The Integrated Conceptual Model on Well Being among Dual Earner Couples

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Abstract - Well being is an increasingly relevant and necessary consideration in the modern workplace. Well being at simplest level is perhaps ultimately about personal happiness, food and living safety and healthy. This means not allow work to undermine our basic purpose and needs in our lives and by extension these of our families and loved ones. This paper describe about a study on well being among dual earner couples in cuddalore district. This study of dual earner male and female involves the examiner of level of well Bing based on demographic factors like based on gender, educational qualification of dual earners and experience, working department analyzed and the result shows that there is no significant difference among dual earner couples.

Key words: Demographic, well Being and dual earner couples.

I.   INTRODUCTION

It has identified some of the huge fiscal and human costs to employers associated with unhealthy workplace practices (Cooper, 1994). Consequently, organizations are beginning to recognize the competitive advantage that providing work-life-balance initiatives ensure.

They see the potential benefits when attracting and acquitting employees, retaining employees, being better able to manage the employer-employee relationship, boosting employee morale and taking advantage of an increasingly diversified work force (Fulmer, Gerhar and Scott, 2003). For employers, providing a work-life balance is about creating, establishing and utilizing employment policies in the form of initiatives that both encourage and optimize the wellbeing of all employees, thus creating a productive work culture where potential tensions between employees work and other parts of their lives out of work are minimized (Department of Labour, 2006). Employers need to recognize and take into consideration both the dynamic and interdependent nature of the work and home interfaces.

Preventing employees' burnout and retaining valued employees are essential in allowing organizations to operate both effectively and efficiently in today's highly competitive global economy (Rennar, 2007). In order to achieve this, workplaces need to become more flexible and apply malleability at both the individual employer level and at a governmental level, to make achieving a work-life balance more than just an unattainable dream (Hughs, Galinsky and Morris, 1992).

These benefits are then proposed to be carried with the employee back into the workplace in the form of greater motivation, better performance and a more positive attitude (Friedman and Greenhaus, 2000; Rennar, 2007).

Figure 1 shows that the collective dimension includes two aspects - organization and society. The factors related to society involve the definitions of roles between men and women and regarding the organization, the relationship between dual career couples and business. On the other hand, the individual dimension conceives interpersonal vision that turns back to the perception among people and intrapersonal, that highlight the perception of one it.
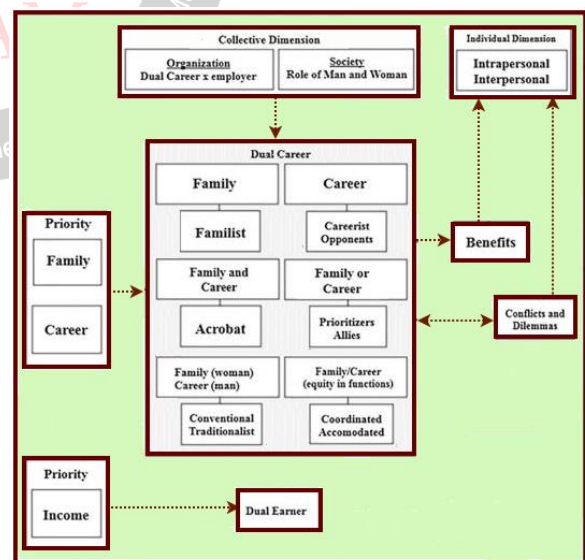
It is important to emphasize, on the model of Santos (2011), that the choice between two domains (family and career) are essential to determine which of those influences will have more impact on the dual career type that the couple choose to live. Once there are influencing factors and the prevalence of domains that lead to types of dual career, it is also worth highlighting the consequences of this practice, which can be beneficial, but also bring

conflicts and dilemmas to couples who opt for it. According to the model, both interfere with family relationships (couple and/or children) and on the individual dimension.

II.   REVIEW OF LITERATURES

Carr (2004) adds to these predictors of happiness; optimism, emotional intelligence, giftedness, creativity and wisdom. He agrees on dimensions like, self-systems that contribute to resilience, like positive self-esteem and positive relationships to make up a comprehensive presentation of the moderators of well-being.

Deiner (1984), Kahneman, Diener, and Schwarz (1999), the psychological well-being is equal to the good life or satisfaction with life in a hedonic sense. The concept of well-being finds its origin primarily in the hedonistic concept, by which well-beingis operationally defined by a high level of positive effects, a low level of negative effects and high degree of life satisfaction.

Bradburn and Caplovitz, (1965) found that people were less happy than their younger counterparts, probably true for most people. They also found that Income as well as age influence individuals' perceptions of happiness. In the study it was found that younger persons reported lower levels of unhappiness in contrast to the individuals over the age of forty, which might be due to the futuristic factor that younger individuals look toward the future for the chance to increase their earning power.

While Mroczek and Kolarz (1998) demonstrated that there were higher levels of positive affect in old age. They also found that older adults experienced lower levels of negative affect in comparison to young adults. Specifically, because many individuals who were living longer lives and were becoming increasingly aware of their well-being, age became a major contributor to the level of SWB. They also suggested that, despite of increase in chronic illnesses, decline in health, loss of spouses and social-support, older persons do not report being unhappier than their younger peers (Mroczek & Kolarz, 1998). Isaacowitz and Smith, (1999) extended the research of Mroczek and Kolarz (1998) into old age, this research concluded that the lower levels of positive and negative affect among the "oldest-old" age group (participants aged 70-100 years old However, Isaacowitz and Smith (1999) posited that lower levels of negative affect do not equate to increased SWB. Aging does not necessarily involve a decline in SWB.

III.   METHODOLOGY

Well being scale developed by Ryff's. The scale consists of 42 items six alternative responses from strongly disagree to strongly agree. The scale measures six dimensions of well being namely autonomy, environmental masterly, personal growth, positive relation, purpose in life and self acceptance. The six point scale was presented among the respondents and was instructed to mark the spot on the continuum that was most descriptive of him and her. The research was descriptive in nature. Convenient sampling methods are used for this study. This study concluded among 116 dual earner couples (232 male and female) in cuddalore district. Researches are generally use convenient sample to obtain a large numbers of completed questionnaires. These questionnaires were distributed personally only among dual earners couples.

i.   Aim of the study:

This study aims at measuring the well Being among Dual earner couples particularly cuddalore district in Tamilnadu.

ii.   Need for the study:

Well being is a topic of interest and relevance to researchers from dual earners. However, due to the fact that single and dual earner still play different role in today's society in general and with regards of family issues in particular. A healthy work life balance often affects dual earner to a storage degree than single earner. It is of vital interest to take a research on dual earner well being and work life balance. When comparing the participation rates of dual earner male, female, it is revealed that the participation rates for female in work have increased in the last twenty years.

iii.   Objective of the study

The present study is carried out with the following specific objective:

- To find out the level of well Being among dual earner couples in cuddlore district
- To measure the well Being of dual earners
- To find out significance differences in the well Bing among dual earner couples

iv.   Result and discussion

Table –01: Shows the difference in the well being among male and female dual earners

Respondent	Male		Female		t-test	p-value
	Mean	S.D	Mean	S.D		
Autonomy	24.67	3.94	23.96	3.73	1.401	0.163 NS
Environmental mastery	26.04	3.68	25.89	3.85	0.296	0.767 NS
Personal growth	24.8	3.73	24.2	3.73	1.214	0.226 NS
Positive relation	25.16	2.89	25.41	2.79	0.669	0.504 NS
Purpose in life	23.92	3.61	23.32	3.53	1.268	0.206 NS
Self acceptance	25.02	3.47	24.41	3.2	1.394	0.165 NS

Source: Primary data   *-1 percent level   **-5 Percent Level

NS- Not Significant

It was observed that the wellbeing autonomy was high among dual earner male employee and mean value was

24.67 and autonomy was low among dual earner female employees and the mean value was 23.96

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 1.401 and the 'p' value was 0.163. Since the 'p' value was non significant the hypothesis was accepted and it was concluded that there are no significant differences among in well being male and female dual earners with regards to autonomy.

It was examined that environmental mastery high among in well being dual earner male employees and mean value was 26.04 and environmental mastery was low among dual earner female employees and the mean value was 25.89.

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 0.296 and the 'p' value was 0.767. Since the 'p' value is no significant the hypothesis was accepted and it was concluded that there was no significant differences among male and female dual earners with regards to environmental mastery in well being.

It was observed that the personal growth with regards to well being was slightly high among dual earner male employee and mean value was 24.8 and personal growth was slightly low among dual earner female employees and the mean value was 24.2.

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 1.214 and the 'p' value was 0.226. Since the 'p' value was non significant the hypothesis was accepted and it was concluded that there was no significant differences among male and female dual earners with regards to wellbeing in personal growth.

It was observed that positive relation with regards to well being was low among dual earner male employees and mean value was 25.16 and positive relation was slightly high among dual earner female employees and the mean value was 25.41.

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 0.669 and the 'p' value was 0.504. Since the 'p' value was non significant the hypothesis was accepted and it was concluded that there are no significant differences among male and female dual earners with regards to positive relation in well being.

It was observed that the wellbeing purpose in life was slightly high among dual earner male employees and mean value was 23.92 and purpose in life with regards to well being was low among dual earner female employee and the mean value was 23.32.

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 1.268 and the 'p' value was 0.206. Since the 'p' value was non

significant the hypothesis was accepted and it was concluded that there were no significant differences among male and female dual earners with regards to purpose in life that leads to well being.

Self acceptance in well being was examined that the self acceptance was high among dual earner male employees and mean value was 25.02 and self acceptance was low among dual earner female employees and the mean value was 24.41.

To test this hypothesis statistically performed 't' test was implemented. It was found that 't' value was 1.394 and the 'p' value was 0.165. Since the 'p' value was non significant the hypothesis was accepted and it was concluded that there were no significant differences among male and female dual earners with regards to self acceptance in well being.

Table –02: Shows the difference in well being among dual earners based on education

Variable	Under Graduate		Post Graduate		Professional		Above PG		ANOVA	P-VALUE
	M	S.D	M	S.D	M	S.D	M	S.D		
Autonomy	25.00	3.98	24.28	3.94	24.58	3.34	23.45	4.06	1.285	0.280 NS
Environmental mastery	26.02	3.73	25.64	3.68	25.37	3.78	27.28	3.71	2.614	0.050*
Personal growth	23.55	3.82	24.65	3.63	24.89	3.99	24.56	3.50	1.127	0.339 NS
Positive relation	25.32	3.14	25.12	2.84	25.26	2.68	25.60	2.81	0.297	0.827 NS
Purpose in life	24.47	4.45	23.28	3.21	23.37	3.52	23.84	3.44	1.170	0.322 NS
Self acceptance	25.65	3.81	24.84	2.99	24.28	3.69	24.19	3.05	1.776	0.153 NS

Source: Primary data   *-1 percent level   **-5 Percent Level   NS- Not Significant

The autonomy was high among the above under graduate degree holders with a mean value of 25.00 and low among the above PG degree holders with the mean value of 23.45. This conforms the consistency in the autonomy experienced by them within the groups.

HO-2.1 There was no significant variation in the autonomy experienced based on the education

The above mentioned hypothesis was examined by applying ANOVA test. The F-value was found to be 1.285 and p-value was 0.280. The result indicated that there was no significant variation in the autonomy experienced by the dual earners based on the education since the p-value was no significant. This hypothesis was accepted.

The environmental mastery was high among the above PG degree holders with the mean value of 27.82 and low among the post graduate with a mean value of 25.37. This indicated the consistency in the environmental mastery experienced by them within the groups.

HO 2.2 There was significant variation in the environmental mastery experienced based on the education.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be

2.614 and p-value was 0.050, the hypothesis is rejected. The result revealed that there was significant variation in the environmental mastery experienced by the dual earners based on education.

The personal growth was high among the professional degree holders with the mean value of 24.89 and low among the under graduate with a mean value of 23.55. This indicated the consistency in the personal growth experienced by them within the groups.

HO 2.3 There was no significant variation in the personal growth experienced based on the education.

ANOVA test was examined to test the proposed hypothesis since, the computed F-value was found to be 1.127 and p-value was 0.339, the hypothesis was accepted. The result revealed that there was no significant variation in personal growth experienced by the dual earners based on education.

The positive relation was high among the above PG degree holders with the mean value of 25.60 and low among the post graduate with the mean value of 25.12.This indicates the consistency in the positive relation experienced by them within the groups.

HO 2.4 There was no significant variation in the positive relation experienced based on the education.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 0.297 and p-value was 0.827, the hypothesis was accepted. The result revealed that there was no significant variation in the positive relation experienced by the dual earners based on education.

Table -03: Shows the difference in well being among dual earners based on experience.

Variable	0-5 yrs		6-10 yrs		11-15yrs		16-20yrs		Above20yrs		ANOVA F	P-value
	M	S.D	M	S.D	M	S.D	M	S.D	M	S.D		
Autonomy	23.30	3.95	24.53	4.01	24.44	3.48	24.83	2.48	24.90	4.70	0.889	0.471 NS
Environmental mastery	27.15	3.57	25.66	3.94	25.45	3.49	26.00	3.74	27.90	3.44	2.270	0.050*
Personal growth	24.25	3.94	24.37	3.68	24.77	3.62	24.83	4.44	24.63	4.34	0.184	0.946 NS
Positive relation	25.42	3.12	25.27	2.82	25.34	2.77	25.50	1.37	24.45	3.23	0.273	0.895 NS
Purpose in life	23.42	3.27	23.59	3.71	23.75	3.40	25.66	4.96	22.72	3.87	0.713	0.584 NS
Self acceptance	24.40	3.23	24.68	3.73	24.76	2.88	24.33	2.94	26.09	3.11	0.573	0.683 NS

Source: Primary data   *-1 percent level   **-5 Percent Level   NS- Not Significant

The purpose in life was high among the under graduate degree holders with the mean value of 24.47 and low among the post graduate with the mean value of 23.28. The indicates the consistency in the purposive in life experienced by them within the groups.

HO 2.5 There was no significant variation in the purpose in life experienced based on the education.

ANOVA test was applied. Since the computed F-value was found to be 1.170 and p-value was 0.322, the hypothesis was accepted. The result revealed that there was no significant variation in the purpose in life experienced by the dual earners based on education.

The self acceptance was high among the under graduate degree holders with the mean value of 25.65 and low among the above PG holders with the mean value of 24.19. This indicates the consistency in the self acceptance experienced by them within the groups.

HO 2.6 There was no significant variation in the self acceptance experienced based on the education.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 1.776 and p-value was 0.153, the hypothesis was accepted. The result revealed that there was no significant variation in the self acceptance experienced by the dual earners based on education.

Form reading the mean value it is inferred that the autonomy was high among the dual earners with above 20 years of experience with a mean of 24.90 and low among the below 5 years of experience with a mean value of 23.30

HO.3.1 There was no significant variation in the autonomy experienced based on their experience.

The above mentioned hypothesis was examined by applying ANOVA test. The F-value was found to be 0.889 and p-value was 0.471. The result indicates that there was no significant variation in the autonomy experienced by the dual earners based on the experience since the p-value was non significant. This hypothesis was accepted.

Environmental mastery was among dual earner with high above 20 years of experience with the mean value of 27.90 and low among the 10-15 years of experience with a mean value of 25.45. This indicates the consistency in the environmental mastery experienced by them within the groups.

HO 3.2 There was significant variation in the environmental mastery experienced based on their experience.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 2.270 and p-value was 0.050. The result shows that there was significant variation in the environmental mastery experience based on their experience since the p-value was 0.050. The hypothesis was rejected.

Personal growth was high among dual earner with above 15-20 years of experience with the mean value of 24.83 and low among below 5 years of experience with the mean value of 24.25 and with the least slandered deviation. This

indicates there was consistency in the personal growth experienced by them within the groups.

HO 3.3 There was no significant variation in the personal growth experienced based on their experience.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 0.184 and p-value was 0.946. The results shows that there was no significant variation in the personal growth experience based on their experience since, the p-value was 0.946 the hypothesis was accepted.

Positive relation was high among dual earner with 15-20 years of experience with the mean value of 25.50 and low among dual earner with above 20 years of experience with a mean value of 24.45. The result indicates there was consistency in the positive relation experienced by them within the groups.

HO 3.4 There was no significant variation in the positive relation experienced based on their experience.

To check the formulated hypothesis, ANOVA test has been applied. Since the computed F-value was found to be 0.273 and p-value was 0.895. The results show that there was no significant variation in the environmental mastery experience based on their experience since the p-value was 0.895. The hypothesis was accepted.

Purpose in life was high among dual earners with 15-20 years of experience with the mean value of 25.66 and low among dual earners above 20 years of experience with a mean value of 22.72. The results indicated consistency in the purpose in life experienced by them within the groups.

HO 3.5 There was no significant variation in the purpose in life experienced based on their experience.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 0.713 and p-value was 0.584. The results show that there was no significant variation in the purpose in life experience based on their experience since the p-value was 0.584. The hypothesis was accepted.

Table - 04: Shows the difference in well being among dual earners based on department

Variable	College teachers		School teachers		Bank employees		Private sector employees		Doctors		Business people		ANOVA Result	
	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	F-value	P-value
Autonomy	23.98	3.75	24.84	3.86	24.73	4.06	24.02	3.90	24.63	1.70	24.31	4.45	0.350	0.882 NS
Environmental mastery	26.59	3.59	26.18	4.12	24.84	3.01	26.23	3.81	26.57	3.38	25.16	4.06	1.404	0.224 NS
Personal growth	24.57	3.71	24.33	2.85	25.11	3.85	24.51	4.06	23.15	2.52	24.72	4.29	.068	0.638 NS
Positive relation	25.62	2.74	24.63	3.31	25.03	3.07	25.68	3.01	25.15	3.20	25.12	2.11	0.770	0.573 NS
Purpose in life	24.15	3.56	23.48	4.18	23.34	2.88	23.93	3.73	23.15	3.35	23.50	3.40	1.020	0.407 NS

Source: Primary data   *-1 percent level   **-5 Percent Level   NS- Not Significant

Self- acceptance was high above 20 years of experience with the mean value of 26.09 and low among dual earners the below 5 years of experience with a mean value of 24.40. The results indicated the consistency in the self - acceptance experienced by them within the groups.

HO 3.6 There was no significant variation in the self-acceptance experienced based on their experience.

To check the formulated hypothesis, ANNOVA test was applied. Since the computed   F-value was found to be 0.573 and p-value was 0.683. The results shows that there was no significant variation in the self- acceptance experience based on their experience Since, the p-value was 0.683. The hypothesis was accepted.

The above mentioned hypothesis was examined by applying ANOVA test. The F-value was found to be 0.350 and p-value was 0.882 the result indicates that there was no significant variation in the autonomy experienced by the dual earners based on the department since the p-value was no significant. Thus the hypothesis was accepted.

Environmental mastery was high among college teachers with a mean value of 26.59 and low among the bank employees with a mean value of 24.84. Thus indicates the consistency in the environmental mastery experienced by them within the groups.

HO 4.2 There was no significant variation in the environmental mastery experienced based on their department.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 1.404 and p-value was 0.224. the result shows that there was no significant variation in the environmental mastery experience based on their department vise, since the hypothesis was accepted.

Personal growth was high among the business people with the mean value of 24.72   and low among the school teachers with mean value of 23.15. Thus indicates the consistency in the personal growth experienced by them within the groups.

HO 4.3 There was no significant variation in the personal growth experienced based on their department vise.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 0.681 and p-value was 0.638 the result shows that there was no significant variation in the personal growth experience based on their department since the hypothesis was accepted.

Positive relation was high among private sector employees with the mean value of 25.68 and low among the school teachers with a mean value of 24.63. The result indicates the consistency in the positive relation experienced by them within the groups.

HO 4.4 There was no significant variation in the positive relation experienced based on their department vise.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 0.770 and p-value was 0.573. The result shows that there was no significant variation in the environmental mastery experience based on their department vise since the hypothesis was accepted.

Purpose in life was high among college teachers with the mean value of 24.15 and low among the doctor's professions with a mean value of 23.15. The result indicates the consistency in the purpose in life experienced by them within the groups.

HO 4.5 There was no significant variation in the purpose in life experienced based on their department vise.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 1.020 and p-value was 0.407. The result shows that there was no significant variation in the purpose in life experience based on their department vise since the hypothesis was accepted.

Self- acceptance was high among school teachers with the mean value of 26.06 and low among the college teacher with a mean value of 23.93. The result indicates the consistency in the self -acceptance experienced by them within the groups.

HO 4.6 There was no significant variation in the self-acceptance experienced based on their department.

To check the formulated hypothesis, ANOVA test was applied. Since the computed F-value was found to be 1.793 and p-value was 0.115. The result shows that there was no significant variation in the self- acceptance experience based on their department vise since the null hypothesis was accepted.

IV.   CONCLUSION

It was observed that there was no significant difference in the well being in all the dimensions between male and female respondents. It was revealed that only environmental mastery dimension had significant difference between male and female respondents the in well being based on the educational level.   It was found that only environmental mastery dimension had significant difference but other dimension was non significant between male and female respondents based on experience. It was found that there was no significant difference in well being between male and female respondents based on department.

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