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EXPLORING ASSOCIATION BETWEEN WORK-FAMILY-CONFLICT AND DYNAMICS OF MARITAL RELATIONSHIPS OF DUAL CAREER COUPLES IN PESHAWAR, PAKISTAN

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ABSTRACT

This study aimed to explore association between work to family conflict and dynamics of marital relations in dual career couples in Peshawar, Pakistan. Work to family conflict was selected as independent variable and marital relationships was selected with three sub variables including marital satisfaction, marital togetherness and marital communication were selected as dependent variables of this study. The targeted universe of this study was the city of Peshawar within which data was collected in the six purposively selected universities and three public sector hospitals in the city. Data was collected with the help of Likert type scales ranging from Agree=1, Neutral=2 and Disagree=3 from the 388 dual career couples who were selected through snowballing sample technique in the targeted locales. The collected data was analysed through descriptive statistics while using Chi Square model. Findings of the study reveal that all the positively loaded response items were found significantly negative association with work to family conflict. It is concluded from the study that because of the dynamic engagement of work and family roles, dual career couples find it difficult to maintain a healthy and successful balance between occupational performance and family roles.

INTRODUCTION AND BACKGROUND

Despite plethora of researches on the issues surrounding work life balance across the globe, similar studies have received very little attention in Pakistan. Some studies have highlighted work family conflict in organizational contexts in Pakistan but very little evidence have been provided regarding the work life balance issues in dual career families in Pakistan although the term dual career couples was initially conceptualized 50 years ago by Rapoport and Rapoport (1969). Dual career couples are a family or marital pattern in which both wife and husband are performing the simultaneous roles of job and family. It is a family pattern in which two individuals in a committed relationship each having an occupational career (Hester & Dickerson, 1984; Rapoport & Rapoport, 1969). In today's modern, industrial and transformed world, dual career couples and families have become a well-established family structure. In the previous time, couples especially the women who used to perform both career and family obligations and roles were viewed as "flaunting the socially accepted norms" (Hester & Dickerson, p. 2). Regarding the prevalence of the phenomena of two career couples and families it has been stated "what was once seen as an exception has now become the rule" (Parker & Arthur 2004, p. 4). Statistically, "60% of the UK households today is comprised of dual-career couples while 40% of the US workers are in dual career pattern" (p. 1).

Dual Career Couples: The Problem of Role Conflict

As wide range of studies have examined the interconnection between work and family and explored that work related stressors permeates to affect family life and vice versa (Greenhaus & Beutell, 1985; Westman, 2006; Shockley & Singla, 2011; Fisher, Bulger, & Smith, 2009).

As dual career couples have to manage work and family demands simultaneously thereby they often feel it difficult to navigate calmly through the daily life stressors created either in the family or work domain. Researchers have identified two facets of role conflict which is Family to Work Conflict (FWC) and Work to Family Conflict (WFC). Work Conflict knows when family related problems spill over and affect occupational performance and the work based stressors also permeate and negatively affect the role performance of the couples in the family domain is known as Work to Family Conflict (Greenhaus & Beutell, 1985). Researchers have explored that the role conflict is a bidirectional process which has a considerable positive/negative effects on the concerned individuals and their role relationships (Netemeyer, Boles, & McMurrin, 1996; Kinnunen et al., 2006; McGinley, 2009; Song, Foo & Uy, 2008).

The negative outcomes of carryover process have been variously termed as "role strain", "role permeability", "stress contagion", "stress crossover", work-family strains (Marshall & Barnett, 1993; Kinnunen et al., 2006), work-family interface (Oscharoff, 2011), "family-to-work", "work-to-family conflict" and "inter-role conflict" (Dilworth, 2004; 2007, McGinley, 2009). Researchers have described that the carryover of emotions, behaviour, and experiences

create three forms of conflicts, including “time based conflict”, “strain-based conflict”, and “behaviour-based conflict” (Greenhaus & Beutell, 1985). These negative spill over of emotions, behaviour, and experiences create *Time-based conflict* that arises when the time devoted to perform one role results in difficulties to effectively participate in the other roles (Greenhaus & Beutell, 1985 cited in Schreuder & Theron, 2001). A couple will be considered experiencing time based conflict when any partner has to reallocate the household or family time to work based role and vice versa (Strazdins et al., 2011). *Strain-based conflict* refers to the negative situation or condition experienced by an individual in one setting and that may impose certain negative outcomes for other settings (Mostert, 2008).

Dynamics of Marital Relationships

The term marital relationship is a complex and multidimensional phenomena. Some researchers have used alternative words including marital quality, marital satisfaction, marital conflict and marital distress to describe marital relationships. It consists of both positively guided and negatively connoted ideas and concept. However, in the context of this study, marital relationships was taken in term of three dimensions including marital satisfaction, marital communication and marital togetherness. Marital satisfaction is an evaluative predisposition which assess the general conditions regarding a marital tie. It is a mental process on reflecting over the perceived and actual happiness and marital functioning. It can also be perceived as a psychological condition of controlled mechanisms that judges the cost and benefit of marriage by a particular individual (Zainah et al., 2012). Experts of family studies agree that marital satisfaction is a subjective assessment of the quality of marital relationships (Farahmand, Ahmadnia, 2014). Studies suggest that the contributing factors involving the enhancing of marital relationships varies across cultures. For instance, the determining factors of marital satisfaction is the income of husband in Japan in relation to the United States (Zainah et al., 2012). Once the marital ties established, the main focus of the individuals is to get marital happiness, satisfaction and contentment which are considered as more significant than the marriage itself (Pakravan, 2015; Narimani, 2015). Because, marital dissatisfaction leads towards establishment of an inappropriate family atmosphere that may result into family instability and disintegration (Mirfardi, Edalati, & Redzuan, 2010).

Literature Review

Studies have found that role conflict negatively affect the social, psychological, physical well-being of dual career couples as a consequence they often feel it difficult to maintain a healthy balance between occupational performance and family roles. They found that the couples experience difficulties in maintaining a lively family interaction when they return home after a difficult day in the office. Such scenario often found in association with reduced marital quality, weakened family bond, lessen marital togetherness and a reduced marital communication between spouses.

A broad range of literature has reviewed the impact of role conflict on marital relationships and outlined that role conflict is negatively associated with marital satisfaction (Allen et al., 2000; Voydanoff, 2007; Mauno, Kinnunen, & Ruokolainen, 2006; Hooff et al., 2007). Similar findings have also been reported by earlier studies that work-based stresses lead to marital withdrawal, marital discord, poor marital adjustment and lower marital quality (Repetti, 1989; Matthews, Conger, & Wickrama, 1996; Rogers & Amato, 2000; Roberts & Levenson, 200; Galovan et al., 2010).

Role overload especially work related distress is experienced by the couples at different level. For instance, at the individual level role stressors trigger the likelihood of arguments, decrease the quality of marital relationships which may further leads to divorce and family disintegration (Bodenmann, 2000). Under some circumstances, role conflict may also significantly reduce marital communication which further deteriorates marital relationships of the spouses (Richter, Rostami, & Ghazinour, 2014). In an in-depth exploration of the effect of stress on marital satisfaction, it was concluded that stress affects marital satisfaction in different ways. It affects couple's communication, reduces time duration the spouses spend together and also creates some health problems (Story & Bradbury, 2004). Studies conducted across different professions have also concluded that work related stresses have always been problematic for the family domain. For instance, among psychologists, family therapists and clinical workers, it was found that the number of hours these professionals give to their occupational role significantly reduces the level of marital satisfaction and family interaction (Osharoff 2011; Kessler et al., 2000; Killian, 2008). Besides, two studies conducted on a medical staff have outlined the interplay between emotional exhaustion and family satisfaction (Leiter & Durap, 1996).

Researchers had further demonstrated that a stressful day at work leads the spouses to be withdrawn from family interactions and were also found irritating towards their family members (Schulz et al., 2004). This behavior based conflicts further leads towards complications in marital relationships and reduces marital satisfaction (Story & Repetti, 2006). Overall, WFC may result in psychological distress, lower job satisfaction and lessened family interaction and reduced marital satisfaction (Kalliath, Kalliath & Singh, 2011).

Rational of the Study

It is a well-established fact that dual career couples have reportedly experienced difficulties in navigating through work and life role successfully. However, it is generally viewed that Pakistani dual career couples will be experiencing fewer work-family problems in relation to other countries. This assumption is being made because of the high degree of traditionalism in the Pakistani society and culture wherein men has to still solely focus on work and women is still required to stay focused on family roles. However, we argued that work-family issues pertain to both women and men especially in the families where husband and wives are simultaneously engaged in family role and occupational performance. The empirical findings in from studies conducted in collectivistic culture like china suggest that rapid social

modernization in China has resulted in more work-family interference between the work and family domains (Lu, Siu, Spector, & Shi, 2009; Siu, Spector, Cooper, & Lu, 2005; Xiao & Cooke, 2012).

METHODOLOGY

This study was conducted while using positivistic method of study. Because of the conceptual definition of dual career couples, we planned that the best locales for this study are academic and medical institutions. The rationale behind these locales was to include full time employees with a full time employed spouse. We concluded that the potential sites of our study participants are universities and hospitals in the urban areas of Pakistan. We selected the city of Peshawar, which is the capital city of the Khyber Pakhtunkhwa province of Pakistan. Six public sector universities and three hospitals were purposively selected in the city of Peshawar. The selected universities were University of Peshawar, Islamia College University, Agriculture University of Peshawar, University of Engineering and technology Peshawar, Khyber Medical University and Institute of Management Sciences Hayat Abad Peshawar. The selected public sector hospitals for this study were Lady Reading Hospital Peshawar, Khyber Teaching Hospital Peshawar and Hayat Abad medical Complex Peshawar.

Selected Variables and Measurement Instruments

The selected variables of this study are work to family conflict and marital interaction. Work to family conflict was selected as independent variable while marital interaction was selected as dependent variables. The sub variables of marital interaction are marital satisfaction, marital communication and marital togetherness. The selected aspects have used by of Allendorf and Ghimire (2013) who selected five dimensions of marital quality. However, we adopted only three components including marital satisfaction, communication and togetherness. Work to family conflict of the study participants was explored with the help of work to family conflict scale developed by Netemeyer et al. (1996). Furthermore, regarding the selected sub variables of marital interaction, marital satisfaction was loaded with 10 response items while marital communication was loaded with 6 positively directed items and marital togetherness was loaded with 7 response items to assess marital bond, cohesiveness and the amount of interaction between spouses. To measure these components, we studied various measurement scales including a scale developed by Roach et al. (1981), Dyadic Adjustment Scale (Spanier, 1976) and Quality of Marriage Index (Norton, 1983) and the items used by (Allendorf & Ghimire, 2013). All the scales were thoroughly studied and the most culturally ad socially viable items were selected to ascertain this study.

Sampling and Sampling Size

As the exact numerical strength of dual Career Couples in the targeted locales was unknown therefore we referred to the unknown population method of sampling. We adopted the snowballing sample techniques and pair methodology based on which 388 study participants were purposively and

conveniently selected. Institutional wise distribution of the study participants was University of Peshawar (143), Agriculture, University of Peshawar (57), Islamia College University of Peshawar (31), University of Engineering & Technology (16), Khyber Medical University, Peshawar (17), Institute of Business Sciences, Peshawar (13), Khyber Teaching Hospital (KTH) Peshawar (34), Lady Reading Hospital (LRH) Peshawar (48) and Hayatabad Medical Complex, Peshawar (29).

Demographic Characteristics of the Study Participants

The data reveals that majority being 58.8% respondents were male while 41.2% were female. Majority being 41.5% respondents were in the age bracket of 23-30 years and 36.9% were from the age group of 31-40. Similarly, 15.7% respondents were from 41-50 age groups while 5.3% were having 41-50 age groups. The data further shows that 27.10% respondents were qualified as MS/M. Phil followed by 26% who were having MBBS, 25.3% were qualified as a Ph.D. MA was reported by only 14.7%, FCPS was reported by 5.7% while 1.3% respondents were having BA qualification. The data further indicates that 53.1% respondents came from the teaching profession, 33.8% from medical and a small portion 13.10% were working in the administrative position.

Data Analysis and Findings

The collected data was analysed through descriptive statistics while using Chi square test to ascertain the association between the selected variables. All the loaded items on the work to family conflict were summed up and indexed as work to family conflict. Furthermore, all the sub variables were loaded with different numbers of research items and every item loaded on the sub variables of marital interaction was tested through Chi Square model to obtain what level of significance exists between these variables. Furthermore, Gamma test was also performed to ascertain the strength of direction between the selected variables.

Data in the table-1 show association between various indicators of marital communication and WFC. A general overview of the data shows that all the selected indicators were found in significant and negative association with role conflict. More specifically, a significant ($p < 0.05$) and negative association ($\gamma = -0.369$) was found between friendly communication of the spouses regarding family affairs and work stresses. Additionally, regularly warm conversation was also found significantly ($p < 0.05$) and negatively associated ($\gamma = -0.278$) with WFC. Similarly, WFC also deteriorates job and household related communication between spouses as suggested by the statistical values ($p < 0.05$) ($\gamma = -0.323$) and ($p < 0.05$) ($\gamma = -0.270$) respectively. Likewise, discussion about personal issues was also found in significant ($p < 0.05$) and negative ($\gamma = -0.353$) association with work to family interface. It is pertinent for marital partners to express gratitude and compliment in order to swing affection in their spouse. Moreover, paying compliments to marital partner was significantly ($p < 0.05$) and negatively associated ($\gamma = -0.291$) with WFC.

Table-1: Association between WFC and Marital Satisfaction

S.N	Response Items	Response	Role Conflict				Statistics
			Disagree	Neutral	Agree	Total	
1	My partner is like a team member for me						$\chi^2=17.049$ (0.002) $\gamma = -0.256$
		Disagree	29	36	70	135	
		Neutral	11	12	32	55	
		Agree	78	45	75	198	
		Total	118	93	178	388	
2	I never regret that I married to this spouse	Disagree	27	38	57	122	$\chi^2=19.761$ (0.001) $\gamma = -0.188$
		Neutral	05	11	26	42	
		Agree	86	44	94	224	
		Total	118	93	178	388	
3	I never regret that we live together	Disagree	17	40	65	122	$\chi^2=35.282$ (0.001) $\gamma = -0.335$
		Neutral	13	13	35	21	
		Agree	88	40	77	205	
		Total	118	93	178	388	
4	I think that things between me and my spouse are going well	Disagree	18	29	59	106	$\chi^2=19.411$ (0.001) $\gamma = -0.297$
		Neutral	17	10	35	62	
		Agree	83	54	83	220	
		Total	118	93	178	388	
5	Our marriage helps us to achieve our goals	Disagree	29	33	54	116	$\chi^2=16.108$ (0.003) $\gamma = -0.178$
		Neutral	13	18	45	76	
		Agree	76	42	78	196	
		Total	118	93	178	388	
6	I never think another person make me so happy	Disagree	26	33	48	107	$\chi^2=25.256$ (0.000) $\gamma = -0.227$
		Neutral	11	20	50	81	
		Agree	81	40	79	200	
		Total	118	93	178	388	
7	My marriage has made me a better spouse	Disagree	30	37	59	126	$\chi^2=14.953$ (0.005) $\gamma = -0.175$
		Neutral	15	15	43	73	
		Agree	73	41	75	189	
		Total	118	93	178	388	
8	If I were to re-marry, I will choose this partner again	Disagree	30	38	60	128	$\chi^2=15.299$ (0.004) $\gamma = -0.177$
		Neutral	13	11	38	62	
		Agree	75	44	79	198	
		Total	118	93	178	388	

9	If I have to remarry I will choose dual career again	Disagree	30	33	54	117	$\chi^2=15.188$ (0.004) $\gamma = -0.165$
		Neutral	16	21	50	87	
		Agree	72	39	73	184	
		Total	118	93	178	388	
10	If other people gets marriage like us, they will be lucky	Disagree	36	36	63	135	$\chi^2=35.961$ (0.000) $\gamma = -0.223$
		Neutral	03	07	41	51	
		Agree	79	50	73	202	
		Total	118	93	178	388	

Data in the table-2 show that WFC and the time spent of the spouses with each other was found in significant ($p<0.05$) and negative association ($\gamma=-0.290$). Likewise, a significant ($p<0.05$) and negative association ($\gamma=-0.296$) was obtained between respondent's having fun together and WFC. A higher level of WFC was found significantly and negatively associated the chances of marital partners to eat together ($p<0.05$) ($\gamma=-0.318$). Likewise, WFC was also found in significant ($p<0.05$) and negative association ($\gamma=-0.264$) with the spouse visiting of family and friends together. It is inferred from the results that work stressor does not allow the couples to get time to visit friends and family together, which is in line with the findings of Morgan (2011). Similarly, a significant ($p<0.05$) and negative association ($\gamma=-0.282$) were observed between WFC and together shopping of the respondents. WFC was also found in significant and negative association ($p<0.05$) ($\gamma=-0.258$) with respondent's office work together and domestic work together ($p<0.05$) ($\gamma=-0.254$).

Table-2: Association between WFC and Marital Communication

S.N	Response Items	Response	Role Conflict				Statistics
			Disagree	Neutral	Agree	Total	
1	We warmly share thoughts and information about family matters						$\chi^2=20.067$ (0.000) $\gamma = -0.369$
		Disagree	31	30	89	150	
		Neutral	12	11	16	39	
		Agree	75	52	72	199	
		Total	118	93	178	388	
2	I regularly enjoy some pleasing conversation with	Disagree	26	29	67	122	$\chi^2=14.747$ (0.005) $\gamma = -0.278$
		Neutral	10	11	27	48	
		Agree	82	53	83	218	
		Total	118	93	178	388	

	my spouse						
3	We warmly discuss job related difficulties	Disagree	27	32	79	138	$\chi^2=20.005$ (0.001) $\gamma = -0.323$
		Neutral	14	11	28	53	
		Agree	77	50	70	197	
		Total	118	93	178	388	
4	We warmly discuss household related problems	Disagree	24	29	64	117	$\chi^2=15.119$ (0.004) $\gamma = -0.270$
		Neutral	17	16	38	71	
		Agree	77	48	75	200	
		Total	118	93	178	388	
5	Me and my spouse warmly discuss our personal issues	Disagree	24	20	77	121	$\chi^2=30.194$ (0.000) $\gamma = -0.353$
		Neutral	15	20	32	67	
		Agree	79	53	68	200	
		Total	118	93	178	388	
6	we pay compliments to each other	Disagree	26	36	79	141	$\chi^2=17.556$ (0.002) $\gamma = -0.291$
		Neutral	16	13	24	53	
		Agree	76	44	74	194	
		Total	118	93	178	388	

Data in the table shows that WFC and the time spent of the spouses with each other was found in significant ($p<0.05$) and negative association ($\gamma=-0.290$). Likewise, a significant ($p<0.05$) and negative association ($\gamma=-0.296$) was obtained between respondent's having fun together and WFC. A higher level of WFC was found significantly and negatively associated the chances of marital partners to eat together ($p<0.05$) ($\gamma=-0.318$). Likewise, WFC was also found in significant ($p<0.05$) and negative association ($\gamma=-0.264$) with the spouse visiting of family and friends together.

Table-3: Association between WFC and Marital Togetherness

S. N	Response Items	Response	Role Conflict				Statistics
			Disagree	Neutral	Agree	Total	
1	We spend free time together	Disagree	32	34	84	150	$\chi^2=16.625$ (0.002) $\gamma = -0.290$
		Neutral	16	11	28	55	
		Agree	70	48	65	183	
		Total	118	93	178	388	

2	Me and my partner often have a fun together	Disagree	31	28	84	143	$\chi^2=17.486$ (0.002) $\gamma = -0.296$
		Neutral	16	14	24	54	
		Agree	71	51	69	191	
		Total	118	93	178	388	
3	We specifically plan to eat together	Disagree	24	26	67	117	$\chi^2=20.362$ (0.000) $\gamma = -0.318$
		Neutral	14	16	37	67	
		Agree	80	51	73	204	
		Total	118	93	178	388	
4	We visit family and friends together	Disagree	26	26	75	127	$\chi^2=15.474$ (0.004) $\gamma = -0.264$
		Neutral	26	22	35	83	
		Agree	66	45	67	178	
		Total	118	93	178	388	
5	We often go for shopping together	Disagree	29	24	71	124	$\chi^2=19.290$ (0.001) $\gamma = -0.282$
		Neutral	18	12	38	68	
		Agree	71	57	68	196	
		Total	118	93	178	388	
6	we support each other to conduct office work at home if needed	Disagree	31	22	66	119	$\chi^2=18.024$ (0.001) $\gamma = -0.258$
		Neutral	16	22	45	83	
		Agree	71	49	66	186	
		Total	118	93	178	388	
7	We work domestic work together	Disagree	24	25	63	112	$\chi^2=15.177$ (0.004) $\gamma = -0.254$
		Neutral	18	08	32	58	
		Agree	76	60	82	218	
		Total	118	93	178	388	

DISCUSSIONS

Results obtained from the statistical analysis indicate that dual career couples experience role overload problems because of the simultaneous engagement in family and occupational role. Because of the dual role of work and family, the couples find it difficult to maintain a successful balance between these domains. In this case, the stressor originated in the family domain carryover to negatively affect family relations and work performance however, studies have recently found that cross-domain-effect is more likely to occur in relations with domain specific effect. For instance, work related stresses are more likely to be more problematic for family relations and family related problems may cause negative outcomes in the work domain.

Our study from the applied statistical model given in table-1 indicates that work related emotions are irreconcilable with family role because all the loaded items on marital satisfaction were found significantly and negatively associated with work to family conflict. It is inferred from the findings that increased work to family conflict leads to reduced feeling of marital contentment, lessened the level of understanding, love, intimacy and overall

marital satisfaction in the couples. Moreover, such conflict also mitigates level of satisfaction of general satisfaction with marital partner and marital union. The data collected in this study depicts that majority of the couples were young and most of them were mid-career couples. This develop our understanding regarding the fact that dual career couples with younger age are lacking skills, marital and life experiences thereby they often need time to reconcile the stressors of work and family domain. Likewise, dual career couples in the industrially advanced societies have the advantage of organizational support in the form of child care, employment contract, maternity and paternity leave therefore they can easily navigate through the stressful encounters of dual career life style.

Besides, for a marital union it is highly significant to have a lively and friendly communication between marital partners but the most challenging aspect reported by the couples was to find time to engage in marital communication. Marital communication includes warm sharing of thoughts, enjoyable discussion, discussing personal, job and family based difficulties. It also includes paying of compliments and verbally regarding the partners. Our study reveals that the above-mentioned attributes were found in a significantly negative association with work based conflict. For marital partners especially for dual career couples, it is highly needed to have sufficient and appropriate time for marital communication but time is considered as one of the critical factors for the couples. A similar finding in this connection also reported by Theunissen, Vuuren & Visser (2003) that positive communication has an advantageous effect while negative communication and sarcastic remarks of the spouses negatively affect marital quality and leads to strained relationships.

Furthermore, Theunissen, Vuuren & Visser (2003) reported that when the spouse does not have adequate communication regarding the information of job there will be more chances of conflict between spouses. Likewise, Hoque (2015) has found from his study in public and private sector organisations that WFC negatively affects family attachment in the employees. Considering the association between all the selected items and work induced stress, we found that work induced stresses significantly reduce interaction and marital bond between spouses.

Moreover, work to family conflict was found in highly negative association with marital togetherness. As mentioned earlier that demanding professions of dual career couples keep the couples staying for longer on the job station which further leads to reduced family gathering and interaction. The daylong involvement of both the spouses in the occupational role make it difficult for them to have time for fun, family gathering and shopping. Family interaction, friendly communication and marital togetherness have been found as significant predictors of marital satisfaction and vice versa. Family interaction and marital union can guarantee the establishment of a healthy society but the current social transformations and alternative lifestyle have significantly challenged the family and marital institutions and the challenges are becoming more complex if significant planning with regarding work life balance have taken up by the policy makers. It is recommended that the issues and

difficulties of role overload in dual career families may be viewed in a policy context and significant organizational support may be provided so that they may be able to deliver on the family circle and organizational front.

CONCLUSIONS

It is concluded from this study that dual career couples were confronted with the issue of role overload in the form of work to family conflict. Role conflict was perceived by the couples as problematic in the sense that those were negatively affecting their family role by significantly mitigating their chances of marital satisfaction and marital communication. Likewise, work based emotions was also reported as significantly leading towards reduction in family union and marital togetherness in dual career couples. This study has highlighted an important aspect of dual career couples by specifically exploring the work related emotions and its antecedents for family domains. It is concluded that work related emotion were found to have negative affect on the overall quality of marital relationships. More specifically, the negative impact of role conflict was potentially affecting marital quality by significantly reducing marital togetherness, communication, marital satisfaction while causing marital discord in the couples. Additionally, we concluded that work related behaviour creates negative outcome in the family domain therefore our findings in this regard were found in congruence with the Pleck theory of role permeability who profound that family boundaries are more flexible therefore work related stresses can easily crossover to reduce the overall quality of marital relationships. Our findings also support the scarcity hypotheses by outlining that multiple role performance leads towards scarcity of resources in term of time and energy in dual career couples.

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