

Job Satisfaction of Dual and Single Career Couples using Factor Analysis

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Abstract

This study targets on the dual career couples and single career couples in Madurai and examines their job satisfaction and factors influencing their job satisfaction. The aim of the present research is under taken to identify the variables related to job satisfaction among dual career couples and single career couples and also to find out the relationship between job satisfaction, Job Performance and Organizational Role Stress. This study will be very helpful for the organizations to determine significant relationship between job satisfaction and performance of dual career couples. So that causes can be correctly identified and coping strategies can be implemented to resolve stress related problems at the work place and Family.

Key words: Job satisfaction, single and dual career couples, Promotion, confidence, Interpersonal relation, reward, luck, and grievances

Introduction

Work is an important aspect of man's life and document. Most active part of people's lives goes in work and work-related activities. But in this modern world, stress and anxiety have become pervading features of one's work life. Majority of people all over the world seems to be experiencing high psychological stress in various spheres of their life. Stress has both positive and negative job document towards the individuals and organization. Positive job document like increase in productivity, high employee morale, better mental and physical health of the workers and the good relationship between the employer and employee. Negative job document like accidents; absenteeism and high labour turnover have a greater impact on the individual and also in the organization. The working couple faces stress in handling issues at home and office and single career couples are not an exceptional case in this regard Henceforth it is Important to study the job satisfaction and the factors influencing job satisfaction of single and dual career couple.

Reviews of Literature

Muzhumathia and Jawahar Rani (2012) researcher found that stress among women are greatly depending on work-family conflict. Doctors were more stressed than any other and there is no significant relationship between Organization Role Stress among women professionals. The research suggested that more flexible work schedules produced positive benefits for employees and a stress management training programs were suggested to manage Stress.

Rakesh.R (2012) has examined to know the organizational role stress and social support of industrial employees. He identified that there exist a positive and significant correlation between organizational role stress and social support on industrial employees. Finally, concluded with there exist a positive and significant correlation between organizational role stress and social support of industrial employees survey with their performance in their job.

Uma Bhowon (2013) investigated the relationship between work-family role salience, work-family conflict and satisfaction with work and family. The researcher found that Family salience was significantly and positively correlated with work salience and work-family conflict. Both family and work salience was correlated with work satisfaction. A negative correlation was found between work-family conflict and work satisfaction.

Ozgur Batur and Senem Nart (2013) has studied the effects of work- family conflict on job stress, organizational commitment and job performance of teachers. The researcher found that the concrete negative effect of work-family conflict on job stress and partial effect on organizational commitment. It is also found out that job stress causes a negative effect on organizational commitment. The researcher concluded that work-family conflict and job stress have a considerable effect on organizational commitment of primary level teachers.

Mateusz hauk and jan chodkiewicz (2013) study indicate that general stress is an important mediator of the relationship between workaholics recognized as an addiction and work-family conflicts. Occupational stress turned out to be the only mediator in the relationship between workaholics recognized as an addiction and the work-family conflict. The study found that both general and occupational stress were not significant mediators in the relationship between workaholics recognized as a behavioral tendency and the conflicts.

Gurvinder Kaur (2014) indicated that the employers should be more responsible towards dual career couple and integrating their work-life issues more easily. This not only reduces the spanning boundaries between the stresses but also increases the employees' organizational commitment and loyalty towards the organization. The study concluded that a sense of employers' sensitivity and support is utmost required and not only in framing them but also giving them an action plan. Information about the children age and couples' career stage make it more feasible for employers to understand dual career couples difficulties.

Nahneen Sultana et al.(2014) showed that the employers of dual-career couples should revise their organizational policies to be family-friendly as this change would increase employee and organizational performance. Study concluded that the numbers of dual-career problems increase day by day, family counselors and dual-career couples together can discover coping strategies that will ultimately ensure a happy work-life, happy family life and enjoyable life for dual-career couples.

Vandana Singh Gahlan (2014) has revealed IT professionals had high level of organizational role stress on account of all the measures except role erosion. Also all the measures of organizational role stress were negatively correlated with job satisfaction however none of the measures of role stress were found to be significant predictors of job satisfaction. It was concluded with regard to predictive value of organizational role stress for job satisfaction Stress and job satisfaction have the important implication in the field of organizational behavior.

Marina Nützi et al.(2015) they identified musculoskeletal complaints and many of them named more than one pain region and Lumbar pain and cervical pain were the most prevalent musculoskeletal complaints from OR nurses. They found that a musculoskeletal disorder (MSD) is one of the most common causes of long-term absence from work for more than 2 weeks in Switzerland. In addition, nurses with musculoskeletal disorders (MSD) incur both high direct costs for treatment and high economic costs due to absence from work and productivity loss caused by the musculoskeletal disorders (International Association for the Study of Pain, no date) studies showing that physical and psychological stress at work enhances musculoskeletal pain. Work-family conflict was found to be a significant predictor for lumbar and cervical pain in operating room (OR) nurses. There was a higher probability of suffering from musculoskeletal pain for operating room (OR) nurses that experienced a lot of

work-family conflict than there was for those with less work-family conflict. Their study suggested that reducing the stress and interruptions at work, as well as offering opportunities to influence one's workplace, help to promote operating room (OR) to enhance nurses' health.

Objectives of the Study

1. To identify the factors influencing Job satisfaction of Dual and single career couples
2. To identify the level of job satisfaction of dual career and single career couples
3. To test the difference in Stress level of Single and Dual career couples

Target Population

The employees working in various types of manufacturing and service industries form the Target Population for this study; they have been selected in Urban, Semi-urban and rural areas throughout the Madurai district.

Sample Size

A pilot study is conducted among 30 employees each in rural, urban and semi-urban areas of Madurai district questioning their level of stress experienced by them in their companies. Based on this pilot study, the researcher has arrived at a sample size of 1000, on the basis of proportion of employees experiencing stress due their work.

Research Design

The study was empirical in nature. The design for the study is also empirical in nature and heavily relies on primary data. Empirical research is based on observed and measured phenomena and derives knowledge from actual experience rather than from theory or belief. The study is said to be empirical due to the application of statistical tools used for data analysis.

Factor Analysis for Job Satisfaction of Single and Dual career couples in Madurai

Factor analysis was used to reduce the number of variables contributing to Job Satisfaction of single career and dual career working couples in Madurai district; the study included as many as 16 variables and in order to reduce the number of variables and to find the main underlying constructs of Job Satisfaction, factor analysis was carried out and the

results of factor analysis are presented in Tables – 1 to 5.

Table 1 – KMO and Bartlett’s Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.593
Bartlett’s Test of Sphericity	Approx. Chi-Square	5687.027
	df	120
	Sig.	.000

The factor analysis can be applied to the data. The following table shows the number of components extracted with eigen values and cumulative variance explained by them. There are six factors resulting from the analysis explaining a total of about 72.063 per cent of the variations in the entire data set. The percentage of variation explained by the first five factors is 19.795, 15.847, 12.898, 8.797, 8.124 and 6.603 respectively after varimax rotation is performed.

Table 2: Factor Analysis – Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.167	19.795	19.795	3.167	19.795	19.795	2.411	15.068	15.068
2	2.536	15.847	35.642	2.536	15.847	35.642	2.075	12.971	28.039
3	2.064	12.898	48.540	2.064	12.898	48.540	1.996	12.472	40.511
4	1.407	8.797	57.336	1.407	8.797	57.336	1.841	11.509	52.021
5	1.300	8.124	65.460	1.300	8.124	65.460	1.627	10.167	62.187

6	1.056	6.603	72.063	1.056	6.603	72.063	1.580	9.876	72.063
Extraction Method: Principal Component Analysis.									

The following table represents the rotated component matrix using 0.20 as a cut-off point for factor loading for naming the factors. In this way we get six factors. Factor 1 will comprise of 4 variables related to **Promotion** – Making money is primarily a matter of good fortune, Promotions are usually a matter of good fortune, When it comes to landing a really good job, who you know is more important than what you know, and Most people are capable of doing this job well, if they make effort.

Factor 2 comprises of 4 variables relating to **Confidence** – On most jobs, people can accomplish whatever they set out to accomplish, A job is what you make of it, If you know what you want out of a job, you can find a job that gives it to you, and Promotions are given to employees who perform well on the job.

Factor 3 comprises of 2 variables related to **Interpersonal Relations** – It takes lot of luck to be an outstanding employee on most jobs, and to make a lot of money you have to know the right people.

Factor 4 comprises of 2 variables related to **Reward** – Most employees have more influence on their supervisors than they think they do, and People who perform their jobs well, generally get rewarded for it.

Factor 5 comprises of 2 variables related to **Luck** – Getting the job you want is mostly a matter of luck, and In order to get a really good job you need to have family members or friends in high places.

Factor 6 comprises of 2 variables related to **Grievances** – If employees are unhappy with a decision made by their boss, they should do something about it and the main difference between people who make a lot of money and people who make a little money is luck.

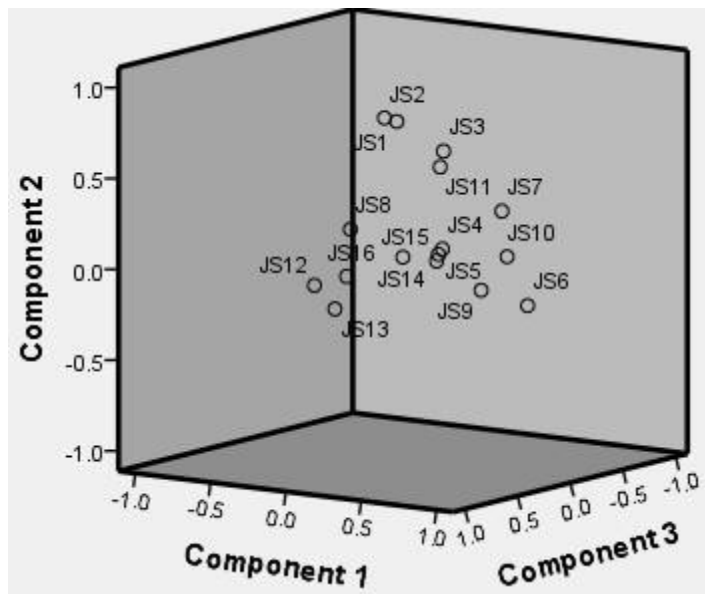
Table 3: Rotated Component Matrix

Factor	Statements	Component					
		1	2	3	4	5	6
	Making money is primarily a matter of good fortune	0.764					
	Promotions are usually a matter of good fortune	0.695					
Promotion	When it comes to landing a really good job, who you know is more important than what you know	0.664					
	Most people are capable of doing this job well, if they make effort	0.643					
	On most jobs, people can accomplish whatever they set out to accomplish		0.77				
Confidence	A job is what you make of it		0.702				

	If you know what you want out of a job, you can find a job that gives it to you	0.623				
	Promotions are given to employees who perform well on the job	0.592				
Interpersonal Relations	It takes lot of luck to be an outstanding employee on most jobs		0.832			
	To make a lot of money you have to know the right people		0.815			
Reward	Most employees have more influence on their supervisors than they think they do			0.863		
	People who perform their jobs well, generally get rewarded for it			0.848		
Luck	Getting the job you want is mostly a matter of luck				0.840	
	In order to get a really good job you need to have family members or friends in high places				0.588	
Grievances	If employees are unhappy with a decision made by their boss, they should do something about it					0.889
	The main difference between people who make a lot of money and people who make a little money is luck					0.785

The grouping of variables is presented in the following figure Component Plot in Rotated Space which confirms the components were grouped as per the above rotated components table.

Figure 1 Component Plot in Rotated Space



t-test for equality of means of Job Satisfaction factors among Single Career and Dual Career couples in Madurai district

The respondents were subjected to several statements on various factors of Job Satisfaction and the responses were measured on a 5-point scale with 1 low level through 5 being high level. The following table reveals that the level of satisfaction of working couples is below the neutral level on almost all the factors of Job satisfaction. Though they are not satisfied on their job, it is also very much visible from the table that the single career couples have expressed more level of satisfaction on all the factors. However, to test the difference in level of response of respondents on the basis of their Career on various factors, separate t-tests were carried out and the results are appended in the following tables' 4 and Table 5.

H₀: The average level of satisfaction of Single and Dual career working couples in Madurai district are same on each factor of Job Satisfaction.

H₁: The average level of satisfaction of Single and Dual career working couples in Madurai district are not same on each factor of Job Satisfaction.

Table 4: Job Satisfaction – Singe/Dual Career vs. Factors

Job satisfaction Factors	Career			
	Single		Dual	
	Mean	SD	Mean	SD
Promotion	2.93	0.73	2.74	0.91
Confidence	2.51	0.50	2.20	0.71
Interpersonal	3.08	0.94	2.95	1.13
Rewards	2.80	0.93	2.56	1.16
Luck	2.92	0.78	2.77	0.99
Grievances	2.63	0.80	2.39	1.02

SD – Standard Deviation

Table .5: Independent Samples Test –

Equality of means among Single and Dual Career couples

Factor	Mean difference	Df	T	Sig.
Promotion	.188	998	3.535	.000
Confidence	.310	998	7.736	.000
Interpersonal relations	.129	998	1.919	.055
Rewards	.236	998	3.461	.001
Luck	.144	998	2.490	.013
Grievances	.239	998	3.998	.000

df – Degrees of Freedom; Sig. – Significance

It can be observed from the above table that the low values of t with a very large p-value (> .01) for the factors Interpersonal Relations and Luck verify that the corresponding null hypotheses of no difference in the average level of satisfaction of single and dual career

working couples in Madurai district is not rejected at 1 per cent level of significance. It may be concluded that the level of satisfaction on the factors Interpersonal Relations and Luck were same among single and dual career couples.

Also it can be noted that a large value of t and low values of p ($< .01$) for the factors Promotion, Confidence, Rewards and Grievances verify that the corresponding null hypotheses can be rejected and it is concluded that the level of satisfaction on the factors Promotion, Confidence, Rewards and Grievances are not same for the single career couples and dual career couples in Madurai district. It is very much evident from the above table that the level of satisfaction expressed by the single career couples is more than the dual career couples.

Findings

The job satisfaction of working couples has been found to have mainly five underlying components namely Promotion, Confidence, Interpersonal Relations, Reward, Luck and Grievances.

The differences in the level of satisfaction of single and dual career working couples on the factors of Interpersonal Relations and Luck were not statistically significant. However, the level of satisfaction on the factors Promotion, Confidence, Rewards and Grievances were not same for the single career couples and dual career couples; the level of satisfaction expressed by the single career couples is more than the dual career couples.

Conclusion and Future Research

On the basis of the finding, it is concluded that there is a need to eliminate stress since it has the impact on the performance of job satisfaction and factors of job satisfaction. Dual and single career couples in the organization have to be provided with job security, adequate pay and participation in decision making to enhance job satisfaction. Counselling sessions can be arranged to balance work life among Dual and single career couples. Policy measures of the organization have to be restructured to consider the wellbeing of working employees. This research can be further carried out among teachers and among nurses and doctors in hospitals and also among bank employees.

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