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Work-Life Balance: A Systematic Review

Augustina Adei Ashie

Lecturer, Department of Management Sciences,
University of Education, Winneba, Ghana

Abstract:

The paper systematically reviews empirical work on work- life balance (WLB) among dual earner families, with the purpose of organizing and evaluating the literature on work- life balance, identifying the patterns and trends within the literature and finally to identify gaps and recommend new research areas on work- life balance. This review contributes to the literature by identifying the methodological approaches and theoretical perspectives adopted in the work- life balance literature and recommendations made on how some selected theories can also be utilized to provide a clearer understanding into the work- life experiences of dual- earner families. The review further stresses the need for methodological advancement in the form of the use of multilevel analysis, experimental design and a dynamic approach to investigating how employees' work-life experiences are likely to differ as a result of cultural, economic and institutional influences in various parts of the world.

Keywords: Work- life balance, work- family conflict, work- family enrichment, dual- earner couple/families

1. Introduction

Although there are many factors that affect the lives of individuals, it appears work and family domains are the most important for most adults. According to (Mayrhofer, Meyer, Schiffinger & Schmidt, 2008) work-family relations are central to individuals, organizations and policy makers. These relations to a large extent affect different aspects of the individual's personal and family life including his or her life satisfaction, marital adjustment and career success (Greenhaus et al., 2003; Burley, 1995; Neal & Hammer, 2009). Organizations where people work are not spared either, work-family relations touch on issues like individual and organizational performance, job satisfaction and organizational citizenship behaviour (Chandiok, 2018; Kinnunen et al., 2010). For policy makers, these relationships lead to policies such as regulations about better combining family life with paid work, support for individuals re-entering work life after familial leaves of absence or legislative frameworks for working time and conditions (Mayrhofer et al., 2008). Today's economy is characterized by a lot of social changes that have resulted in new forms of experiencing the realms of work and family (Carlier, Llorente & Grau, 2012). These changes have heightened interest in understanding the work-family interface (Carnicer, Sanchez, Perez & Jimenez, 2004). For instance, the rising number of women in today's labour force which has resulted in an increase in the number of dual- earner families has drawn a different sociological and economic picture for families and organizations. Economically, organizations must provide an appropriate environment for these women to function well at work and sociologically, men are now expected to assume their share of domestic chores and family care activities, raising the pressure on finding ways of harmonizing personal, family and work life (Hernández and Idrovo, 2010 as cited in Carlier et al., 2012). The dual- earner family therefore exemplifies the complex interaction between work and family roles in modern society. It implies a psychological commitment of marital partners to both family relations and their individual careers (Elloy & Smith, 2003). Such family and work domains create the interaction and relevancy with each other (Carnicer et al., 2004) and therefore need to be managed well to achieve good outcomes. This makes work-family relationships complex and multidimensional and remain an important ongoing academic and social policy area that requires multidisciplinary and multi-level investigation and collaboration (Heraty, Morley & Cleveland 2008).

This paper therefore conducts a systematic review of empirical work on work- life balance (WLB) among dual earner families, with the purpose of organizing and evaluating the literature on work- life balance, identifying the patterns and trends within the literature and finally to identify gaps and recommend new research areas on work- life balance. The review focused specifically on how different work-life constructs have been operationalized, the theoretical perspectives that have been adopted and the methodological approaches employed. It also touches on specific aspects of work-life construct, such as: the antecedents of work- life constructs; the outcomes of work- life constructs and the coping strategies adopted by dual- earner couples in dealing with work family conflict (WFC).

The present review makes three important contributions to the literature. First, it contributes to the literature by systematically identifying how several WLB constructs have been conceptualized, the scales used in measuring these constructs, and the network of variables to which WLB constructs among dual- earner families are related. Second, the theoretical perspectives adopted in previous WLB researches have been reviewed and recommendations made on how some selected theories can also be utilized to provide more understanding into the work- life experiences of dual- earner families. Finally, we advance the literature by highlighting opportunities for methodological advancement of the field. In doing so, we emphasize the need to adopt multilevel approaches, the use of experimental designs in future work, and the

advantages of a dynamic approach to investigating how employees' work-life experiences are likely to differ as a result of cultural, economic and institutional influences in various parts of the world.

This review consists of the following sections. First, the introduction, followed by an explanation of the methods used to collect data for this review. It then examines how various work-life constructs have been defined and measured across the literature, the theoretical perspectives adopted as well as the antecedents, moderators, mediators and outcomes of work- life constructs and the coping strategies used by dual- earner families to deal with the negative dimension of work- life experiences. It finally outlines opportunities for future research, the limitations and conclusions of the review.

2. Method

In carrying out this review, the researcher conducted a thorough search on the topic from relevant databases which form part of the University of Ghana's electronic resource database. In all, ten (10) databases were searched from the start date to the 5th November, 2020. The purpose of the search was to find all empirical studies that focus on work-life balance among dual- earner couples irrespective of the country of focus or the time of publication. The key words used to extract the needed data included 'work- life interface', 'work- family interface', 'work- life balance' 'work- family balance', 'work- life conflict', 'work- family conflict', work- life enrichment', 'work- family enrichment' AND 'dual career couples', 'dual career families', 'dual earner couples', 'dual earner families' using the conjunctions 'OR' and 'AND' where necessary.

2.1. Inclusion and Exclusion Criteria

The selected documents met the following inclusion criteria: (1) they should be peer reviewed journal articles: (2) the researcher should have access to the full text; and (3) it should be in the English language. Non-refereed papers (i.e., theses, reports, or journal articles published by unknown publishers) were excluded due to concerns regarding their quality. Book chapters, conceptual and review papers were also excluded from this study.

2.2. Data Extraction

In all, 13, 393 titles were identified of which 149 were analysis into details. Out of these 39 articles were selected for critical analysis and review. Table 1 below provides an insight into the distribution of articles identified with respect to the various databases.

Database	Number of Titles Identified
Academic Search Complete	67
Business Search Complete	61
CINAHL Complete	8
Emerald Insight	189
Humanities International Complete	2
JSTOR	508
Scopus	3,596
Taylor & Francis	478
Sage	63
Wiley Online Library	8,421
Total	13,393

Table 1: Distribution of Articles Identified from Various Databases

3. Results

3.1. Conceptualization of Work-Life Balance

Research conducted over the years in relation to work and life/ family dynamics has been classified using a range of different descriptions (Gatrell, Burnett, Cooper and Sparrow, 2013). Such terms include 'work-life integration' (Lewis and Cooper 2005 as cited in (Gatrell et al., 2013), 'work-family conflict' (Forma 2009 as cited in (Gatrell et al., 2013), 'work and family practices' (Morgan 1996 as cited in (Gatrell et al., 2013), 'work/family balance' (Hochschild, 1997 as cited in (Gatrell et al., 2013) and 'work-life interface' (Özbilgin *et al.* 2011, as cited in (Gatrell et al., 2013). These differing terminologies have been used by various authors to describe essentially the same constructs (Gutek, Repetti and Silver, 1988; Lewis and Cooper, 1988 as cited by Higgins, & Duxbury, 1992). For the purpose of this review however, the term work-life balance(WLB) will be used as a catch-all term for work-life (or family, home) dynamics which includes both negative (e.g., work-family and family-work conflict) and positive (e.g., work-family and family-work enrichment) foci (Aryee, Fields, & Luk, 1999; Hill, Yang, Hawkins, & Ferris, 2004 as cited in (Le, Newman, Menzies, Zheng and Fermelis, 2020). This wording has been chosen because, 'work-life balance' seems to be a more familiar term, which embraces the range of approaches listed above (Gregory and Milner 2009; Lewis *et al.* 2007 as cited by (Gatrell et al., 2013).

Work-life balance is said to involve the manner in which individuals are able to balance the responsibilities and commitments of their paid work (career and ambition) and family life (health, pleasure, leisure, family) (Chandiok, 2018; Gatrell et al., 2013). Balancing of these responsibilities may be conflictual (negative) or enriching (positive).

The term 'work-life conflict' (WLC) is usually used to describe the negative foci of the work-life relationship. It is observed in this review that most authors have adopted Greenhaus & Beutell, (1985) definition for work-life balance which states that 'it is a form of inter-role conflict in which the demands of work and family roles are mutually incompatible (Elloy & Smith, 2004; Kalliath et al., n.d.; Kim, Shin and Kim, 2019). According to Greenhaus & Beutell, (1985 as cited in Elloy & Smith, (2003) conflict exists under three conditions namely time, strain and behaviour. The first is when the time required to execute one role (work/family) effectively makes it difficult to devote sufficient time to other roles (work/family); the second is when the strain from one role (work/family) makes it hard to fulfil the requirements of another; and finally, when specific behaviours of one role (work/family) make it challenging to fulfil the requirements of the other (work/family). These three antecedents produce three distinct categories of work-family conflict, which may be time-based; strain-based or behaviour-based (Elloy & Smith, 2003). Other terms use to refer to work- family conflict include job- family strain, work- family tension, family- work role incompatibility, inter- role conflict (Higgins & Duxbury, 1992) among others.

The positive aspect of the work- family relationship on the other hand is often referred to as 'work- life enrichment' (WLE). According to Greenhaus and Powell (2006) as cited in Vieira, Matias, Lopes and Matos,(2016), work-family enrichment is the extent to which experiences in one life role improve the quality of performance and experiences in another life role either directly or indirectly through their influence on positive affect. Other constructs that are used to refer to the positive side of the work- life balance include positive work-family spillover and positive family-work spillover (Grzywacz & Marks, 2000 as cited by Le et al., 2020); positive work-home interaction and home-work interaction (Geurts et al., (2005) cited in Le et al., 2020). However, the term work- life enrichment is mostly use.

Both conflict and enrichment can occur from either role (i.e. work or family) and operate in either direction, that is, from work-to-family (WF) or from family-to-work (FW) (Frone, 2003, as cited in Hughes & Tovey, 2007). The WF direction mainly encompasses work domain antecedents and family domain consequences, whereas the FW direction considers family characteristics as antecedents and work aspects as consequences. In this vain, the negative aspect of the work-life relationship could be either 'work-family conflict' (WFC) or 'family- work conflict' (FWC) while the positive facet could be 'work- family enrichment' (WFE) or 'family- work enrichment'.

Work- family conflict (WFC) can then be defined as the extent to which pressures within a person's work role interfere with responsibilities from their family role (e.g., not having time to take care of your children because of a work deadline that requires extra hours. In contrast, family-work conflict (FWC) can then be defined as the extent to which pressures within a person's family role interfere with his or her obligations from their work role (e.g. missing work in order to take care of a sick child) (Entricht, Terri L.Hughes & Tovey, 2007)

3.2. Conceptualization of Dual Career Couples

In the world today, more women are seen to be actively engaged in various forms of economic activities both formal and informal. For this reason, there is an increasing number of families in which both spouses are gainfully employed. Such families are the main focus of this research since their roles as both worker and heads of their families lead to various consequences in relation to their work-life balance. Throughout the literature, several terms are used to refer to working couples including 'dual-earner couples/families/households'(Crawford et al., 2019; Galambos et al., 1989; Hege & Lappegård, 2012; Masterson & Hoobler, 2015), 'dual-income couples/families/households'(Entricht, Terri L.Hughes & Tovey, 2007) and 'dual-career couples/families/households'(Chandiok, 2018; Elloy & Smith, 2004; Higgins, & Duxbury, 1992; Many & Pakhtunkhwa, 2020; Neault & Pickerell, 2005; Olasupo, 2020). Even though various researchers have defined these terms differently, it is observed from this review that the basic tenets of their definitions are the same. For instance, Higgins & Duxbury, (1992) defines dual-career individuals as those in managerial or professional jobs, with children, and a spouse also in a managerial or professional job. Chandiok also defines dual career couples as families in which both heads of households pursue careers and at the same time maintain a family life together and both have high degree of commitment to their career, whiles Hege & Lappegård, (2012) defines dual-earner couples, as family arrangements: in which (a) each partner has usual weekly working hours, (b) each partner shares in the housework and maintenance work, and (c) each partner share in the child care responsibilities. For the purpose of this review, the authors chose to describe such couples as 'dual-earner' because it is a more inclusive term than dual-career and does not exclude individuals or couples who consider their employment to be a job rather than a career.

4. Theoretical Perspectives Adopted in the Work- Life Research

The current review shows that an assortment of theoretical perspectives has been adopted by researchers to explain how dual- earner couples respond to the work and family demands. It is observed that role theories are the most predominant set of theories adopted by researchers. These theories were used by seven (7) studies. Studies using the role theories emphasize that among various roles, work and family roles are the key roles for most people, and a misalliance between these roles may result in tension and negative feelings (Crawford et al., 2019; Masterson & Hoobler, 2015). According to these theories, multiple roles contribute to strain and other pathology because of their individual demands in terms of time, obligations and performance (Goode, 1960). It can however be argued that multiple roles do not always result in strain but can also lead to some positive outcomes like a sense of purpose and fulfilment depending on the measures that individual and couples put in place to cope with these roles. Role theories cannot also fully explain the outcomes of work and family relationship since there is not always a clear distinction between work and family roles (Wheatley, 2012).

Wellbeing theories were seen to be the second most used within the work- family literature. 6 of the studies reviewed used such theories. Examples of wellbeing theories include but not limited to the Conservation of Resource

Theory, Relative Resource Perspective and Life Course Perspective. Wellbeing theories stipulates that people are motivated to build and maintain a resource base (objects, personal characteristics, conditions, status etc.) or energies that are valued in their own right, or that are valued because they act as conduits to the achievement or protection of valued resources' (Hobföll, 2001) and the value they derive from such resources serve as a source of support that help them to maintain effective performance in the face of multiple and sometimes competing work and family demands. These theories make it evident that work/ life strategies are typically family-level actions and are fluid and therefore to understand the reality of the contemporary work/family or work/life interface requires a focus on the dynamic interweave of diverse strands of the life course (Moen & Yu, 2000).

In addition, four (4) studies drew on the spillover theories. These theory postulates that despite the physical and temporal boundaries between work and family, emotions and behaviors in one sphere carry over to the other (Clark, 2000). Such spillovers may be either positive or negative. Positive spillover occurs when skills, knowledge, experiences, values and attitudes that are acquired in one domain (work or family) can be put to use in the other domain (work or family) whereas negative spillover is when the negative experiences, attitudes, behaviors of one domain (work or family) affects the other domain. Table 2 below provides a detail picture of the various theories used in the work- life balance literature. It is however worth noting that twenty-seven (27) of the studies reviewed did not specify any theoretical bases. In sum, the reviewer argues that key theories presented in Table 2 are relevant to guide research on the work-life balance (WLB), nonetheless existing theories such as the role theory may need to be used in combination with other theories to better explain the work-life experiences of dual-earner couples.

Categories of Theories	Theories	Number	Examples of Studies Adopting the Theory
Role Theories	Role Theory; Role Base Perspective; Role Strain Theory Multiple Role Theory Conflict Approach	7	Crawford et al., (2019); Higgins, C. A. & Duxbury, (1992); Masterson & Hoobler, (2015); Adisa & Osabutey, (2017); Kalliath et al., (n.d.); ur Rahman & Khan, (2020); (ten Brummelhuis et al., (2010)
Wellbeing Theories	Conservation of Resource Theory Relative Resource Perspective Life Course Perspective	6	Hege & Lappegård, (2012); Kalliath et al., (n.d.); Konrad & Yang, (2012); Makela et al., (2017); Moen & Yu, (2000); Wierda-Boer et al., (2009)
Spillover Theories	Spillover Theory Crossover Theory	4	Higgins, C. A. & Duxbury, (1992); Kalliath et al., (n.d.); Presti et al., (2020); ur Rahman & Khan, (2020)
Exchange Theories	Social Exchange Theory	1	Pagnan, Lero & Wadsworth (2011)
Systems Theory	Family System Theory	1	Hammer, Neal, Newson, Brockwood & Colton, (2005)
Gender Theories	The Social Construction of Gender	2	Hege & Lappegård, (2012); Moen & Yu, (2000)
Work-Life Related Theories	Work- Family Conflict Perspective Work- Family Enrichment Perspective Model Of WFI Integrated Model Of WFI	2	Kinnunen, Feldt, Mauno & Rantanen, (2010); Matias & Fontaine, (2015)
Identity Theories	Identity Theory	1	(Crawford et al., 2019)
Other Theories	The Structural Lag Symbolic Interactionism Household Economics Broaden-And-Build Theory Human Ecology Theory	3	Camgoz & Science, (2014); Duncan & Pettigrew, (2012); Moen & Yu, (2000); Pagnan et al., (2011)
No Theoretical Bases		27	Other studies

Table 2: Theoretical Perspectives Adopted in the Work- Life Research

Note: Some Studies Adopted More Than One Theory

5. Research Designs and Measuring Work-Life Constructs

5.1. Research Designs

It is observed that, a majority of studies in this review used cross-sectional quantitative designs, relied on single source and self-report survey data and undertook analysis at the individual-level. Out of the 39 studies reviewed, only nine (9) used longitudinal design (Ba, 2014; Matias et al., 2017b; Neal & Hammer, 2009; White et al., 2003) while the remaining thirty (30) adopted the cross- sectional design (Elloy & Smith, 2004; Hege & Lappegård, 2012; Higgins & Duxbury, 1992; Lee et al., 2013). Thirty one (31) were done quantitatively (Baral, 2020; Hammer et al., 2005; Kinnunen et al., 2010; Presti

et al., 2020), seven (7) were done qualitatively (Adisa, 2017; Hege & Lappegård, 2012; Kalliath et al., n.d.) while only one (1) adopted the mixed method (Wheatley, 2012). None of the studies adopted laboratory setting for experimental research as such future research might consider the use of experimental design due to their ability to deal with endogeneity. A high concentration of the studies reviewed drew their sample from employee from the formal sector with only a few drawings on employees from both the formal and informal sector. None of them focused strictly on the informal sector and for that reason I suggest that future studies should consider drawing its sample from this sector since it may lead to varied findings relating to the work- family dynamics. Finally, the review has established that the bulk of the WLB among dual- earner couples research has been carried out in the United States of America, Europe and Asia with only a few carried out in Africa (2 studies from Nigeria only). It is therefore imperative that future studies focus on African countries like Ghana since societal culture to some extent could have some influence on how couples juggle work- life balance.

5.2. Quantitative Scales Measuring Work-Life Balance Constructs

A number of measures have been developed to measure work – life balance constructs and the quantitative studies reviewed have adopt one or more of such measures. These measures are often multidimensional (e.g., work- family conflict and family- work conflict) and most of them were multi-item scales except for one (Clarke et al., 2004)'s measure of work- family balance which was a single item scale.

5.2.1. Quantitative Scales Measuring Work- Family Conflict

Of the 31 quantitative studies reviewed, nine (9) used the Netemeyer, Boles & McMurrian's (1996) Work- Family Conflict scale (Neal & Hammer, 2009; Camgoz, 2014; Entricht, Terri Hughes & Tovey, 2007; Presti et al., 2020; Baral, 2020; Lee et al., 2013; Hammer et al., 2005; Hammer, et al., 2005; Kinnunen et al., 2010), three (3) adopted Carlson, Kacmar & Williams' (2000) Work- Family Conflict (Matias et al., 2017; Vieira et al., 2016; Kundu et al., 2016). Two (2) of the studies also made use of Kopelman, Greenhaus & Connolly's (1985) Work- Family Conflict scale (Elloy & Smith, 2003; Elloy & Smith, 2004) and other two (2) used the Role Conflict scale developed by Rizzo, House & Lirtzman (1970) (Elloy & Smith, 2003; Elloy & Smith, 2004). The remaining ten (10) measures identified in the literature were adopted by a study each. Table 3 below provides details of these measures.

5.2.2. Quantitative Scales Measuring Work- Family Enrichment

Five (5) studies tried to measure work- family enrichment. Out of these, 2 adopted Carlson, Kacmar, Wayne & Grzywacz's (2006) Work- Family Enrichment Scale (Vieira et al., 2016; Presti et al., 2020), another 2 used the Work- Family Positive Spillover scale developed by Stephens et al (1997) (Neal & Hammer, 2009; Hammer et al., 2005) and one made use of the FamWork Research Consortium's (2005) Work- Family Enrichment Scale (Matias & Fontaine, 2015). Refer to Table 3.

5.2.3. Quantitative Scales Measuring Work- Family Balance

Work- family balance was measured by five (5) studies which adopted 5 different scales in measuring the construct. Wierda-Boer et al., (2008) adopted Clarke et al., (2004)'s 'Work- Family Balance scale', Higgins & Duxbury, (1992) used Pleck's (1979) 'Work- Family Interface scale', Dex & Bond's (2005) 'Industrial society's work- life checklist' was adopted by Olasupo, (2020), Carlson et al., (2009)'s 'Work- Family Balance scale' was used by Presti et al., (2020) and Matias & Fontaine's (2014) 'Work- Family Conciliation Strategies Scale' was adopted by Matias & Fontaine, (2015). Three other scales measuring work- family support was identified in the literature. Table 3 provides further details of this.

Source of Measure	Number	Single/Multiple Items	Studies cited
Work- Family Conflict Measures			
Frone et al (1992) - <i>Work-Family Conflict</i>	1	Multiple Items	Wierda-Boer et al., 2009)
Netemeyer, Boles & McMurrian (1996) - <i>Work- Family Conflict</i>	9	Multiple Items	Neal & Hammer, (2009); Camgoz, (2014); Entricht, Terri Hughes & Tovey, (2007); Presti et al., (2020); Baral, (2020); Lee et al., (2013); (Hammer et al., 2005); Hammer, et al., (2005); (Kinnunen et al., 2010)
FamWork Research Consortium (2005) - <i>Work- Family Conflict Scale</i>	1	Multiple Items	Matias & Fontaine, (2015)
Kopelman, Greenhaus & Connolly (1983) - <i>Work- Family Conflict</i>	1	Multiple Items	Burley, (1995)
Carlson, Kacmar & Williams (2000) - <i>Work- Family Conflict</i>	3	Multiple Items	Matias et al., (2017); Vieira et al., (2016); (Kundu et al., 2016)
Kopelman, Greenhaus & Connolly (1985) - <i>Work- Family Conflict</i>	2	Multiple Items	Elloy & Smith, (2003); Elloy & Smith, (2004)
Rizzo, House & Lirtzman (1970) - <i>Role Conflict</i>	2	Multiple Items	Elloy & Smith, (2003); Elloy & Smith, (2004)
Fisher et al., (2009) - <i>Work- Life Conflict</i>	1	Multiple Items	Makela et al., (2017)

Source of Measure	Number	Single/Multiple Items	Studies cited
Bohen & Viveros – Long (1981) - <i>Job-Family Role Strain</i>	1	Multiple Items	Higgins & Duxbury, (1992)
Grzywacz & Marks (2000) – <i>Work- Family Spillover Scale</i>	1	Multiple Items	Kim et al., (2019)
Kirchmeyer (1992) – <i>Family – Work Conflict</i>	1	Multiple Items	Minnotte et al., (2013)
Matthews, Kath & Barnes- Ferrell (2010) – <i>Work- Family Conflict</i>	1	Multiple Items	Matias et al., (2017)
			Makela et al., (2017)
Stephens & Sommer (1996) – <i>Work- Family Conflict</i>	1	Multiple Items	Kinnunen et al., (2010)
Muame & Houston (2001) – <i>Negative Job-To-Home Spillover</i>	1	Multiple Items	White, Hill, McGovern, Mills & Smeaton (2003)
Work- Family Enrichment Measures			
FamWork Research Consortium (2005) – <i>Work- Family Enrichment Scale</i>	1	Multiple Items	Matias & Fontaine, (2015)
Carlson, Kacmar, Wayne & Grzywacz (2006) – <i>Work- Family Enrichment Scale</i>	2	Multiple Items	Vieira et al., (2016); Presti et al., (2020)
Stephens et al (1997) – <i>Work- Family Positive Spillover</i>	2	Multiple Items	Neal & Hammer, (2009); Hammer et al., (2005)
Work- Family Balance Measures			
Clarke et al., (2004) – <i>Work- Family Balance</i>	1	Single Item	Wierda-Boer et al., (2008)
Pleck (1979) – <i>Work- Family Interface</i>	1	Multiple Items	Higgins & Duxbury, (1992)
Dex & Bond (2005) - <i>Industrial society's work-life checklist</i>	1	Multiple Items	Olasupo, (2020)
Carlson et al., (2009) – <i>Work- Family Balance</i>	1	Multiple Items	Presti et al., (2020)
Matias & Fontaine (2014) – <i>Work- Family Conciliation Strategies Scale</i>	1	Multiple Items	Matias & Fontaine, (2015)
Work-Family Support			
Thompson et al., (1999)- <i>Work- Family Support</i>	1	Multiple Items	Presti et al., (2020)
King, Mattimore, King& Adams (1995) – <i>Family Support</i>	1	Multiple Items	Lee et al., (2013)
Tsui, Pearce, Porter & Tripoli (1997) – <i>Supervisor Support</i>	1	Multiple Items	Lee et al., (2013)

Table 3: Measures Used In Measuring Work-Life Balance Constructs

Note: Some Studies Adopted More Than One Measure

In summary, this review found that studies on work- family balance among dual- earner couples have typically paid greater attention to measuring the negative side of the WLB (i.e., work-family conflict) than the positive side (i.e., work-life enrichment, positive spillover). This may be due to the increased number of dual- earner families in recent times and the limited introduction of work-life/family policies and practices by most organizations (Chandra, 2012; Chou & Cheung, 2013).

6. Organizing Framework of Work- Family Studies among Dual Earner Couples

Research carried out on work- life balance among dual- earner couples have focused mainly on the antecedent, outcomes as well as some moderators of work- life balance constructs. A few have also looked at the coping strategies employed by such couples in dealing with the negative outcomes work- life balance. Figure 1 below presents a framework that organizes the various variables whiles Table 4 presents the list of coping strategies identified in the literature.

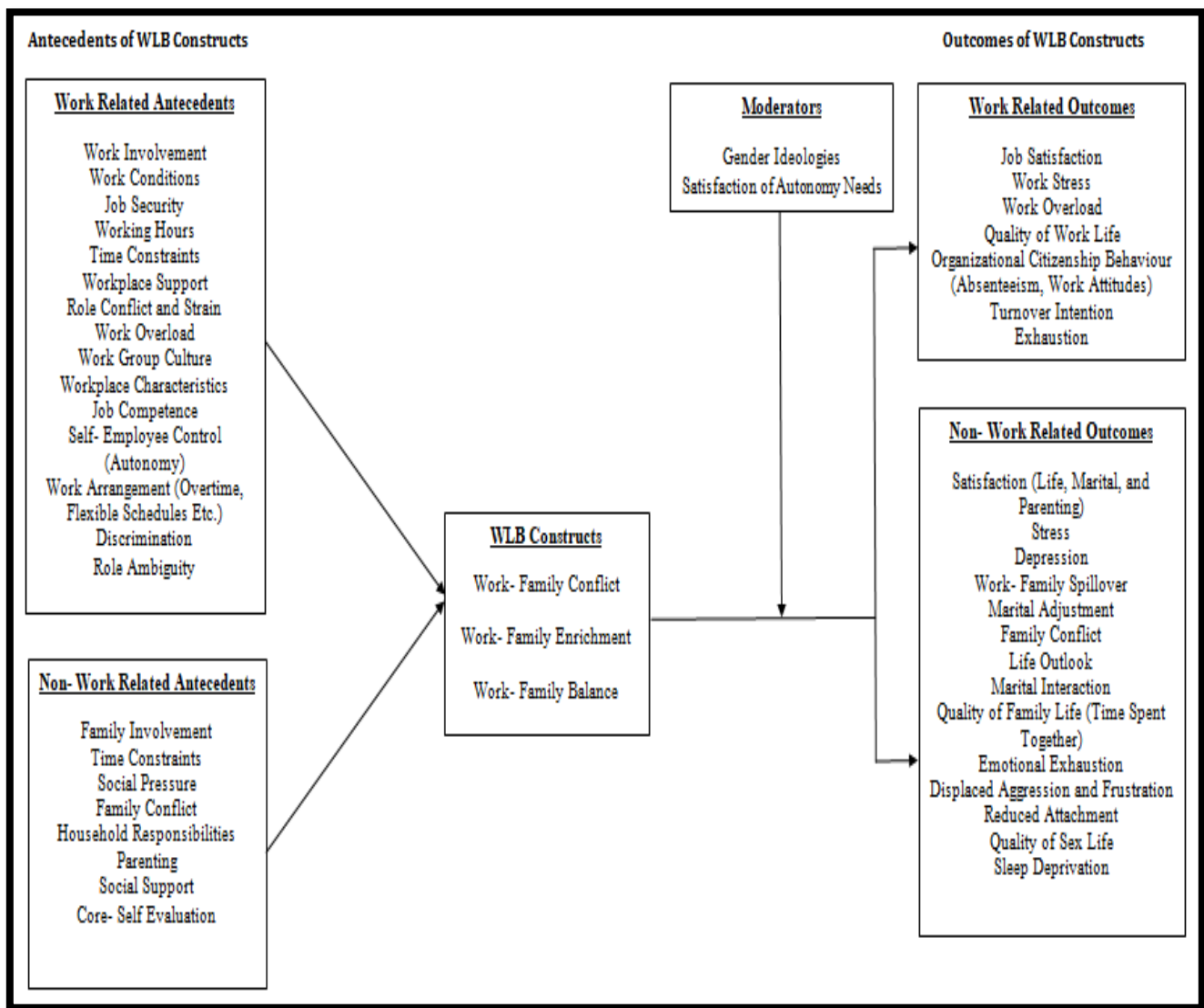


Figure 1: Organizing Framework of Work- Family Studies among Dual Earner Couples

6.1. Antecedents of Work-Life Balance Constructs

According to Zheng, Kashi, Fan, Molineux, & Ee, (2016), knowledge on the antecedents of different work-life constructs is important in assisting organizations to develop programs and support employees to maintain work-life balance. For this reason, an increasing number of studies have examined the factors in work and non- work domains that may foster or hinder individuals' work-life experiences. For the purpose of this discussion, these antecedents are categorized into work related antecedents and non- work-related antecedents.

6.1.1. Work Related Antecedents

The work-related antecedents of work- life balance identified in this review include work involvement, working conditions, job security, working hours, time constraints, workplace support (supervisor and co-worker support), role conflict and strain, work overload, work group culture, workplace characteristic, job competence, self-employee control (autonomy). For example, long working hours have been found to be positively related to work-family conflict ((Baral, 2020; Chandiok, 2018; Galambos et al., 1989; Moen & Yu, 2000; White et al., 2003). Work arrangement inflexibility increases work-family conflict ((Duncan & Pettigrew, 2012; Kundu et al., 2016; Radcliffe & Cassell, 2015). Job competence, self-employee control (autonomy) and discrimination are also found to have significant effects on work-family conflict in dual- earner couples ((Kundu et al., 2016). Wheatley, (2012) found that work-group cultures prevent employees, especially women, from achieving work-life balance. Other predictors of work-family conflict include work conflict (Neault & Pickerell, 2005), work involvement (Karambayya & Reilly, 1992; Moen & Yu, 2000), work overload (Chandiok, 2018) and time constraints (Neault & Pickerell, 2005; Wierda-Boer et al., 2008). Workplace support (supervisor and co-worker support) on the other hand has been found to have a significant positive influence on work- family balance and enrichment.(Baral, 2020; Hammer, Neal, et al., 2005; Kundu et al., 2016; Matias et al., 2017; Moen & Yu, 2000; Higgins, & Duxbury, 1992).

6.1.2. Non- Work-Related Antecedents

Researchers have also examined whether factors in the non- work domain are related to the work- life experiences of dual earner couples. This review identified such factors including family involvement, social pressure, time

constraints, family conflict, household responsibilities, parenting (presence of young children), social support and core self-evaluation. For instance family involvement has been identified to have a significant relationship with work-life balance and enrichment (Karambayya & Reilly, 1992). According to Wierda-boer et al., (2008), social pressure and time constraints - jointly operate in determining perceived success in balancing work and family. Wierda-Boer et al., (2009) also found that there is no recipe for a division of paid work and unpaid work that guarantees a conflict-free reconciliation of work and family, however, individual time spent on paid work and unpaid work appeared to be more decisive for parents' level of work-family interference. Parenting on the other hand has been found to be related to work-family conflict (Baral, 2020; Entricht, Terri L. Hughes & Tovey, 2007; ur Rahman & Khan, 2020). (Baral, 2020) also found negative association between spouse support and FWC; a negative association between supervisor support and WFC and negative relationship between perceived organizational support for WFC indicating the relevance of social support in achieving work-life balance among dual-earner couples. A significant negative effects of Core Self-Evaluation on both WFC and FWC was found by (Baral, 2020) which establishes that personality characteristics play a crucial role in determining to what degree an individual experiences interference between work and family irrespective of the direction of conflict. Other factor include household responsibilities (Neault & Pickerell, 2005) and family conflict (Higgins & Duxbury, 1992).

6.1.3. Summary

In summary, the review showed that much attention has been paid to factors that cause work-family conflict such as long working hours and work arrangement inflexibility. This can be said to be as a result of the rapid economic growth experienced in many countries, and a higher number of women in regular employment (Elloy & Smith, 2003; Baral, 2020) which has led to greater pressure on employees to balance work and family responsibilities. Secondly, the review identified a number of antecedents of work-life balance similar to those highlighted in the systematic review of (Le et al., 2020), such as organizational, supervisor, and coworker support, working hours, work involvement, parenting, family support, and social support. However, additional antecedents of work-life constructs were identified in the current review, and these include discrimination, job competences and job insecurity.

6.2. Outcomes of Work-Life Balance Constructs

Just as observed with the antecedents, a considerable number of studies have also examined the relationship between work-life constructs and various work outcomes. These outcomes are grouped into work related outcomes and non-work-related outcomes.

6.2.1. Work Related Outcomes of Work-Life Balance Constructs

The work-related outcomes identified in this review comprise of job satisfaction, work stress, work overload, quality of work life, organizational citizenship behaviour (absenteeism, work attitudes), turnover intention and exhaustion. For example, there was a significantly strong negative relationship between work conflict and quality of work life for dual-career men (Higgins & Duxbury, 1992). Individuals in dual-income couples with high levels of WFC have reported higher levels of stress and exhaustion compared to individuals in dual-income couples with lower levels of WFC (Chandiok, 2018; Entricht et al., 2007; Neault & Pickerell, 2005; Wheatley, 2012). Work-life balance have also been found to strongly predict employees' satisfaction on the job (Chandiok, 2018; Kinnunen et al., 2010). The results of (ten Brummelhuis et al., 2010) showed that for both partners work and family demands increase time deficit and energy deficit. Other consequences worth mentioning include organizational citizenship behaviour (absenteeism, work attitudes) and turnover intention (Chandiok, 2018).

6.2.2. Non-Work-Related Outcomes of Work-Life Balance Constructs

Satisfaction (life, marital and parental), stress, depression and distress, work-family spillover, marital adjustment, family conflict, marital interaction, quality of family life (time spent together), emotional exhaustion, displaced aggression, frustration, reduces attachment, quality of sex life and sleep deprivation were the non-work related consequences identified in this review. Burley, (1995) for example found a negative relationship between work-family conflict and marital adjustment. (Neault & Pickerell, 2005) identified quality of family life (time spent together), sleep deprivation, stress and exhaustion as some consequences of WFC. (Adisa & Osabutey, 2017) reported lack of time for leisure and social activities while Neal & Hammer, (2009) also identified life satisfaction, depression and affect balance. Galambos et al., (1989) also found that one's difficulty in meeting family and work demands is associated with reports of more pessimism, a lower level of togetherness in marriage, and family conflict. Other outcomes identified in the literature include parental satisfaction (Matias et al., 2017a), displaced aggression (Kim et al., 2019) and quality of sex life (Olasupo, 2020).

6.2.3. Summary

Despite a significant body of literature on the outcomes of WLB, such as work attitudes and personal well-being, a limited number of studies have examined its link to employees' work behaviors while the majority focus its attention on the non-work related outcomes and this corroborates Le et al., (2020) findings. Most of the outcomes of work-life balance constructs identified in this review are congruent with those identified by Le et al., (2020), however, the current review identified others including displaced aggression and quality of sex life.

6.3. Moderators and Mediators

6.3.1. Moderators

Two moderators were identified in this review. These are gender ideologies, and satisfaction of autonomy needs (feelings of agency, volition, and initiating one's own actions). Kim et al., (2019) for instance found that the satisfaction of autonomy needs in marital relationships buffered the negative effects of work-family conflicts on displaced aggression toward family among men. Findings from (Minnotte et al., 2013) indicate that husbands' gender ideologies moderate how husbands' and wives' family-to-work conflict relate to husbands' marital satisfaction. Additionally, husbands' gender ideologies moderate how husbands' family-to-work conflict relates to wives' marital satisfaction.

6.3.2. Mediators

Some mediators were also identified namely the perception about spousal home division of labour & spousal support. (Burley, 1995) found that spousal social support and equity in spousal home division of labour played an important, albeit small mediating role in the negative relationship between WFC and marital adjustment.

6.3.3. Summary

The review indicates that very little studies have been carried out which focus on various moderators and mediators between WLB construct and their outcomes among dual earner couples. Furthermore, the few studies that have looked at these variables focused on individual-level factors but not the role played by cultural, economic and institutional factors as moderators or mediators. This is a gap that can be addressed in the future research.

6.4. Coping Strategies

It is observed from the literature that a wide range of strategies are adopted by dual earner couples to help cope with the consequences of work-family conflict. Nevertheless, the use of social support (colleague, spousal, family and domestic support) which was mentioned in 4 studies (Chandiok, 2018; Kalliath et al., n.d.; Neault & Pickerell, 2005; Schnittger et al., 1990) was the most widely used strategy by dual earner couples. (Schnittger et al., 1990) also identified coping strategies including cognitive restructuring and delegation. According to ur Rahman & Khan, (2020), the best way for the individuals having dual career pattern to cope with the multifarious roles and responsibilities in a non-stressed manner is to have a friendly communication in addition to role sharing, friendly negotiation, proper planning and appropriate scheduling. Other strategies identified in the literature include the use of religion (Kalliath et al., n.d.), outsourcing childcare and adopting atypical work patterns (Craig & Powell, 2012), taking vacation and maintaining a bedtime routine (Neault & Pickerell, 2005). Table 4 below presents the details in relation to the range of coping strategies adopted by dual earner couples in coping with the outcomes of work-family conflict.

Studies	Coping Strategies Identified
Schnittger et al., (1990)	Cognitive Restructuring, Delegation and Using Social Support.
Chandiok, (2018)	Spousal Support, Domestic Support and Social Support
ur Rahman & Khan, (2020)	Using friendly communication, Role sharing, friendly negotiation, proper planning and appropriate scheduling.
Kalliath et al., (n.d.)	Religion, Colleague and Family Support
Neault & Pickerell, (2005)	Scheduling personal & work activities, limiting over-time, not working on weekends, taking vacations, connect via phone, exercise, maintaining a bedtime routine, domestic help and daycare close to work.
Craig & Powell, (2012)	Outsourcing Childcare and Adopting atypical work patterns (non-standard work schedules, working from home and self-employment)

Table 4: Coping Strategies

Note: Not All Studies in This Review Focused on Coping Strategies

7. Discussion and Directions for Future Research

7.1. Methodological Advancement

As noted in the earlier sections, several methodological limitations were identified in this review. First, the samples adopted in previous work on WLB appear to have neglected certain subgroups of the population. Most of the studies have focused on formal sector worker specifically professionals at the neglect of workers from the informal sector (self-employed small business owner) and blue-collar workers, given that they account for a large percentage of workers in many economies. This finding is consistent with (Le et al., 2020) findings, hence future studies may consider such groups.

Secondly, it was found that most of the research carried out on the topic was done in the United States of America, Europe and Asia with just a limited number done in Africa (Only two studies were carried out in Africa, Nigeria to be specific). It will therefore be prudent for future studies to focus on other continents specifically Africa and research on the role played by context in influencing the work-life experiences of dual- earner couples. This view is supported by Olliere-Malaterre & Foucreault's (2017) and Le et al., (2020). Hence, future research may focus on cultural dimensions such as power-distance, uncertainty avoidance, and masculinity-femininity (Hofstede, 1985). As Ollier- Malaterre et al. (2013) argue, theorizing around the cultural, economic and institutional context may provide a more holistic understanding as to how people from different countries experience work-life balance.

The review also revealed that prior work-life research has adopted survey and/or interview methods but none has yet adopted experimental designs, future research should therefore consider employing such designs, because they are considered powerful research designs to test causal effects (Kirk, 2015). This finding was also congruent with that of (Le et al., 2020). Other researchers may also utilize diaries to more accurately capture work- family experiences.

7.2. Alternative Theoretical Approaches

The review indicates that a number of theories have been adopted in explaining the interaction between work and family including the role theory, exchange theory and identity theory. However, since the review highlights 'core self-evaluation' as one of the antecedents of work- life balance, future research may consider adopting Ajzen's (1989) 'Theory of Planned Behaviour (TPB)' in explaining the interaction between work and family. According to the TPB, one's intention to perform a behaviour is determined by one's attitude, subjective norm, and the perception of his/her behavioral control. The intention to engage in a behaviour such as balancing work and family, would therefore be predicted by the individual's attitude towards work- life balance, his or her subjective norms about work- life balance and his or her perceived behavioural control in achieving work- life balance.

Attitudes according to Ajzen (1991), refers to the degree to which a person has a favourable or unfavourable evaluation or appraisal of the behaviour in question. The individual's attitude towards a behaviour is derived from the belief of the consequences of such a behaviour. That is to say that, when an individual perceives that achieving a balance between work and family will generate positive outcomes for both his work and family, then he/ she will have a positive attitude towards work- life balance, and vice versa.

Subjective norm refers to an individual's perception on a particular behaviour, which is influenced by the perceived social pressure. According to Ajzen (1991), if an individual believes that a referent (such as family members, friends, co-workers, superiors, or other important stakeholders) approves his/her intention to perform a particular behaviour (achieving work- life balance) and he/she is motivated to follow that behaviour, then the individual will feel the social pressure 'to perform or not to perform' that behaviour (achieving work- life balance).

Perceived behavioural control on the other hand is defined as the individual's perception of the ease or difficulty of performing a particular behaviour (Carpenter and Reimers, 2005). Perceived behavioural control is determined by past experiences or it may also be affected by other individual's experiences.

In combination, individuals will have an intention to achieve work- life balance if they have a positive view of it, if they face the social pressure to achieve it and if they possess the ability to achieve it and according to Ajzen (1991), intention to perform the behaviour will eventually lead to actual behaviour directly. Therefore, the intention to achieve a balance between work and family will eventually lead to achieving it.

8. Limitation

The reviewer acknowledges that there are some limitations of the review. For instance, the review was restricted to only the 10 databases listed in section 2 without considering others like Google Scholar.

9. Conclusion

In conclusion, this current review examines the antecedents and outcomes of work-life constructs such as work-life balance, work-family conflict, and work-family enrichment. This review highlights the system of constructs with which different work-life constructs are connected, the methodological approaches adopted in the literature, the theories that have been used to explain how dual earner couples' work-life perceptions develop and how they influence work and non-work outcomes as well as the coping strategies adopted to deal with conflict. Finally, it discusses areas for future research that may extend the network of variables that influence work-life constructs as well as alternative theoretical bases to guide future research. As such, this review provides a useful basis from which to design future research that examines the work-life experiences of dual- earner couples.

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