



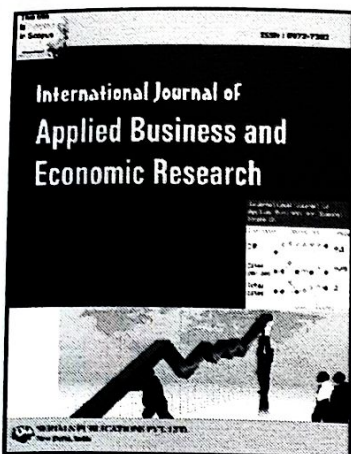
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A Study on Career Orientation and Role Conflict among Dual Career Couples with Special Reference to Mysuru City

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Abstract: For the past few years we have seen a rise in dual-career families. Both the couples need to have source of earnings to lead a normal life. Factors such as Increase in cost of standard of living, economic condition, influence of western culture, income level etc. force both the couples to work to lead standard life. Perception towards family and career depends on various factors like culture, attitude, opinion and various socio-economic factors. With the great increase in women's role in workforce at all levels, demand towards dual working has increased. Few years ago, the dual role concept appear to be apt for only women, but now-a-days if working couple wants to lead a quality personal life as well as work like both of them together should sacrifice, contribute, adjust, understand, prioritize their activities etc. to cope up with the career growth and to gear-up their kids with quality education and value based path for life. Work and family atmosphere has an impact on career orientation along with mutual understandings, income level, future expectations etc. will also contribute towards the level of conflict. Hence, this study mainly aims at understanding the conflict that exists between dual career couple towards career growth and orientation.

Keywords: career orientation, career conflict, dual career couples

INTRODUCTION

Career is an individual's journey through learning, effort and other aspect. Career is equally important for both men and women in the existing society. From the past few years women has chosen to track both family and work for their financial independence and self-determination and career is one of the important variable that influences the value of a women's life. It gives an identity to your own personality and it helps a person to form self-confidence and self-respect. Today in this world to lead a better and normal life both men and women should work in a family. As there are economic factors like inflation, change in price level, cost of standard of living, life style etc, which affect living condition for a normal household, so both the couples should work to lead a normal life. Now a day the role of women in work force has increasing day

by day and now most of the women giving importance to their career as well work life. But 2today dual working poses a lot of problem among the dual career couples due the dual working. There were many studies related to women who are working ,factors affecting them and their role in family but only few studies are done related to both men and women career orientation.

CONCEPTUAL OVERVIEW

Career Orientation

“Career orientation is an activity based occupational awareness course”. It is intended to provide students with a genuine picture of themselves and the world of work. Career orientation can be state in few different ways. It is a method of introduction to a new work, a new member might be shown around the office, assisted in filling out certain paper work, or be given certain presentations regarding the job. Another type of career orientation refers to the way that an individual takes career wise throughout their life. The main aim of career orientation is to allow a person to become familiar with the company and their new position. It also gives employees a chance to ask questions and begin to train for their specific position.

Issues Due to Dual Career Working

Dual career couples have to play multiple characters and that is challenged with demands and stress from the personal life and work life spheres. They are highly dedicated to their job with respect to their partner's career and strive towards an acceptable partnership and personal life. “Various studies have shown that dual careers frequently provide couples with several beneûts and rewards but that quantitative and qualitative overload may cause stress”. “Elloy and Smith found that dual career couples experienced more stress, work family conflict, family conflict, role ambiguity, role conflict and overload than single career couples”. Most of the studies in this area have consider situational variables like role conflict, role ambiguity and role overload as predictors of work family conflict. These variables found to be the valid predictors of work family conflict, likely behavior and disposition is one of the another important predictor.

LITERATURE REVIEW

Gurvinder and Raj (2014) stated that, “young parents whose children age is under 2 always miss value time with their children due the increased work pressure and stress and not able to manage time for them. This always results into high absenteeism, turnover and less organizational commitment”.

Anita and Gideon *et al.* (2012) stated that, “dual career couples personal happiness or achievement from life roles was higher than the level of commitment of personal resources they were willing to dedicate to these roles. Women showed the same level of salience towards career over a lifespan as men”.

Arnold and Evangelia Maureen (2008) stated that, “one of main reason for work family conflict for both men and women is job demands, which in turn contributes to their partners home demands, family work conflict and exhaustion”.

David and Catherine (2003) founded that, “dual career couples may have special needs than those of the traditional single-career couples. In the work environment, dual career employee position implies

the need for greater employer sensitivity and awareness of the conflicting demands for simultaneous careers, so that employees may become more effective both at work and at home”.

Lotte Bailyn (2000) stated that, “women’s decision regarding career-family problem cannot be adequately evaluated without the knowledge of her husband problem of the way he fits his work and family into his life. And when husbands with varying orientations to their families and their careers are combined with wives who also differ on this aspect and it evaluates the different combinations by the degree of marital happiness associated with each other”.

Ulla Kinnunen and Saija (1998) stated that, “work family conflict was more common than family work conflict among both gender but there were no gender differences in experiencing either work family or family work conflict”.

Suzanne and Nathalie (1995) stated that, “conflicts is based on changing roles, limited resources and the wish to maintain high standards for career satisfaction as well as for quality family relationships. Because these problems have been instigated by the entrance of women into the work force, the responsibility for finding solutions to the conflicts inherent in this lifestyle has here been commonly perceived as belonging to the woman in the dual-career couple”.

Linda and Daniel (1995) stated that, “organizations can take steps that can increase employees control over family responsibilities and this control might help employees better manage conflicting demands of work and family life”.

Christopher, Linda and Richard (1992) stated that, “people have less control over their work lives than their family lives and implies that work operates as a main constraint over an individual”.

Jeffrey H. Greenhaus and Saroj Parasuraman et.al. (1989) stated that, “the factors that influence the work family conflict are in two forms, time-based conflict and strain-based conflict. The impact of these on work-family conflict was somewhat stronger for women than for men. As well there were important relations between partners job involvement on men’s level of time-based conflict and between partners career significance on men’s level of strain-based conflict”.

Jo Ann Ray (1988) stated that, “for women marital satisfaction is most closely related to their work satisfaction while for men having their partner involved in their career is the most important correlate of marital satisfaction”.

Gloria and Rachel (1985) stated that, “Husbands involvement reduced the wife’s overload of responsibilities to the extent that number rather than age of children then become the essential factor in her feeling of the role strain”.

Sandra and Kay albrech et al. (1984) stated that, “there are several issues that are related to marital quality for dual-career couples. More specifically, these issues center around patterns of husband and wife career development or coordination, satisfaction with intimacy in the marital relationship, and congruence or consensus in perceptions of the marital and work system of spouses”.

Uma Sekaran (1983) stated that, “There is no much difference between the views of couples but due to stress in multiple level and higher expectation of women, it would seem that more facilities need to be given to the wives. Reducing the family role and responsibility would also enable them to participate

more. Couples themselves should discuss more reasonable role sharing at home unchained by cultural norms.”

Denise (1980) founded that, “Couples defined their life-style positively. Achieving a balance between the advantages and disadvantages of the lifestyle appears to be the dominant concern of most dual-career couples.”

Carole k. Holahan and Lucia A Gilbert (1979) stated that, “higher stress level is experienced by the members of dual professional couples who are parents in comparison with those who are not. And since the parent and professional roles are demanding, higher stress would be more likely to occur in those role conflict areas which involves the parent and professional roles.”

NEED FOR THE STUDY

The work life and personal life of couples are influenced by many factors like cost of standard of living, economic condition, influence of western culture, income level etc. A lot of research has been done with respect to women who are working, the factors affecting them and their role in family. Thus there is a lot of gap of study in the area of dual working and its complexities. A study needs to be done on various factors like modern life style and factors which force the couples for dual working, few studies have been done considering a particular women working in different sectors. There were very few studies which have been focused on both men and women towards career orientation. Hence, the present study would like to focus on the career orientation and conflict among dual career couples.

OBJECTIVES

1. To know the perception of dual career couples about career orientation.
2. To know inter and intra career conflict among dual career couples.
3. To know among dual career couples gives more importance to career orientation

RESEARCH METHODOLOGY

The study is descriptive in nature and data has been collected from 68 random samples around Mysore district. Study was done among working couples from different sectors. 15 respondents are from banking sector, 23 respondents are from education sector, 14 respondents are from IT sector and 16 respondents are from insurance sector. Questionnaire was used as a medium to collect the data. Chi square technique was used to analyse the primary data.

DISCUSSION

1. Career Growth

The above table reveals that the opinion of the respondents towards various aspects of career growth. The career growth aspects were identified as innovativeness, responsibilities, enjoyment of multi-tasking, importance towards career growth, priority given to the name and fame, it is interesting to note that 25 female were neutral about their innovativeness. All the variables of this table are higher than 0.05 except two variables that is innovativeness and good management. Hence we can conclude that there is no relation between male and female with respect to responsibility and risk taking capacity.

CAREER GROWTH															
<i>Opinion</i>	<i>Innovate</i>			<i>Responsible</i>			<i>Good at managing people</i>			<i>Risk taking capacity</i>					
	<i>Gender</i>			<i>Gender</i>			<i>Gender</i>			<i>Gender</i>					
	<i>male</i>	<i>female</i>	<i>Total</i>	<i>opinion</i>	<i>male</i>	<i>female</i>	<i>Total</i>	<i>opinion</i>	<i>male</i>	<i>female</i>	<i>Total</i>	<i>opinion</i>	<i>male</i>	<i>Female</i>	<i>Total</i>
strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	0	0
Disagree	1	2	3	disagree	0	4	4	disagree	11	2	13	disagree	2	8	10
Neutral	8	25	33	neutral	6	16	22	neutral	10	15	25	neutral	5	9	14
Agree	16	11	27	agree	12	13	25	Agree	3	14	17	agree	17	17	34
strongly agree	1	4	5	strongly agree	8	9	17	strongly agree	2	11	13	strongly agree	2	8	10
Total	26	42	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .036				Chi-square = .160				Chi-square = .000				Chi-square = .183			

CAREER GROWTH															
<i>Opinion</i>	<i>Enjoyment of multi-tasking</i>			<i>Importance towards career growth</i>			<i>Expectation of satisfaction</i>			<i>Priority for reputation</i>					
	<i>Gender</i>			<i>Gender</i>			<i>Gender</i>			<i>Gender</i>					
	<i>Male</i>	<i>female</i>	<i>Total</i>	<i>opinion</i>	<i>male</i>	<i>female</i>	<i>Total</i>	<i>Opinion</i>	<i>male</i>	<i>female</i>	<i>Total</i>	<i>opinion</i>	<i>male</i>	<i>female</i>	<i>Total</i>
strongly disagree	0	0	0	strongly disagree	1	0	1	strongly disagree	1	0	1	strongly disagree	1	0	1
Disagree	1	4	5	disagree	5	5	10	Disagree	8	3	11	disagree	2	10	12
Neutral	8	13	21	neutral	10	7	17	Neutral	8	11	19	neutral	11	8	19
Agree	9	20	29	agree	1	12	13	Agree	8	19	27	agree	8	17	25
strongly agree	8	5	13	strongly agree	9	18	27	strongly agree	1	9	10	strongly agree	4	7	11
Total	26	42	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .228				Chi-square = .031				Chi-square = .021				Chi-square = .111			

The above table reveals that the opinion of the respondents towards various aspects of career growth. The career growth aspects were identified as multi-tasking, career growth, expected satisfaction, priority for reputation. It is interesting to note that all the variables of this table are higher than 0.05 except two variables that are career growth and expectation of satisfaction. Which indicate that there is no relation between men and women with respect to multi-tasking and reputation.

2. Factors Contributing to Career Growth

Factors Contributing to Career Growth															
<i>Good organizational environment</i>				<i>Family support</i>				<i>Job satisfaction</i>				<i>Planning career growth by considering financial growth</i>			
Gender				Gender				Gender				Gender			
Opinion	male	female	Total	opinion	male	female	Total	Opinion	male	female	Total	opinion	male	female	Total
strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	0	0
Disagree	0	6	6	disagree	0	1	1	Disagree	1	0	1	disagree	1	1	2
Neutral	4	8	12	neutral	1	11	12	Neutral	6	9	15	neutral	4	7	11
Agree	11	18	29	agree	7	25	32	Agree	13	22	35	agree	8	18	26
Strongly agree	11	10	21	Strongly agree	18	5	23	strongly agree	6	11	17	strongly agree	13	16	29
Total	26	26	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .132				Chi-square = .000				Chi-square = .634				Chi-square = .734			

The above table reveals that, the opinion of the respondents towards various factors contributing to career growth. The factors contributing to career growth were identified as family support, job satisfaction, good organizational environment, planning career growth by considering financial growth. It is interesting to note all the variables of this table are higher than 0.05 except one variable that is family support. Hence we can conclude that there is no difference between male and female in factors contributing to career growth

Factors Contributing to Career Growth

Factors Contributing to Career Growth															
<i>Good government and organizational policies</i>				<i>Good at maintaining networks</i>				<i>Organizational training improves career growth</i>				<i>Support from management</i>			
Gender				Gender				Gender				Gender			
opinion	male	female	Total	opinion	male	female	Total	opinion	male	female	Total	opinion	male	female	Total
strongly disagree	2	3	5	strongly disagree	0	1	1	strongly disagree	0	0	0	strongly disagree	2	0	2
disagree	7	5	12	disagree	3	1	4	disagree	0	0	0	disagree	0	3	3
neutral	13	20	33	neutral	6	17	23	neutral	6	7	13	neutral	9	12	21
Agree	3	11	14	agree	14	13	27	Agree	14	23	37	agree	9	19	28
strongly agree	1	3	4	strongly agree	3	10	13	strongly agree	6	12	18	strongly agree	6	8	14
Total	26	42	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .399				Chi-square = .102				Chi-square = .769				Chi-square = .211			

The above table presents that the opinion of the respondents towards various factors contributing to career growth. The factors contributing to career growth were identified as support from management, organizational training, maintain good networks in the organization, good government and organizational policies. It is interesting to note all the variables of this table are higher than 0.05. Hence we can conclude that there is no difference between male and female in factors contributing to career growth.

3. Job Expectation

Job Expectations

Opinion	Punctuality			Positive attitude leads to career growth			Continues learning helps career growth			Corporation to management					
	Gender		Total	Gender		Total	Gender		Total	Gender		Total			
	male	female		male	female		male	female		male	female				
strongly disagree	0	0	0	strongly disagree	2	0	2	strongly disagree	0	0	0	strongly disagree	0	0	0
Disagree	0	3	3	disagree	0	1	1	Disagree	0	0	0	disagree	0	3	3
Neutral	5	9	14	neutral	5	7	12	Neutral	7	11	18	neutral	10	19	29
Agree	10	14	24	agree	12	20	32	Agree	10	12	22	agree	6	12	18
strongly agree	11	16	27	strongly agree	7	14	21	strongly agree	9	19	28	strongly agree	10	8	18
Total	24	42	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .555			Chi-square = .389			Chi-square = .628			Chi-square = .212						

The above table presents that the opinion of the respondents towards job expectation. The job expectation aspects were identified as punctuality, positive attitude continues learning cooperation to management. It is interesting to note all the variables of this table are higher than 0.05. Hence we can conclude that there is no difference between male and female in job expectation.

Job Expectations

opinion	Loyalty in work			Good association with employees			Individual contribution improves organizational performance			Team work helps to achieve the organizational goal					
	Gender		Total	Gender		Total	Gender		Total	Gender		Total			
	male	female		male	female		male	female		male	female				
strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	0	0	strongly disagree	0	1	1
disagree	1	5	6	disagree	2	3	5	disagree	0	1	1	disagree	0	1	1
neutral	12	12	24	neutral	5	9	14	neutral	8	13	21	neutral	6	4	10
agree	8	17	25	agree	10	18	28	agree	10	15	25	agree	11	15	26
strongly agree	5	8	13	strongly agree	9	12	21	strongly agree	8	13	21	strongly agree	9	21	30
Total	26	42	68	Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .392			Chi-square = .958			Chi-square = .884			Chi-square = .368						

The above table presents that the opinion of the respondents towards job expectation. The job expectation aspects were identified as good association with employees, loyalty in work, team work, and individual contribution to the organization. It is interesting to note all the variables of this table are higher than 0.05. Hence we can conclude that there is no difference between male and female in job expectation.

4. Parental Role Reward Value

Parental Role Reward Value

opinion	<i>Give importance to children love and enjoyment</i>			Total	<i>Emptiness of life without children</i>		
	Gender				Gender		
	male	female			male	female	Total
strongly disagree	0	0	0	strongly disagree	0	0	0
disagree	0	0	0	disagree	1	1	2
neutral	5	8	13	neutral	3	10	13
agree	12	18	30	agree	5	2	7
strongly agree	9	16	25	strongly agree	17	29	46
Total	26	42	68	Total	26	42	68

Chi-square = .955

Chi-square = .197

The above table presents that the opinion of the respondents towards parental role. The parental role aspects were identified as importance of children love and enjoyment, emptiness of life without children. All the variables of this table are higher than 0.05. Hence we can conclude that both male and female equally involve in their parental role.

5. Parental Role Commitment

Parental Role Commitment

opinion	<i>Expect to spend time with children</i>			Total	<i>Involvement in day to day activities of children</i>		
	Gender				Gender		
	male	female			male	female	Total
strongly agree	0	0	0	strongly disagree	0	3	3
disagree	1	1	2	Disagree	1	7	8
neutral	0	7	7	Neutral	13	9	22
agree	9	11	20	Agree	6	11	17
strongly agree	16	23	39	strongly agree	6	12	18
Total	26	42	68	Total	26	42	68

Chi-square = .174

Chi-square = .078

The above table presents that the view of the respondents towards parental role commitment. The parental role commitment aspects were recognized as spending time with children and involvement of day to day activities of children. All the variables of this table are higher than 0.05. Which indicate that both male and female are equally committed to their parental role.

6. Marital Role Reward and Commitment

Marital Role Reward and Commitment

opinion	Importance of successful marriage life			Expectation of love support and care from partner			Involvement in marriage life				
	Gender			Gender			Gender				
	male	female	Total	opinion	male	female	Total	opinion	male	female	Total
strongly disagree	0	0	0	strongly disagree	0	1	1	strongly disagree	2	4	6
disagree	1	3	4	disagree	0	1	1	disagree	4	7	11
neutral	4	11	15	neutral	3	6	9	neutral	13	13	26
agree	8	12	20	agree	8	16	24	agree	1	15	16
strongly agree	13	16	19	strongly agree	15	18	33	strongly agree	6	3	9
Total	26	42	68	Total	26	42	68	Total	26	42	68
Chi-square = .0635			Chi-square = .680			Chi-square = .020 .					

The above table reveals that, the view of the respondents towards marital role reward and commitment. The marital role and commitment aspects were identified as successful marriage life, expectation of love support and care from partner, involvement in marriage life. All the variables of this table are higher than 0.05 except one variable that is involvement in marriage life. Hence we can conclude that there is no difference between male and female in marital role and commitment except involvement in marriage life.

7. Homecare Role Reward Value

Homecare Role Reward Value

opinion	Importance of having attractive home			Least botheration about place of living			
	Gender			Gender			
	male	female	Total	opinion	male	female	Total
Strongly disagree	1	3	4	Strongly disagree	2	4	6
Disagree	2	6	8	Disagree	6	14	20
Neutral	8	6	14	Neutral	7	11	18
Agree	10	13	23	Agree	11	11	22
strongly agree	5	14	19	strongly agree	0	2	2
Total	26	42	68	Total	26	42	68
Chi-square = .352			Chi-square = .530				

The above table presents that the view of the respondents towards homecare role reward value. The homecare role aspects were identified as importance of having attractive home and least botheration about place of living. All the variables of this table are higher than 0.05. Hence we can conclude that there is no difference between male and female in homecare roles.

8. Homecare Role Commitment

Homecare Role Commitment							
Expecting to leave for family				Not expecting much time for home			
opinion	Gender		Total	opinion	Gender		Total
	male	female			male	female	
strongly disagree	5	4	9	strongly disagree	2	1	3
disagree	10	18	28	disagree	8	12	20
neutral	8	11	19	neutral	7	18	25
agree	2	7	9	agree	9	8	17
strongly agree	1	2	3	strongly agree	0	3	3
Total	26	42	68	Total	26	42	68
Chi-square = .672				Chi-square = .233			

The above table presents that the opinion of the respondents towards homecare role commitment. The homecarerole commitment aspects were identified as expecting to leave for family andnot expecting much time for home. All the variables of this table are higher than 0.05. Hence we can conclude that there is no difference between male and female in homecare role commitment.

CONCLUSION

Today, in the fast moving worldthere are many factors that force both the couples in a family to work. Because of the dual career working, conflicts started arising between couples. Career, family and parental role are the main parameters that lead to the role conflict between dual career couples. This study reveals that there is much variation between men and women with respect to career growth but there is no difference between men and women with respect to factors contributing to career growth. For both men and women there is no much dissimilarity with respect to job expectation. According to the study only marriage life involvement factors do not vary much in life of men and women but other factors like parental role, marital role and homecare role variability differ much in their life.

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