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Work-family decision-making processes in dual-income couples – A look at the male dominated work environment

Abstract:

Dual earner couples are much more prevalent in the workforce, replacing the once traditional "male as primary breadwinner" model in North America. An increasing number of couples must balance competing career, personal and family goals and these competing roles lead to significant levels of role pressure and role conflict. Much of the current research is based on the perspective of one worker, with limited studies being based on the couple and how the couple makes decisions regarding the family in the presence of competing work pressures. This thesis uses grounded theory to explore decision making in couples employed in the same work environment and analyzes them through the lens of three different theoretical lenses - role theory, social identity theory, and social role theory.