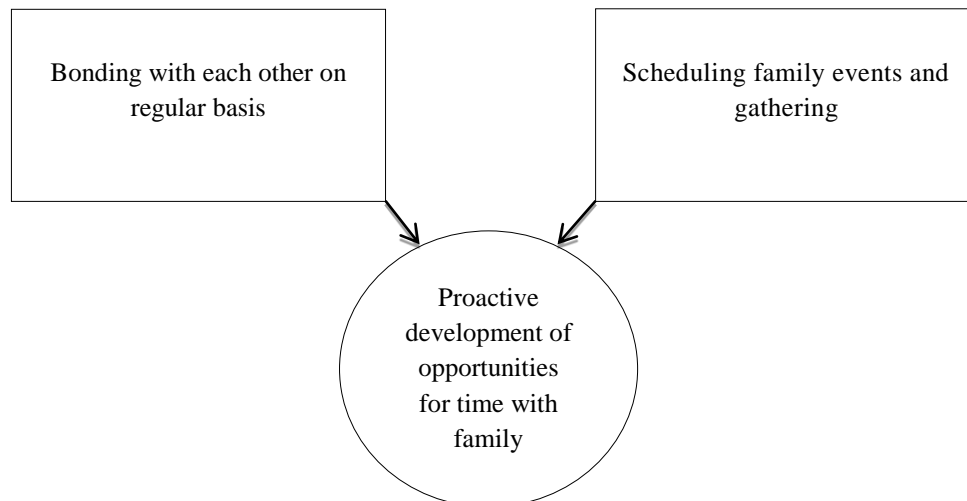


Figure 4.7: Basic Themes Connected with the Organizing Theme “Proactive Development of Opportunities for Time with Family”

4.3.2.6 Bonding with each other on Regular Basis

Significance of bonding with each other on regular basis is emphasized by duos, whether at the time of having family supper, or during a drive, or through domestic chores.

Wife, Couple One: *“We sit together around the table and have our dinner...And then we talk and the kids talk, they say what they’ve got [...] little worries, big worries, what’s good what’s not so good, and what happened the day”.*

Wife, Couple Four: *“We always sit together. We always try to sit for dinner together”.*

Wife, Couple Three: *“We spend that time in the car when we travel. It’s like 25 minutes of travelling there and then back. So we are in each other’s company. [...] we are talking or moaning or whatever the case might be; or talking about plans or planning”.*

Husband, Couple Four: *“We often have a lot of our discussions about things in the car...A lot of times in transit travelling, and you know [...]. [...] often we’ve spent some of our best times, when we’re driving home from somewhere”.*

Couple’s views regarding the creation of bond with the family shows that connecting with each other on regular basis, whether at the time of having family supper, or during a drive, or through domestic chores is a great way to reform and come up with one another’s achievements and deficiencies. Duos consider these prospects as “quality time” consumed in personal life. Nomaguchi, Milkie, and Bianchi (2005) in their study elucidates that couple’s consideration of work life balance is effected by the thoughts, whether they give proper time to their kids matter for good fortune of them, moreover dual-earner couples might consider developing “quality time” with the family more significant. The result is in accordance with the previous research, which proposes that by including the customs and schedules with the family, couples emphasize the significance of preserving the domestic life by way of making it their priority through making choices related to everyday life activities and forming prospects for spending more time with family (Haddock et al., 2001).

4.3.2.7 Scheduling Family Events and Gatherings

Couples discussed that how they plan on regular basis for family Get-togethers where they can enjoy, relax and normally re-connect with each other.

Wife, Couple 3: *“So, Friday is the day [...] I think Friday nights are may be the best time when we can arrange gatherings”.*

Husband, Couple 4: *“We like good movies on Friday evenings; it’s one of the things we like to do...And indeed, having a movie night is what we try to do”.*

Wife, Couple 9: *“On Saturday, hoteling, playing with children, a movie night or Pizza. In fact any takeaway, but the children love pizza and tikaa, kababs”.*

Husband, Couple 1: *“Yes, occasionally what we do is we make effort and set out every...like once a month [...] and then we set out and have food at some place, we watch a show, or we will set out and have food together and that’s generally what we do”.*

Husband, Couple 3: *“We do plan to set out on weekends or hang out with grandparents at their place”.*

Wife, Couple Seven: *“We escape may be from a Friday to a Sunday that kind of thing. The children like to go to hilly areas like Murree, Margala hills”.*

Wife, Couple Ten: *“We try going on a nice holiday once a year. Normally, northern areas and Azad Kashmir is our favorite place, for value for money”.*

These above quotes are evident and recommend that duos along with other family members schedule family relaxation moments that adds get together on yearly, monthly, quarterly and weekly basis and most frequent weekly gatherings of family were found to be “hoteling”, “movie night” and “pizza night” hanging out with grandparents. Frequent monthly family outing includes going to a cafe, show, school occasion, and walks. Lastly, couples also planned family holidays at many resorts, hilly stations, historic places and parks on a monthly or yearly basis. Relaxation/leisure time may be termed as “time not committed to teaching or banking etc. work, domestic care giving, or personal care” (Mattingly & Bianchi, 2003, page. 1000). Family relaxation time can be termed as “the times parents and children spend together in free time or recreational activities” (Shaw: 1997). Lastly, this research is according to the research that “prioritizing family fun” where couples organize family fun tour, gatherings, and occasions like a “means of relaxing, enjoying life, and staying emotionally connected and creating a balance against the stress of managing many responsibilities”, is a tactic that dual career couples think to be very successful for maintaining a better balance between work and life (Haddock et al. 2001, p.453).

4.3.2.8 Assessing family and financial support

The organizing theme “family and financial support” creates emotional state of being successful in managing work and life role indicates to the support duos may get from their elder teenagers, close family members (Parents, aunts and uncles) and domestic helpers in respect to household work and child care duties. In this regard a lot of difference can be found that many of the couples live in joint family system and presence of other family members; like sisters, grand parents do also help to manage. This organizing theme is made up of the following basic ideas: “encourage children’s involvement in tasks”, “extended family members support”, plus “services of paid domestic worker to help” (see Fig 4.8).

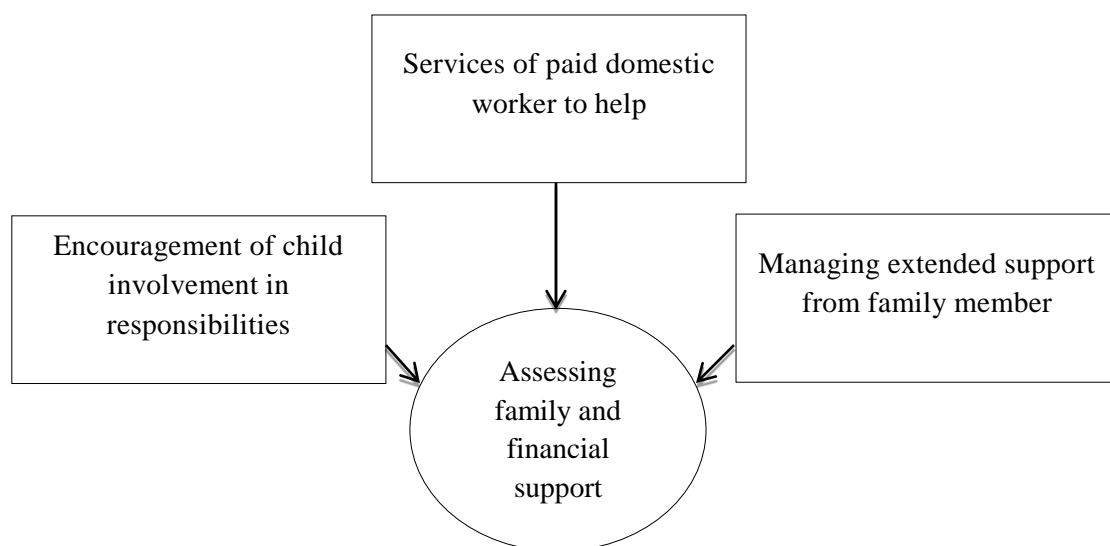


Figure 4.8: Basic Themes Connected to the Organizing “Assessing Family and Paid Support”

4.3.2.9 Encouragement of Child Involvement in Responsibilities

Duos shared that they get support from their kids as they grow and become more self-sufficient. The support couples get from their children is explained in the quotations below.

Husband, Couple Four: *“The 12 year-old baths himself, he irons his own clothes at times. The ten year old is pretty much getting there. [...] even with the baby, they help. My wife can literally go into the*

kitchen without the baby because the ten and 12 year old can look after him”.

Wife, Couple Five: *“The other thing that’s obviously a big advantage for us, my eldest son is turning 16 [...] he’s an adult, he can do everything for himself [...] and he’s willing to take care of my youngest son”.*

If we observe from above given quotes, it seems that children around eight years or so can manage to cooperate with small domestic tasks and with taking care of your brothers and sisters for a short period of time. Children who are of age sixteen or older are more self-dependent and are able to support their parents more with household duties and in supervising their siblings. Grown-up children also support their parents in preparing for food, cleaning dishes, pressing clothes, cleaning their living and playing areas, and even supporting younger brothers and sisters in their schoolwork. Blakemore, Berenbaum, and Liben (2009) think that first child is given more responsibilities from parents like taking care of siblings and related to household tasks than second or third child. Studies suggest that involvement in domestic tasks to some extent by children can help the parents in their life in present as well as future, and by including their children in home duties according to their ages, parents are trying to teach children how to be independent, responsible, and competent (Rossmann, 2002). Help got from elder children is according to the results of previous study that recommends that dual career pairs think of it as an significant task to teach their children certain responsibilities like helping in tasks according to their age and think of this as a parenting technique for becoming successful to achieve a balanced family life and work (Haddock et al., 2002).

4.3.2.10 Managing Extended Support from Family Member

Duos in the conducted study also talked to family relatives for support related to household tasks and childcare duties.

Husband, Couple Four: *“Recently even maa [Mother] had to chip in and help them with some homework”.*

Wife, Couple Twelve: *“My mom does the washing and ironing because she loves doing it”*.

Husband, Couple Six: *“As we are living in a joint family system my father and brother do also help me in picking my daughter up from school. And it’s always something good to have that kind of help”*.

Wife, Couple Ten: *“sometimes I manage my work activities by dropping my children at my mother’s house or my sister’s house as she [my sister] also has two children of young age. I don’t even worry. I know they take care of her which makes me feel more relaxed, knowing she is safe and in good hands”*.

The mothers and fathers of duos were seen to be the ones that are most often viewed as decisive in getting support regarding dropping and picking kids from school, assisting with schoolwork, also taking care of the kid’s needs during the time the parents were busy at their work place. Couples in study also ask their siblings for help with childcare duties. All in all, it seems that the couples think that all the support they get from family relatives provided them with more comfort as they know that their children remain in safe custody of family members. This result is similar to previous study which suggest dual career couples mostly rely on the help from family relatives (Kalliath & Singh, 2011) in handling different type of family responsibilities (Tengimfene, 2009). Moreover, this result is compatible by means of some other researches that recommend that the child protection help they get from relatives is considered as important to working parent’s practice of work life balance (Haddock et al., 2002; Veiga 2009; Kalliath et al., 2011)

4.3.2.11 Services of Paid Domestic Worker to Help

Couples shared that they get help with child-related responsibilities and household work (like cleaning, washing and pressing clothes) by hiring a domestic worker or a nanny. In few cases household workers perform dual responsibilities of cleaner and child guardian.

Wife, Couple One: *“I do have a domestic that comes in twice a week to clean....And iron...That helps a lot”*.

Wife, Couple Six: *“The two year old has a nanny. She comes before I leave for work and then she leaves when we come home”*.

Wife, Couple Seven: *“We have a domestic that comes in from 9 till whoever gets home first”*.

Wife, Couple Ten: *“I have a domestic twice a week [...] instead of spending my free time cleaning; I can do something with my family”*.

Duos were of this view that paid help in the shape of a paid worker gave them the freedom to have more time for doing other tasks e.g. doing things along with their family members than completing household tasks. For pairs that also acquire the paid services for child-related responsibilities, nannies (babysitting) were considered as very important backing for keeping a check, nourishing and giving bath to children during their parents working hours. Household help facilities are widespread in Pakistan, and dual career pair may consider these help important for two purposes, at first to a great extent, they provide them freedom from their responsibilities of household tasks, secondly, they help them in handling childcare duties, thus reducing the practice of role overburden. Study advocates that those women who are in dual career relations get advantage of more earnings that may allow them to hire domestic and daycare worker (Tengimfene, 2009).

4.3.2.12 Shared Planning and Organization

The organizing idea “shared planning and organization” provide better management of work and life related activities in reference to how duos arrange and design their families’ regular week activities. This managing theme is based on the subsequent basic ideas: “Proactive weekly planning of activities with family” plus “Proactive planning for groceries and meals” (see Fig 4.9).

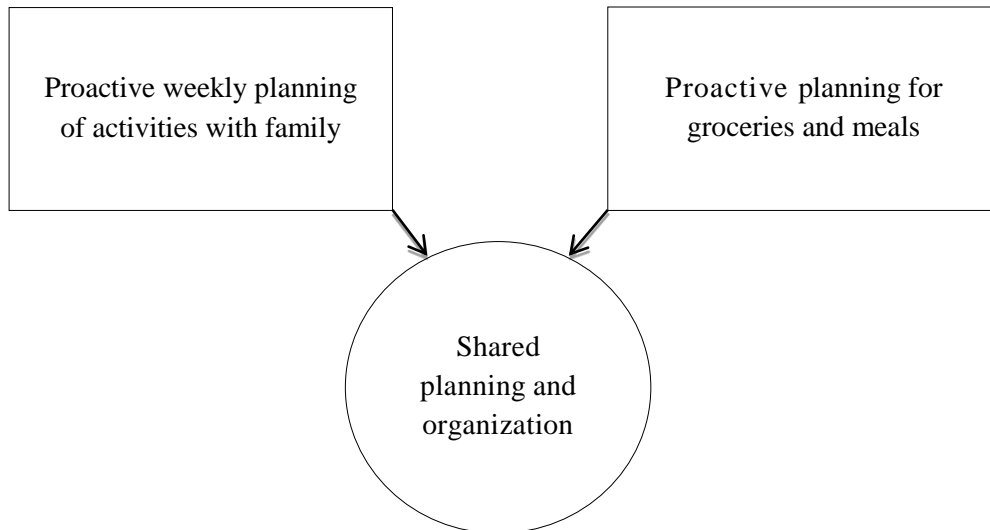


Figure 4.9: Basic Themes Connected with the Organizing Theme “Shared Planning and Organization”

4.3.2.13 Proactive Weekly Planning of Activities with Family

Husband and wife emphasize that during the week, they focus on completing their tasks like dropping off children to school, picking them for after school activities and setting off for work. To keep away from tension, these couples organize these tasks prior to make travelling plans easier.

Wife, Couple Three: *“Generally we would know exactly what is happening, where everybody would be at what time [...] we sort of...now, we’ve already got a routine”.*

Wife, Couple Five: *“So it’s kind of a program of the week is that... almost everybody’s got something on every evening, which I suppose makes it easier. Because each have got something to do”.*

Husband, Couple Nine: *“During the week we all know the schedule, work and school”.*

It comes to understanding that couples plan things according to their priorities e.g. school for children, work and other tasks related to home and work. Sometimes creating a routine in which the whole family participates. Couples plan very little on weekends as they

consider it the relaxing time. The result of the finding that husband and wife, by giving priority to work and family activities, plan the weekly schedule, and then develop a routine is similar to the results of Mostert and Koekemoer (2010) and the research by Ruth (2009). They recommend that working females that are more organized and planned in context of their work and home activities have better chances of achieving work life balance and face lesser conflict and stress.

4.3.2.14 Proactive Planning for Groceries and Meals

Couples planned few chores to avoid needless hassle regarding grocery shopping and cooking family meals.

Husband, Couple One: *“We make a list once a week and go to grocery shopping together”*.

Wife, Couple Four: *“Or make it [supper] the night before, so there’s no rush”*.

Wife, Couple Five: *“And we’ve got also like a list also, you must see our fridge. Whatever you take out of the cupboard, you write down. So by the time you take out the list and then you go”*.

Husband, Couple Four: *“So everything takes planning, almost daily it’s a plan. Literally a plan every day, especially supper”*.

Wife, Couple Five: *“What we do, and we do have a bit of a system there, is that we work out whatever needs to be, menu wise, we work out for the week”*.

Wife, Couple Ten: *“Yes, I plan the food menu at least a day or two in advance”*.

Wife, Couple Eight: *“I do a shopping list in advance”*.

First of all these above mentioned quotations point out that couples scheduled complete and half-done meals in advance along with a weekly preplanned menu. Here “In

advance” doesn’t mean a week before planning, few couples plan on day-to-day basis. This planning is done to make the couples life more relaxed and stress free. Secondly couples scheduled their grocery shop in advance. To make this shopping experience easier, couples made a list in advance and also pasting a list on the fridge to write down all the items that would be removed from cabinet and need to be substituted. Literature proposes that by forecasting these meals and different grocery items before time helps pairs to save their time and also sort vigorous food choices that can contest stress related to poor diet (Blake et al., 2009). This finding is also relevant with the researches that advocates that all those couples who are able to manage both work and family dominions, they splendidly described the planning of meals before time and also managed time for shopping (Devine et al., 2006; Blake et al., 2009). Blake et al. (2009) further proposes that the parents experienced less stress and pressure throughout the day just because of planning meal before time.

4.3.2.15 Restricting themselves within their Resources

The unifying theme specified as “restricting themselves within their resources relieves couples of unnecessary financial stress” denotes that how pairs maintain balance by keeping a strict check on their overspending on avoidable expenditures and adopting measures to control finances. This unifying theme summed up of the succeeding theme: “managing financials within the budgeted limits” (see Figure 4.10).

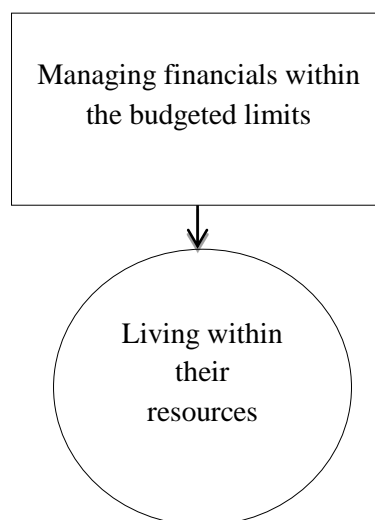


Figure 4.10: Basic Theme Connected with Organizing Theme “Living Within their Resources”

4.3.2.16 Manage Finances by Staying within Budget

Pairs expressed their views regarding the control of finances by making sure that they do not spend more money than their disposable income and admit what they have already.

Wife, Couple Three: *“We are home a lot because we can’t afford going out [...]. Financially [...] a little bit would go a far way, sure, but I accept [...] what we have”.*

Husband, Couple Four: *“Yes, it’s very nice [eating out at favorite restaurant], but also a little bit expensive. So we don’t go there often [because it is expensive]”.*

Husband, Couple Five: *“If you can eat oats for a month, then eat oats for a month but you do what you need to do.[...] you can never spend more than you have or what you earn... you adjust your life according to your income. Or Allah ne jitna Ata kia us ka shuker ha (And thanks to God what he has given us)”.*

Wife, Couple Six: *“We used to [go eat out] before we bought the house, now that we’ve bought the house we don’t”.*

These sayings of couples specify that they are cautious to be careful in their spending and not spend anything more than what they cannot pay for, and they can do this by restraining activities like going to restaurants, outings etc. which create surplus costs. Moreover it seems that in spite of all the financial crisis couples face, they are admitting and obliged for whatever they have. This verdict that the couples will not spend beyond their earnings is also similar with the results of Haddock et al. (2001) study who recommended that the duos that are able to accomplish work and life balance live simple life as a strategy to balance their life. He further clarified that these pairs live modestly by (1) restraining several activities; (2) Strict checking on finance matter; (3) Implementing accurate expectations for streamlining domestic responsibilities; (4) making time saving tactics by planning actions before time.

4.3.2.17 Creating Chances for Alone or Separate Time

Few pairs declared the significance of alone or separate time as a tactic for maintaining work and life balance. This unifying theme consists of the succeeding theme: “respect the privacy and give time to each other for personal interest” (see Figure 4.11).

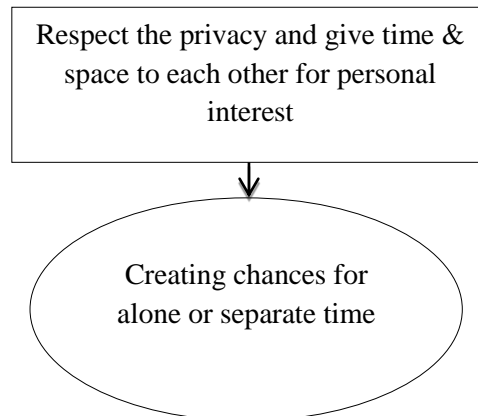


Figure 4.11: Basic Theme Linked to the Organizing Theme “Creating Chances for alone or Separate Time”

4.3.2.18 Respect the Privacy and Give Time & Space to each other for Personal Interest

Few pairs clarified that to enjoy ceremonies, leisure pursuit and personal interests it is mandatory for couples to give each other sufficient space.

Wife, Couple One: *“Yes as my husband says, we also give each other space. I mean if I want to go and sit and read my book [Risala] for an hour or two he would leave me to read my book and if he wants and listen to his music, for an hour or two...then I let him do that”.*

Husband, Couple Nine: *“Ah, I feel people should have sometime for themselves to do something they enjoy. Even for just an hour in a week. You know, go for a walk or whatever. I like to go for a walk and sometimes play cricket”.*

Wife, Couple Five: *“I feel so happy when my husband doesn’t interrupt me when I am playing candy crush or ludu star on my mobile. I love it and it helps me relax myself, even in stressed times”.*

In a dual career relationship along with children though it becomes difficult for couples to spare some time for own self but still they believe that taking some time for their own transformation is imperative. Provision of space to each other for enjoying leisure time, playing a game on mobile, pursuing hobbies is also considered as essential by couples. Among hobbies, playing online games, reading books and listening music were most popular. Veroff, Douvan, Orbuch and Acitelli (1998) endorses that giving sufficient space to each other for their hobbies, interests and leisure time is indispensable for a contented marriage life. This research finding agrees with Haddock et al. (2002) in which couples said that the sufficient space is a strategy of balancing the work and family life effectively.

4.3.2.19 Satisfaction related to Work

To practice the concept of work and life balance couples mentioned the importance of deriving meaning from work as another significant factor. The unifying theme “satisfaction related to work” reassures better experience of balance between work and life that encompasses the succeeding theme: “derive pleasure from work” (see Figure 4.12).

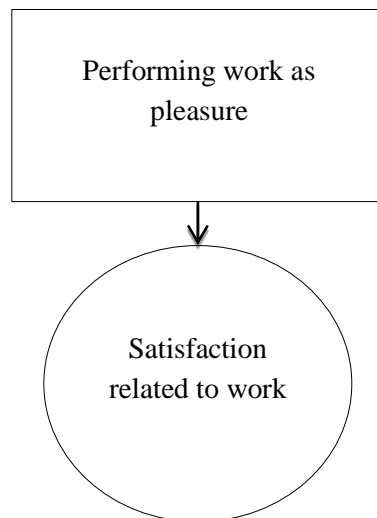


Figure 4.12: Basic Themes Connected with the Organizing Theme “Satisfaction Related to Work” As Mean of Achieving Work Life Balance

4.3.2.20 Performing Work as Pleasure

Pairs shared how they are enjoying their work and pouring benefits derived from their work activities.

Wife, Couple Two: *“Yes it involves your mind and you remain [busy], because we got the aptitude [...] I am the teacher. [...] if I stay [at home] and am not occupied then I do not feel personally anything good about myself”.*

Husband, Couple Two: *“We are glad because we are both employed. Also we can have enough money to go on holidays because of our jobs”.*

Wife, Couple Four: *“I need the conceptual spur. I think I would be fed up at home being a full time house wife. I like trials. I like to work hard so...”*

Husband, Couple Five: *“It’s rather the personal wish of working because that somewhat defines you and you love it, and it enhances value”.*

Wife, Couple Nine: *“I am honored being in a dual-earner relationship primarily for myself. I feel I have financial independence and access to more things now than before if I was at home”.*

It seems that by doing jobs and getting paid employment opportunities the couples feel more enthusiastic, their work or job tasks expresses their professional individuality and they enjoyed interesting and challenging tasks at workplace. Additionally, couples also acknowledged the financial incentives they could derive when both are engaged in salaried work.

Previous studies proposes that pairs involved in both work and life roles along with their kids are able to depict exemplary role modeling of an equal relation, enhanced self-

identity, more financial resources, better parenting, enlarging social networks at workplace, better social skills to practice with children's (Haddock & Rattenborg, 2003). This outcome seems to be in alignment of the study of Haddock et al. (2001) who declared that all the pairs who are able to manage work and family life successfully can derive amusement and sense of purpose from their professional career, which brings pleasure and eagerness to their lives, less work-related burnout and positive feelings for all the family members of being in a dual-earner relationship. Hirschi, Shockley and Zacher (2019) comment the views that are also consistent with the findings of this research there is always a relation and competition in an individual's mind about duties of work and home. The findings also advocate that balancing the satisfaction is one method by which the positivity of conflicting roles can turn into greater level of satisfaction in work life as well as family (Wilson et al., 2018).

4.3.2.21 Trying to Control the Schedule

The unifying theme "trying to control the schedule ensures greater freedom to transition between work and family domains" denotes the capability of pairs to take charge and maintain flexibility in the programs that they make, which in results cause balance between work and life. Duos shared that flexible schedules, part time employment contracts and teleworking allowed them to have a flexi timetable. This unifying theme encompasses the succeeding themes: "working with supervisors/HOD/Dean who display sensitivity to employee's family responsibilities", "work for organizations offering flexible work schedules", & "seek part-time employment opportunities" (see Figure 4.13).

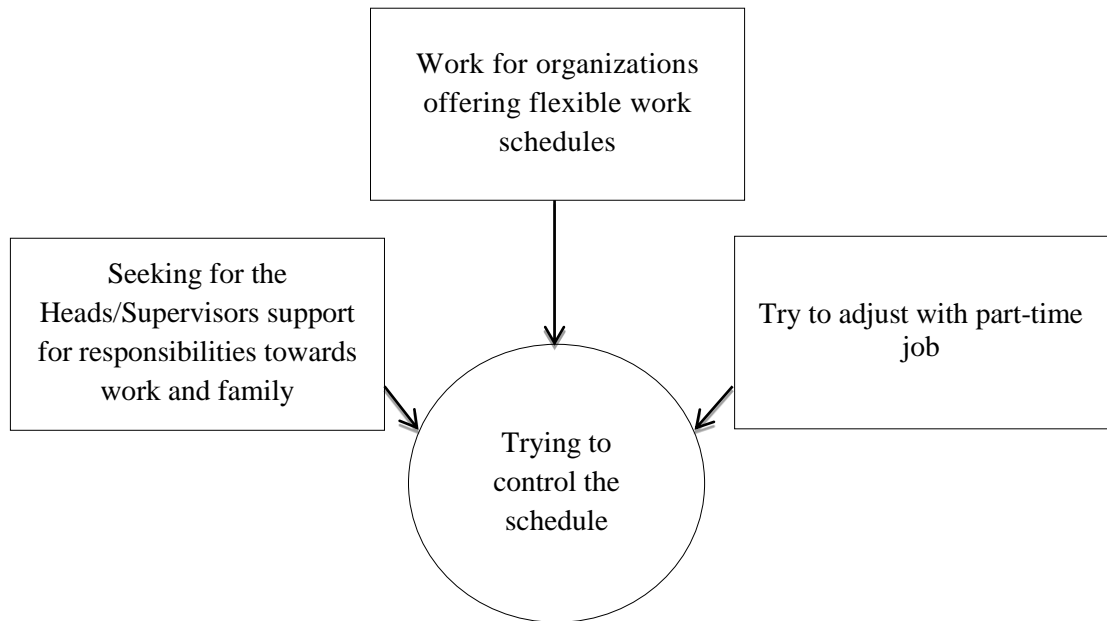


Figure 4.13: Basic Themes Connected with the Organizing Theme “Trying to Control the Schedule”

4.3.2.22 Work for Organizations Offering Flexible Work Schedules

Flexibility in working timetables takes place when the routine working schedules become adaptable. Pairs shared that how their work and its timings helped them to appreciate telecommuting and flexible time schedules.

Wife, Couple Five: *“I must say, private colleges in my profession have got a [flex-time] schedule, and their working hours are mainly from 07:00 to 1:00 PM, or 08:00 to 2:00 PM and then 15:00 to 18:00 for optional evening classis. You can choose [...] which one, so that’s why you get this traffic pattern so”.*

Husband, Couple Ten: *‘I start work at 8:00 by teaching the first class at university and mostly I finish at 13:00 by teaching all classis. It helps me get out of the traffic rush or even reach early at times”.*

Husband, Couple Three: *“Yes I do. I can work from home as well. That’s the whole nice thing about it because lecture preparation doesn’t require office sitting”*.

These above stated quotes advocate that the pairs are sometimes able to perform work in flexible timings and complete their job tasks from home time to time, where there is different nature of job. In both cases they are clever enough to prevent rush-hour traffic that may eat away the family time. Additionally couples stated that working and completing tasks from home is more efficient and effective. Saungweme (2010) states that flexible time “usually requires employees to be physically present at their work premises during ‘core’ hours”. In teaching or universities core hours are usually those when you have classes or performing exam duties or as demanded by owner/ HoD. The study proposed that few of the dual career pairs accomplished a minimum part of their tasks from place away from job or home i.e. Lecture preparation in the case of university teachers (Haddock et al., 2006).

Additionally, telecommuting is a way or a strategy of work life balance which can permit these pairs to stay engaged in their life without being stuck in their professional life, and looked thoroughly connected with the dual earner couples along with self-sufficiency (Haddock et al., 2006). Glass and Finley (2002) advises that flexible timetables have several incentives for employees, and employers. From an organization point of view offering flexi timetable results an increased employee productivity, organizational commitment, job satisfaction, reduced employee turnover and absenteeism rate along with high morale (Glass & Finley, 2002; Brosch & Binnewies, 2018). This verdict is in accordance with the research of Haddock et al. (2006) who declared that flexi timetable was among one of the most famous workplace themes of dual career couples who were able to balance their personal and professional life effectively. Lastly, Tengimfene (2009) ascertained that working moms frequently explored ways to control their own time and always favored flexible working pattern that can help to manage work and life related duties and responsibilities.

4.3.2.23 Seeking for the Heads/Supervisors Support for Responsibilities Towards Work and Family

Pairs mentioned the moral support and guideline they received at their workplace from their supervisors and department heads as contributory to attain flexibility in their personal and professional life and roles.

Husband, Couple Eight: *“My head of department is a good guy. He has a family too with young children so he understands if I am running late or need to go do something with my wife and our daughter. He never questioned anything. As long as I let him know I think we have an understanding”*.

Wife, Couple Nine: *“If there is ever anything wrong where the children are concerned the heads are very understanding”*.

Wife, Couple Ten: *“I have never had any problem from my supervisors whether I needed to go to the doctor, or fetch my child from school. They are very understanding and that is important to me and my family”*.

These statements gives a view that working with HOD /supervisors/ manager who apprehend the workers family obligations help pairs to attend all the important and urgent family matters during their job hours and feel them more comfortable. The literature by Hammer, Kossek, Yragui, Bodner and Hansen (2009) advocates the role of supportive supervisors in the provision of sensitive emotional as well as work support to their employees that may help to lessen the work life conflict (Chan, 2009). This verdict is also aligned with the earlier research carried out which proposes that pairs consider helpful supervisors/HoD’s as a workplace approach of managing the work and life balance (Haddock et al., 2006; Brue, 2018). In addition this support established to increase the participant respondents job satisfaction. The participant pairs pronounced supportive administrators or leaders as Supervisors who “communicate respect through the value place on employees’ work and also through a willingness to accommodate to the employees’ individual needs” (Haddock et al.,

2006, p. 222). Another aspect adds to favor the concept related with the findings is that newer and younger educated managers have more understanding of support (Bushardt et al., 2018; McCarthy et al., 2013).

4.3.2.24 Try to Adjust with part-Time Job

Part time job denotes a kind of job or employment which demands less working time (less than 40) per week as compare to full time (40 to 48 hours) work or employment.

Wife, Couple Eleven: *“I drop the kids [at school]. [...] go to [the university] for the day...Mostly mornings if it works out to be just mornings [...] and then I would pick them up at 14:00 so that would be from school”.*

Wife, Couple Eight: *“I feel I have a lot more freedom as a visiting lecturer along with my regular job. Like being your own boss, you know”.*

Wife, Couple Ten: *“I would love to work part-time because I think I would have more time to be involved in my child’s school activities”.*

It was very important to notice that only wives commented on either pursuing or that they want to pursue part time jobs or jobs with contracts. These women described their priority over this type of work activity/job as it allows them to give importance to their home activities and children. Additionally, these women said that contract job allow them to have a control over their timetable and make them flexible to deal with family matters and fulfilling responsibilities like pick and drop of their children at school. Banerjee and Sachdeva (2008) conducted a survey in which 60 percent of Indian employed mothers recommended that actuality getting engaged in any part time job activities may be their best choice for occupation. Survey conducted by Sandor (2001) also highlighted the positive facets of part-time job/employment that were better dealing of work and life balance, progressive entry or exit from employment, more satisfaction with life. This verdict is reinforced in the literature by Fourie (2008) that proposes part-time work offers the flexibility to female workers they

require to accomplish family tasks. Evidence further advocates that part time work or decreasing the time consumption on paid employment is preferred by many professional or employed mothers to accomplish work and life balance. The similar concept was given that at times one has to compromise upon one aspect to support the other (Kristensen & Pedersen, 2017)

4.3.2.25 Set Borders for both the Domains of Work and Life

The unifying theme “set borders for work and life domains” assist couples to retain their balance denotes that how couples knowingly attempt to sort their family life from their work life. This unifying theme encompasses the succeeding theme: “intentionally try to keep work and family life detached” (see Figure 4.14).

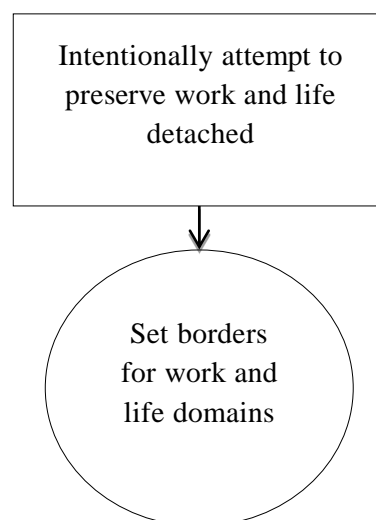


Figure 4.14: Basic Theme Connected with the Organizing Theme “Set Borders for Work and Family Domains”

4.3.2.26 Intentionally Attempt to Preserve Work and Life Detached

Pairs in the study tried to explain that how they intentionally made certain efforts to segregate their family life and work life.

Wife, Couple Two: *“I am focused on work, when I come home I focus on my home, with my relationship with my husband and my daughter”*.

Wife, Couple Four: *“I don’t want the one [work or family] overlapping the other. So when I am at work I’m working [...] and when I get home I only concentrate on the family”*.

Though pairs were agreed on the concept that it is very difficult to separate work from home or even home from work, they have to make an intentional effort to make such decisions that do not allow their work interfere with home activities or family hinder during their work timings, which ultimately help them to maintain a better balance between work and life. According to the research detailed in the literature chapter Clark (2000) discusses “borders” as a separating between the work and life domains. He explained that the borders can be of different type i.e. physical, psychological, and temporal. Physical borders are related to the place i.e. where, temporal border mean the time i.e. when and psychological borders mean psychological states i.e. behaviors, thinking styles and patterns, and emotions. He suggested that in order to achieve a balance between work and life permeable borders should be developed that are not too inflexible and allow blending in both roles (Clark, 2000; Cole, 2016). Haddock et al. (2001) was of the same view, he suggests that pairs are committed to develop and maintain control over their work activities to set boundaries around it. Inclusive to that, in the research the findings demonstrate that pairs don’t want to mix up their professional life with their personal ones (Haddock et al., 2001). Leslie et al. (2019) was also of the view that organizational understanding of segregated roles of the individuals of home and work are advantageous to the organization.

4.3.2.26.1 Relying on Religious Trust and Faith

The organizing theme “Relying on religious trust and faith” helps to achieve a better balance between work and life. It is related with pair’s perception of their trust and faith, as their strategy for balance between work and life. This organizing theme is supported by a basic theme: “using religious beliefs as motivation” (see Figure 4.15).

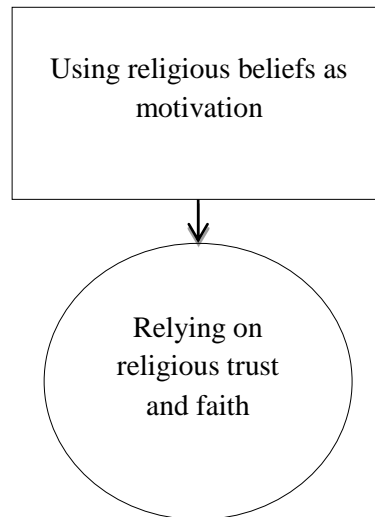


Figure 4.15: Basic Theme Connected with the Organizing Theme “Relying on Religious Trust and Faith”

4.3.2.27 Using Religious Beliefs as Motivation

Pairs showed their views regarding their trust in religion (Islam) that helps them to cope with the stresses related with dual roles that they have to perform.

Wife, Couple One: *“Yes, I suppose not everybody gets. I was fortunate that I have faith and it’s my anchor if there’s problems [...]. [...] just to have that anchor in your life to also say a five time prayer and say My Allah help me through this”.*

Husband, Couple Four: *“Well, I can tell you I do use prayer to balance. It’s played an enormous part in my life. I think sometimes that’s the reason I am coping”.*

Wife, Couple Two: *“I am very happy when I recite the holy Quran [...] as it teaches me a lot and keeps me positive to press forward in my life. I fast in the month of Ramadan and say five times prayers. This gives me internal satisfaction to coop the stressors”.*

Husband, Couple Nine: *“Sometimes in the car, listen to some verses of holy Quran, just motivates you to try achieving your best in life you know”*

Praying, fasting and staying in touch with religious material such as Quran Majeed, Seerat, and naat, was found to relax the pairs mentally, stimulates them to achieve better in their life, and these are observed as means of balancing work and life. By means of trust in Allah and prayer, is used as a strategy for developing and maintaining balance between work and life is aligned with other researches related to different religions too (Krymis, 2011; Brink & de La Rey, 2001). The researches explained that many participants of their research study explained “prayer” as a technique for handling work and family strains, he also explained that “religion was used on a daily basis to guide a number of the participants in coping with work and family responsibilities” (p. 60). Additionally, conclusions by Krymis (2011) research states that “those participants who had elements of faith in their lives, connected faith to their purpose of working and derived meaning from their work, as well as valued relationships reflecting their own faith and values as part of their coping strategies”.

4.3.3 Global Theme: Antecedent and Outcome of Work life Balance Themes

This sub section throws light upon couple’s antecedent and outcome factors of work and life balance. There were several organizing themes that emerged throughout the research process regarding antecedent and outcomes of work life balance. They include personal and family situation, work situation as the antecedents and then both personal and professional outcomes as outcome factors of experiences of work and life balance.

4.3.3.1 Antecedent Factors of Work Life Balance

The Global theme of antecedent factors has different organizing themes and they are personal and family situation, work situation. Then these themes are supported by various basic themes.

4.3.3.2 Personal and Family Situation

The personal situation of all these couples determines that how they have been affected regarding the work life balance. The personal situation organizing theme has many

basic themes and they were: demands for their time and their responsibilities, the life cycle that they had, marital status, and roles according to Gender and stress and ultimately it contributed that how well they are able to balance their work and life.

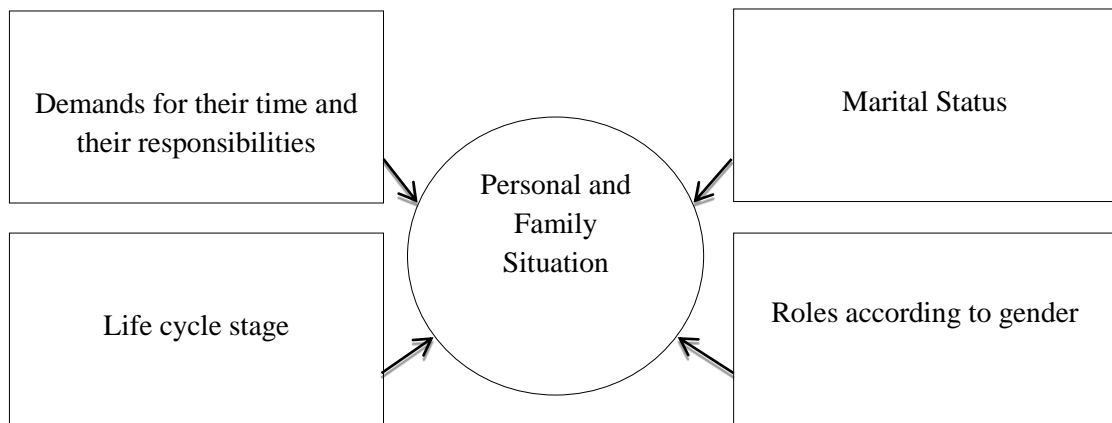


Figure 4.16: Basic Theme Linked to the Organizing Theme “Personal and Family Situations”

4.3.3.2.1 Demands for Their Time and Their Responsibilities

The dual career couples have “Demands for their time and their responsibilities” that affect their work life balance and it is very much related to the individual priorities. Couples spoke of the individual level responsibilities that they had to perform at different times as shown in the quotes below.

Wife, Couple Five: *“When you follow your happiness you have so many more hours in you... so that’s the secret to life, find something you want to do.” Once I said to my husband lets go to Muree and we did“.*

Husband, Couple One: *“As I am the only male member of the family I have to do all the dirty work e.g. paying utility bills, repair and maintenance, at time some other home activities to and this makes me sick”.*

Wife, Couple eight: *“Yes I have all the responsibilities when he is not at home”*.

The saying of wife in the study shows that preference of spending time with kids is higher, and the enjoyment gained through the company and the happiness gathered is better than the financial condition. Other statement of the husband and wife shows the anger associated with too many responsibilities that an individual has to take at different times and that contribute to the imbalance between work and life. In Chapter 2, It was explained that a lot of literature is concerned about how women and men still have to carry the major workload related to domestic activities and work related to childcare (Saxbe, Repetti, & Graesch, 2011; Bianchi et al., 2006; Craig, 2006; Sheikh et al., 2018). These statements of the couples are consistent with the research that increased demands on time have been found to cause stress and issues with work life balance (Ilies et al., 2007; Amiruddin, 2019; Braun et al., 2019). Wilson, Baumann, Matta, Ilies, and Kossek (2018) were of similar view to the findings of this study that there is always a struggle required to match the demands of family and work and it also reflects on the other partner.

4.3.3.2.2 Life Cycle Stage

Life cycle stage also can impact the level of stress or issues with work-life balance. Wang, Lawler and Shi (2010) found lifecycle to be a determinant of the extent of issues with work life balance that individuals experience. “Having children” is an event which has a strong effect upon the change of an individual life cycle. There tends to be a huge difference in life when one is unmarried than when get them into a bond of marriage, life becomes interesting. Life partner shares a lot of things, emotions and it’s always good to have it. Then another person comes in life and gets the attention of parents more than anything. Each couple had their own experiences of having children and managing their jobs along with kids.

Wife, Couple Four: *“Umm so ya, things are good. But I can tell that after children life changes a lot but I am happy. I hope that... I don’t intend for that to change. But having kids create different obstacles in managing work activities”*.

Wife, Couple Eight: *Our lives got changed after children. Now there are so many things that revolve around them and we have to manage it all*".

If we consider these quotes, it seems that couples feel that their life and priorities change after having children. The words like after children life changes, having different obstacles, manage it all says the entire story. Aminah Ahmad (2007) found that female workers/ job holders with young children are exposed to work life imbalance and conflict than older children. Similarly, Lu et al. (2006) found that age of the youngest child was also a predictor of stress in relation with work and life balance. In context of literature, it was found that role of parents was found to be an important element that had an abundant impact on a/an individual's/ couples level of stress and they have struggled to attain and maintain work-life balance. A research study explain that there was difference found in the status of work life balance experiences for the couples who have children and who don't have any children in their family structure (Tausig and Fenwick, 2001). The findings of the researches also support this argument that couples with older children will experience lesser stress in comparison to those who have younger children. There might be several reasons supporting this phenomena but one major reason is that more responsibilities are to be fulfilled by parents, especially mothers of younger children.

4.3.3.2.3 Marital Status

Marital status is considered to be a major determining factor of issues related to the work and life balance and also associated with stress. Research explained that individuals that are married, do experience additional issues related with the work and life balance in comparison to the unmarried individuals (Md-Sidin et al., 2008). This view of the researcher is consistent with this study's findings. If the partner is unsupportive then there are always chances that there will be increased stress issues. The couple's views explain the concept:

Wife, Couple Two: *"Well at times I feel a lack of support from my husband and I definitely feel that I need more time for myself, and I don't have that. And it's one of those things I don't feel that, I know that my husband doesn't understand that, there's no support in that way. So it makes it even more difficult to take the time. So yea... that's*

really a missing piece for sure. There are a lot of things I would like to do that I don't get to do".

Husband, Couple Six: *"Yes, my life changed a lot after marriage, had to be more responsible, behave differently, at times got to show more patience and avoid the stress element of it".*

Husband spoke of life changes, more responsibilities and avoiding stress. There were also word life husband understanding, personal time missing piece that explains the concept of wives of the couples involved in the study. Recognition is there about the concept that feelings are distracted by thoughts, demands or emotions in performing one role(work) but they will also affect the individual in other role too (family) (Ashforth, Kreiner, & Fugate, 2000). Spillover theory holds the view that stress, mood and thoughts related to one domain will ultimately spillover or influences the other domain too (William & Alliger, 1994). That is where stress related to these factors increases the issues of work life balance. Kar, Panda and Pathak (2019) were also of the same view that stage in life cycle and type of job is effecting the pairs and especially the women and class of women is the one which is more affected by this overlap (Braun et al., 2019, Marcum et al., 2018)

4.3.3.2.4 Roles According to Gender

Another factor related with the antecedent factors of work and life balance, which seems to be neglected in recent times, is gender role orientation/ role according to gender. This is explained as men and women hold their normal roles in their work life as well as their family life (Harris & Firestone, 1998). Role concepts according to gender are explained with the help or couples following views:

Wife, Couple Two: *"Me and my husband understand our responsibilities, and very often we have to change these with each other too, let me tell you that when I used to go to classes in the evening from 6 to 9 my husband used to do all the baby sitting stuff... and even cooking too".*

Husband, Couple One: *“I loved that time because it has some change in it for me, I liked these changes”*.

Form the statement of the wife of couple 9 we grab understanding of responsibilities. Changed roles describes that couples understand their role importance according to gender and also change them to facilitate each other. Meeussen and Van Laar, (2018) was of view that women fell more pressured that they have to perform in dual roles of job holder and work at home and societal guilt are felt more and more (Smidt, Pétursdóttir, & Einarsdóttir, 2017). This can ultimately force women to select the career which has a better work life balance possibilities (Brown & Yeats, 2018). So it can be concluded that men who understand their roles and willing to change them when required with their spouse, are more responsible and accept more responsibility to different tasks like meal preparation, child care, cleaning. But if this understanding is not developed then results tends to be different.

4.3.3.3 Work Situation

The work situation of all these couples determines that how they have been affected regarding the work life balance. The work situation theme has many organizing themes and they were: Priorities related to work and life, responsibility level at home and job, teaching workload, and unspoken felt expectations were the most important themes being recognized to relate with the work life balance situations. It is said that “all work at some point will impact on your personal life and your recreational type activity”. The type of work environment faced by the individual can also potentially affect the work and life balance.

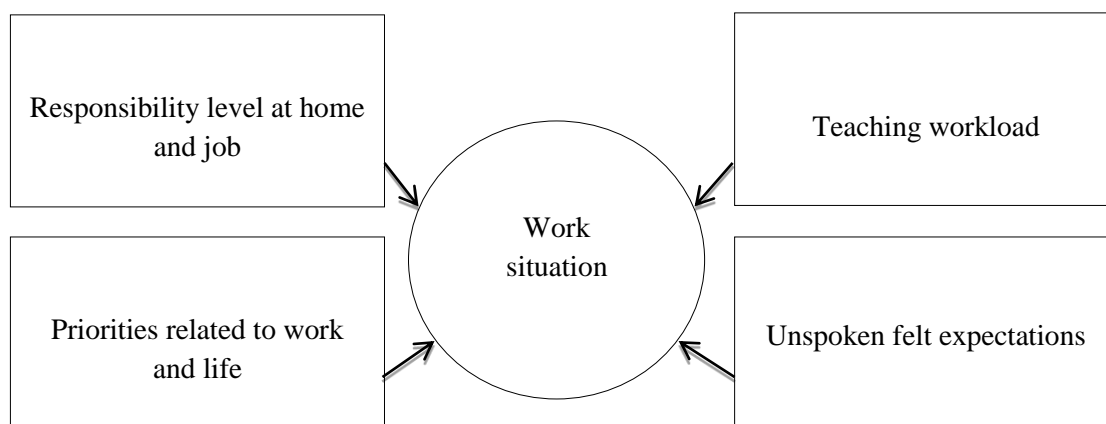


Figure 4.17: Basic Theme Linked to the Organizing Theme “Work Situation”

These basic themes are detailed below:

4.3.3.3.1 Priorities Related to Work and Life

The basic theme “Priorities” help to understand the work related antecedents of work and life balance. As it was mentioned before “priorities are important in an individual’s decision making and how they spend their time”. In other words it can be said that there is difference between personal and work priorities. Work priorities regulate that what time will be dedicated by the individuals to their work, how much effort will be exerted. This can help to understand that what kind of work influences the individual’s personal life. Couples spoke of their work priorities as reflected in the quotes given below.

Wife, Couple Five: *“To do work is my life, because without that I do not feel myself as productive”.*

Husband, Couple Three: *“The work environment has changed a lot since times, which I have to adapt according to the expectations. In turn, this helped me feel that I am doing my best at work and helped me remain flexible”.*

Husband in this study used words like change in environment, adaptation, flexibility, and a couple’s wife stated her love for work and remains productive. This all help us to understand that individual’s priorities matter a lot to or not to create stress related to work life balance. If ones priority is job then he/ she will spend more time at work and sacrifice the home time to perform duties well and vice versa. Smidt et al. (2017) was of view and defined a key element of WLB as “When organizational structures facilitate substantial time for involvement both at work and at home in a way that seeks to challenge gendered hierarchies in the organization and society more broadly”. Leslie et al. (2019) stated that there is a misguided approach that only employees are responsible to offer commitment for their organization but organizations should also contribute. These studies comply with the research findings and also add a new dimension of organizational support.

4.3.3.3.2 Responsibility Level at Home and Job

The organizing theme “Responsibility level” is explained as what the person’s job requires. The couples which were interviewed faced variety of responsibility level as explained below.

Husband, Couple One *“So yeah, if it’s a hard job, I don’t have the energy to do the things I love and like.”*

Husband, Couple Seven: *“When I first started my job, the responsibility level was overwhelming. I did not have anyone to teach me how to do my job and this caused me a lot of stress; when I first started here, there was no training. They all started laughing, no there is no training, figure it out on your own. So I closed my office door, I went in there, and I just started reading, I read everything on the computer, all of the files, everything on the internet, but I just stressed out to the max. I took this job, and I don’t know how to do it. I would go home, and walk in the door and my mom would say „how are you? I’d start to literally cry”.*

The above given quotes can be inferred that if an individual have more responsibilities then slim are the chances that he might be able to indulge in any kind of leisure activities. This ultimately can influence him/her negatively as nonexistence of leisure time will make life difficult. The rejuvenating aspect of time from work and life cannot be experienced which is an essential element to make life balanced. The research explains that when an individual feels they have too many responsibilities, they report higher levels of stress, which is consistent with what was found in this study (Innstrand, Langballe and Falkum, 2010). Saying from the husband of couple seven shows the impact that uncertainty can have. Not only did he feel incapable of doing his job but it caused him to break down and question himself. Conversely, Bond and Bunce (2001) explain that responsibility level affect the stress of the couples. He states that if an individual have low autonomy and low responsibility level then he will have more stress. This is consistent with the view of the interviewee couples.

4.3.3.3 Teaching Workload

Couples stated that work load in teaching tends to have importance in creating work life balance and stress related to it. Their views were reflected in their coats.

Husband, Couple Two: *“Higher education commission have a normal workload of 9 to 12 hours, nut our university keeps it to maximum of 12 hours which is so much hectic. We have to check assignments, quizzes, presentations of 50 students class. That’s too much work with other administrative responsibilities”*.

Husband, Couple Eight: *“There is too much work load but I tend to manage it at university and home”*.

Wife, Couple Nine: *“I feel like the days are way too short. My days never go by slowly, which is a good thing they don’t drag. But it comes to 4:00, and I work until 4:30, and I’ll say how did this happen? I just feel like I never get enough done”*.

With “too large” workloads, the employees the feelings might prevail that they were not able to achieve anything. These type of feelings may lead them to the psychological disorders such as decreased morale, feelings of incompetence and reduced satisfaction at job (Ilies et al., 2007). The ability to keep up with the work commitments is what most of the participants explained, they also explained that how they tried to managed balance between work and life. Specifically, participants: plan, prioritize, manage commitments, delegate, organize, work hard, learn how to say no, juggle, use resources, be realistic, focus on present, power through and also stay positive. Workload reflects the demands that are placed upon employees in their occupations and thus has often been referred to as a job strains or stressor (Ilies et al., 2007). The literature provides enough of the evidence that this type of workload can enhance the stress level of employees. According to White et al. (2003) high work intensity or the amount of work an individual is responsible for may result in fatigue, anxiety or other adverse psycho-physiological outcomes that can impact an individual’s ability to find a bad or better work and life balance.

4.3.3.3.4 Unspoken Felt Expectations

Couples explained that unspoken felt expectations play a significant role at work and home; their concepts are explained in following quotes.

Husband, Couple Ten: *“I feel that there are unspoken expectations at my workplace: “Because we have that home access it becomes expected that we do take advantage of it, after hours. It’s sort of an unspoken expectation” to check emails at night at some administrative tasks. Prepare lectures at home and things like that”.*

Wife, Couple Three: *“I had to change my own expectations to finally find my own work-life balance: “I’m finally getting it, and understanding my limitations. I used to be a perfectionist in teaching. You wouldn’t know it, but I expected so much of myself. If I would fail, I would beat myself up over it. But I don’t do that anymore.”*

The quotes of the participants elucidate that job responsibilities does entail some formal expectations, but at times there are some unsaid, unrevealed set of expectations at the work place. Van Beek and Gerritsen (2010) explained that these kind of informal expectations are considered to an essential part of culture in an organization. This also validates that at times a person’s personal expectations from themselves are greater than those expectations that are established from their respective organizations. These kind of high expectations potentially harm the individual’s life, work and ultimately their ability to have a balance among both. But by adding more and more experience some of the employees can realize that they themselves are applying too much pressure and suffering themselves.

4.3.3.4 Personal and Professional Outcomes

The “Personal and professional outcomes” global theme has many organizing themes and they were: negative consequences/Outcomes and positive consequences/outcomes. As both the positive and negative of personal or professional nature are very much interlinked,

and that is the reason that they are discussed in pairs. These two organizing themes were further supported by following basic themes: (a) inability to spend personal time, (b) Stress generated at work leads to stress outside work and less satisfaction with his private life, (c) type of work affects his functioning outside work, (d) affect his well-being. Good outcomes includes (e) mood improvement, (f) time for himself and increased satisfaction, (g) sense of achievement and life satisfaction, (h) accommodate family matters, (i) satisfied with work as well as with family, (j) advancement in his functioning within and outside work.

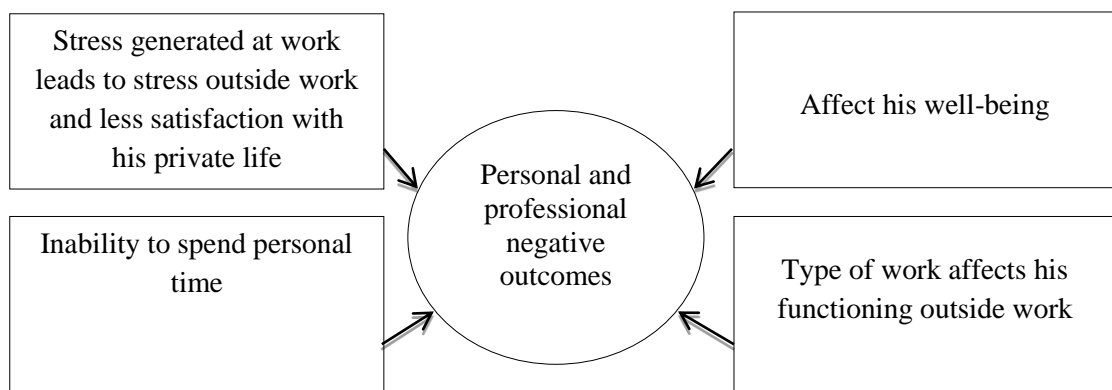


Figure 4.18: Basic Themes Connected with the Organizing Theme “Personal and Professional Negative Outcomes”

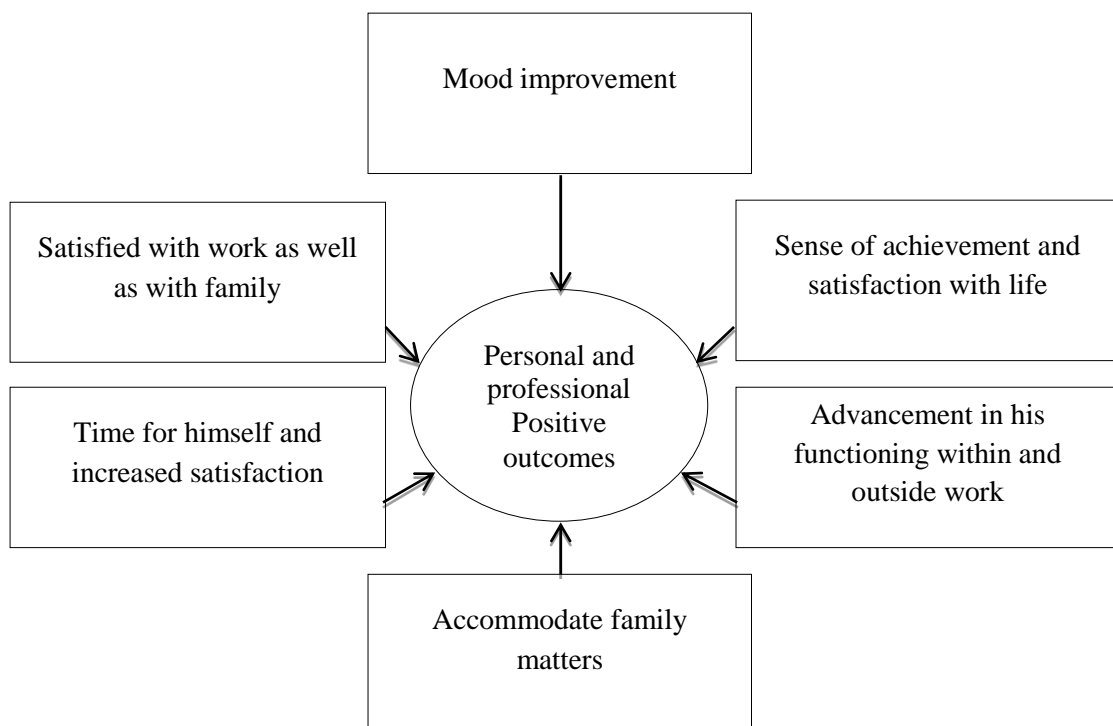


Figure 4.19: Basic Themes Connected with the Organizing Theme “Personal and Professional Positive Outcomes”

a) *Inability to Spend Personal Time vs Time for Himself and Increased Satisfaction*

The basic theme “inability to spend personal time vs time for him and increased satisfaction” refers to the time that couples can spend with each other, family and friends. This can be analyzed through following quotes:

Husband, Couple Three: *“if I want to do something with my friends or family on a weekend but sometimes I can’t [it does make me feel] not great (...) I wish I could kind of separate work and life (...) But I can’t do that at most of the time I always think about my work, even if I am not at work”*.

Husband, Couple seven: *“It’s the case that at times I have to take extra lectures in the evening and at times some non-routine responsibilities at home, but all the times it has negative consequences. Home eats up time of work and work eats up time of home”*.

Wife, Couple Ten: *“success in my experiments or in general if I get good outcome from my teaching that I do then it definitely brings up my mood and I feel that I can afford to have spare time and in general it does definitely makes me feel happy.”*

Words like separation of work and life, can’t feel great, negative consequences helps us to understand that couples are affected negatively by their failure to devote time with friends and family and it affects their leisure activities, mood and also their relationship satisfaction. On the other hand words like good outcomes, bringing up good mood, spare time are the evidence that if there is positivity in work life balance then it’s going to help the couples to find spare time for themselves, friends and the family and it will ultimately bring good outcomes too. Allen and colleagues (2005) who linked conflict with decreased relationship and private life satisfaction support the findings of this research. Robbins and Judge (2017) was also of view that it’s the responsibility of the organization to change or modify the structure of work in order to support the employee. Matilla-Santander et al. (2019) also provide that the major reasons behind not finding or managing time for both roles is

caused by excessive working hours, shift working, and the inability to involve flexibility in job timing. These views also emphasize the need to manage the time of employees for their wellbeing.

b) Stress generated at work leads to stress outside work and less satisfaction with his private life vs satisfied with work as well as family

The theme “Stress generated at work leads to stress outside work and less satisfaction with his private life vs relieved stress and satisfied with work as well as with family” discusses couples stress related to work and life as an outcome. Following quote addresses the concept:

Wife, Couple One: *“I stress a lot from work so I sometimes bring that home which is not very good (...) thoughts related to my work appears outside of my work”*.

Husband, Couple Five: *“I mean academic positions are very stressful in general (...) any academic person who wants to stay in academia they are all pressured to achieve”*.

Wife, Couple Nine: *“The formula is very simple for me, if I am not feeling any pressure at work I am relaxed, and carry that relaxed mood at home too. Same is the case from home to university”*.

Words like pressure in academia, bringing stress home critically states that both types of stress either of work or of home affect the couple’s performance at work and home too. And if one is not feeling stressed at job or home, then things get entirely changed. Couples become relaxed at work and also home with this kind of work life balance. These findings are consistent with previous studies (Greenhaus & Beutell, 1985; Voydanoff, 2005; Frone et al., 1992; 1997) which described the process of conflict, and identified and defined the two types of conflict, claiming that the time-based conflict arises from a limited amount of time one can devote to different roles, and the strain-based conflict occurs when stressors originated in one role affect one’s engagement in other roles. Carlson, Thompson, Crawford, Boswell, and Whitten (2018) claimed that spillover effect of both roles is increased due to the changing technology and its enlarged application as well.

c) Type of work affects his functioning outside work vs advancement in his functioning within and outside work

Basic theme “type of work affects his/her functioning outside work vs advancement in his functioning within and outside work” is related with the couples liking and disliking towards different nature of tasks in their job and is shown by following statement:

Wife, Couple Three: *“I become certainly critical of things outside of work that maybe I should not be”*

Wife, Couple Six: *At times I feel comfortable to work happily if the task is according to my liking, and if it is not then I might do it as it's my responsibility but might get irritated.*

Above statements describe that couples do carry their mood according to their tasks. This also affects their performance at and also outside work. These affects and outcomes can be positive or negative according to their involvement in tasks of their own likeliness. Prior research of (Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006; Bushardt, Young & Bari, 2018; Fontinha et al., 2019) is consistent with findings of this research as they have indicated that people have different roles which are organized in hierarchy of importance thus achievements (or loss) in highly salient roles may improve (or diminish) one's well-being more than achievements (or loss) in less salient roles.

d) Affect his well-being vs mood improvement

The theme of “Affect his well-being vs mood improvement” is related with the negative and positive outcomes that couples face from their work life experiences and can be understood from following statements:

Wife, Couple Ten: *“I think it makes me very frustrated, short tempered and impatient person just for everyday my new things (...) this is like a vicious cycle where ... it bothers me because it is important to me and that affects my everyday life”*

Husband, Couple Six: *If it is about the effects that I feel I think I am irritated at very small matters (...) start arguing negatively... this is like I am taunting my colleagues at work and also my wife at home. On another day everything gets good and my mood is good too.*

Couples have talked about negative feelings and outcomes like irritated, vicious cycle, negative argument. From all this we can conclude that these negative experiences makes them frustrated, short tempered and impatient and positive experiences helps the couples keep their mood positive. Stressful atmosphere at work created by colleagues who sometimes complain, fight and blame others. The present results are consistent with previous research (Michel et al., 2009; Burke, 2006; Drobnic, 2011, Frone et al., 1992; Greenhaus & Beutell, 1985) confirming that, in the case of academic faculty staff, conflict is caused primarily by time pressures, role pressures, psychological involvement, stage of a career and inability to control one's work environment and that mood extends to other stages as well. Shepherd-Banigan, Bell, Basu, Booth-LaForce, and Harris (2016) comment about the mood swings and workplace stress that it is more often caused by lack of autonomy and certain psychological demands that are negative and it is the need of time that employers along with employees and policy makers sit together to limit the work intensity (Avgoustaki & Frankort, 2019).

e) Sense of achievement and satisfaction with life

The theme of "Sense of achievement and satisfaction with life" is related with couples pride that they feel if the thing goes well. Following statements says it all:

Wife, Couple Two: *I definitely have sense of achievement to what I do at work.*

Husband, Couple Seven: *If you succeeding at work then you get the reward. You feel good about yourself.*

Husband, Couple Nine: *This satisfaction I get from the teaching work that I am being involved.*

Husband, Couple Twelve: I would only say that teaching is my life, my passion and one good lecture makes me positive and energized.

Words used by the couples like sense of achievements, success, satisfaction, energized tells us that the type of work gives the individuals a sense of satisfaction and achievement which ultimately increases their overall life satisfaction. Greenhaus and Powell (2006) linked work satisfaction and success at work with satisfaction in private life. Sok and colleagues (2014) also connected creative working environment with personal growth and psychological energy which provides support for the findings regarding achievement and life satisfaction. Daverth et al. (2016) emphasized the development of organizational policies that provide opportunity to employees to be more satisfying in their jobs.

f) Accommodate family matters

“Accommodate family matters” theme discusses the couples view of flexibility in their work environment and positivity associated with it.

Husband, Couple Six: *“my colleagues for example with child can go home any time essentially they want”*

Husband, Couple Three: *My head of department is very cooperative if it comes to contingencies. He wants work done either at home or in office. This flexibility helps me to manage my work and home.*

Wife, Couple Eleven: *I can easily manage the school going children on their way back from school by managing my lecture slots.*

Different words from the sentences like can go home any time; flexibility cooperative, managing lecture slots have shown that couples are satisfied with work as well as family. Couples feeling and experience of flexible working environment is beneficial for teachers with children as it gives them opportunity to accommodate family matters. These findings are consistent with previous studies (Greenhaus & Powell, 2006; Sok et al., 2014) implying that flexible working environment and networking in the organization increase overall work and life satisfaction, and organizational culture which promotes creativity stimulates psychological energy and promotes personal growth (Shepherd-Banigan, Bell, Basu, Booth-LaForce & Harris, 2016; Avgoustaki & Frankort, 2019)

4.4 Chapter Summary

In this section, the conclusions of twelve semi structured dual career couples interviews were presented and verbalized with promising subjects. In this study these subjects are interconnected and exhibit how the couples practice work life balance and the approaches they use to trail this stability and balance. Additionally each subject emergent from the conclusions of this study was also presented in context of current literature and/or earlier research studies. Sum up of the findings related to these interviews is presented in the succeeding section. In addition, in Chapter 5, it has been tried to continue presenting the conclusions of this study, detailed the limitations that are related with this study, and proposed recommendations that can help the future researchers for their forthcoming researches.

CHAPTER FIVE: DISCUSSION AND CONCLUSION

This chapter is presented to convey the summarized findings of the research study to the readers. It also includes the limitation and recommendations for future research. There are many research studies that have identified the area of work-life balance and shared their findings in the context of the relationship with other variables using the Pakistani context. But there are only a few that address this issue in a qualitative aspect and no study has been in researcher's knowledge which has explored this phenomenon from the perspective of dual career couples in Pakistan. The main objective of this study was to explore how dual-career couples experience work and life balance, their antecedent and outcome factors, and what strategies do they adopt. Furthermore, the findings of the study may revolve around developing the awareness and better understanding of work-life balance issues in dual-career relationships, and that ultimately may help human resource managers, strategists, and policymakers in the education sector as well as other areas of management in different organizations. Conclusively it can be expected that this study will contribute to shape up a better status of Pakistani research in the field of human resource management, organizational behavior and also stimulate debates on key issues in relation to experiences, antecedents, outcomes, and strategies adopted for work-life balance.

5.1 Summary Presenting Research Findings

After conducting the joint interviews of the dual career couples working in public and private sector universities having at least one child living in the area of Punjab (Pakistan), this research dissertation recognized different organizing themes for global theme "Dual Career Couples Personal Experiences of work and life balance" as: (a) Work life balance experiences are unique; and (b) work life balance is of dynamic nature, and the organizing themes for the global theme of "Preferred Strategies of dual career couples to pursue work life balance" as: (a) Trying to create cooperation among spousal relation (b) proactive development of opportunities for time with family (c) accessing family and financial support (d) shared planning and organization (e) Restricting themselves within their resources" (f) creating chances for alone or separate time (g) satisfaction related to work (h) trying to control the schedule (i) set borders for both the domains of work and life (j) relying on

religious trust and faith, and lastly the organizing themes for the global theme of “antecedent and outcome factors of work life balance” as: (a) personal and family situation (b) work situation (c) personal outcomes (d) Professional outcomes. Here the two organizing themes named “personal and family situation” and “work situation” revolved around the global theme of antecedent factors of work-life balance. In the context of outcome factors, there were two different sets emerged, and those were “personal outcomes” and “professional outcomes”.

The analysis of data revealed a thematic network and a fundamental storyline about the couple's experiences, strategies, antecedents, and outcome factors of work and life balance. Couples' subjective natured experiences about work and life balance were of dual nature and that is why they experienced this phenomenon in many different ways. Their view of work and life balance was of dynamic nature, so they adjusted to the situation in different ways in accordance with their life cycle or the roles that they have to play. These views of the respondents were also supported by many researchers that had similar understandings of the phenomenon (Guest, 2002; Grzywacz & Carlson, 2007; Greenhaus et al., 2003; Clarke, Koch, & Hill, 2004; Voydanoff, 2005; Brue, 2018; Carlson, Thompson, Crawford, Boswell, and Whitten, 2018; Otuya, W., & Andeyo, L. M., 2020)

Qualitative thematic analysis revealed that couples use many different strategies in different situations either at work or at home to create a better balance between their work and home life. Couples tried to develop a relationship of cooperation between them and tried to manage their domestic and work responsibilities by proactive planning. They tried to manage their financial resources within the limits that they have set for themselves and also seek the support of family in this context according to their requirements. Another aspect of creating a better work-life balance was their shared planning and organization and also trying to schedule things so that they can hold control upon different activities in both the roles. Couples also emphasized that relaxation time is necessary to remain satisfied in both the roles and for that they looked for recreational activities and time, created chances for alone or separate time, and set borders for both the domains of work and life. One other aspect was related to enjoying everything that they do, in this context coupled tried to enjoy their work activities as well as their other domestic responsibilities which made them more satisfied at the job as well as home. They also used the help of other family members and even the elder

children to share some of the responsibilities. In the end, importance was shown of relying on religious trust and faith, as the couples were of the view that their anxieties and negative feelings get vanished when they get themselves involved in religious activities like Prayers (Namaz), recitation of Holy Quran, and other spiritual activities like that. Conclusively the couples clarified that coping with work and life balance and adopted strategies differ at many different times and there is no set pattern for the utilization of these strategies. Many of the researchers also introduced the strategies that were adopted by dual-earner couples in different scenarios. So in that context following researches shared similar views which provide direct support to the results of this study (Haddock et al., 2001; Zimmerman, Haddock, Current & Ziemba, 2003; Tengimfene, 2009; Veiga, 2009; Singh, 2013; Craig, 2006; Bianchi et al., 2006; Saxbe, Repetti, & Graesch, 2011; Boakye-Yiodom, Oduro, & Baah-Boateng, 2012; Haddock et al., 2002; Haddock & Rattenborg, 2003; Wilson et al., 2018; Hirschi, Shockley and Zacher, 2019; Brosch & Binnewies, 2018; Haddock et al., 2006; Brue, 2018; Bushardt et al., 2018; McCarthy et al., 2013; Kristensen & Pedersen, 2017; Leslie et al., 2019; Krymis, 2011; Otuya, W., & Andeyo, L. M., 2020).

Regarding the antecedents and outcome factors, couples were of the view that mostly work-life balance antecedent factors revolve around two major factors and that is work and their life and the same was the case with the outcome factors. Their views' regarding the antecedent factors were revolving around two different concepts, the first was the work situation and the second was personal and family situation. The first view of the work situation was associated with different job-related factors that have this capacity to prove as the antecedent of either work-life balance or imbalance. These different antecedents considered to be the basic theme of the organizing theme (Antecedents of Work-life balance) were unspoken felt expectations, teaching workload, responsibility level at a job, and priorities related to work and life. In contrast to that personal and family situation organizing theme identified some basic themes as antecedent factors of work-life balance and these were the marital status, demand for their time and their responsibilities, their life cycle stage, and their roles according to the gender. In the context of certain outcomes, they were of the view that managing the work and life balance yields different personal and professional positive outcomes (organizing theme) named as e.g. satisfaction with work and family, time for himself/herself, ease in managing family matters, and advancement in personal and professional life. Negative personal and professional outcomes were found to be the result of

not maintain the work and life balance and that included physical and psychological hazards e.g. experienced stress due to inability to manage family time, affect his wellbeing, inability to spend personal time, and the effect of the home on work and effect of work on home activities these antecedents and outcome factors revealed from the dyed interviews had some theoretical basis found in literature as well. There are some researches that signify their findings which match the findings of this research study (Lu et al., 2006; White et al., 2003; Beek & Gerritsen, 2010; Md-Sidin et al., 2008; Kar, Panda & Pathak, 2019; Braun et al., 2019; Marcum et al., 2018; Meeussen & Van Laar, 2018; Brown & Yeats, 2018; Smidt, Pétursdóttir, & Einarsdóttir, 2017; Smidt et al., 2017; Leslie et al., 2019; Robbins & Judge, 2017; Matilla-Santander et al., 2019; Carlson, Thompson, Crawford, Boswell, & Whitten, 2018; Bushardt, Young & Bari, 2018; Fontinha et al., 2019; Harris, 2016; Omari et al., 2020).

5.2 Theoretical Implications

The theoretical contribution of the thesis revolves around three different aspects i.e. Dual career couples personal experiences of work and life balance, preferred strategies of dual career couples to achieve WLB, and antecedent and outcome factors of WLB (Haddock et al., 2001; Haddock et al., 2006; Wilson et al., 2018; Kristensen & Pedersen, 2017; Leslie et al., 2019). Three different models were developed concerning the above give different aspects of study in chapter four of this thesis. Additionally, the concept is studied with a dual-career aspect of the couples working in the public and private higher education sector, which also provides a unique understanding of the WLB phenomenon in the Pakistani context.

Moreover, the study has focused to fill the cultural gap that was found in various studies that are conducted in different cultures but not in the context of Pakistan. Some researchers have explored this topic in detail and with human resource perspective issue; some of the authors are (Katz & Kahn, 1978; Staines, 1980; Greenhaus & Beutell, 1985; Edwards & Rothbard, 2000; Rothbard & Dumas, 2006; Saleem & Ajmal, 2018; Otuya, W., & Andeyo, L. M., 2020; Omari et al., 2020) and the other part of existing literature dealt with benefits and relationships formulation. The study of Bansal and Agarwal (2019) believes that getting organization support in form of WLB will develop employees in the shape of a resourceful individual; as a result, they are ultimately able to encounter the demands of their work and family life. In literature; it is evident that most researches are in the context of

American and developed economies. The shortcoming in the available body of literature on work-life balance that not a lot of specific research studies are found in underdeveloped and developing country contexts and especially of exploratory nature. By assessing the gap from the literature it is evident that Pakistan is considered to be a developing country with different economic, social, political, religious, linguistic, and cultural diversity. This research gap was also a motive to conduct research on this particular phenomenon and fill the theoretical gap.

Another theoretical contribution revolves around the exploratory methodological approach of the study as in the context of Pakistan there are many types of research that have thrown light on the topic of work and life balance (Shujat et al., 2011; Humayon et al., 2018; Sheikh et al, 2018; Kiran & Zaman, 2018; Qureshi, Shahzad, & Sarwat, 2018; Khalid & Rathore, 2018; Haider, Jabeen & Ahmad, 2018; Rehman & Khan, 2018; Saleem & Ajmal, 2018; Shaikh, Shah, & Shah, 2019; Asif, Tooba, Zubairi, & Ahmed, 2020; Omari et al., 2020). These studies on WLB in Pakistan are quantitative in their nature and highlighted that university policy, working conditions, and supervision is linked with WLB in public sector universities of Pakistan (Humayon et al., 2018). Another study reveals that every working female has to face dual duties that generated work-family conflict (Sheikh et al., 2018). So, there seems to be a gap in Pakistani literature regarding work-life balance studies as there aren't any significant exploratory qualitative studies available that throw light on these particular phenomena.

5.3 Practical Implications

In addition to the contributions to the literature described in the section above, some practical implications can also be drawn from the findings of this thesis. First of all, the negative consequences of employee work-life interference for organizations are more extensive than has previously been thought. The stimulus for organizations to formulate policies and practices designed to prevent interference between work and home is therefore greater. Secondly, the origins of work-life interference are now better understood. Knowledge of which factors are likely to contribute to interference may facilitate the design of preventative measures to address the influence of these factors; e.g., training for managers in how to recognize and assist employees experiencing work-life interference may enhance employee perceptions of managerial support, and result in lower levels of interference.

Finally, employee perceptions of workplace phenomena related to work-life issues: such as how supportive management and co-workers are towards those managing competing work and life demands, and the fairness of organizational work and home options are also associated with undesirable outcomes for organizations. Changes in culture and communication are therefore necessary and organizations should wish to avoid these repercussions.

Their views' regarding the antecedent factors were revolving around two different concepts, the first was the work situation and the second was personal and family situation. The first view of the work situation was associated with different job-related factors that have this capacity to prove as the antecedent of either work-life balance or imbalance. These different antecedents considered to be the basic theme of the organizing theme (Antecedents of Work-life balance) were unspoken felt expectations, teaching workload, responsibility level at a job, and priorities related to work and life.

Knowledge of the above-discussed determinants of interference can assist organizations in designing strategies to counteract their negative effects on employee performance. Some of the factors identified cannot be directly manipulated by the organization, such as strain generated from parenting demands, or the number of adult dependents for whom an employee has caregiving responsibilities. In these cases, however, organizational efforts can still be made to lessen the impact of home-related demands. For instance, the provision of referrals for eldercare services could help to lessen the burden on employed caregivers and reduce the amount of interference with work generated by the responsibility of caring for adult dependents. Employee assistance programs offering counseling or a series of parenting seminars may also assist in reducing the the degree to which parental strain affects performance on the job. In the case of work-related factors associated with interference, the ability of organizations to intervene is far greater as is, perhaps, the moral obligation to do so. The findings of this thesis suggest that work demands made by organizations may have more influence over the degree to which their employees' work and home lives collide than has previously been assumed, affecting levels of not only work interference with home, but also home interference with work.

Based on the previous researches and finding of this thesis, the practical implications of this research thesis revolves around he organizational actions that can reduce the imbalance situation for employees by introducing policies and practices that facilitate the employees'

actions of bringing the balance between work and home actions and their perceptions. The second aspect is related to the individual guidelines and actions that are somewhat in personal control of the one facing these work-life balance issues.

5.4 Limitations

Research findings that are related to the study should be viewed in accordance with the limitations of this study. For that purpose limitations that are faced in this study are presented and they are almost of the same nature that a researcher has to bear in any qualitative study. One limitation of this dissertation is the biases that may be related to the withholding of some information by the couples or any one of the members who participated in the interviews. Another aspect can be that many of the couples knew me as a colleague and didn't share the real information or even over responded to please me. A couple/conjoint interview can be another limitation because it may change the answer of the respondent as the other member is also presents i.e. husband and wife and agreeing to the partner's views was the only choice at certain times. So, merging the data of individual interviews and then combined interviews can possibly create a different picture. This is also in accordance with the research of Taylor and de Vocht (2011) where a different picture of a phenomenon can be developed of work and family in presence of other members.

An additional limitation is that data was collected using only the couples. Moreover, collection of data was made using only couple's joint interviews at one time, but as the experience of work and life balance is of dynamic nature, the experience may differ at different times and yield different data by asking new questions. In the end inclusion of other members can yield more data of different nature for this particular phenomenon. Another limitation of this study as discussed is the generalizability, as this study was specifically conducted on dual-career couples form which at least one partner must be working in higher education sector i.e. Universities. So in this context, the generalizability of this dissertation is limited as the nature of work responsibilities may differ from the responsibilities of other different sectors of jobs or business activities. If we talk about the qualitative data there is always a possibility of researcher bias, though procedures were adopted to minimize that still a limitation may exist that data while transcribing and then while applying the thematic

analysis and developing certain themes there are chances of misunderstanding and misinterpretations. In consideration of the limitations presented in the above section, it is evident that more research can be conducted and is needed in clarifying the concept of work and life balance among dual-career couples working in either the education sector or any other sector in the context of Pakistan.

5.5 Recommendations

Some recommendations have already been discussed along with the explanations of the limitations of this dissertation. Some more recommendations are presented here. I am certain that this dissertation must have enhanced the reader's understanding of work and life balance in different aspects of the experiences, strategies, antecedents, and outcomes in the context of dual-career couples working in private and public sector universities of Punjab Pakistan. Upcoming studies can focus on the refinement of the existing themes presented in the study and all these themes can further be verified through quantitative study to enhance the generalizability of this research. Different statistical techniques can be used to find the most common strategies used by the couples to create a better balance between work and life, and the same can be done for the antecedents and outcomes factors. Finally, the same qualitative studies can be expanded at different professions e.g. banking, government sector employees, medical, etc. This might help to verify the existing factors and strategies and can also add to the pools of these. Another related aspect can be that the individuals which are being interviewed can get affected by the organizational rules, regulations, policies, and procedures. But, this study only has concentrated upon the dyed perception of work and life balance activities. So future researchers can include the contextual e.g. rules, regulations, policies, procedure factors too while studying this phenomenon.

As this study concentrated upon dual-earner couples and joint interviews were conducted to gather the data which can influence each other experience of work-life balance or even might restrict the opinion of either male partner or female partner. So in this context future researches can be conducted on two sets of data from the married couples i.e. each male is interviewed separately and then the female is interviewed separately to gather the data. Then from these two sets of data different thematic analyses can be performed and outcomes themes can be used for a comparative study of finding the differences of

experiences, strategies, and antecedent outcome factors among the male and female members. Further, it is recommended that couples can try to manage the work schedule in a better manner, try to restrict them within the available resources, and set borders for the work domain to improve their balance of work and life at their workplace. In the context of the university sector, this study can provide a set of guidelines for developing those strategies that help the most valuable asset (faculty members) to create the balance for work-life and this can ultimately help institutes make better and more relaxed teachers guide the youth of the nation.

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ANNEXURES

Annex-01

Preliminary Interview Questionnaire

Thank you for taking the time to participate in this study on employee's perceptions of work-life balance. Please complete the following questionnaire prior to participating in the interview.

Personal Characteristics

1-Organization Name: _____

2-Gender:

Male

Female

3. Marital Status:

Married for 3 Years

Married for 7 Years

Married for 5 Years

Married for more than 7 Year

4. Age (in years) _____

Under 25	25 to 30	31 to 35	36 to 45	46 to 60
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5. Educational Qualification

Bachelors	Masters	M. Phil	PhD	Any Other
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6- Income level (Pakistani Rupees)

Less than 25,000	25,001 to 40,000	40,001 to 65,000	65,001-100,000	Above 100,000
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7-Grade / Cadre

17	18	19	20	Any Other
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8- Experience (Years)

Less than 2 years	3 to 5 years	5 to 10 years	10 to 15 years	Above 15 years
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9- Your Children

1	2	3	4	More than 4
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10- Your Children Age (Years)

1	2	3	4	More than 4
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Interview Guide

Possible Questions

(These questions serve only as a guide and are not fixed. It is important to allow the participants to lead the way, as new unexpected topics may emerge.)

1. What is the first thought that comes to mind for the concept of “balance”?
2. What does work-family balance mean for you?
3. How many hours do you work weekly?
4. What are your roles in the workplace?
5. Does your job require you to travel?
6. Do you run family errands during working hours?
7. Do you bring some of your work at home?
8. What happens when a child is sick and both of you have to be at work?
9. On average, how many hours a day do you spend at home with your family?
10. What are your roles at home?
11. Who cooks and prepares family meals?
12. Who takes and collects your child/children from school?
13. Do you take turns for family chores in the home?
14. Who helps your child/children with their homework?
15. How many times a week do you go out as a family for entertainment?
16. How often do you go on vacations as a family?
17. How often do you feel stressed or burn-out?
18. How do you manage feeling stressed or burned-out?
19. How much balance do you feel in your work and family life?
20. What strategy or techniques are you using to balance your work and family life?
21. Which strategy is your works best for you?
22. Which strategy do you use on a daily basis?
23. What is your experience of being in a dual-earner relationship?
24. What would you attribute as advantages to being in a dual-earner relationship?
25. What disadvantages are there for you as a couple in being a dual-earner?
26. How would you describe you average week day starting in the morning and ending at bedtime?
27. What would you say your highest priority is in your life as a dual-earner couple?
28. Do you plan your daily activities in advance?
29. Do you make decisions together as a couple?

Work Related

30. What do you consider as the priorities in your personal life?
 - a. Probes: Children? Work? Other?
31. What are your commitments in terms of your work life? Are they important to you? Why?
32. What kind of responsibilities do you have at work?
33. How do you manage all of your commitments? Do they conflict?
34. Role conflict: Do you feel rushed or strained for time as you fulfill your commitments?
35. Constraints: What stops you from maintaining all of your commitments?
36. Do you feel that you have control over your different commitments?
37. According to your Opinion what are the job related factors that are causing the work life imbalance?

Home Related

38. What are your commitments in terms of your family and your leisure time? Why are they important to you?
39. What kind of responsibilities do you have at home?
40. How do you manage all of your commitments? Do they conflict with your work activities?
41. Role conflict: Do you feel rushed or strained for time as you fulfill your Home commitments?
42. Constraints: What stops you from maintaining all of your commitments at home?
43. Do you feel that you have control over your different commitments?
44. According to your Opinion what are the job related factors that are causing the work life imbalance?

Recommendations

45. What changes could be made to help you better make balance work and life?

At work/At home

- a) What could you do?
- b) What could the organization do?
- c) What could your supervisor do?
- d) How likely are these changes to happen?

INVITATION LETTER

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[Recipient]

[Address]

RE: Experiences, Antecedents, Outcome, and Strategies related to Work Life Balance: A Qualitative Study of Dual Career Families Working in Public and Private Sector Universities of Punjab, Pakistan.

Dear:

As discussed recently in our telephonic conversation, I am currently enrolled for the Dissertation module of the Doctorate Program at Superior University of Lahore. The topic I am researching is "*Work Life Balance: A Qualitative Approach to Understand Experiences, Antecedents, Outcomes, and Strategies of Dual Career Couples*"

I am grateful for you accepting the invitation of participating in the study. Your participation in this study will consist of a conjoined interview lasting approximately 90 minutes. You will be asked a series of questions about your work and family life balance, as well as personal strategies, and possible causes and outcomes. You are not required to answer all questions. You may pass on any question that makes you feel uncomfortable.

Any personal information gathered in the conjoined interview will remain fully confidential and anonymity will be maintained throughout the study. You have the right not to take part or to withdraw from the study at any time you no longer want to participate without penalty.

Thank you for taking the time to read this letter. And I look forward to meeting with you on

_____ [Date] _____ [Time] at _____ [Place]._____

Should you have any further questions kindly contact me on the details set out above.

Sincerely,

Yasir Aftab Farooqi
Researcher
PhD Scholar
Superior University

CONSENT FORM

Consent Form (To be signed by each spouse)

I _____ have read and understand the letter of invitation to take part in the research study: *“Work Life Balance: A Qualitative Approach to Understand Experiences, Antecedents, Outcomes, and Strategies of Dual Career Couples”*.

I have received adequate information regarding the nature of the study from Mr. Yasir Aftab Farooqi and understand what will be requested of me.

I am aware that:

1. My participation in this study is entirely voluntary;
2. I have the right to withdraw at any point during the study should I no longer want to participate, without penalty;
3. My anonymity will be protected;
4. I understand the interview consists of semi-structured questions, and that I do not have to answer all questions, or questions which are uncomfortable;
5. I will receive a copy of the transcribed interview to check for correctness of information. I am aware that I will sign the transcript when I am satisfied with fair representation; and should I want any changes made, I will inform Mr Yasir Aftab Farooqi via e-mail.
6. The interview will be recorded, and Mr Yasir Aftab Farooqi will keep the audio recording in a safe storage.

7. The results of this study will be published, but Mr Yasir Aftab Farooqi will make every attempt to preserve my anonymity.

I hereby consent to participate in this research study.

Participant's Signature: _____ Date: _____

Researcher's Signature: _____ Date: _____