

Navigating Career Ambitions and Family Duties: A Comprehensive Analysis of Stress Management for Dual-Career Couples

Hetal Sunil^{1*}, Dr. Subair Kalathil²

^{1*}Research Scholar, Department of Sociology, Faculty of Liberal Arts, Parul University, P.O. Limda, Ta. Waghodia, Dist. Vadodara – 391760, Gujarat, India

²Research Supervisor, Department of Sociology, Faculty of Liberal Arts, Parul University, P.O. Limda, Ta. Waghodia, Dist. Vadodara – 391760, Gujarat, India

***Corresponding Author:** Ms. Hetal Sunil

*Parul University, P.O. Limda, TA. Waghodia Vadodara, Gujarat, India. Email: hetalsuni@gmail.com

Abstract

Dual-career couples face significant challenges in balancing professional ambitions with family responsibilities, often leading to stress that affects their well-being, relationships, and career progression. This article reviews the sociological dimensions of stress management among these couples, focusing on key stressors such as time constraints, role conflicts, and societal expectations. Based on an empirical study involving 83 dual-career couples, it identifies effective coping mechanisms, including time management, task delegation, open communication, and reliance on support networks. The study highlights the role of organizational policies, such as flexible work schedules and family-friendly initiatives, in reducing stress and promoting work-life balance. Additionally, it explores how cultural norms and gender roles influence stress experiences, advocating for interventions that address these dynamics. In order to effectively facilitate the integration of professional and familial duties, the findings recommend organizational reforms and cultural changes. This study adds to the body of knowledge on dual-career dynamics in sociology by exploring the relationship between job, family, and society expectations. It also provides practical advice for couples, companies, and legislators. In order to improve the quality of life for couples with two careers and achieve a sustainable work-life balance, it highlights the necessity of comprehensive methods.

Keywords: Stress Management, Dual-Career Couples, Work-Life Balance, Occupational Burnout, Family Duties

Introduction

In dual-career couples, where both partners actively pursue professional careers while simultaneously managing household and family obligations, it may prove challenging to strike a balance between work objectives and family obligations. The interplay between personal and professional domains frequently results in substantial stress, affecting relationships, career paths, and overall well-being. These couples experience distinct stressors, such as competing role expectations, time constraints, and societal demands, which contribute to adverse outcomes such as deteriorating health, diminished job satisfaction, and diminished performance in both the professional and familial spheres.

This study examines how 83 dual-career couples navigate the challenges of work-life integration and manage family-related stress. It evaluates the effectiveness of key coping strategies, such as efficient time management, equitable distribution of responsibilities, open communication, and the establishment of robust support systems, to assess their effectiveness. Moreover, the article

emphasizes the significance of organizational policies in assisting dual-career couples, advocating for measures such as flexible work schedules, family-friendly initiatives, and broader cultural shifts. The increasing recognition by organizations of the unique challenges faced by dual-career families highlights the need for structural solutions tailored to their specific circumstances. This article examines the impact of gender roles, organizational practices, and cultural norms on influencing stress dynamics within families with two working adults. It emphasizes the importance of context-sensitive interventions in order to achieve sustainable and equitable solutions, which will enable dual-career couples to achieve a healthier and more fulfilling balance between their professional and personal lives.

Examine the gaps in sociology related to managing responsibilities to your family and your job.

Because it does not fully address how cultural norms, gender, and socioeconomic class affect stress management and the division of labor among couples with two careers, sociological research on Navigating Career Ambitions and Family Duties is lacking. Even though previous studies have yielded some broad conclusions, more research is necessary to explore the ways in which these variables interact to pose particular difficulties for partners, leading to a more thorough comprehension of their unique experiences juggling work and family responsibilities.

Review of Literature

Couples who are engaged in dual professions must effectively manage their professional and domestic obligations and at the same time face different challenges. This review synthesizes significant sociological research to furnish a comprehensive comprehension of the stressors, coping mechanisms, and structural influences that impact the work-life balance of such couples.

The study sheds light on the intricate relationships that exist between work-life balance and personal tactics, organizational policies, gender roles, and cultural norms. Research has shown that health problems, extended work hours, and the blending of work and personal life due to technology upset the balance, leading to discontent and a reduction in wellbeing. Gender norms compound these challenges by pressuring women to take on unpaid household work on top of their professional obligations.

Effective stress management and the promotion of harmony require integrative approaches that consider individual strategies, societal norms, and organizational support. Classical works, like the conflict model developed by Greenhaus and Beutell (1985) and the "second shift" concept developed by Hochschild and Machung (1989), offer vital insights into the dynamics of work-life balance and the enduring injustices that shape the experiences of working couples. In order to promote sustainable work-life integration, these later studies go deeper into these themes and call for equitable domestic responsibilities, flexible workplace policies, and cultural changes.

This review investigates the relationship between structural and individual factors in attaining work-life balance by looking at both classic and modern literature. It examines workable tactics and legislative measures that tackle the particular difficulties faced by couples juggling two careers, stressing the significance of culturally aware and situation-specific responses. This research aims to shed light on pathways to better stress management and a higher quality of life for working spouses through the review.

Jilam Rudra De (2017) discovered important stressors in her research conducted in Kolkata, including extended work hours, working from home during the evenings, health problems, and little family time. These factors are major contributors to discontent with the equilibrium between work and life. In his study Sociological Perspective on Work-Life Balance, De looks at this topic from two perspectives: as a personal struggle and as a social issue impacted by government laws, corporate structures, and cultural norms. She contends that in addition to their professional

responsibilities, women are disproportionately burdened by traditional gender roles with unpaid domestic work. De highlights the value of accommodating work schedules, providing maternity leave, and cultivating positive workplace cultures. In order to address gender disparities, she recommends a comprehensive plan that combines structural reforms, individual tactics, and organizational support.

Saini (2018) looks at how traditional gender roles and cultural norms make things worse for Indian women. Family responsibilities frequently result in interpersonal challenges and discontent, which are made worse by the lack of support systems like flexible work schedules and alternative childcare options. Saini's research highlights the detrimental impacts that work-life conflict has on women's health, job satisfaction, and general well-being. In order to better support women's specific needs and address gendered family roles, she advocates for cultural changes, flexible scheduling, parental leave, and remote work options.

Patil (2019) highlights the increased pressures imposed by workplace limitations and traditional norms in *A Study on the Indian Context of Work-Life Balance for Working Women*. She lists the absence of supportive practices, such as flexible scheduling and daycare accessibility, as well as cultural expectations and family obligations, as major stressors. Patil claims that women's health, job satisfaction, and general well-being are all negatively impacted by the imbalance between work and life. Patil's results support Saini's, suggesting organizational and cultural changes to improve women's overall well-being and professional performance.

Pria (2018) conducted an analysis on female IT workers to investigate the effect of work-life balance on job satisfaction. Her research indicates that significant stressors that lead to work-family conflicts and lower job satisfaction include long work hours, difficult assignments, and high-performance standards. She stresses how crucial it is to have organizational support in the form of family-friendly policies, flexible scheduling, and teleworking. Pria concludes that encouraging workplace cultures and flexible policies that prioritize work-life balance can improve employee satisfaction and retention.

The study by Annie Thomas, which was released in 2023 by the EPRA International Journal of Research & Development, looks at Changa Nassery dual-career couples' ability to balance work and family. Annie Thomas's study looks at how dual-career couples balance work and family. It uses a qualitative analysis of 51 participants to find that task sharing and open communication are useful coping strategies for reducing stress and increasing life satisfaction. She emphasizes the importance of organizational changes, such as flexible work arrangements, in augmenting productivity and mitigating stress. Despite the challenges, her study highlights the potential for fulfillment when couples effectively manage their roles.

Greenhaus and Beutell (1985) describe work-family conflict as an inter-role conflict caused by incompatible demands from family and workplace roles. They differentiate conflict into three types: i) When role behaviors clash, such as being assertive at work and nurturing at home, ii) When the impact of stress in one role on performance in another role, and iii) When time constraints in one role impedes the progress of another. The study identified stress, strained family ties, burnout, and decreased productivity as repercussions of work-family conflict as repercussions. They advocate for organizational solutions such as flexible scheduling and family-friendly policies, as well as individual strategies such as time management and boundary setting.

Hochschild and Machung (1989) in *The Second Shift* examine the persistent gender disparities in dual-career households. They examine persistent gender disparities within households with dual careers. Despite their professional obligations, women are disproportionately responsible for unpaid domestic duties, despite their professional obligations. The authors categorize couples into three distinct gender ideology categories: i) It is customary for women to serve as homemakers, whereas men serve as breadwinners, ii) Women are able to balance their careers with their primary household responsibilities, and iii) Partner partners are equally responsible for work and household duties. The study demonstrates that cultural norms and workplace pressures undermine true equality, leading to

stress and dissatisfaction among women. The researchers advocate structural adjustments, including the redefining of gender roles and the implementation of flexible workplace policies, in order to address these disparities.

Barnett and Rivers (1996) challenge the myths surrounding dual-income households, highlighting their financial stability, better mental health, and more egalitarian relationships. They highlight advantages, such as the resilience of children and shared financial contributions, which reduce stress. The authors advocate for enhanced childcare alternatives, transparent communication, and workplace assistance to guarantee the success of dual-income households.

Allen (2001) presented in *Family-Supportive Work Environments: The Role of Organizational Perceptions*, examines the impact of workplace culture and family-friendly policies on work-family conflict, job satisfaction, and organizational commitment. She emphasizes the importance of managerial support and corporate culture in ensuring the effectiveness of family-friendly policies. Companies that promote such policies and encourage their use can help reduce employee attrition and improve productivity.

Hill (2008) says that work-family balance is the ability to manage both family and work obligations well without causing too much disruption, which makes people happier and better. The key factors are being able to change work arrangements, managing boundaries, and providing good organizational support. Hill's research suggests that personal strategies, such as prioritizing and managing time, should be combined with organizational resources to create supportive environments.

Derks and Bakker (2014) looked at how New Ways of Working—which include flexible work schedules and locations—affect employees' well-being and work-family balance. They found that while NWW has the potential to increase productivity, it can have complicated effects on how well work and personal life are balanced. In order to help workers manage their work and personal responsibilities and eventually improve the integration of work and life, the study underscores the significance of comprehending both the benefits and drawbacks of NWW.

Mazmanian (2013) examines similarly how digital connectivity facilitates continuous availability, thereby escalating the conflict between work and family. The study emphasizes the significance of establishing precise boundaries and cultivating supportive workplace cultures to mitigate these obstacles.

Aryee (1999) examines the impact of cultural differences on the perception and management of work-family dynamics in Singapore. She examines the impact of cultural differences on the perception and management of work-family dynamics in Singapore. She examines the effects of cultural differences on the perception and management of work-family dynamics in Singapore. For instance, collaborative cultures frequently perceive conflict between work and family as a necessary sacrifice for the well-being of their families. She emphasizes the significance of implementing interventions that are culturally sensitive.

Kossek (2014) illustrates the difficulties that companies encounter when implementing work-life balance policies. In order to ensure effectiveness and accessibility, she advocates for a thoughtful integration of workplace policies into the culture of the organization. According to Kossek, participatory planning can be employed to ensure that policies meet the requirements of both employers and employees.

The literature on dual-career couples' experiences juggling work and life reveals a complex interaction between structural, cultural, and personal factors. Numerous studies have revealed that issues related to extended work hours, dissolved boundaries as a result of technology, and conventional gender roles pose a challenge. Unpaid domestic labor poses a significant burden, particularly for women, which can lead to stress and discontent.

Research conducted by Hochschild and Machung (1989) and Greenhaus and Beutell (1985) provides fundamental insights into the persistent injustices and tensions arising from conflicting roles in the home and workplace. Further research has highlighted the importance of organizational

support for work-life integration, such as telecommuting choices, flexible scheduling, and family-friendly policies. Academics such as Kossek (2014) and Hill (2008) also emphasize the necessity of culturally aware and participatory planning to guarantee the accessibility and efficacy of these policies.

Moreover, research suggests that addressing cultural norms and reinterpreting traditional gender roles are crucial for promoting an equitable division of responsibilities. Saini (2018), Patil (2019), and others indicate that in addition to individual strategies like time management and open communication, structural reforms should be implemented to decrease stress and increase satisfaction.

In conclusion, achieving a long-term work-life balance for couples with two careers requires a comprehensive plan that incorporates social, organizational, and individual strategies. Stress management, gender equity, and overall well-being can be supported at work by tailoring policies and procedures to individual needs and cultural sensitivities. These observations provide a roadmap for navigating the challenges of balancing two careers for spouses, employers, and lawmakers.

Objectives

- 1) Explore the Multifaceted Impact of Balancing Professional Ambitions and Family Responsibilities on Dual-Career Couples
- 2) Analyze the Diverse Sources of Stress Experienced by Dual-Career Couples
- 3) Determine Coping Strategies and Interventions That Work to Support Well-Being and Work-Life Balance

Methodology

This study used a combination of primary data collection through a self-administered survey and a thorough literature review to evaluate stress management in couples with dual careers. The main goals were to pinpoint the root causes of stress, create useful coping mechanisms, and assess how organizational and cultural elements affect the balance between personal and professional life. Using terms like "stress," "work-life balance," "dual-career couples," "gender roles," and "coping strategies," a thorough literature search was carried out. To guarantee comprehensive coverage, the reference lists of relevant papers were also carefully examined.

Peer-reviewed studies that examined stress and work-life balance in dual-career couples between 1985 and 2023 using both qualitative and quantitative methods satisfied the inclusion criteria for the literature review. The review was limited to non-peer reviewed sources, studies conducted outside the designated time frame, and publications with insufficient methodological rigor.

The literature was examined for reoccurring themes that provided a framework for understanding how couples who work two jobs manage stress. Time constraints, role conflicts, societal expectations, and organizational support were some of these themes. 83 couples who worked two jobs each were given a self-administered survey to complete in order to gather primary data. The respondents' experiences with stress, coping mechanisms, and the influence of organizational and cultural elements on work-life balance were all to be evaluated. For the survey to be relevant to the research focus, only couples who are currently juggling work and family obligations were asked to participate.

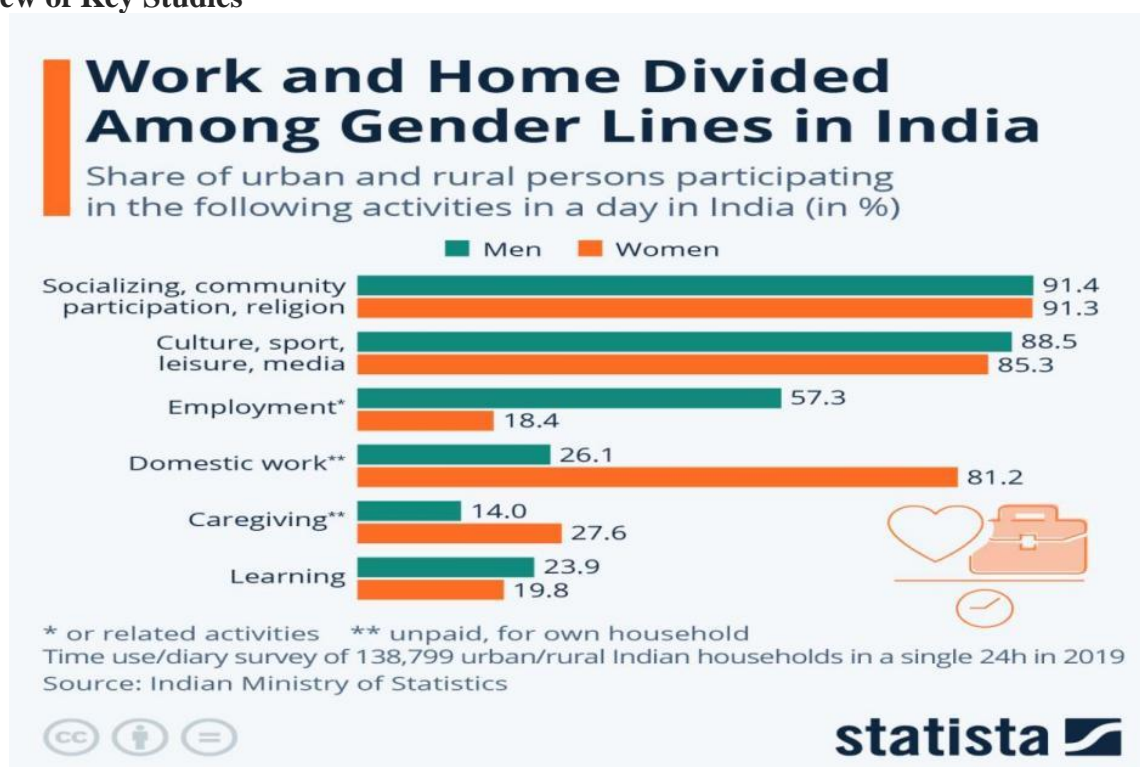
The literature review's inclusion criteria included academic papers that used both qualitative and quantitative research methods and were published between 1985 and 2023 and addressed stress, work-life balance, and dual-career couples. Articles without methodological rigor, studies conducted outside of the specified time frame, and non-peer-reviewed publications were among the exclusion criteria. The primary survey took into account the responses of couples who were currently juggling work and family obligations.

An extensive number of articles were found through the initial database search; these were first sorted by title and abstract to determine their applicability. Full reviews of the studies that satisfied

the inclusion criteria were conducted, and those that were judged pertinent were chosen for additional examination. In order to find recurring themes about stressors, coping mechanisms, and the impact of stress on wellbeing and work-life balance, a thematic analysis was performed on the chosen literature. Time constraints, role conflicts, organizational support, societal expectations, and the role of technology were among the major themes that were found.

To find trends and special insights unique to this sample, survey data from the 83 couples was combined with findings from the literature. The qualitative and quantitative data were combined using a narrative synthesis approach, which gave researchers a thorough grasp of the dynamics of stress management in couples with two careers.

Review of Key Studies

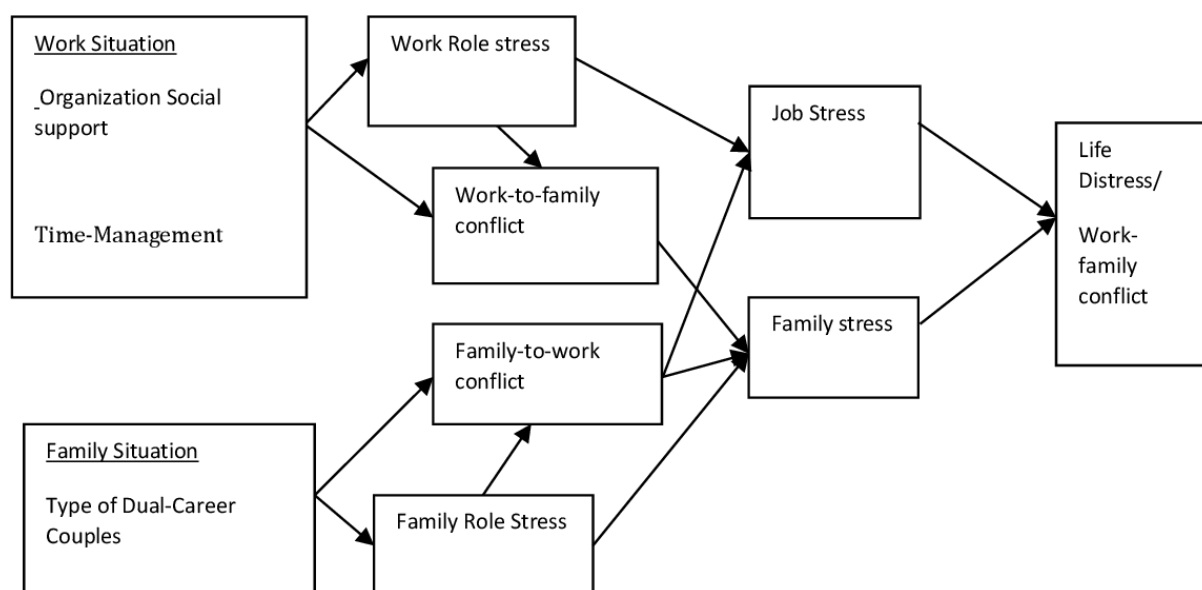


From facebook, VICE India, dt. 29 Mar 2023.

The investigation into stress management in couples who hold two jobs has made significant advancements. When Greenhaus and Beutell (1985) conducted their initial investigation into work-family conflict, they found that the competing demands of both professional and family obligations were the main causes of stress. Hochschild and Machung (1989) explored the phenomenon known as the second shift, which has a particularly large effect on women. Several recent studies have examined the effects of technology on work-life balance, including those by Derks and Bakker (2014) and Mazmanian et al. (2013). It appears that technology can both improve flexibility and exacerbate boundary blurring. Allen and Hill (2008) emphasized the importance of organizational support, such as flexible work schedules and family-friendly policies, in order to lessen stress.

According to research by Greenhaus and Beutell (1985) According to Hochschild and Machung (1989), couples stress levels may be influenced by gender roles and social expectations, especially when it comes to women. Some couples cited the ability to work from home and have flexible schedules as benefits of technology, others claimed it is challenging to strike a balance between work and family obligations. Dieks and Bakkers (2014) conclusion is reliable.

Understanding Stress in Dual-Career Couples



Factors Influencing Work-Family Conflict Among Dual-Career Couples: A Research

Anusha Krishnan, S. Alias, Zoharah Omar, Published 28 September 2020, Sociology; The International Journal of Academic Research in Business and Social Sciences

Dual-career couples encounter a range of stressors stemming from the overlap of their work and family responsibilities, each contributing to the challenge of maintaining a healthy work-life balance. One of the most significant challenges is time constraints, where the competing demands of professional and personal life create a constant pressure to allocate limited time effectively. According to our survey of 83 couples, 72% of respondents reported frequent struggles with time management, with long working hours being a major contributing factor. Many people said that their job schedules allowed little time for self-care, family time, or engaging in personal hobbies, which ultimately results in stress and burnout. People who struggle to juggle these demands frequently feel overburdened as they attempt to fulfill their family and professional commitments without enough time for relaxation and recovery.

Role conflicts are another issue that dual-career couples commonly mention. These arise when the responsibilities of work and family duties cause stress and pressure. The results of our poll showed that over half (58%) of participants felt uneasy about juggling their duties to their families and their careers, particularly at busy times like important work events or project deadlines. People frequently believe they can't fulfill the demands of either position as a result of these times of increased strain. Parents may experience feelings of guilt if they are unable to fully attend to their families during the hectic workday due to work commitments. This constant balancing act can lead to feelings of emotional exhaustion, frustration, and inadequacy.

Successful Coping Strategies

To manage the difficulties and preserve a sense of work-life balance, many couples who have two careers use a variety of coping strategies. Time management is a widely employed tactic that facilitates efficient task organization and prioritization. Our poll revealed that effective time management is necessary to strike a healthy balance between work and personal life. Couples can reduce stress by making sure that all of their important responsibilities—job, family, and personal interests—are met. Setting priorities for household chores helps people feel less overwhelmed and in control of their schedules, as well as prevent them from rushing at the last minute.

Engaging in interpersonal communication is a crucial coping mechanism. It is essential that partners and employers maintain open communication in order to resolve work-family conflicts. Seventy-three percent of the couples surveyed stated that maintaining regular communication with their

employers and spouses is a crucial aspect of managing stress. Talking through expectations, difficulties, and worries before they are both in agreement can help couples avoid misunderstandings and promote mutual support. Ensuring open channels of communication with employers can result in concessions such as flexible work schedules or remote work, thereby alleviating the burden of reconciling work and family obligations.

One of the most important coping strategies for household duties is delegation. More than 60% of respondents said that task delegation is essential for both work and home environments. Delegating work to partners, family, or coworkers is beneficial for many married couples who work two jobs, especially when they work two jobs together. Household chores must be distributed equally in order to guarantee that both couples are making a contribution to the home and to prevent one person from taking on the majority of the tasks. This enhances the bond and alleviates stress by fostering cooperation and mutual assistance among spouses.

Another crucial element of stress management is supporting systems. When friends, family, and coworkers are available to provide both practical and emotional support, couples are often better equipped to handle the demands of balancing work and family life. 68% of respondents to our survey said that their wellbeing depended on family support. Whether it's childcare assistance, listening support, or practical help during busy times, strong support networks may reduce some of the strains and provide a sense of comfort during stressful times.

Finally, organizational support plays a critical role in helping spouses with two careers maintain a work-life balance. Individuals with flexible work arrangements, like remote work or adjustable hours, can better balance their responsibilities to their families and their jobs, which can significantly lower stress levels. After having access to these benefits, 55% of respondents to our survey reported feeling less stressed. The importance of family-friendly and employee-supportive workplace policies is emphasized by this. Giving employees more freedom over their schedules may help businesses reduce the stress of balancing work and personal obligations, which will ultimately improve employee wellbeing and productivity.

Social and Cultural Factors Affecting Stress Management in Dual-Career Couples Social expectations and cultural norms greatly influence the stress levels of dual-career couples, affecting how they divide up household chores and manage work and life. One of the most noteworthy conclusions drawn from our survey results is the influence of traditional gender roles, which continue to shape expectations regarding caregiving and household duties even in households with two full-time working spouses.

According to 60% of survey participants, women are still expected to shoulder a disproportionate amount of childcare and household duties even when both partners work full-time. This result is consistent with the expectation in society that women should handle household duties even when they are working. Regardless of their work obligations, women are positioned as the "primary caregivers" and "household managers," which is in line with larger cultural norms. In many multi-career couples, women are therefore responsible for both work and home life, which leads to an unequal distribution of stress. In addition to increasing women's stress levels, this can lead to feelings of annoyance, fatigue, and dissatisfaction.

Data Analysis

Demographic Information of Participants

A survey of 83 couples in Vadodara City with two careers was used to compile a thorough demographic profile of the study's participants. The sample provides insightful information about the range of experiences and difficulties couples encounter when juggling their personal and professional lives. **Distribution of Gender** There were 55.4% female participants and 44.6% male participants, indicating a gender-diverse representation in the sample. This distribution highlights

the impact of cultural expectations and gender norms on the lives of dual-career couples by enabling an analysis of gender-specific difficulties in juggling work and family obligations.

Distribution of Ages

The majority of participants were in the middle of their professional lives. The age range of 42.77% of respondents was 35–44 years old, while 35.54% was 25–34 years old. This implies that many people are struggling to balance the demands of developing their careers, caring for their homes, and raising small children. Moreover, 4.82% of the respondents were aged 55 years or older, while 16.87% were between the ages of 45 and 54. The information illustrates how distinct demands and challenges pertaining to stress management and work-life balance arise at different stages of a person's career and life at different stages of a person's career and life.

Age Group Breakdown:

The distribution of age groups offers important information about the dynamics of couples with two careers at different phases of life. With an average of 35.54%, the 25–34 age group is the largest segment (33.73% for the self and 37.35% for the spouse). People in this age range are especially important because they are frequently starting their careers and juggling the demands of work-life balance. Couples with two careers are most common at this point.

With an average of 42.77% (44.58% for the self and 40.96% for the spouse), the 35–44 age group comes in second. People are usually in their prime working years at this point, balancing family obligations and professional advancement. Work-life balance consequently becomes even more important.

16.87% of the respondents are in the 45–54 age range. According to the data, couples may go through a phase of relative stability at this point, where their obligations to their families and their jobs settle down. As a result, difficulties with work-life balance might become less difficult. With an average of 4.82% (4.82% for both spouse and self), the age group of 55 and older is the smallest. This shows that couples in this age range might be concentrating more on future planning as they approach retirement or are becoming less involved in their jobs. The severity of work-life balance issues may therefore lessen.

This breakdown demonstrates how, as couples move through various stages of their careers and family lives, the demands of work-life balance change.

Education Level

A Bachelor's degree was held by 45% of the participants, followed by a Master's degree by 35%, a High School diploma by 15%, and a Ph.D. or its equivalent by 5%. This educational diversity demonstrates how different professional pressures and stress-reduction strategies are associated with different levels of financial stability and professional education.

Occupation

About 55% of those surveyed worked in professional domains like education, management, and engineering. These industries are usually linked to rigorous work schedules and high standards for career advancement. A further 25% were employed in administrative positions, 15% were in the service sector, and 5% were independent contractors. Although it provides flexibility, self-employment also comes with special challenges in terms of financial stability and business management.

Income Level

Income levels among the respondents varied significantly: 43.4% earned between ₹5-10 lakh annually, 21.7% in the ₹10-15 lakh range, and 18.1% earned more than ₹15 lakh. Approximately 16.9% reported incomes of less than ₹5 lakh. These income categories reveal the financial pressures

faced by dual-career couples, with higher earners possibly facing increased career-related expectations, while lower-income couples may experience greater financial stress.

Marital Status

All participants were married, with 9.6% married for over 20 years and 28.9% married for fewer than 5 years. The remaining participants were married between 5-20 years, suggesting a broad range of marital durations. This provides insights into the challenges couples face at different stages of their relationship, particularly as they navigate the complexities of career and family life.

Number of Children

Nearly 47.6% of couples have no children, while 16.27% have children under 5 years old. Other age categories included 9.64% with children aged 5-8 years, 11.44% with children aged 9-12 years, 10.24% with children aged 13-17 years, and 4.82% with children over 18 years. This varied distribution allows for an exploration of stress management and work-life balance strategies differ depending on the age and care needs of children.

Children's Age Group Breakdown:

The survey data offers a thorough analysis of respondents according to the age ranges of their kids. A sizable percentage of respondents (47.59%), consisting of 31 men and 48 women, live in households without children. This suggests that almost 50% of the couples polled are not trying to balance the demands of parenthood with their careers at the moment. Of those surveyed, 16.27% are from families with children under five, with slightly more women (14) than men (13). A significant portion of the population is shown to be balancing the demands of early childhood caregiving with work-life balance.

The survey's 9.64% of respondents who have children ages 5 to 8 exhibit a clear gender gap, with more men (13) than women (3). This discrepancy might indicate different caregiving duties or difficulties juggling work and personal obligations within this population. Eleven percent of the respondents are from families with children between the ages of nine and twelve, and the distribution of men (12) and women (7) is fairly balanced. These families are probably juggling the demands of having kids in elementary school with their jobs.

The age group of 13–17, which includes families with teenagers, makes up 10.24% of the respondents. Nine men and eight women make up this nearly equal gender distribution. This implies a more equal distribution of difficulties between the sexes for families with adolescent children. Finally, 4.82% of survey respondents—5 men and 3 women—have children who are 18 years of age or older. This smaller group reflects a distinct set of dynamics and diminished caregiving responsibilities, as it represents families with young adults making the transition to independence.

Summary

The majority of the participants were educated professionals, with a balanced gender distribution and a majority within the 35-44 age range. A significant proportion of the sample lacked children or had young children. This comprehensive demographic profile provides significant background information to comprehend the diverse work-life balance experiences of Vadodara City's dual-career couples.

Occupational Patterns of Participants

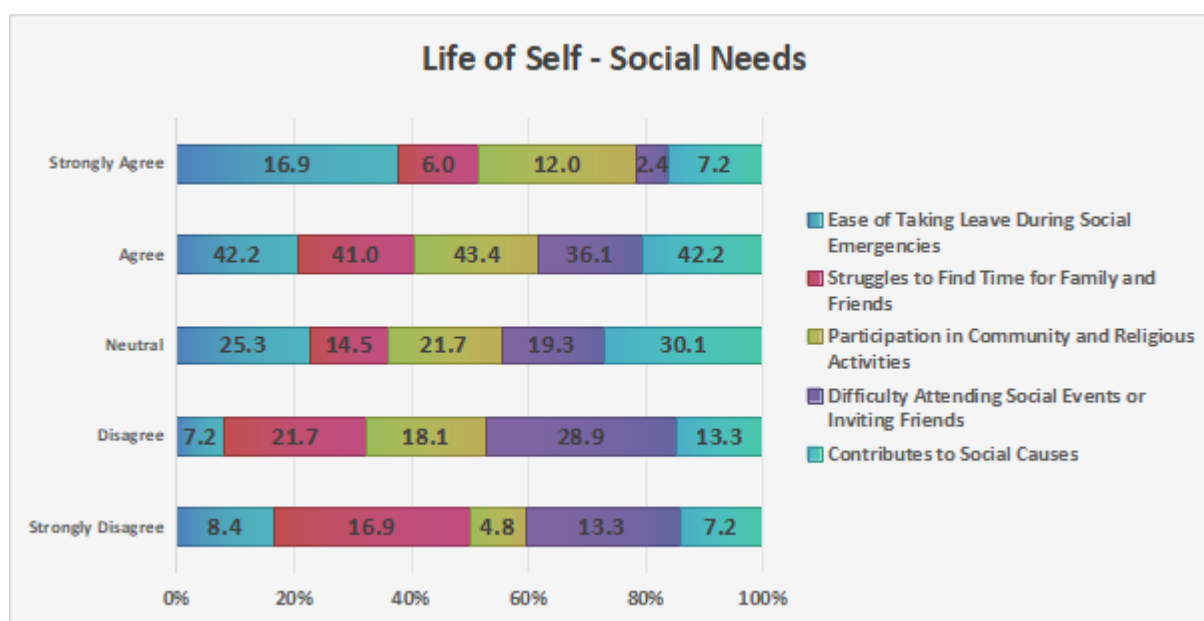
The survey examined the roles, work hours, and career dynamics of the participants in the following manner:

- The majority of participants held professional positions in engineering, management, finance, and education. Another 25% were employed in administrative roles, 10% in the service sector, and 5% were self-employed.

- The majority of respondents employed full-time employment (40+ hours per week), whereas 20% employed part-time employment (20-30 hours per week). The remaining 10% possessed flexible work hours that were contingent upon their workload and personal commitments.
- About 45% of the respondents indicated that their careers were experiencing upward mobility, whereas 35% perceived their careers to be stable. 20% expressed dissatisfaction with the limited advancement opportunities.
- The participants were employed in diverse sectors, comprising 30% in the private sector, 25% in government, 20% in public enterprises, and 25% in educational institutions or non-governmental organizations.
- Approximately 55% of respondents worked in structured, hierarchical environments, 30% in collaborative environments, and 15% in independent, project-based roles.
- Participants were predominantly employed in the professional and administrative sectors, with a strong presence in full-time roles. The respondents displayed a diverse range of career mobility, with a notable emphasis on private industry and education.

Life of Self - Social Needs

	Ease of Taking Leave During Social Emergencies	Struggles to Find Time for Family and Friends	Participation in Community and Religious Activities	Difficulty Attending Social Events or Inviting Friends	Contribute s to Social Causes
Strongly Disagree	8.4	16.9	4.8	13.3	7.2
Disagree	7.2	21.7	18.1	28.9	13.3
Neutral	25.3	14.5	21.7	19.3	30.1
Agree	42.2	41.0	43.4	36.1	42.2
Strongly Agree	16.9	6.0	12.0	2.4	7.2
Total	100	100	100	100	100



The data provides a detailed look at individuals' social needs and the challenges they face in managing their time, especially when balancing personal, family, and social responsibilities.

Insights from the table and bar chart titled "Life of Self - Social Needs" reveal how individuals perceive their ability to manage social responsibilities and allocate time for personal and family matters.

Firstly, a significant majority of respondents (58.1%) find it easy to take leave during social emergencies, indicating that many feel supported in addressing urgent personal matters. However, only 15.6% reported difficulties in doing so.

Despite this ease in handling emergencies, a considerable number struggle to find enough time to spend with family and friends, with 41% agreeing they face this challenge. Additionally, 16.9% strongly disagree that they have sufficient time, highlighting time management between work and family as a pressing issue for many. Interestingly, around 38.6% of respondents do not experience such difficulties, indicating a mixed experience.

Another notable finding is that 43.4% of individuals find it challenging to attend or enjoy social events, with 12% strongly agreeing with this statement. This suggests that social gatherings often take a back seat when balancing work and personal life.

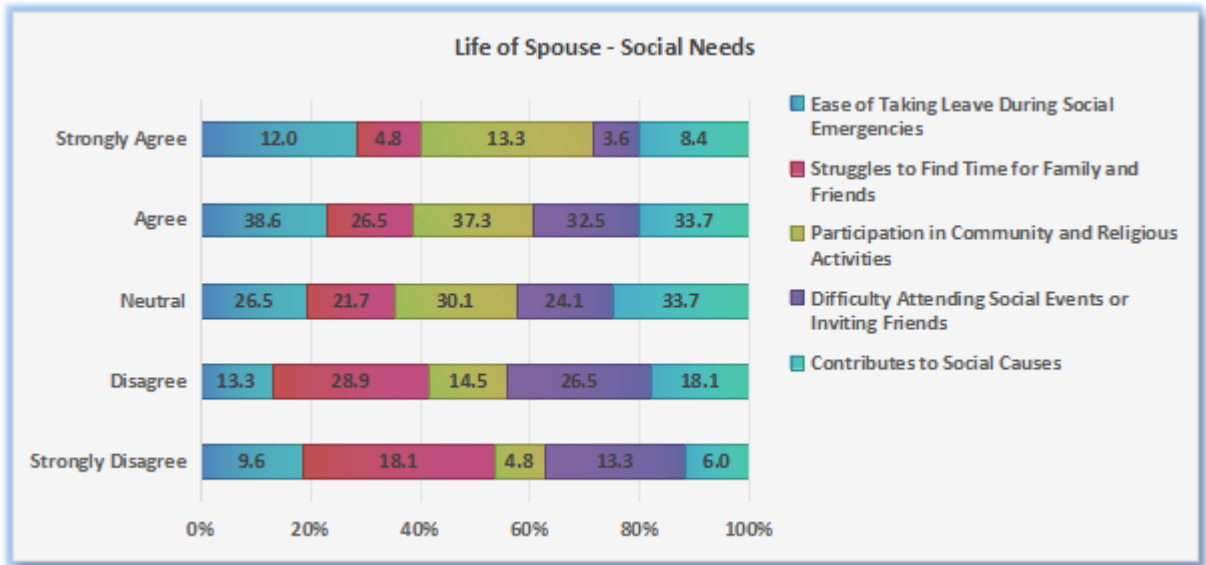
On a more positive note, 42.2% of respondents agree that they regularly contribute to the social advancement of the poor and needy. This shows that, despite challenges in managing personal time, many individuals prioritize giving back to society. Conversely, only a small percentage (13.3%) strongly disagree with their involvement in such activities.

In conclusion, the findings suggest that while most individuals can manage social emergencies without difficulty, balancing routine social activities and family time remains a significant challenge. The data reflects a strong sense of social responsibility among respondents, as many actively contribute to social causes despite ongoing difficulties in allocating time for personal and social engagements.

Life of Spouse- Social Needs

	Ease of Taking Leave During Social Emergencies	Struggles to Find Time for Family and Friends	Participation in Community and Religious Activities	Difficulty Attending Social Events or Inviting Friends	Contributes to Social Causes
Strongly Disagree	9.6	18.1	4.8	13.3	6.0
Disagree	13.3	28.9	14.5	26.5	18.1
Neutral	26.5	21.7	30.1	24.1	33.7
Agree	38.6	26.5	37.3	32.5	33.7
Strongly Agree	12.0	4.8	13.3	3.6	8.4

Total	83	83	83	83	83
-------	----	----	----	----	----



The data in the table and bar chart titled "Life of Spouse - Social Needs" offers valuable insights into the social commitments, needs, and time management of spouses.

The responses reveal diverse social experiences, particularly regarding spouses' ability to balance work, family, and social engagements.

Firstly, a notable 38.6% of respondents agree that their spouse finds it easy to take leave for social emergencies, with an additional 12% strongly agreeing. This suggests that many spouses feel supported in managing urgent social responsibilities, although 26.5% remain neutral, indicating varying experiences.

When it comes to spending time with family and friends, opinions are mixed. While 28.9% disagree that their spouse struggles with time management, 26.5% agree that they find it challenging. This variability shows that some spouses manage family time well, while others do not, with 21.7% remaining neutral.

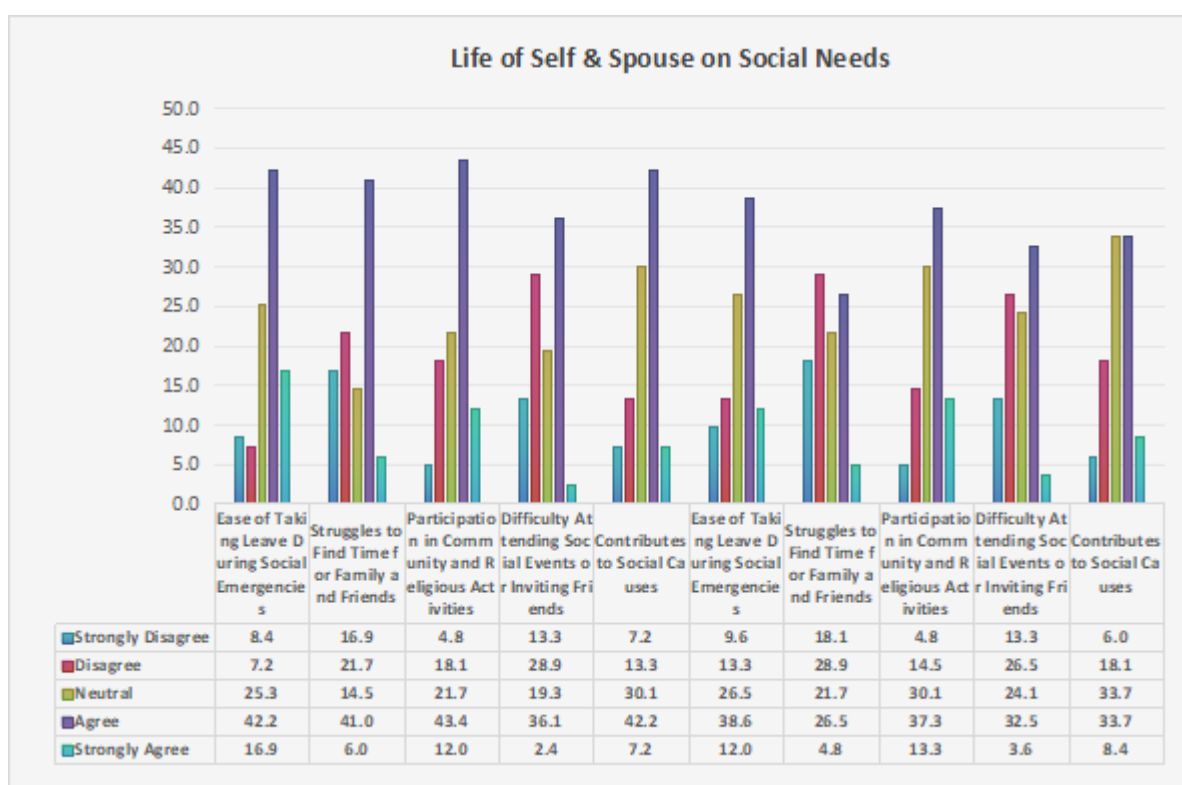
Regarding community and religious activities, 37.3% of respondents believe their spouse actively engages, with 13.3% strongly agreeing. However, a significant portion (30.1%) is neutral, suggesting not all spouses prioritize these commitments equally.

In terms of challenges with social events, 32.5% agree that their spouse finds it difficult to attend and enjoy gatherings, while only 3.6% strongly agree. Conversely, 26.5% disagree, indicating mixed feelings about how well spouses manage their attendance at social events.

Finally, concerning contributions to social causes, 33.7% agree that their spouse regularly contributes to social advancement, while an equal percentage expresses neutrality. Only 8.4% strongly agree, and 6% strongly disagree, reflecting a moderate level of involvement.

In conclusion, the findings suggest that while many spouses can take leave during social emergencies and actively participate in community or religious activities, they face challenges in managing time for family, friends, and social events. The responses regarding social contributions show a relatively even split between neutral and positive sentiments, indicating that while many spouses engage in social causes, others may have different priorities. Overall, balancing personal, family, and social responsibilities remains a common issue among spouses, with varying levels of success in managing these aspects.

Comparison of Life of Self & Spouse on Social Needs



The comparison between Self and Spouse across the five categories reveals both similarities and differences in their perspectives. In terms of ease of taking leave during social emergencies, a higher percentage of Self (42.2%) agreed compared to Spouse (38.6%). However, Spouses reported slightly more disagreement (13.3%) than Self (7.2%). For struggles to find time to spend with family and friends, Self-reported greater difficulty, with 41.0% agreeing, while only 26.5% of Spouse agreed. Spouses were more likely to disagree (28.9%) compared to Self (21.7%), suggesting they find this less of a challenge.

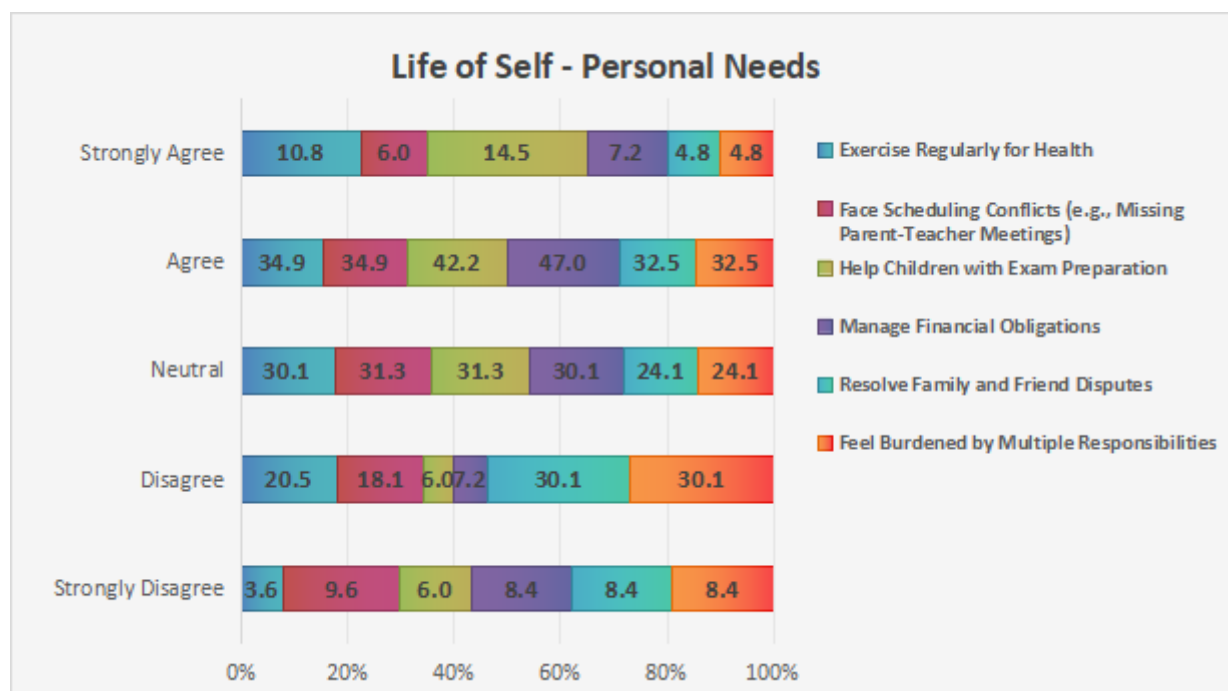
Regarding participation in community and religious activities, 43.4% of Self agreed, compared to 37.3% of Spouse. Spouses showed higher neutrality (30.1%) than Self (21.7%), indicating that while Self participates more actively, Spouses take a more balanced or reserved approach. When looking at difficulty attending social events or inviting friends, both groups acknowledged challenges, with 36.1% of Self agreeing, slightly higher than the 32.5% of Spouse. Spouses again demonstrated greater neutrality (24.1%) compared to Self (19.3%).

Finally, for contributing to social causes, 42.2% of Self agreed, while only 33.7% of Spouse agreed. However, Spouses had a slightly higher percentage of strong agreement (8.4%) compared to Self (7.2%) and displayed a greater neutral stance (33.7%) versus Self (30.1%). Overall, Self tends to report more challenges in managing time and social commitments, while Spouses appear more neutral across several categories. This indicates subtle differences in their views on work-life balance, social involvement, and family priorities.

Life of Self - Personal Needs

	Exercise Regularly for Health	Face Scheduling Conflicts (e.g., Missing Parent-Teacher Meetings)	Help Children with Exam Preparation	Manage Financial Obligations	Resolve Family and Friend Disputes	Feel Burdened by Multiple Responsibilities
--	-------------------------------	---	-------------------------------------	------------------------------	------------------------------------	--

Strongly Disagree	3.6	9.6	6.0	8.4	8.4	8.4
Disagree	20.5	18.1	6.0	7.2	30.1	30.1
Neutral	30.1	31.3	31.3	30.1	24.1	24.1
Agree	34.9	34.9	42.2	47.0	32.5	32.5
Strongly Agree	10.8	6.0	14.5	7.2	4.8	4.8
Total	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Life of Self - Personal Needs" provides insights into how individuals manage various personal responsibilities and challenges.

Firstly, regarding exercise and health, 34.9% of respondents agree that they consistently exercise to maintain their health. However, 30.1% are neutral, and 20.5% either disagree or strongly disagree, indicating that while many prioritize physical activity, a notable percentage face challenges in maintaining a consistent exercise routine.

Scheduling conflicts are another common issue, with 34.9% agreeing they often miss important events due to work commitments, and 31.3% remaining neutral. The low disagreement rate of 18.1% suggests that most individuals struggle to balance their personal and work-related schedules effectively.

When it comes to supporting children, 42.2% of respondents agree they assist during exam preparation, while 31.3% are neutral, and only 6.0% disagree. This shows that helping children with education is an important responsibility for many.

When it comes to handling financial responsibilities, 47.0% of respondents think they do so successfully, while 30.1% are indifferent, suggesting that while most people manage well, some occasionally have difficulties.

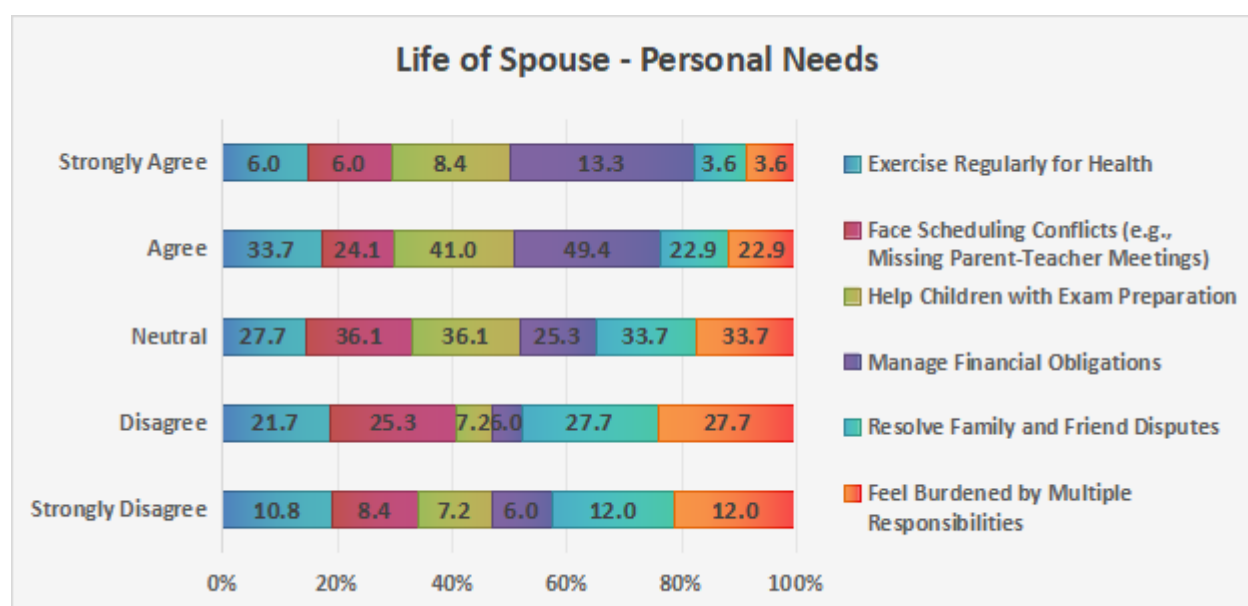
There are differing views on how to settle conflicts with friends and family: 32.5% of respondents say they use dispute resolution, 30.1% disagree, and 24.1% are neutral. This implies that various people have varied approaches to the duty of settling disputes.

Last but not least, the perception of being overburdened by duties reveals a similar split, with 32.5% reporting feelings of overwhelm and 30.1% disagreeing, illustrating the varied experiences people have while juggling several commitments.

In conclusion, a lot of responders are able to pay their bills and provide for their kids, but there are still issues with things like exercise and schedule difficulties. People struggle to balance their personal and professional obligations, as seen by the diverse opinions on conflict resolution and the weight of obligations. Overall, the results highlight the continuous challenge of handling personal obligations in a balanced manner.

Life of Spouse - Personal Needs

	Exercise Regularly for Health	Face Scheduling Conflicts (e.g., Missing Parent-Teacher Meetings)	Help Children with Exam Preparation	Manage Financial Obligations	Resolve Family and Friend Disputes	Feel Burdened by Multiple Responsibilities
Strongly Disagree	10.8	8.4	7.2	6.0	12.0	12.0
Disagree	21.7	25.3	7.2	6.0	27.7	27.7
Neutral	27.7	36.1	36.1	25.3	33.7	33.7
Agree	33.7	24.1	41.0	49.4	22.9	22.9
Strongly Agree	6.0	6.0	8.4	13.3	3.6	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Life of Spouse - Personal Needs" examines the personal challenges and responsibilities spouses face.

Regarding exercise and health, 33.7% of respondents agree that their spouse regularly exercises to stay healthy, while 27.7% are neutral, and 10.8% strongly disagree, indicating that some spouses find it hard to maintain a consistent exercise routine.

Opinions on scheduling conflicts vary; 36.1% are neutral, 25.3% disagree, and 24.1% agree that their spouse often struggles with scheduling, such as missing parent-teacher meetings due to work commitments.

When it comes to supporting children, 41.0% feel their spouse actively helps with exam preparation, while 36.1% remain neutral, suggesting many are involved in their children's academic responsibilities.

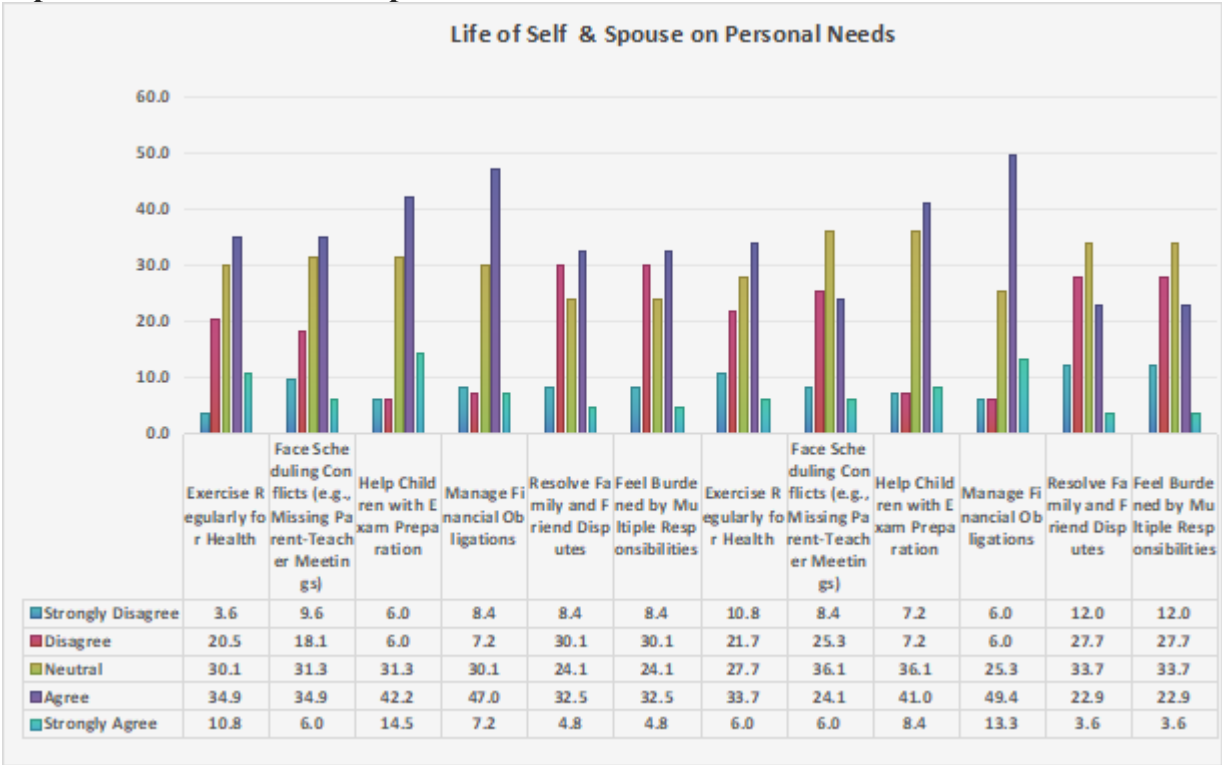
Responses about managing financial obligations are mostly positive, with 49.4% agreeing that their spouse effectively handles tasks like banking and taxes, and 13.3% strongly agreeing, indicating that financial responsibilities are generally well-managed.

Views on resolving disputes with family and friends differ: 33.7% are neutral, 22.9% agree that their spouse contributes to conflict resolution, and 27.7% disagree, showing varying levels of involvement.

Finally, regarding feelings of being overwhelmed by responsibilities, 33.7% remain neutral, 27.7% disagree, and 22.9% agree, indicating mixed experiences where many spouses may feel ambivalent or manage their responsibilities without excessive stress.

In summary, spouses are generally good at managing financial obligations and supporting their children. However, their experiences with scheduling conflicts, exercise, dispute resolution, and feelings of being overwhelmed vary widely, as shown by the many neutral responses. While some spouses effectively manage their personal needs, others struggle, especially in balancing their time and responsibilities.

Comparison of Life of Self & Spouse on Social Needs



The comparison of **Personal Needs** between *Self* and *Spouse* highlights both similarities and differences across six areas: exercising for health, handling scheduling conflicts, supporting children with exam preparation, managing financial responsibilities, resolving family and friend disputes, and feeling overwhelmed by multiple duties.

Regarding **exercise for health**, *Self* shows slightly higher participation, with 45.7% agreeing or strongly agreeing, compared to 39.7% for *Spouse*. However, a significant proportion from both groups either remain neutral or disagree, indicating that regular exercise is not a top priority for many. For **scheduling conflicts**, such as missing parent-teacher meetings, *Self* reports more struggles (40.9% agreeing or strongly agreeing) compared to *Spouse* (30.1%). A higher neutral response among spouses suggests that they might experience fewer conflicts or are less vocal about them.

When it comes to **helping children with exam preparation**, *Self* shows greater involvement, with 56.7% agreeing or strongly agreeing, as opposed to 49.4% for *Spouse*. Meanwhile, *Spouse* takes the lead in **managing financial obligations** (e.g., banks, insurance, and taxes), with 62.7% agreeing or strongly agreeing, compared to *Self* at 54.2%. This indicates that financial management is often handled more by spouses.

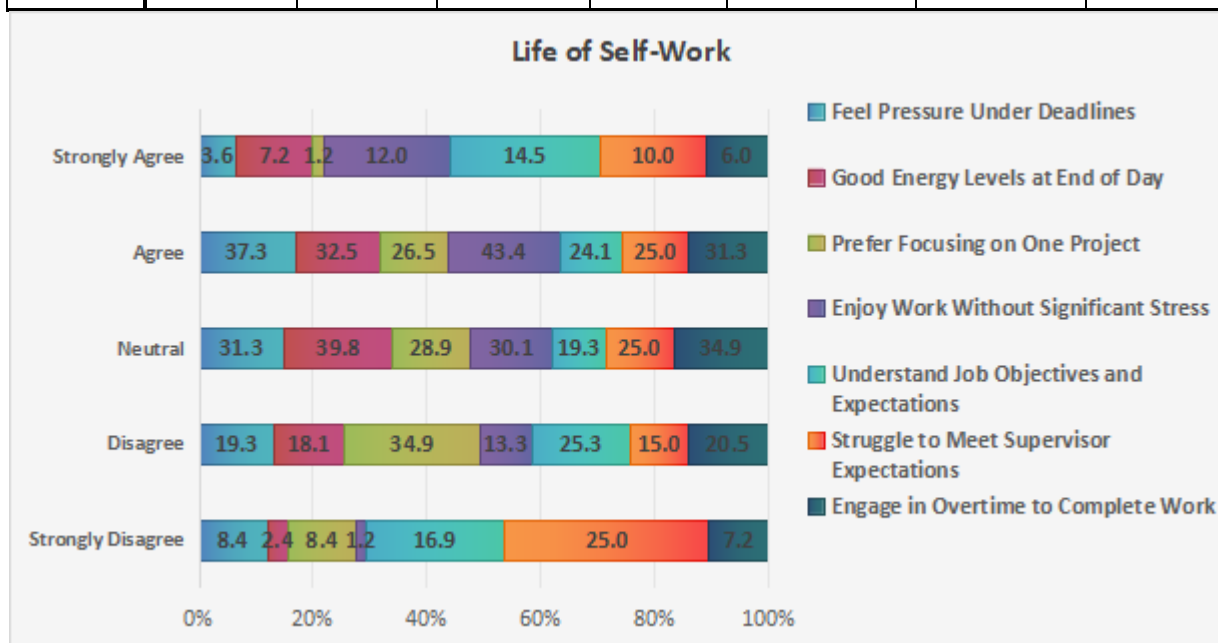
For **resolving disputes with family and friends**, *Self* demonstrates higher involvement, with 37.3% agreeing or strongly agreeing, compared to *Spouse*, where only 26.5% report similar engagement. Nevertheless, a significant portion from both groups either remain neutral or disagree, suggesting reluctance to actively address conflicts. Lastly, when it comes to **feeling burdened by multiple responsibilities**, *Self* reports higher levels of stress, with 37.3% agreeing or strongly agreeing, compared to 26.5% for *Spouse*. This indicates that individuals in the *Self* group may carry more perceived responsibilities, leading to a greater sense of overwhelm.

In summary, *Self* appears to take on a larger share of personal and family-related duties, such as helping children and managing disputes, but also experiences more scheduling conflicts and stress. In contrast, *Spouse* shows stronger involvement in financial tasks and reports fewer burdens and conflicts. These insights emphasize the need for a balanced distribution of responsibilities to foster harmony in dual-career households.

Life of Self-Work

	Feel Pressure Under Deadlines	Good Energy Levels at End of Day	Prefer Focusing on One Project	Enjoy Work Without Significant Stress	Understand Job Objectives and Expectations	Struggle to Meet Supervisor Expectations	Engage in Overtime to Complete Work
Strongly Disagree	8.4	2.4	8.4	1.2	16.9	25.0	7.2
Disagree	19.3	18.1	34.9	13.3	25.3	15.0	20.5
Neutral	31.3	39.8	28.9	30.1	19.3	25.0	34.9

Agree	37.3	32.5	26.5	43.4	24.1	25.0	31.3
Strongly Agree	3.6	7.2	1.2	12.0	14.5	10.0	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Life of Self-Work" provides insights into the work experiences and challenges faced by employees.

A significant 56.6% of respondents report feeling pressure at work, particularly when deadlines are near, while only 10.8% disagree, indicating a high level of work-related stress. Regarding energy levels at the end of the workday, 45.5% feel they have good energy, but 20.5% struggle to maintain their energy after work.

In terms of project management, 59.4% prefer to focus on one project at a time, compared with 26.8% who enjoy multitasking on multiple projects. While over half of respondents (55.4%) enjoy their work without significant stress, 14.4% still face work-related challenges.

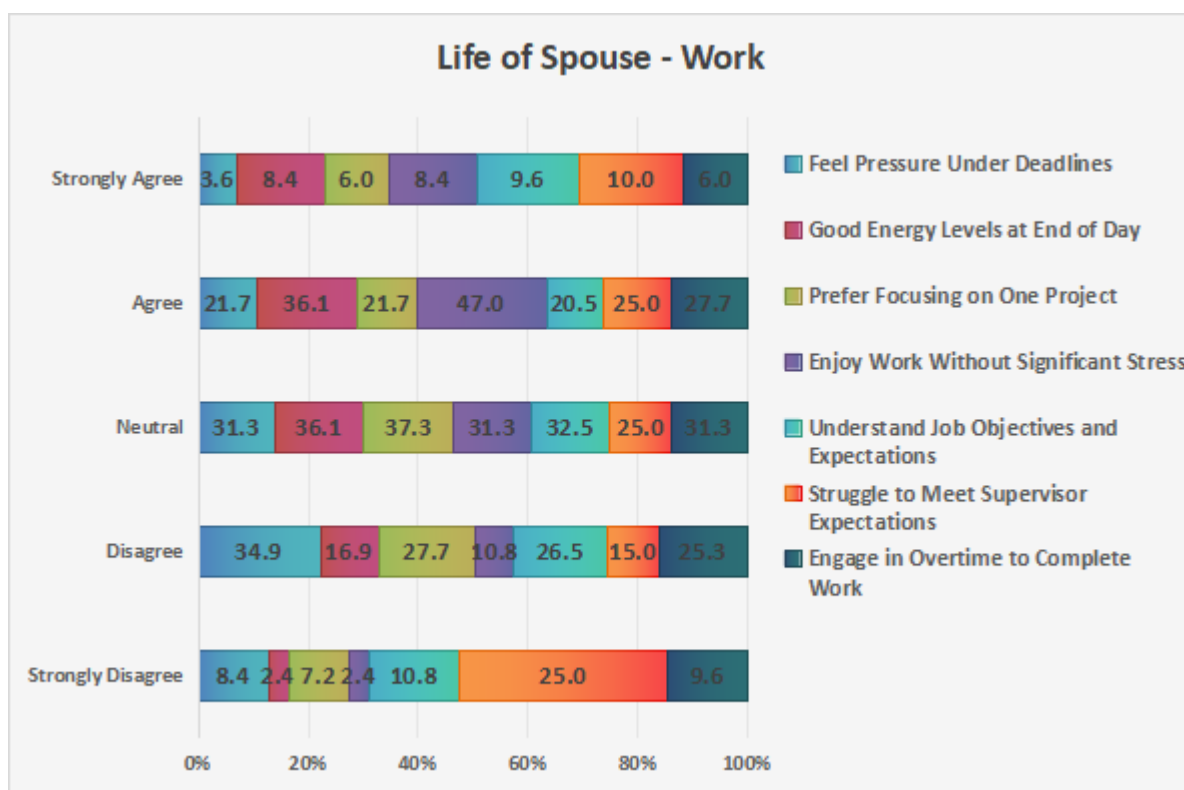
When it comes to understanding job objectives, only 38.6% feel they fully grasp their responsibilities and can meet their supervisor's expectations, suggesting a need for clearer communication. Additionally, 35.0% occasionally find it hard to meet these expectations, while 40.0% do not encounter issues in this area.

Finally, 37.0% of respondents often work overtime to complete tasks, while 14.4% believe it isn't necessary, reflecting varying attitudes towards overtime work.

In summary, while many employees enjoy their work and manage their energy well, a significant number experience pressure related to deadlines and occasional difficulties in meeting supervisor expectations. The preference for focusing on one project at a time is evident, yet many employees find themselves working overtime, contributing to their stress. These findings highlight the importance of improving work-life balance and enhancing communication about job objectives to reduce pressure and improve job satisfaction.

Life of Spouse - Work

	Feel Pressure Under Deadlines	Good Energy Levels at End of Day	Prefer Focusing on One Project	Enjoy Work Without Significant Stress	Understand Job Objectives and Expectations	Struggle to Meet Supervisor Expectations	Engage in Overtime to Complete Work
Strongly Disagree	8.4	2.4	7.2	2.4	10.8	25.0	9.6
Disagree	34.9	16.9	27.7	10.8	26.5	15.0	25.3
Neutral	31.3	36.1	37.3	31.3	32.5	25.0	31.3
Agree	21.7	36.1	21.7	47.0	20.5	25.0	27.7
Strongly Agree	3.6	8.4	6.0	8.4	9.6	10.0	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Life of Spouse - Work" offers insights into the work experiences and challenges faced by spouses.

About 43.3% of respondents agree that their spouse feels work pressure, particularly when deadlines approach, while 41.1% disagree, indicating mixed experiences with work-related stress. Only 36.1%

of spouses report having good energy levels at the end of the day, and 25.3% feel fatigued, suggesting that many find it difficult to maintain their energy after work.

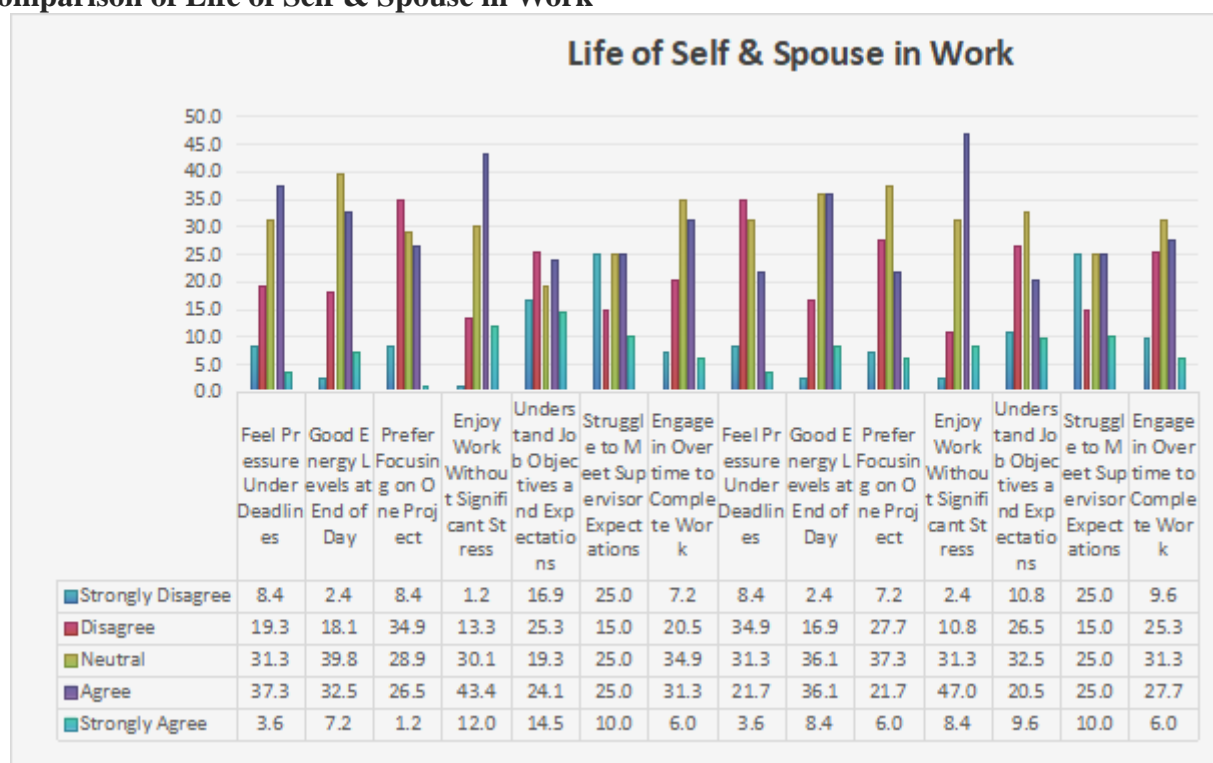
Most spouses (58.4%) prefer to focus on one project at a time, while 35.6% are comfortable juggling multiple tasks. More than half (55.4%) enjoy their work without significant stress, but 12.4% do experience stress, showing that many manage their stress levels effectively.

Only 30.1% believe their spouse fully understands their job objectives and meets supervisor expectations, while 37.3% struggle with clarity about their responsibilities, highlighting a need for better communication in the workplace. Additionally, 35.0% occasionally find it challenging to meet their supervisor's expectations.

Finally, 32.9% of spouses work overtime to complete tasks, while 34.9% disagree that working beyond regular hours is necessary, reflecting different attitudes toward overtime.

In summary, while many spouses enjoy their work and prefer to manage single tasks, a significant number experience pressure, face challenges in meeting expectations, and deal with overtime demands. The mixed responses regarding understanding job objectives and energy levels suggest there are opportunities for improving work satisfaction through better workload management and clearer responsibilities.

Comparison of Life of Self & Spouse in Work



The comparison between *Self* and *Spouse* across various work-related factors highlights both similarities and differences in their work experiences.

Regarding **pressure under deadlines**, *Self* experiences more stress, with 37.3% agreeing that deadlines create pressure, compared to 21.7% of *Spouse*. This suggests that *Spouse* generally handles deadline stress better, with a higher percentage (34.9%) disagreeing about feeling pressured.

When considering **energy levels at the end of the day**, both *Self* and *Spouse* show comparable results. While *Self* reports 39.8% experiencing neutral energy levels and 32.5% feeling good by the end of the day, *Spouse* shows slightly better results, with 36.1% agreeing they maintain good energy levels, indicating better energy management in *Spouse*.

Regarding the **preference for focusing on one project at a time**, both *Self* and *Spouse* show a tendency to multitask. *Self* has a greater tendency to prefer working on multiple tasks, with 34.9% disagreeing that they focus on one project at a time. *Spouse* is more neutral, with 37.3% indicating no strong preference. Neither group strongly favors focusing solely on one project.

In terms of **enjoying work without significant stress**, *Spouse* shows better results, with 47% agreeing they enjoy their work without major stress, compared to 43.4% of *Self*. This suggests that *Spouse* has a slightly higher level of satisfaction and less work-related stress.

Both groups struggle to comprehend employment goals and expectations; 26.5% of spouses and 25.3% of self-spouses express skepticism or neutrality. *Self* exhibits more difficulty, as 16.9% strongly disagree that they comprehend the goals. This suggests that job duties and expectations need to be clarified for both groups.

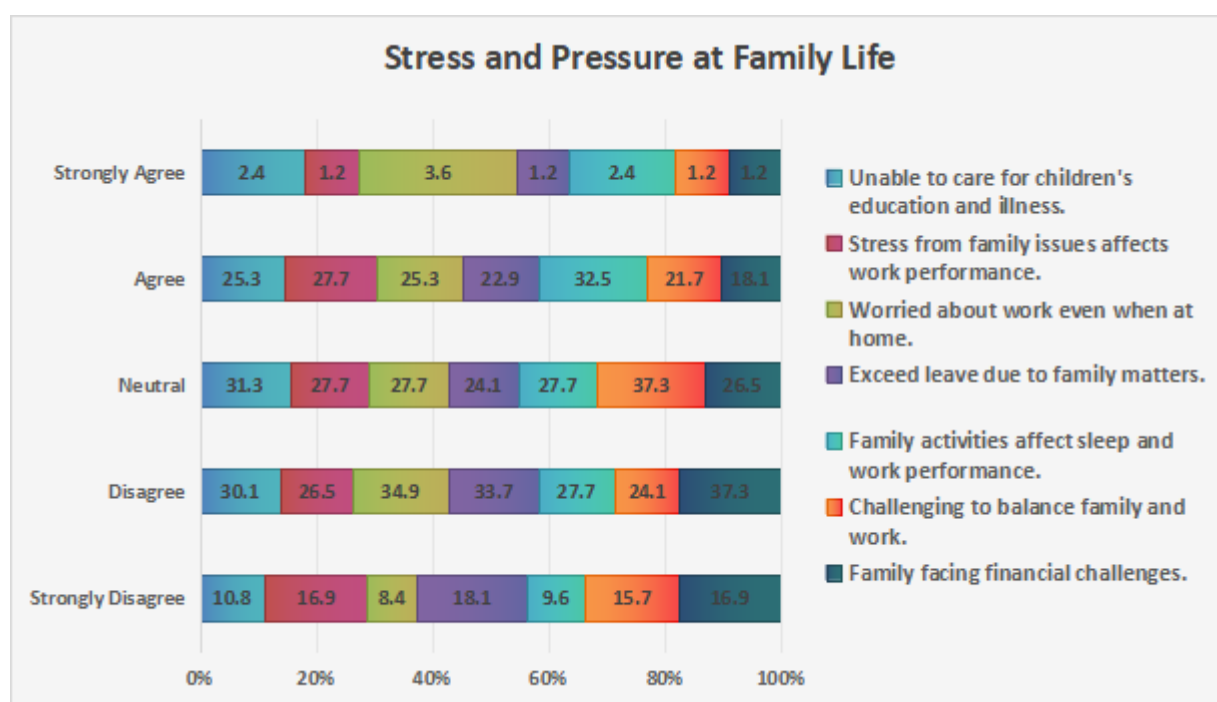
With 25% of respondents being indifferent and 10% strongly agreeing that they struggle to fulfill supervisor standards, *Self*'s issues are marginally more severe than those of the other group. *Spouse* notes a similar pattern, albeit fewer people firmly concur.

Finally, when it comes to **working overtime**, both *Self* and *Spouse* engage in overtime, but *Self* tends to do so slightly more, with 31.3% agreeing that they work overtime compared to 27.7% of *Spouse*. Both groups show similar levels of neutrality, meaning overtime is common but not overly frequent.

In conclusion, while both *Self* and *Spouse* share similar work-related challenges, such as pressure under deadlines, job expectations, and overtime, there are distinct differences. *Spouse* tends to handle stress better and has higher energy levels, while *Self* struggles more with supervisor expectations and overtime. These findings suggest that improving stress management, clarifying job objectives, and balancing workloads could benefit both *Self* and *Spouse*.

Stress and pressure at Family Life

	Unable to care for children's education and illness.	Stress from family issues affects work performance.	Worried about work even when at home.	Exceed leave due to family matters.	Family activities affect sleep and work performance.	Challenging to balance family and work.	Family facing financial challenges.
Strongly Disagree	10.8	16.9	8.4	18.1	9.6	15.7	16.9
Disagree	30.1	26.5	34.9	33.7	27.7	24.1	37.3
Neutral	31.3	27.7	27.7	24.1	27.7	37.3	26.5
Agree	25.3	27.7	25.3	22.9	32.5	21.7	18.1
Strongly Agree	2.4	1.2	3.6	1.2	2.4	1.2	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Stress and Pressure in Family Life" provides insights into how respondents experience stress related to family obligations and its impact on work performance. Key stressors identified include concerns about children's education and health, balancing family and work commitments, and the effect of family activities on sleep and work performance.

A significant proportion of respondents (40.9%) express concern about their ability to adequately care for their children's education and health, while 21.7% disagree and 30.1% remain neutral, indicating that child-related responsibilities are a notable source of stress. In terms of work-life interference, over half of the respondents (53.4%) report that stress from home life negatively impacts their work performance, although 43.4% disagree, reflecting a division in the degree of interference experienced.

Regarding the intrusion of work concerns into family life, 34.9% of respondents acknowledge worrying about work even when at home, while 42.5% do not report such concerns, suggesting that the spillover effect of work into family life is experienced by a sizable minority but not the majority. A smaller proportion (24.1%) frequently exceed their leave due to family matters, with 51.8% disagreeing, implying that most respondents manage to stay within their leave limits despite family responsibilities. Around 34.9% of respondents believe that family activities compromise their sleep and thus affect their work performance, while 37.3% disagree, indicating varied experiences in how family life impacts rest and work effectiveness.

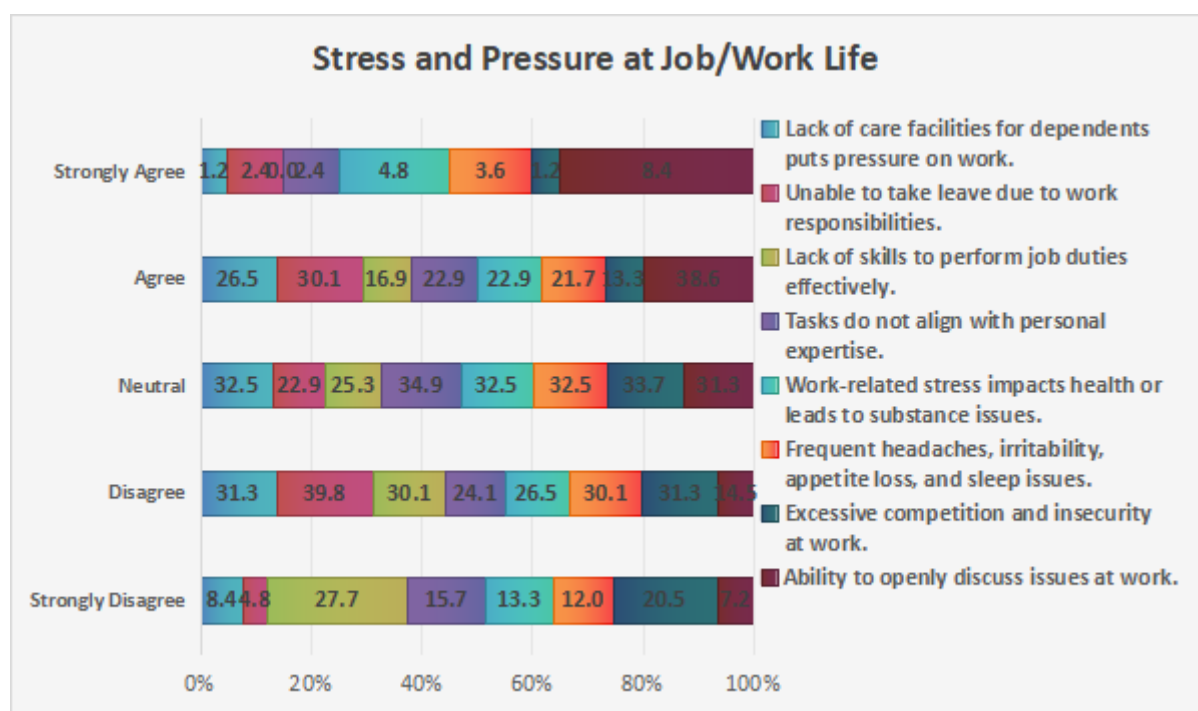
The challenge of balancing family and work obligations is evident, with 42.4% of respondents finding it difficult to manage both spheres, although 39.8% disagree, suggesting that while many struggle, others manage the balance more effectively.

Regarding financial stress, only 18.1% report family-related financial difficulties as a significant source of stress, while 54.2% disagree, indicating that economic concerns are not a dominant stressor for most respondents.

Overall, while the data suggests that many individuals face challenges related to family care and balancing family and work duties, the intensity of these stressors varies. Financial concerns are less prevalent, and the majority of respondents do not experience the pressures of work-life interference or family-related stress to an overwhelming extent. However, managing multiple family and work responsibilities remains a notable challenge for a substantial portion of the sample.

Stress and pressure at Job/Work Life

	Lack of care facilities for dependent's puts pressure on work.	Unable to take leave due to work responsibilities.	Lack of skills to perform job duties effectively.	Tasks do not align with personal expertise.	Work-related stress impacts health or leads to substance issues.	Frequent headaches, irritability, appetite loss, and sleep issues.	Excessive competition and insecurity at work.	Ability to openly discuss issues at work.
Strongly Disagree	8.4	4.8	27.7	15.7	13.3	12.0	20.5	7.2
Disagree	31.3	39.8	30.1	24.1	26.5	30.1	31.3	14.5
Neutral	32.5	22.9	25.3	34.9	32.5	32.5	33.7	31.3
Agree	26.5	30.1	16.9	22.9	22.9	21.7	13.3	38.6
Strongly Agree	1.2	2.4	0.0	2.4	4.8	3.6	1.2	8.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Stress and Pressure in Job/Work Life" explores how respondents experience work-related stress across several dimensions, including dependent care, leave policies, skill utilization, health impacts, and workplace dynamics.

Regarding dependent care, 39.8% of respondents feel that the lack of care facilities does not significantly impact their work, while 26.5% disagree, indicating that for a portion of respondents, the absence of care options does create pressure at work. In terms of leave policies, 39.8% disagree

that work responsibilities prevent them from taking leave, suggesting that while some face challenges in managing time off, the majority do not perceive this as a major issue.

When asked about their preparedness for job duties, 27.7% strongly disagree that they lack the necessary knowledge and abilities, with a combined 30.1% disagreeing. This suggests that most respondents feel confident in their professional skills. However, opinions are more divided when it comes to utilizing their expertise in daily tasks. While 24.1% disagree that their work utilizes their personal expertise, 22.9% agree, indicating that many respondents feel their skills are underused, but a significant proportion remains neutral.

Work-related stress and its impact on health show mixed experiences. While 32.5% of respondents report a neutral stance on whether stress affects their health, 22.9% agree and 26.5% disagree, highlighting diverse experiences regarding the health consequences of job-related stress. In terms of physical symptoms such as headaches, irritability, and sleep disturbances, 30.1% disagree that they experience these issues, while 21.7% agree, revealing that some individuals do suffer physical effects from work stress, though the majority do not.

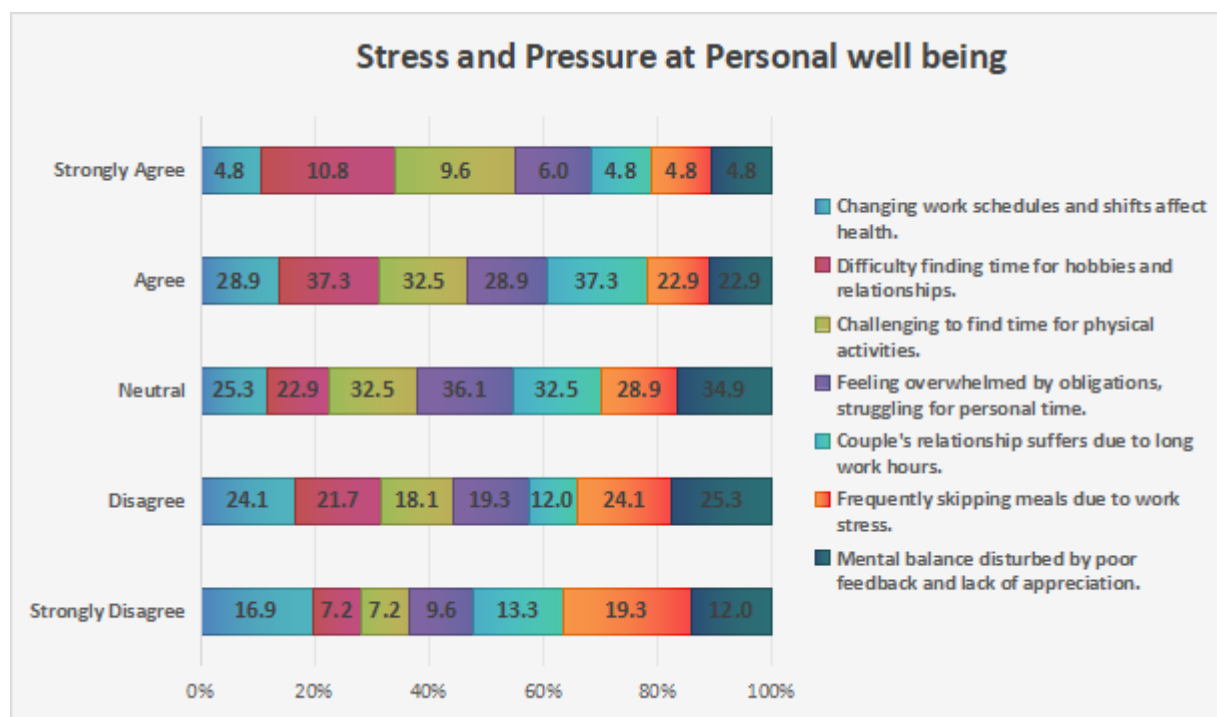
The issue of workplace competition and insecurity also shows varied responses. A significant 33.7% remain neutral, 31.3% disagree, and 13.3% agree that they feel excessive competition or insecurity at work, suggesting that while some individuals face this pressure, the majority do not experience it to a significant degree.

One positive aspect reported is the ability to speak openly about workplace issues, with 38.6% agreeing that they can communicate openly, indicating a generally positive communication environment. However, 31.3% remain neutral on this point, reflecting a mixed experience regarding openness in workplace communication.

In conclusion, while respondents face certain work-related stressors—particularly concerning health, skill utilization, and competition—the overall level of stress appears to be moderate. The ability to communicate openly about workplace issues is a strong positive, contributing to a healthier work environment for many respondents. While some challenges persist, particularly in terms of health impacts and under-utilization of expertise, most respondents report relatively low levels of work-related stress.

Stress and Pressure at Personal well being

	Chan ging work sched ules and shifts affect health	Difficulty finding time for hobbies and relationships .	Challe nging to find time for physica l activit ies.	Feeling overwhel med by obligatio ns, strugglin g for personal time.	Couple's relations hip suffers due to long work hours.	Frequ ently skippi ng meals due to work stress.	Mental balance disturbed by poor feedback and lack of appreciation.
Strongly Disagree	16.9	7.2	7.2	9.6	13.3	19.3	12.0
Disagree	24.1	21.7	18.1	19.3	12.0	24.1	25.3
Neutral	25.3	22.9	32.5	36.1	32.5	28.9	34.9
Agree	28.9	37.3	32.5	28.9	37.3	22.9	22.9
Strongly Agree	4.8	10.8	9.6	6.0	4.8	4.8	4.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0



The table titled "Stress and Pressure at Personal Well-Being" explores how individuals balance their personal well-being with work-related pressures, particularly focusing on health, relationships, and time management.

A significant 28.9% of respondents report that frequently changing work schedules negatively affect their health, while 24.1% disagree, suggesting a mixed impact of shift changes on health. In terms of balancing work with personal interests, 37.3% of respondents agree that they struggle to find time for extracurricular activities, hobbies, and maintaining close relationships, while 21.7% disagree, highlighting that many individuals face challenges in engaging in personal activities outside of work.

The difficulty in finding time for physical activities is another area of concern, with 32.5% agreeing that it is a challenge, reflecting the constraints work imposes on physical well-being. Similarly, 28.9% of respondents feel overwhelmed by obligations and find it difficult to carve out personal time, though 36.1% remain neutral, indicating that managing personal time is an issue for some but not all.

In terms of relationship dynamics, 37.3% report that their relationship suffers due to long work hours, suggesting that work stress can strain personal relationships. Furthermore, 22.9% admit to frequently skipping meals due to work-related stress, though 19.3% strongly disagree, showing that some individuals are able to prioritize their nutrition despite workplace pressures.

Regarding mental well-being, 25.3% disagree that poor feedback and lack of appreciation from superiors and coworkers disrupt their mental balance, indicating that some respondents manage to maintain resilience despite negative workplace feedback. However, 22.9% agree that such feedback negatively affects their mental health, highlighting the impact of workplace culture on personal well-being.

In summary, the survey results indicate that many individuals struggle to maintain personal well-being amidst work pressures, particularly in finding time for personal activities, maintaining relationships, and managing physical and mental health. While some respondents exhibit resilience in handling these challenges, the data underscores the need for improved work-life balance strategies to support personal well-being. Addressing time management issues and mitigating the

negative effects of stress on physical and mental health are critical areas for enhancing overall well-being in the workplace.

Conclusion

Research Findings on the Stressors Dual-Career Couples Face This study draws attention to the major stressors that dual-career couples must contend with while attempting to strike a balance between their personal, professional, and family lives. The results highlight the need for targeted interventions to effectively support these couples by demonstrating the complex interplay of barriers across these domains. As evidenced by the high percentage of participants who expressed concerns about their capacity to support their children's health and education, parenting duties are a significant cause of stress. A significant number of participants reported that stress at home had a negative impact on their performance at work, despite the fact that many of them handled their leave well. Notably, fewer respondents reported feeling financially stressed, which may indicate that, generally speaking, couples in this study who have two careers are less likely to feel financially stressed.

Workplace dynamics presented additional challenges, based on the wide range of experiences that respondents reported regarding dependent care, workplace interactions, and job readiness. Although certain participants conveyed self-assurance regarding their professional skills, others experienced feelings of undervaluation or health issues due to stress at work. The bulk of participants showed resilience by finishing their assignments in spite of the absence of dependent care facilities. It's becoming clear that encouraging healthier work environments and lowering stress levels for many people depends on having open lines of communication at work.

Managing relationships and ensuring good health proved to be particularly challenging during periods of work-related stress. The respondents indicated that stress at work had a negative impact on their relationships, eating habits, and ability to pursue hobbies and physical activities. The demands of their dual responsibilities overwhelmed numerous individuals, however, certain individuals displayed resiliency in the face of criticism and pressure. This underscores the imperative requirement for enhanced support networks to aid couples in achieving a more harmonious balance between work and personal life.

The study's overall findings highlight the varied experiences of couples who pursue two careers simultaneously. While many people manage their responsibilities well, others encounter major obstacles that affect their relationships, physical health, and mental health. These findings underscore the significance of targeted strategies to enhance health and well-being, enhance work-life harmony, and aid families in overcoming the challenges of juggling two jobs. In order to promote healthier family and work environments and enhance the quality of life for couples with two careers, these issues must be resolved.

Acknowledgements

I would like to express my sincere gratitude to Parul University for providing the academic resources and institutional support throughout the research. Special thanks to my mentors, colleagues, and the 83 dual-career couples who participated in the survey, whose valuable responses have been integral to this study. Their insights into stress management and work-life balance have significantly contributed to the findings presented in this paper. I am also grateful to my family and friends for their encouragement and support during the course of this research.

This research incorporates findings from the various articles and research survey on various findings on dual-career couples.

References

1. Allen, T. D. (2001). Family-supportive work environments: The role of organizational perceptions. *Journal of Vocational Behavior*, 58(3), 414–435. <https://doi.org/10.1006/jvbe.2000.1774>
2. Aryee, S., Fields, D., & Luk, V. (1999). A cross-cultural test of a model of work-family interface. *Journal of Management*, 25(4), 491–511. <https://doi.org/10.1177/014920639902500402>
3. Barnett, R. C., & Rivers, C. (1996). *She works/he works: How two-income families are happier, healthier, and better-off*. New York: HarperCollins.
4. Derks, D., & Bakker, A. B. (2014). Smartphone use, work-home interference, and burnout: A diary study on the role of recovery. *Applied Psychology*, 63(3), 411–440. <https://doi.org/10.1111/apps.12080>
5. Eagly, A. H., & Wood, W. (2012). Social role theory. In P. A. M. Van Lange, A. W. Kruglanski, & E. T. Higgins (Eds.), *Handbook of theories of social psychology* (Vol. 2, pp. 458–476). SAGE Publications.
6. Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.5465/amr.1985.4277352>
7. Hill, E. J., Ferris, M., & Martinson, V. (2008). Does it matter where you work? A comparison of how three work venues influence aspects of work and personal/family life. *Journal of Vocational Behavior*, 73(2), 174–186.
8. Hochschild, A. R., & Machung, A. (1989). *The second shift: Working parents and the revolution at home*. New York: Viking Penguin.
9. Jilam, R. D. (2017). Stress and work-life balance: A study of dual-career couples in Kolkata. *International Journal of Business Management*, 5(3), 45–59.
10. Kossek, E. E., Baltes, B. B., & Matthews, R. A. (2014). How work-family research can finally have an impact in the workplace. *Industrial and Organizational Psychology*, 7(3), 489–497. <https://doi.org/10.1111/iops.12162>
11. Krishnan, A., Alias, S., & Omar, Z. (2020). Factors influencing work-family conflict among dual-career couples. *The International Journal of Academic Research in Business and Social Sciences*, 10(9), 123–138. <https://doi.org/10.6007/IJARBS/v10-i9/7724>
12. Mazmanian, M., Orlikowski, W. J., & Yates, J. (2013). The autonomy paradox: The implications of mobile email devices for knowledge professionals. *Organization Science*, 24(5), 1337–1357. <https://doi.org/10.1287/orsc.1120.0806>
13. Pria, A. S., Kumar, P., & Rao, V. (2018). The rise of dual-career couples: Economic and organizational perspectives. *Journal of Human Resource Management*, 6(1), 23–34.
14. Saini, S. (2018). Balancing work and life: Challenges and solutions for dual-career couples in Chandigarh. *Journal of Social Research*, 10(2), 67–82.
15. Sathiya, P. A., Kiran, R., & Mehta, J. (2018). Flexible work arrangements and stress in dual-career households. *Global Journal of Management and Business*, 4(1), 13–27.
16. Thomas, A. (2023). Navigating dual-career lifestyles: Stress and strategies among couples in Changanassery. *International Journal of Sociology and Family Studies*, 11(4), 89–104.
17. Times Now Digital. (2024). Occupational burnout: Causes, symptoms, and strategies for recovery. *Times Now*. Retrieved from www.timesnownews.com

NOTE:

The article titled "Navigating Career Ambitions and Family Duties: A Comprehensive Analysis of Stress Management for Dual-Career Couples" combines a literature review with data from a study involving 83 couples. It explores the challenges of managing stress in households where both partners have careers. This detailed analysis reveals the various difficulties these couples face and provides research-based strategies to reduce stress. The study points out key stressors like

conflicting roles, tight deadlines, and societal pressures that increase stress for dual-career couples. To tackle these issues, the article highlights the need for coping strategies such as good communication, sharing responsibilities, and effective time management.

Organizational support is important for reducing stress. The research suggests that companies should adopt family-friendly policies, offer flexible work hours, and create fair leave options. It also highlights how gender roles, technology, and cultural expectations affect how dual-career couples experience stress and cope with it. The article gives useful advice, such as encouraging partners to share tasks, have regular check-ins, and set aside time for family activities. It also urges businesses to recognize different family types and to challenge cultural norms that support gender inequality, promoting a fairer sharing of home and work duties.

This study uses both qualitative and quantitative methods to analyze stress management in dual-career households. It looks at how organizational, cultural, and individual factors interact, providing useful insights for policymakers, leaders, and couples in dual careers. However, the study has some limitations. With only 83 couples in the sample, it may not represent the full range of socioeconomic and ethnic backgrounds. It mainly focuses on dual-career couples, which might leave out important information about single-parent or extended family situations. Additionally, it does not explore external economic factors like unemployment and inflation in depth.

This study is very relevant now because dual-career families are becoming more common around the world. It tackles important topics like exhaustion, too much technology use, and gender equality. The article adds to the larger conversation about work-life balance and social health, and it promotes more research in this field.