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A STUDY ON WORK-RELATED FACTORS CAUSING DISRUPTIVE FAMILY CONCERNS DURING COVID-19 PANDEMIC WITH REFERENCE TO DUAL INCOME FAMILIES OF HYDERABAD CITY

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ABSTRACT

We all are having commonly certain level of stress and challenges during our normal life. In the face of the Covid-19, we are being stressed in a number of ways because of financial, isolation, lockdown, employment uncertainty and job related pressures. The Nationwide lockdown because of coronavirus has led to people working from home and thus, spending more time with their families and partners. But India is seeing a rise in cases of domestic abuse and more people in China are filing for divorce. Families are complicated and therefore, there is no simple answer to whether the coronavirus lockdown is actually leading to strengthening of relationships or not. For some people, families are the primary triggers of their mental health issues while some others are part of deeply abusive families. In this context, the study focuses on the analysis of the work related factors and its association with demographics like gender, age, job position, experience and family size in relation with disruptive family concerns and also the impact of work related factors on family concerns during covid-19 in relation with the dual income families in Hyderabad city. It is descriptive study in nature. The opinions of 150 jobholders are collected from the Hyderabad City. Non-probabilistic nature of convenient sample technique is applied for collection of data. A well-structured questionnaire is admired. Data analysis techniques that are descriptive statistics, reliability tests, regression analysis and ANOVA were applied. It is revealed that the work related factors namely job security, work timings, payment of salary, workload, communication, team work, leadership, recognition are greatly disrupting the family concerns and also the demographic factors have shown significant association with the work related factors and disruptive family concerns

Keywords: *Disruptive Family Concerns, Dual Income Families, Covid-19 Pandemic*

1. INTRODUCTION

The coronavirus has caused a pandemic of acute respiratory syndrome (COVID-19) with

more than 6.6 million people infected as of June 5th, 2020 (The New York Times, 2020). The first case of COVID-19 in India, which



originated from China, was reported on 30 January 2020. As on 5th November 2020, the 227th day since India implemented a nationwide lockdown, to help curb the novel coronavirus pandemic. So far, India has recorded 83,64,086 confirmed COVID-19 cases, including 1,24,315 deaths. A total of 77,11,809 people have recuperated from COVID-19 so far. There are 5,27,962 active cases in the country as of date, which comprise 6.31 percent of the total caseload, the data stated. Maharashtra, Andhra Pradesh and Karnataka have reported the highest number of cases. Under Circuit-breaker, schools, child-care facilities, businesses, and workplaces were closed and people were encouraged to stay at home. As a result, many parents attempted to work from home remotely while providing care to their children. Subsequently, the Circuit-breaker was extended for a second month in May 2020 to further reduce transmission rates in the community (Mohan, 2020). Although this extension was necessary from a public health perspective, for parents it meant prolonging their telecommuting at a time when their resources, split between work and child-rearing at home, are stretched to their limits.

Researchers such as Cluver and colleagues (2020) have described how physical distancing measures can be detrimental to work and family life. Others such as Coyne and team (2020) described the stressful “collision of roles, responsibilities, and expectations” (i.e., as a parent, spouse, employee, teacher) experienced by jobholders during this pandemic even as they face an uncertain future. As the stress of balancing work with fulltime

child-rearing at home increases, experts have warned about the risk for increased marital conflict and domestic violence during this period when families remain at home with reduced community contact (Campbell, 2020). Indeed, many countries impacted by COVID-19, including India, are reporting an increase in cases of spousal violence and child abuse (Agrawal, 2020; Channel NewsAsia, 2020b).

The latest YouGov-Mint-CPR Millennial Survey says that the relationships among family members improved to a large extent, yet many of them are no longer excited regarding work from home option. The Stress levels and anxiety among individuals shot up very high for youngster

Women constitute a major portion of informal and part-time workers all over the world. During these periods of uncertainty, such as at the time of a pandemic, women are a greater risk bearer unemployed and being not able to return to work place after the pandemic is completed. According to analysis of an online survey conducted in the Argentinean city of Mar del Plata on preventive and compulsory social isolation (PCSI) at the time of 2nd phase for COVID-19 concludes that teleworking has been made more difficulties for many women because of their clear gender differentiation in unpaid domestic and care work, such as taking care of children or dependants. In this case, it was women who suffered a lot, being overburdened & over stressed. Quarantine experience is different for both men & women, considering the difference in the factors such as cultural, physical, security & sanitary needs for both the genders male and female. According to analysts' calculation, women's jobs are 1.8

times vulnerable towards present crisis compare to men's jobs. Women are making up 39 % of global employment but account for 54 % of overall job losses. One of the reason for this greater effect on women is the virus significantly increasing the more burden of unpaid care, which has been disproportionately carried by women rather than men. This, among other factors, means at higher level for women's employment that is dropping very faster than average, even accounting the fact that men & women work in different kind of sectors.

The covid-19 pandemic period has been disturbed all most all the aspects of each and every human existence. Lifestyle changes at the time of lockdown made some feel happier, others were not much happy.

The present study used indicators that measured the work-related factors causing disruptive family concerns during covid-19 pandemic with reference to dual income families of Hyderabad city. Using these indicators, we identified profiles that represent how well dual income families are managing working at home with parenting during the COVID-19 pandemic in Hyderabad. We then examined socio demographic and substantive characteristics that are associated with membership in these profiles. Lastly, we looked at how these profiles are associated with family outcomes that include work related factors namely job security, work timings, payment of salary, workload, communication, team work, leadership, recognition and the family concerns.

2. REVIEW OF LITERATURE

Disruptive family concerns also broadly referred to as marital discord, tends to refer to the conflict, disharmony, or lack of parental agreement between married parents of children (*Reid & Crisafulli, 1990*). Marital and family conflict can range from verbal to physical abuse, and is generally associated with poorer health outcomes for the couple's involved (*Shrout et al., 2019*). It can be considered a home outcome (*ten Brummelhuis & Bakker, 2012*). Similar to work and parenting stress, the likelihood of marital conflict lead by family concerns occurring during Circuitbreaker is heightened because remote working and home-based learning are additional contextual demands that working parents have to deal with, increasing the tendency for their personal resources to be depleted. The reduced availability of resources, in turn, leaves fewer resources for parents to communicate with their spouses or contribute to household chores, potentially leading to conflict between both parties (*see Carroll et al., 2013; Stevens et al., 2001*). Parenting stress is conceptually distinct from other forms of stress that a parent might experience (e.g., marital stress), and may be considered a home outcome in ten Brummelhuis and Bakker's (2012) Specifically, parenting stress may arise from a parent's appraisal of contextual demands (or stressors) associated with their parenting role, such as insufficient personal resources (e.g., depleted physical energies, time, and parenting skills) to meet the demands of caring for young children. We examine spousal support, employer support, and work-family balance as predictors of parenting stress and marital conflict

outcomes. Spousal support and employer support are contextual resources that are present in the home and work environments respectively (*ten Brummelhuis & Bakker, 2012*). Spousal support, which is a form of family support, typically includes enriching experiences such as a spouse listening to your work experiences or stepping in with household chores (*Chan et al., 2020*). Prior studies by *Gayathri and Karthikeyan (2016)* and *Siu and colleagues (2010)* found that family support enabled home-to-work improvement, representing that individuals who acknowledged family support were able to use these assets to buffer any stress that arises, or gather other resources (e.g., energy) to perform their parental and family responsibilities (*Chan et al., 2020*). *Aycan and Eskin's (2005)* study also indicated a direct positive association between spousal support and marital satisfaction. Therefore, despite the sudden changes brought about by Circuit-breaker, we hypothesize that working parents who receive spousal support are less likely to experience parenting stress and marital conflict. Unlike spousal support which stems from the home domain, employer support comes from the work domain. Employer support, a form of organizational support, typically refers to family-friendly policies and practices (e.g., flexible work arrangements) or the extension of organizational benefits to family members (*Chan et al., 2020*). Generally, studies have found that organizational support led to reduced work-to-home interference and increased work-to-home enrichment, particularly for women (*Clark et al., 2017; Lapierre et al., 2018*). Interestingly, a small

number of studies such as *Aycan and Eskin's (2005)* found that employer support reduced work-to-home interference for men but not for women. Similar to spousal support, we also hypothesize that working parents who receive employer support during Circuit-breaker are less likely to experience parenting stress and marital conflict, as they can draw on their personal resources to become involved parents and spouses.

Lastly, we also examine work-family balance as an antecedent of parenting stress and marital conflict. Defined as “the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual’s current life priorities” (*Kalliath & Brough, 2008, p. 326*), work-family balance has been shown to lead to increased family satisfaction and functioning (*Brough et al., 2020; Chan et al., 2016*). Even though the popular media has often reported that work-family balance has diminished in light of the COVID-19 pandemic and Circuit-breaker, we draw particular attention to the current conceptualization of work-family balance which emphasizes perceptions as opposed to objective measures of “balance”. Importantly, in adopting this conceptualization of work-family balance, we recognize that perceptions of “balance” are highly subjective and malleable, and tend to change over time due to different life priorities. Based on the W-HR model, work-family balance can also be considered a contextual resource that promotes the accumulation of personal resources, leading to work-home enrichment (*ten Brummelhuis & Bakker, 2012*). Therefore, we hypothesize that

working parents with better work–family balance are less likely to experience parenting stress and marital conflict during Circuit-breaker.

Existing studies have mostly focused on the main effects of work–family balance, spousal, and employer support on home outcomes. Specifically, they have either aggregated the scores of these predictors or statistically control the influence of one or more predictors to study the main effect of another (*e.g., Aycan&Eskin, 2005; Clark et al., 2017*). Far less is known about how patterns of these predictors can take form and their combined influence on home outcomes. This gap in research is unfortunate because it is realistic to expect that working parents experience varying levels of work–family balance, spousal and employer support (this is also suggested in the W-HR model). By identifying disparate patterns of working parents’ experiences of work–family balance, and support from spousal and employer, this may provide a more accurate understanding of their joint impact on home outcomes.

3. RESEARCH OBJECTIVES:

1. To analyze the work related factors and its association with demographics like gender, age, job position, experience and family size in relation with disruptive family concerns during covid-19 pandemic with reference to dual income families of Hyderabad city
2. To assess the impact of work related factors on family concerns during covid-19 in relation with the dual income families in Hyderabad city.

3. To assess the family members emotions and their concerns on an individual with very high expectations and commitments to their relation.

4. RESEARCH METHODOLOGY:

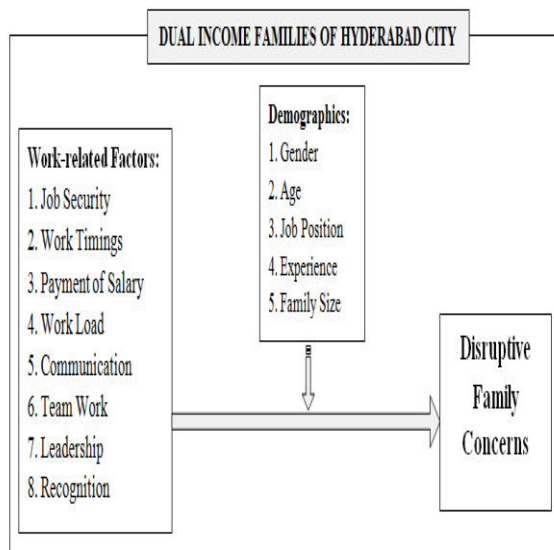
The research design for the study is descriptive in nature. The methodology is based on primary and secondary data a structured questionnaire was used for the study, of which pre-testing of the questionnaire was administered on 30 people. 150 questionnaires were administered out of which 120 usable questionnaires were considered for the study. A particular category of people who has been working since 8 years of both the genders who experienced the effect of pandemic has been chosen of selected locality for convenience.

Methodology Elements	Methodology Description
Research Type	Descriptive study
Location	Hyderabad City
Sample size	150
Source of data	Primary sources & Secondary sources
Sample selection technique	Convenient sample (Non-probabilistic)
Data collection technique	Structured questionnaire
Measuring scale	Likert 5-point rating scale
Data analysis technique	Descriptive statistics, Reliability tests, Regression, Correlation, ANOVA

The questionnaire comprised of a series of closed ended questions, a Likertscale (1-5) was also used to elicit information from the customer. To analyze the data collected for the study statistical package for social sciences (SPSS 20v) has been used extensively. Tools like descriptive statistics,

f-test and regression analysis has been conducted to analyze dependant and independent variables level and impact of stress towards family relations and work place commitments. Correlation analysis is also analyzed to understand how far the two variables considered in the study are correlated to each other on the factors which has been imparted in the study.

Research Model:



5. HYPOTHESES:

H₀1: There is no significant difference is found in the work related factors across the various demographics like gender, age, job position, experience and family size in relation with disruptive family concerns during covid-19 pandemic with reference to dual income families of Hyderabad city

H₀2: There is no significant impact of work related factors (namely Job Security, Work Timings, Payment of Salary, Work Load, Communication, Team Work, Leadership and Recognition) on disruptive family

concerns during covid-19 in the dual income families of Hyderabad city.

6. RESULTS AND DISCUSSION:

A. Analysis of Descriptive Statistical Table:

Table-1: Frequency Table		
Demographic Variable	Frequency	Percent
Gender		
Male	58	48.3
Female	62	51.7
Age		
Below 30 Years	30	25.0
Between 30 to 40 Years	31	25.8
Between 40 to 50 Years	26	21.7
Above 50 Years	33	27.5
Job Position		
Lower Level	50	41.7
Middle Level	42	35.0
Top Level	28	23.3
Experience		
0-5 Years	35	29.2
5-10 Years	25	20.8
10-15 Years	27	22.5
Above 15 Years	33	27.5
Family Size		
2 Members	28	23.3
3 Members	19	15.8
4 Members	24	20.0
5 Members	26	21.7
6 & Above Members	23	19.2

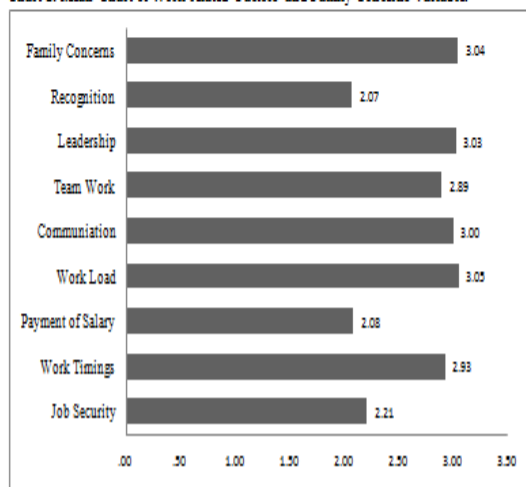
(Source: Researcher's Compliance)

The above table- 1 describes the sample profile of total 120 members. It is presented with the frequencies of the sample taken for the study. The demographic variables namely Gender, Age, Job position, experience and family size are given with their sub categories, total count and percentages in the table. The counts of female respondents are greater than the male respondents in the same as we targeted dual income families for the study. The distribution of sample with respect to their demographics is found more or less equal, probably it may differ not more than 2% to 3% except in job position category.

	N	Min.	Max.	Mean	Std. Deviation
Job Security	120	1	5	2.21	1.078
Work Timings	120	1	5	2.93	.861
Payment of Salary	120	1	5	2.08	1.081
Work Load	120	1	5	3.05	.830
Communication	120	1	5	3.00	1.114
Team Work	120	1	5	2.89	1.225
Leadership	120	1	5	3.03	1.341
Recognition	120	1	5	2.07	.510
Family Concerns	120	1	5	3.04	1.449

(Source: Researcher's Compliance)

Chart-1: Mean Chart of Work-related Factors and Family Concerns Variable.



(Source: Researcher's Compliance)

From the above table-2 & Chart-1, it describes the work-related factors taken for the study with their mean values and standard deviations. All the factors have shown with the minimum as one and maximum is five in their response. The mean values of all the variables are scored equal or less than three, means these are presented moderate in the response. The highest scored factor is 'workload' with 3.05 mean and also family concerns & leadership variables scored next to the workload variable with 3.04 & 3.04 mean values. The lowest scored variable is 'recognition' with 2.08 mean and also 'payment

of salary' variable scored lesser next to 'recognition' variable with 2.07. The highest standard deviation is 1.449, found in family concerns as it is highest mean scored variable.

B. H₁1: There is a significant difference is found in the work related factors across the various demographics like gender, age, job position, experience and family size in relation with disruptive family concerns during covid-19 pandemic with reference to dual income families of Hyderabad city:

Table-3: ONE-WAY ANOVA TABLE

Variable	Gender		Age		Job Position		Experience		Family Size	
	F	Sig.	F	Sig.	F	Sig.	F	Sig.	F	Sig.
Job Security	.564	.454	10.24	.004	.178	.838	17.05	.000	1.040	.390
Work Timings	9.573	.004	.748	.526	14.39	.002	1.730	.165	1.440	.225
Payment of Salary	.151	.698	8.589	.005	1.934	.149	.905	.441	1.392	.241
Work Load	10.01	.002	9.584	.004	10.55	.002	10.74	.002	2.154	.079
Communication	.017	.898	12.40	.002	.385	.681	1.560	.203	.538	.708
Team Work	.226	.636	.931	.428	.773	.464	9.276	.005	.141	.966
Leadership	8.361	.005	1.611	.191	2.107	.126	.691	.559	.464	.762
Recognition	8.309	.005	1.551	.205	.098	.907	11.44	.002	.775	.544
Family Concerns	11.02	.002	1.831	.145	5.444	.021	.142	.935	15.07	.000

(Source: Researcher's Compliance)

The above table-3 explains about one way anova test result to study demographic variable like gender, age, job position, experience and family size with work-related factors & family concerns. There is moderate number of sets found with significant difference. Out of 45 combinations, 7 combinations are identified with significant difference that are gender with

work timings, workload, leadership, Recognition, family concerns. The age demographic has been found significance difference with job security, payment of salary, workload, and communication factors. The job position demographic founded difference with work timings, workload and family concerns variables. The experience variable founded with job security, workload, teamwork and recognition variables. Finally, the family size demographic is resulted the significant difference with only one variable that is family concerns. The above mentioned combination of variables calculated statistical value is less than $P < 0.05$, remaining cases it is more than 0.05. Hence it is provided that there is a significant difference is found in the work related factors across the various demographics like gender, age, job position, experience and family size in relation with disruptive family concerns during covid-19 pandemic with reference to dual income families of Hyderabad city. In remaining cases hypothesis is nullified.

C. H₁₂: There is significance impact of work related factors (namely Job Security, Work Timings, Payment of Salary, Work Load, Communication, Team Work, Leadership and Recognition) on disruptive family concerns during covid-19 in the dual income families of Hyderabad city:

The below are the regression analysis tables. It is executed to assess the impact of work-related variables on family concerns. Table-4, 5, 6 are giving regression analysis related tables that

are model summary, Anova, coefficient related statistics.

Table-4: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.802 ^a	.641	.538	1.076

a. Predictors: (Constant), Recognition, Leadership, Job Security, Work Timings, Payment of Salary, Communication, Team Work, WorkLoad

From the above table-2, it shows model-1 summary with R value is 0.802, R square value is 0.641, Adjusted R Square value is 0.538. It reveals that the model-1 is fit for equation where the R Square value is greater than 0.5. Hence the statistical fit of this model is good. Here the dependent variable is family concerns and independent variables are namely Recognition, Leadership, Job Security, Work Timings, Payment of Salary, Communication, Team Work, and Work Load.

Table-5: ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	110.210	9	5.134	12.520	.037 ^a
	Residual	239.782	110	7.180		
	Total	249.992	119			

a. Predictors: (Constant), Recognition, Leadership, Job Security, Work Timings, Payment of Salary, Communication, Team Work, Work Load

b. Dependent Variable: Family Concerns

The table-5 shows Anova statistics, the F value is 12.520 with 0.037 significant values. Here the calculated significant value is lesser than the $p = 0.05$ means the work-related factors taken for the study is found statistically significant difference in their presence in the regression equation.

Table-6: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.977	.085		3.024	.003
Job Security	.109	.095	.109	2.092	.006
Work Timings	.248	.008	.239	3.368	.002
Payment of Salary	.197	.026	.200	3.020	.003
Work Load	.186	.010	.188	2.861	.004
Communication	.128	.011	.128	2.280	.005
Team Work	.187	.012	.185	2.852	.004
Leadership	.094	.025	.094	1.042	.013
Recognition	.084	.004	.086	1.578	.011

a. Dependent Variable: Family Concerns(Source: Researcher's Compliance)

The above coefficient table-6 reveals that the beta values of work-related factors taken for the study. The factors with their coefficient 'B' values respectively Job Security factor beta value is .109 at .006 sign. Work Timings beta value is .248 at .002 sign, Payment of Salary b=.197, sig=.003, Work Load b=.186 at sign=.004, Communication's b=.128 at sign=.005, Team Work's b=.187 at sign=.004, Leadership's b=.094 at sign=.013, Recognition's b=.084 at sign=.011

Regression Equation: *Disruptive Family Concerns* = 2.977 (constant) + 0.109 (Job Security) + 0.248 (Work Timings) + 0.197 (Payment of Salary) + 0.186 (Workload) + 0.128 (Communication) + 0.187 (Teamwork) + 0.094 (Leadership) + 0.084 (Recognition)

7. RESULTS AND DISCUSSION:

Current study has focused on the work related factors present during covid-19 and its influence on disruptive family concerns. It is

worked on both demographic analysis and factors effect on disruptive family concerns. It is summarized with major results and discussion, which was derived from the current study. The work related factors are varying with their demographic characteristics. Especially the variables like age, gender, experience and family size were having greater association with work related factors. It is recommended that there would be separate stress coping strategies for these demographic categories. Particularly two factors namely job security and regular payments were seriously causing stress and it's leading to disruptive family concerns. The factors like recognition, teamwork, salary payment and job security are badly affecting employees. These should be addressed by the employer for ensuring better employee's work life balance. The regression analysis has shown that Job Security, Work Timings, Payment of Salary, Work Load, Communication and Team Work found with higher effect on disruptive family concerns. It is recommended to both stakeholders i.e. employee and employer that two sides equal contribution is required to get out of this situation. Mainly the establishment of proper communication between two parties, mutual owing of situation and developing of stress coping mechanism was badly required to ensure optimal work life balance among the employees during the pandemic. Finally it is concluded that there was a strong effect of work related factors on family disruptive concerns. It was also varying with demographic variable. The employer and HR people must consider the above work related factors while making the policies relating to

employee welfare and development. It must be demanded during the covid-19 pandemic to safeguard their human resources.

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