

Role Conflict and Job Satisfaction: Negotiating Cultural Norms and Islamic Injunctions among Muslim Dual Career Couples in Pakistan

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Abstract

Since 50 years, dual career couples has been remained an important subject for researchers in the western context, however there is no or very less number of studies have been carried out among Muslim dual career couples specifically in the context of Pakistani society. This study was planned to explore that how and to what extent Muslims dual career couples experience role conflict in managing work and family responsibilities. Role conflict was selected as independent variable and career satisfaction with three components like happiness, motivation and job involvement were selected as dependent variables. Data was collected on a three point Likert type scale from a total of 388 respondents while using snowball sampling techniques in the 6 targeted universities and 3 hospitals in district Peshawar, Khyber Pakhtunkhwa of Pakistan. Data was analysed through SPSS at uni-variate and b-variate level. Considering findings of the descriptive statistics, it was found that our respondents experienced higher level of family to work and work to family conflict and a reduced career satisfaction. Regression and correlational analysis indicates that family to work and work to family conflict are significantly related with career happiness, motivation and job involvement of dual career couples in Pakistan. Besides, higher level of career satisfaction was positive and significantly attributed to career happiness, career motivation and job involvement of dual career couples. It is concluded from this study that dual career couples in a traditionally driven Pakistan society face significant challenges to integrate family life with their occupational role.

Keywords: Family, Work, Conflict, Happiness, Motivation

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Introduction and Background

The term two earner couples or dual career couples was initially introduced by two European academic couples who described that spouses who are actively and simultaneously engaged in performing family functions and occupational roles¹. It is a pattern of marital relations within which both marital partners are highly educated, worked full time in a demanding job, have a strong identification with and commitment to their work and had high aspirations for upward career mobility^{2,3,4,5}. Other commonly used terms for dual career couples are “two-paycheck families”, “dual-worker families”, “dual earner household” and “two-career persons”^{6,7}.

The simultaneous engagement of dual career couples in work and family has a considerable pressure on dual career couples. The initial findings regarding the problems and issues of dual career couples was explored by researchers in the western context who identified that five dilemmas including overload dilemmas, normative dilemmas, identity dilemmas, social network dilemmas and role cycling conflict¹. Researchers have further outlined that the most prominent issue of dual career couples is role overload and role conflict. Role conflict occurs when two or more roles associated with single status are in conflict with one another⁸. The identified two facets of role conflict are work to family conflict (WFC) and family to work conflict (FWC). WFC occurs when work demands contend with family role and FWC refers to the conflict when family demands affect work performance⁹.

Dual Career Couples: Cultural Norms and Islamic Injunctions

Generally, Muslim families around the world and specifically in Pakistan are normatively organized around the Islamic interpretations and cultural values of gender role ideologies. Under the traditional interpretation of Islamic injunctions, families are expected to be comprised of a husband who worked outside home and a wife who fulfilled the duties of homemaker and child-giver¹⁰. Those women are highly valued who are limited to perform household tasks and men are having the respectability of performing as breadwinner. This family model is guided by the Sharia Law under which inferences are made by the Islamic jurists from the verse of the Holy Quran where Allah has revealed that

“Men are the guardians of women because Allah has preferred some of them over the others and because they spend out of their wealth to support them”¹¹.

The experts in Quranic studies have established the argument in the light of the above verse that the position, role and status of husband within the family system are that of the provider and protector. According to their views that being a guardian of the family, the husbands has to provide an appropriate sustenance and living to their family. Therefore, the Prophet (PBUH) had equivalently distributed the roles and responsibilities of the spouses by saying, when the Prophet (PBUH) married his daughter to Hazrat Ali (RA), *he instructed his son-in-law, and “You are responsible to do work (outside) while she is accountable for managing the household tasks”¹²*. Furthermore, some Islamic scholars also argued that men and women have been declared equally in social and legal rights however men are enjoying some preferences in some situation. Making this point they refer to the Holy Quran where Allah has revealed that

“Wives have their rights conforming to those the husbands have, in justifiable mutuality however in some circumstances, men will be having the final say and thus have a preference. Allah is Mighty, Wise”¹³

According to these scholars, a married woman has to solicit permission of her husband if she wants to participate in the paid labor outside home. This indicates that woman's right in this regard is not equal to that of men however the scholars argued that under sharia law, men and women are spiritually equal rather than fully equal in all respect.

An Alternative Perspective on Family Model

A compassionate and moderate interpretation of Islamic teachings have been undertaken whereby families have begun to organize around spouses who have been optimally encouraged to perform in both public and private spheres. As a result, women's labor force participation in the Muslim world including Pakistan has been on the rise and men have also begun to share domestic tasks with their wives. As a consequence, the job market in the current time is characterized by a considerable number of dual earning couples. The experts of Qur'an interpretation concluded from *"Men will be having a part relating to what they have produced, and the women will have likely a portion relating to that what they had produced"*¹⁴.

The breadwinning and care giving role of men and women under the traditional interpretation of Islamic law have established a gender based division of role however it does not strictly suggest that a husband cannot help his wife in the domestic tasks and a wife may not assist her husband in the breadwinning role through a lawful and decent way with the condition that such practice may not negatively affect the peace and happiness of the family. Such interpretations have been supported by many examples in Islamic law when the women have performed their social role in the battle by providing medication and other logistical support. The Prophet (PBUH) has also praised by saying that *"A man doesn't consume a better food than the one he obtained from the result of his own work (Sunan Ibn Majah)"*¹⁵.

Some Islamic scholars have moderately interpreted the text of the Holy Quran and they inferred that Allah has appreciated the work of men and women and mentioned that both will be equally rewarded on the basis of performance in their work. As mentioned in the Holy Quran

*Whoever perform good actions either who is a male or female, or who he is a believer, will be given a decent life and will be rewarded in the best manner what they perform*¹⁶.

This verse of the Holy Quran encourages the humanity to perform the best of the action and specifically mention that men and women will be equally rewarded on the basis of the actions they perform. Experts of the Holy Quran have deduced that men and women should have equal opportunity of work and the rewards will be equal irrespective of their gender. The societal gender norms and expectations of men and women should not be based on gender rather this should be based on the performance. Different and contrasting interpretation of the Islamic injunctions resulted in misunderstanding of gender role among Muslim countries. For instance, women in the Arab and other Muslim majority countries prior to the 1990s were not allowed to get education and work in the public sphere outside the home. However, these societies have been socially transformed through the enlightened thoughts of progressive scholars of Islam including Al-Ghazali and Al-Mawardi and the like (Saudi Ministry of Planning, 2005)¹⁷. Moreover, despite the growing compassionate

view regarding dual career families, cultural values in Pakistani society are not fully transformed and it is still demanded of women to primarily perform household tasks including child care, elderly care and also look after the family budget. In case, a woman from a Muslim family wants to participate in the public role to earn sustenance, she needs to take the consent of a male member of her family to participate in the public domain and take sustenance role. The increasing simultaneous demands of work and family have been found as problematic and challenging for dual career couples in both spheres. For example, at the work place, they experience reduced work productivity, late entrance, absenteeism, low morale, reduced job satisfaction and poor quality of life. A popular opinion suggests that wife should have to focus solely to arrange and organize the household dealings and also to perform the family based economic activities including managing the family finances, and not to take part in providing the living.

Literature Review

Empirical studies conducted in the individualistic and collectivistic cultures have outlined that simultaneous demands of work and family domain have negative outcomes for the couple^{18, 19, 20, 21}. Further, these studies have found that simultaneous role pressures potentially reduce work productivity, performance and overall career satisfaction of the working couple^{22, 23, 24, 25, 23}. For instance, work to family and family to work conflict have been found as problematic for occupational career in different countries like Pakistan²⁶, India^{27, 28, 29}, Turkey³⁰, Singapore³¹, Malaysia³², Canada³³, and Taiwan³⁴.

Researchers have outlined that family and work have been found incompatible and the stresses aroused either in work or family may affect either job satisfaction or family and life satisfaction^{26, 27, 23, 28}. A study carried out on working women with dual-career marriages in Singapore concluded that spouse and parent jobs were found to have negative consequences for overall job satisfaction³⁵. Furthermore, some empirical evidences also suggest that role conflict affect various domains differently. Despite the reciprocal and bidirectional relationship between WFC and FWC, the former has a negative influence on job whereas the later was found in no association with job satisfaction³⁹. In a comparative study, a higher WFC was found negatively related to the career satisfaction of both spouses but family to work pressures had no relationship with job satisfaction³⁶. Likewise, a study conducted in Malaysia had reported that only FWC was found in negative association with job satisfaction while WFC was observed to have no significant relationship with job satisfaction. On the hand work-to-family positive spillover has shown to have some potential outcomes for career satisfaction in relation to family to work positive spillover³⁴. However, in a recent study on the relations between role conflict and job satisfaction, it was proposed that when role conflict in either domain arises, job satisfaction goes down³⁷.

Central Argument and Justification of the Study

We found no or very less evidence of documenting the effect of role conflict on dual career couples in the context of religiously and culturally guided families in Pakistan. Considering the above mentioned dilemmas, we envisioned that Muslim dual career families in a patriarchal Pakistani society may be facing more challenges because of the normative structure and the traditional interpretation of the Islamic teachings. Therefore, we planned to empirically examine that how and to what extent the simultaneous demands of work and family affect career satisfaction of dual career

couples in Pakistan. Furthermore, we also planned to ascertain whether work or family domain is mostly affected by multiple role performance in the case of Muslim dual earner couples in Pakistan.

Materials and Method

Locale of the Study

This article has drawn from our Ph.D. research which was undertaken in Peshawar, the capital city of Khyber Pakhtunkhwa of Pakistan. The targeted locales of the study were 6 universities and three hospitals in Peshawar. The targeted universities were including the University of Peshawar, Islamia College University, Agriculture University of Peshawar, University of Engineering and Technology, Khyber Medical University, Institute of Business Sciences, Hayatabad Peshawar while the selected hospitals were including the Khyber Teaching Hospital, Lady Reading Hospital and Hayatabad Medical Complex Peshawar. A total of 388 respondents, including 160 female and 228 male were selected through snowball sampling techniques.

Study Design and Measurement of Variables

The study was tailored by selecting independent and dependent variables. Role conflict/role overload was taken as independent variable which was further explored based on two facets i. e. family to work and work to family conflict. Family to work conflict was loaded with 8 and work to the family conflict was loaded with 7 research items while using Work-Family Conflict scale developed by Netemeyer, McMurrian & Boles³⁸. All the loaded responses were indexed to measure family to work and work to family conflict.

Similarly, career satisfaction was selected as dependent variable in this study. Career satisfaction is the attitude of an individual towards his/her job which is comparatively a generalized and a very broader construct to measure therefore we explored the phenomena by selecting three components including career happiness, career motivation and job involvement. A higher level of job motivation, happiness and involvement in the job show satisfaction with career and vice versa.

(i) Happiness: A psychological condition experienced by the couples when they show contentment, comfort, and self-fulfillment in their job. Happiness is a subjective condition which has been assessed in this study with the help of 5 responses. All the loaded responses for happiness were containing positive indicators. Higher level of happiness shows greater career satisfaction. For job happiness, items were obtained from Brayfield-Rothe job satisfaction Index³⁹.

(ii) Motivation: An employee motivation in job signifies his or her satisfaction. Motivation and satisfaction are bidirectional and reciprocal. These two aspects usually complement each other. A motivated employee will look forwards each day to perform well on the job and seek pleasure what he or she perform. A total of 7 positive response items were clubbed to investigate the motivation dimension of job satisfaction.

(iii) Job Involvement: Job involvement was taken another component of career satisfaction. Greater job involvement of the couples shows her/his job satisfaction

while low involvement depicts less satisfaction with job. This component was loaded with 4 positively directed items selected from job involvement items.

Data Analysis

After the completion of data collection process, the entire survey questionnaire were properly checked, numbered, coded and entered into SPSS sheet. The loaded items on all the variables and its components were summed up through indexation process to measure our variables. The data was preliminary examined through descriptive statistics to count the loaded items of our study variables to ascertain the trends of the collected data. Furthermore, regression analysis was performed to obtain relations and direction between independent and dependent variables. A correlation analysis was also performed to explore correlations between the selected variables and its components.

Results and Discussions

4.2.1 Family to Work (FWC) and Work to Family Conflict (WFC)

Table-01 shows that 47.9% of the respondents stated that their family role interfere with their occupational role while majority being 49.2% respondents have expressed worries about the incomplete work which they usually left behind in their home. The table further indicates that 55.2% respondents were agreed that family responsibilities often cut off their working hours while 51.3% respondents were agreed that work burden at home negatively affect their concentration in workplace. Similarly, 53.6% respondents stated that job efficiency and productivity is reduced because of their involvement in domestic responsibilities. In addition, majority being 50.8% respondents were agreed that their career promotion is obstructed because of their involvement in familial responsibilities.

The table indicates that out of the total surveyed respondents, 45.4% have agreed that job responsibilities often contend with their family responsibilities. Majority being 46.9% respondents were agreed that they often find themselves irritated at home after spending a working day at their office. Majority being 51.5% respondents were agreed that they do not like when their partners are preoccupied with office work in family time. Majority being 61.1% respondents have asserted that they cannot actively participate in domestic tasks because of physical, mental or emotional exhaustion.

Table-1 Response Categories of (FWC) and (WFC) (N=388, 100%)

S · N	Response items	Disagr ee	N	Agree
Family to Work Conflict (FWC)				
1	My family role affect my job role	153(33.4)	49(12.6)	186(47.9)
2	I am preoccupied with household task at my office think at office	146(37.6)	51(13.1)	191(49.2)
3	Family role reduces my time at office	131(33.8)	43(11.1)	214(55.2)
4	Household work burden reduces my concentration in job	118(30.4)	71(18.3)	199(51.3)
5	Domestic role make me inefficient at office	152(39.2)	28(7.2)	208(53.6)
6	Active engagement in domestic tasks curtail my career promotion	140(36.1)	51(13.1)	197(50.8)
7	My spouse/children affect my job performance	168(43.3)	48(12.4)	172(44.3)
8	My parents/ in-laws affect my job performance	123(31.7)	76(19.6)	189(48.7)
Work to Family Conflict (WFC)				
1	My job role affect my family role	153(39.4)	49(15.2)	176(45.4)
2	My job make me irritable at home	149(38.4)	57(14.7)	182(46.9)
3	I do not like thoughtfulness about job at home	138(35.6)	50(12.9)	200(51.5)
4	I cannot perform household tasks after office work	106(27.3)	45(11.6)	237(60.1)
5	Often I have to change my plans for family activities	143(36.9)	68(17.5)	177(45.6)
6	My job mostly affect my spouse/children	147(37.9)	64(16.5)	177(45.6)
7	My job mostly affect my parents/ in-laws	125(32.2)	50(12.9)	213(54.9)

Career Happiness, Motivation and Job Involvement

The data indicates that majority being 48.2% respondents were considering their job is attractive while 36.3% were not considering their job as attractive. Majority being 51.0% respondents were having the opinion that their job does not make them upset during working hours while 30.4% respondents have expressed that their job make them upset during the working hours. The data further indicates that majority being 46.9% respondents were agreed that they are taking pleasure from doing their job while 35.1% respondents were not taking pleasure from their job. The table further indicates that 50% respondents were considering themselves happier in their job in

comparison with their colleagues while 29.6% respondents were not considering themselves happier. Likewise, 45.9% respondents were having a sense of self-fulfilment from their job while 37.4% of the respondents were disagreed to the statement. 48.2% respondents were having the opinion that they are happier enough in their job that they will opt this job again as a career while 31.4% respondents were disagreed. Majority being 43.8% respondents were having the opinion that they will recommend this job to other people while 31.4% respondents were disagreed to the statement.

The data further shows that 51.5% of the respondents have agreed with their statement that they are looking forward to go to their job every day while 38.9% of the respondents were disagreed with the statement. Similarly, 45.9% of the respondents were agreed that they have a tendency to work till it is completed while considerable number of 39.2% respondents has shown disagreement to the statement. Furthermore, majority being 57.2% respondents were keeping themselves updated about work related information while a substantial number of being 26.3% respondents has shown their disagreement. The data further suggests that 51.3% of the respondents were often taking about their job with friend and family members while 35.6% of the respondents were de-motivated by doing so. Likewise, majority being 43% of the respondents have expressed that they are often experimenting new things in their job while 39.4% of the respondents have denied the statement.

The table further indicates that 48.5% respondents were disagreed that they have very strong ties with their job while 32.7% respondents were agreed. Similarly, majority of the respondents being 43.3% disagreed that they feel like staying home from work instead of coming in, while 33% respondents were agreed to the statement. Furthermore, majority 46.6% respondents were disagreed to the statement that they often awake at night thinking ahead to the next working day while 30.9% have reported differently. Majority of our respondents, 53.9% have denied the statement that time at work really flies by while substantial number 28.6% respondents have reported that office time passes quickly which suggest higher job involvement.

Table-2 Response of Happiness, Motivation and Job Involvement (N=388)

S.N	Response items	Disagree	Neutral	Agree
Career Happiness				
1	I feel that my job is attractive	141(36.3)	60(15.5)	187(48.2)
2	My job do not upset me during working hours	118(30.4)	72(18.6)	198(51.0)
3	I often take pleasure from my current job	136(35.1)	70(18.0)	182(46.9)
4	I think that I am happier in my job than other people	115(29.6)	79(20.4)	194(50.0)
5	I get a sense of self - fulfillment from my job	145(37.4)	65(16.8)	178(45.9)
6	If I were to re-select, I will opt for this job again	122(31.4)	79(20.4)	187(48.2)

7	I will recommend other to opt this job if they ask it	122(31.4)	96(24.7)	170(43.8)
Career Motivation				
1	I look forward to come to my job every day	151(38.9)	37(9.5)	200(51.5)
2	I have a tendency to work a task till it is completed.	152(39.2)	58(14.9)	178(45.9)
3	I try to keep up to date information about my job	102(26.3)	64(16.5)	222(57.2)
4	I talk often about my job with my family and friends	138(35.6)	51(13.1)	199(51.3)
5	I experiment new things in my job	153(39.4)	68(17.5)	167(43.0)
Job Involvement				
1	I have strong ties with job which I think is unbreakable	188(48.5)	73(18.8)	127(32.7)
2	Often, I feel like staying at work instead of coming	168(43.3)	92(23.7)	128(33.0)
3	Sometime, I awake at night thinking about the next day	181(46.6)	87(22.4)	120(30.9)
4	For me, my time at work really passes very quickly	209(53.9)	68(17.5)	111(28.6)

Regression Analysis of Career Satisfaction and Role Conflict

Regression analysis shows that all the selected components of career satisfaction were found in highly significant and negatively relations with FWC. Specifically, FWC was found in significant relationship with career happiness ($\beta=-1.249$, $p<0.05$), motivation in the career ($\beta=-0.853$, $p<0.05$), and job involvement ($\beta=-0.785$, $p<0.05$). Likewise, negative relation with significant level was also obtained between our product variable i.e. over all career satisfaction ($\beta=-2.887$, $p<0.05$) and FWC.

Table-3 Regression Analysis of Career Satisfaction and Family to Work Conflict

Model-1 FWC	<i>B</i>	<i>SE</i>	<i>B</i>	<i>T</i>	<i>R</i> ²
Career Happiness	- 1.249	0.240	- 0.256**	- 5.206	0.066
Career Motivation	- 0.853	0.161	- 0.261**	5.302	0.068
Job Involvement	- 0.785	0.196	- 0.200**	- 4.000	0.040
Overall career satisfaction	- 2.887	0.413	- 0.335**	6.989	0.112

Source: Field Survey, 2017 $P < 0.01^{**}$ $P < 0.05^{*}$

Furthermore, WFC was found in significant and negative relationships with career happiness ($\beta = -0.564$, $p < 0.05$), career motivation ($\beta = -0.423$, $p < 0.05$), and job involvement ($\beta = -0.221$, $p < 0.05$). A significant and negative relationships was also obtained between WFC and overall career satisfaction ($\beta = -1.208$, $p < 0.05$).

Table-4 Regression Analysis of Career Satisfaction and Work to Family Conflict

Model-2 WFC	<i>B</i>	<i>SE</i>	<i>B</i>	<i>T</i>	<i>R</i> ²
Career Happiness	-0.564	0.262	-0.109*	-2.163	0.012
Career Motivation	-0.423	0.175	-0.122*	-2.419	0.012
Job Involvement	-0.221	0.212	-0.053	-1.044	0.030
Overall career satisfaction	-1.208	0.460	-0.133*	-2.629	0.018

Source: Field Survey, 2017 $P < 0.01^{**}$ $P < 0.05^{*}$

Findings of correlations in table show the correlations between family to work and work to family conflict in dual career couples. It was found that both facets of role conflict were negatively directed and significantly correlated with career happiness (-0.256)(-0.109). Likewise, similar relations were found between role conflict and career motivation (-0.261)(-0.122) and job involvement (-0.200)(-0.053). Similarly, the data indicates that overall career satisfaction were found negatively and significantly related with both aspects of role conflict (-0.335)(-0.133). The table further indicates that all the components of career satisfaction were found in significant and positive correlations with one another and overall career satisfaction. For instance positive and significant correlations were obtained between career motivation and career happiness (0.194) and career involvement (0.023) and over all career satisfaction (0.176). Likewise positive correlations were obtained between career involvement and career motivation (0.054) and between career involvement and overall career satisfaction (0.241) and career motivation and overall career satisfaction (0.237).

Table-5 Correlation Matrix of Role Conflict and Components of Career Satisfaction

<i>S</i> <i>N</i> <i>o</i>	<i>Variabl</i> <i>e</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
<i>1</i>	<i>FWC</i>	<i>1</i>					
<i>2</i>	<i>WFC</i>	<i>0.483</i>	<i>1</i>				

		**					
3	CARH AP	- 0.256 **	- 0.109 *	1			
4	CARM OT	- 0.261 **	- 0.122 *	0.194 **	1		
5	CARIN V	- 0.200 **	- 0.053	0.023 **	0.054	1	
6	OVCA SA	- 0.335 **	- 0.133 **	0.176 **	0.237 **	0.241 **	1

Field Survey, 2017

Discussions

It is evident from the data that we received mixed responses from our study participants regarding career satisfaction, career happiness, career motivation and job involvement. Such mixed responses on the job satisfaction may be attributed to the cultural norms and contrasting interpretation of the religious text in Pakistani society. Based on the premise of the traditional interpretation of Islamic injunctions (Holy Quran and Sunnah of the Prophet), household related obligations including child career, elderly care and other domestic tasks are still considered as women responsibilities and man is expected to perform as breadwinner. In such compartmentalization of gender role put pressure on the couples to efficiently perform occupational role along with their normative role. Furthermore, in such scenario the couples are experiencing identity and social norms dilemma as highlighted by¹ in his initial studies of dual career couples. The traditional gender role ideologies and religious belief system in Pakistan are so deeply ingrained in the public that dual earning couples especially the families with working women are considered as a major departure from the century old patriarchal norms.

To investigate and confirm these mixed responses obtained from the study participant regarding career satisfaction and its components, and to know how these are affected by family and work based stressors. Our data suggest that work related emotions and family based experiences are incompatible which negatively and significantly affect the overall career satisfaction of dual career couples. It was further found that family related stresses of our study participants have significantly reduced career happiness, mitigates motivational level and job involvement. Such negative impact and cross over effect of role stressors is largely attributed to the traditional gender norms and traditional interpretation of the Islamic injunctions. Majority of the masses in Pakistan still favor gender based roles and expect women to only engage in the household tasks. Such traditional gender norms and public gender attitude has put women to perform effectively as wife, mother and daughter in law. On the other hand, formal occupational role also demands of women to stay also efficient in their occupational role. Such dual expectations have put enormous pressure on dual career couples especially women to stay efficient in both spheres as a consequence they may experience reduced job satisfaction.

Similarly, we also found that certain work related emotions also having negative consequences for career satisfaction. However, our findings suggest that family based stresses are the strongest negative predictors of career satisfaction while work based emotions are negative but less predictors of career satisfaction. It is deduced from this discussion that dual career couples especially the female spouse may experience more pressure at their work places in comparison to the pressure they experience in the family circle. Such variations in the stresses experienced by the couples is attributed to the fact that family roles especially child care and elderly care is still considered as the prime duties especially for women.

Furthermore, correlation matrix in the table-5 also confirmed the negative interplay between family to work and work to family conflict and career satisfaction. We concluded that both facets of role conflict were negatively correlated with all the selected components of career satisfaction. On the other hand career happiness; motivation and effective job involvement are the significant positive predictors of overall job satisfaction of dual career couples. It is inferred that as happiness, motivation and involvement in the career increases so does the overall career satisfaction of dual career couples is enhanced and vice versa.

Based on the findings of this study, it is deduced that our study participants reported lower level of job satisfaction and higher level of role conflict. Furthermore, they experience a great deal of pressure within their family domain as a consequence their work productivity, motivation, job involvement and overall happiness are seriously harmed. These pressures are attributed to the fact that Pakistani society still favors traditional gender norms where women can better perform in the family arena while male can excellently perform in the public domain.

Conclusions

Despite the acceptance of egalitarian gender role ideologies, Muslim educated spouses who are also working as professional careerists are experiencing the contending and simultaneous demands of work and family role. The traditional interpretation of Islamic teachings and the typical Pukhtun's traditions still demands families to compartmentalize public and private role for men and women. In this scenario, the working spouses are experiencing difficulties to navigate successfully through these counter normative structures. It was concluded that because of the simultaneous role obligations of work and family, stresses of one domain carry over into the other domain which subsequently reduces performance and productivity of the Muslim's working couples in Pakistan. Furthermore, we explored and concluded that family induced stresses cross over which potentially harm the level of happiness, motivation and job involvement of these couples. Besides, work induced stressors were also found negatively affecting the overall career satisfaction by significantly reducing the level of happiness, motivation and job involvement however happiness, motivation, and job involvement are positively influencing the overall career satisfaction of dual career couples. It is concluded that difficulties arose because dual career couples from Muslims origin still need to negotiate their positions in the patriarchal Pakistani society.

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