

**CAREER AS A FAMILY PHENOMENON: UNRAVELLING THE
UNHEARD VOICES AND CROSSOVER EFFECTS**



A THESIS

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AKHILA VELDANDI

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THESIS ADVISORY COMMITTEE

PROF. SUSHANTA KUMAR MISHRA [CHAIR] _____

PROF. HIMANSHU RAI [MEMBER] _____

PROF. SWAPNIL GARG [MEMBER] _____

PROF. LAUREN SIMON [MEMBER] _____

ABSTRACT

Due to rapid globalization, technological advancements, increasing opportunities, and new changing employment relationships, individuals' career patterns have changed radically (Guan, Arthur, Khapova, Hall, & Lord, 2019). Careers were becoming more fluid and boundaryless (Arthur & Rousseau, 2001), resulting in various career mobilities (e.g., job, role, organization, occupation). Among all the mobilities, occupational mobility is one of the critical incidents in one's career as it involves changes in role, employer, industry, and sometimes geography and forgoing the time, effort, and gained experience of the individuals (Carette, Anseel & Lievens, 2013; Dlouhy & Biemann, 2018). It is widely referred to as career change and is defined as "an entry into a new occupation which requires fundamentally different skills, daily routines, and work environments from the present one" (Feldman, 2002, p. 76). As family roles are majorly intertwined with the work, family support is one of the critical factors that help individuals in their careers (Holmes & Cartwright, 1993; Guan et al., 2015). However, existing research in the career change domain has focussed mainly on the intent and outcomes of change on an individual dimension (Carless & Arnup, 2011; Holmes & Cartwright, 1993). The extant discourse has not given adequate attention to the family aspect of the career change. The spouse side of the story has especially gone unheard. To better understand this perspective, I explored the roles and experiences of spouses of career changers in the first essay. The spousal experiences of career changers have emerged into five broad themes delving into the intricate dynamics of the spousal experiences of career change. I found five broad themes that capture the experiences of spouses of the career changers.

Further, the excerpts from my interviews indicated an impact of one member's career domain experiences on the other member of the family. These conversational excerpts provide a hint of valuable insights into how the individual career dynamics can ripple through personal lives, affecting the relationships and influencing individuals' overall well-being. Existing

discourse discusses this phenomenon as crossover, which is a between individual, across domain transmission of experiences (Bakker, Westman & Van Emmerik, 2009; Bolger, DeLongis, Kessler & Wethington, 1989). Crossover is more likely to happen when individuals see themselves as being related to others (Hatfield, Cacioppo & Rapson, 1993). This happens most often in the family, the “most important and enduring of all human social groupings” (Smith, Hamon, Ingoldsby, & Miller, 2009, p. 5). The spouse in the family especially plays an important role and shares significant impact of the happenings in career domain of their partner. This crossover of experiences can be negative or positive.

Most of the studies in cross-spouse effects have focused on negative crossover effects of depressive symptoms, marital dissatisfaction (Fincham et al., 1997; Katz, Monnier, Beach, Libet, & Shaw, 2000), smoking and health behaviors (Homish & Leonard, 2005; Manchon Walsh et al., 2007; Bove, Sobal, & Rauschenbach, 2003; Homish & Leonard, 2008). Westman (2001) proposed that there can be a positive crossover between partners. Positive job or career experiences can be transferred to the spouse and cause positive feelings and positive non work experiences might also cause positive results in a work setting. Hence, in the second essay, I investigated the crossover effects of career and family domains using indicators such as subjective career success and subjective well-being. Furthermore, I investigated the process through which this happens through two mediators, work-family positive spillover and happiness transmission. The results support the proposed mediating relationships. I also tested the gendered differentiation in crossover effects. I found that the career satisfaction of male spouses was effecting the life satisfaction of female spouses more. This dissertation is a comprehensive investigation of career by viewing career and its outcomes as not just an individual phenomenon but as a family phenomenon.

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conclusions. Future research can investigate longitudinal crossover effects in career satisfaction context.

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APPENDICES

Appendix 1: Cover letter to participants

(Sent through e-mail)

Hello [name of the participant],

This is Akhila, PhD Scholar in the area of Organizational Behavior & Human Resource Management from IIM Indore. I am currently working with Professor Sushanta Kumar Mishra for my thesis that is primarily based upon career changers: the individuals who have made a significant change in their careers after under-going a specific training such as pursuing PhD before venturing into teaching field.

I am here to kindly request for your valuable insights for my first essay, the data of which would be in interview format. The interview would last for about 30-40 minutes. It would be a semi-structured interview, but most of it would be like a conversation about your career and your enriching experiences. To start with, I would like to have a 2-minute conversation to explain the procedure and schedule a call after which we'll plan the interview if you would like to proceed. Please let me know when I can have a call. You may write back to me or contact me on the number under-signed.

Looking forward to hearing from you to share your story! This wouldn't just be useful for my dissertation but also would be a great learning experience for me :)

Warm Regards,

Akhila Veldandi,

Research Scholar, IIM Indore

Mobile : XXXX

Appendix 2: Informed Consent

Before starting the interview, researcher briefed the respondent about the study and has taken informed consent from the participants to record the interview on call/in-person and also use the data for analysis and reporting. The researcher used this text to receive informed consent from the participants:

“Thank you for agreeing for the interview. Before starting the interview, there are two things that I would like to inform you. One, this interview is completely confidential. No

identity related information would be revealed to anybody. The data would be used at an aggregate level. Any identity related information would not be used for analysis, if need be, the data would be masked with changed identities. Please let me know if you are okay with this. Two, this interview would be recorded for my reference and analysis purposes, if you agree to it. I would share the copy of this recording with you if you would like to have it. Please let me know if I can start the recording now.”

Upon respondent’s approval, the researcher proceeded with the interview.

Appendix 3: Semi-Structured Interview Questionnaire

Following are the broad questions asked during the interview. The questions evolved according to the interviewer’s experiences and context and not all questions asked are present in the indicative questionnaire and not all questions from the indicative questionnaire were asked to every participant.

Spouses of career changers in transition

1. Please tell me your background. Your early life, education, studies....
2. Parents employment status and some background on the family part
3. Did your spouse discuss with you regarding the career change?
4. Why did you think he/she made the change?
5. What challenges are you facing during this transition?
Emotional/environmental/financial...
6. How did you decide that it was okay for your spouse to move to another occupation?
7. What do you feel about the career change of your spouse?
8. Was there any resistance from the other family members towards the change?
9. How did you manage the after-transition period?
10. Are you happy with the career change of your spouse?
11. Have you made any career change?

If there is anything else that you would like to share about this phase?

Spouses of career changers who have already transition

1. Please tell me your background. Your early life, education, studies....
2. Parents employment status and some background on the family part
3. Did your spouse discuss with you regarding the career change?
4. What do you feel about the career change of your spouse?
5. Why did you think he/she made the change?
6. What problems did you face during this transition?
7. How did you decide that it was okay for your spouse to move to another occupation?
8. Was there any resistance from the other family members towards the change?
9. How did you manage the after-transition period?
10. Are you happy with the career change of your spouse?
11. Have you made any career change?

If there is anything else that you would like to share about that phase?

Appendix 4: Demographic profiles of respondents

Codes	Gender	Age (in years)	Length of marriage (in years)	No of children	Work experience (in years)	Highest Educational Qualification	Occupation at the time of interview
R1	Female	33	9	1	10	Post-Graduation	Bank Manager
R2	Female	27	2	0	5	Graduation	Preparing for second career
R3	Male	34	5	1	7	PhD	Pursuing PhD
R4	Female	36	14	1	1	Post-Graduation	Home-maker
R5	Female	35	5	1	11	Post-Graduation	Bank Manager
R6	Female	38	13	0	16	Post-Graduation	HR Executive
R7	Female	32	3	0	7	Post-Graduation	QA Manager
R8	Female	36	12	1	2	Post-Graduation	Home-maker
R9	Male	37	12	2	1	PhD	Assistant Professor
R10	Female	25	5	0	NIL	Intermediate	Home-maker
R11	Female	32	8	1	2	Post-Graduation	Home-maker
R12	Female	27	3	0	6	Post-Graduation	Fashion Designer

R13	Female	32	3	1	NIL	Graduation	Home-maker
R14	Female	30	2	0	NIL	Post-Graduation	Home-maker
R15	Female	38	15	1	1	Post-Graduation	Home-maker
R16	Female	37	14	2	2	Post-Graduation	Home-maker
R17	Female	38	15	2	2	Graduation	Home-maker
R18	Female	63	35	2	2	Post-Graduation	Home-maker
R19	Female	36	14	2	2	PhD	Home-maker
R20	Female	39	44	1	20	Post-Graduation	Hotel Manager
R21	Female	30	7	1	5	Post-Graduation	Customer Service Associate
R22	Female	35	10	1	3	Post-Graduation	Teacher
R23	Female	39	16	1	10	Graduation	Teacher
R24	Female	39	16	1	9	Post-Graduation	Lawyer
R25	Female	38	15	1	5	Post-Graduation	Accountant
R26	Female	32	7	1	4	Graduation	Teacher
R27	Female	37	14	1	5	Post-Graduation	Teacher
R28	Female	39	16	1	8	Post-Graduation	IT Employee
R29	Female	30	6	1	4	Post-Graduation	Teacher
R30	Female	36	12	1	2	Graduation	Home-maker

Appendix 5: Survey questionnaire

I have read the above information and have had the nature of study explained to me and I agreed to participate. All questions have been answered to my satisfaction. I also permit the use of my data for the purpose of research, including publications, as my individual responses will be kept confidential.

Signature of the Respondent: _____ Signature of Researcher: _____

SECTION A

1. Please enter the same passcode as your spouse's: _____
2. Gender a. Male b. Female
3. Age (in years): _____

4. Highest educational qualification:

- a. 10th Standard b. 12th Standard c. Graduation d. Post-graduation
 e. Doctorate

5. Number of years of marriage: _____

6. Do you and your spouse live together? a. Yes b. No

7. Number of children: _____

8. Occupation (e.g., Software professional/Consultant/Doctor etc.) _____

Please indicate the extent to which you agree or disagree with the below statements:	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
A major source of satisfaction in my life is my career.	①	②	③	④	⑤
Most of the important things that happen to me involve my career.	①	②	③	④	⑤
I am very much involved personally in my career.	①	②	③	④	⑤
Most of my interests are centered around my career.	①	②	③	④	⑤
My work keeps me away from my family activities more than I would like.	①	②	③	④	⑤
I have to miss family activities due to the amount of time I must spend on work responsibilities.	①	②	③	④	⑤

The time I must devote to my job keeps me away from participating equally in household responsibilities and activities.	①	②	③	④	⑤
When I get home from work, I am often too tired physically to participate in family activities/responsibilities.	①	②	③	④	⑤
Due to the pressure at work, sometimes, I am too stressed to do the things I enjoy when I come home.	①	②	③	④	⑤
When I come home from work, I am so emotionally drained that it prevents me from contributing to my family.	①	②	③	④	⑤

I believe:	Very untrue of me	Untrue of me	Neither	True of me	Very true of me
It is more important for a wife to help her husband's career than to have her own career.	①	②	③	④	⑤
It is much better for everyone if the man goes to work and the woman takes care of home and family.	①	②	③	④	⑤
A preschool child is likely to suffer if his or her mother works.	①	②	③	④	⑤

A non-working mother is likely to establish a warm and secure relationship with her children than a working mother.	①	②	③	④	⑤
Please indicate the extent to which you agree or disagree with the below statements:	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
In most ways my life is close to my ideal.	①	②	③	④	⑤
The conditions of my life are excellent.	①	②	③	④	⑤
I am satisfied with my life.	①	②	③	④	⑤
So far I got the important things I wanted in life.	①	②	③	④	⑤
If I could live my life over, I would change almost nothing.	①	②	③	④	⑤
I feel my spouse's job positively impacts my well-being.	①	②	③	④	⑤
I feel my spouse brings work to home (either physical or emotional) in a way that positively impacts me.	①	②	③	④	⑤
I feel my spouse's job makes me more happy.	①	②	③	④	⑤
I prefer blue to other colours.	①	②	③	④	⑤
I like the colour blue.	①	②	③	④	⑤
I like blue clothes.	①	②	③	④	⑤

Indicate to what extent you have felt the following emotions during the past few weeks

(Mark according to the below given scale)

Never	Sometimes	Neutral	Often	Always
①	②	③	④	⑤

Interested	①	②	③	④	⑤	Irritable	①	②	③	④	⑤
Distressed	①	②	③	④	⑤	Alert	①	②	③	④	⑤
Excited	①	②	③	④	⑤	Ashamed	①	②	③	④	⑤
Upset	①	②	③	④	⑤	Inspired	①	②	③	④	⑤
Strong	①	②	③	④	⑤	Nervous	①	②	③	④	⑤
Guilty	①	②	③	④	⑤	Determined	①	②	③	④	⑤
Scared	①	②	③	④	⑤	Attentive	①	②	③	④	⑤
Hostile	①	②	③	④	⑤	Jittery (anxious/worried)	①	②	③	④	⑤
Enthusiastic	①	②	③	④	⑤	Active	①	②	③	④	⑤
Proud	①	②	③	④	⑤	Afraid	①	②	③	④	⑤

Please indicate the extent to which the below statements are true or untrue of you:	Very Untrue of me	Untrue of me	Neither	True of me	Very true of me
A major source of satisfaction in my life is my family.	①	②	③	④	⑤
Most of the important things that happen to me involve my family.	①	②	③	④	⑤

I am very much involved personally in my family.	①	②	③	④	⑤
Most of my interests are centred around my family.	①	②	③	④	⑤
I feel my spouse's job negatively impacts my well-being.	①	②	③	④	⑤
I feel my spouse/partner brings work to home (either physical or emotional) in a way that negatively impacts me.	①	②	③	④	⑤
I feel my spouse/partner's job makes me more stressed.	①	②	③	④	⑤
How likely are you to contract corona virus?	Negligible	Low	Neutral	High	Very high
How likely are you to contract corona virus compared to other persons?	Negligible	Low	Neutral	High	Very high
How likely are you to acquire other diseases (e.g., diabetes/asthma)?	Negligible	Low	Neutral	High	Very high
How likely are you to die from COVID-19?	Negligible	Low	Neutral	High	Very high
To what extent do you worry about contracting COVID-19?	Negligible	Low	Neutral	High	Very high
To what extent do you worry about a family member contracting COVID-19?	Negligible	Low	Neutral	High	Very high
To what extent do you worry about COVID-19 occurring in the region?	Negligible	Low	Neutral	High	Very high

To what extent do you worry about COVID-19 emerging as a health issue?	Negligible	Low	Neutral	High	Very high
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SECTION B

1. Work experience in current organization (in years): _____
2. Total work experience (in years): _____
3. Type of organization that you are currently working with: a. Private b. Public
c. Government
4. Please indicate your job level (e.g., Supervisor/Middle manager etc.)

5. Number of promotions you have received in current organization _____
6. Total number of promotions received in your entire career _____
7. Number of organizations that you have worked with so far _____
8. Number of hours per day (that you spend on work) _____
9. Do you work on weekends? a. Yes b. No
10. Are you working from home? a. Yes b. No. If Yes, since how many
days/months? _____
If No, please indicate time that you spend travelling to office _____
11. How often you work beyond office hours: a. Never b. Sometimes c. Often
d. Always
12. Indicate your current salary per annum in Rs. (approximately): _____

<u>I am satisfied with:</u>	Strongly Disagree	Disagree	Neither Agree nor disagree	Agree	Strongly agree
the success I have achieved in my career.	①	②	③	④	⑤
The progress I have made towards meeting my goals of development of new skills.	①	②	③	④	⑤
The progress I have made towards meeting my goals of income.	①	②	③	④	⑤
The progress I have made towards meeting my goals of overall career goals.	①	②	③	④	⑤
The progress I have made towards meeting my goals of career advancement.	①	②	③	④	⑤

<u>My involvement in my work:</u>	Strongly Disagree	Disagree	Neither Agree nor disagree	Agree	Strongly agree
Puts me in a good mood and this helps me be a better family member.	①	②	③	④	⑤
Makes me feel happy and this helps me be a better family member.	①	②	③	④	⑤
Makes me cheerful and this helps me be a better family member.	①	②	③	④	⑤

Helps me feel personally fulfilled and this helps me be a better family member.	①	②	③	④	⑤
Provides me with a sense of accomplishment and this helps me be a better family member.	①	②	③	④	⑤
Provides me with a sense of success and this helps me be a better family member.	①	②	③	④	⑤

SECTION C

Please indicate your salary range (per annum)

- | | |
|-----------------------------|----------------------------|
| a. Less than ₹4,00,000 | b. ₹4,00,001 - ₹ 8,00,000 |
| c. ₹8,00,001 - ₹ 12,00,000 | |
| d. ₹12,00,001 - ₹ 16,00,000 | e. ₹16,00,001 - ₹20,00,000 |
| | f. ₹20,00,001 - ₹24,00,000 |
| g. ₹ 24,00,001 - ₹28,00,000 | h. ₹28,00,001 - ₹32,00,000 |
| | i. Above ₹32,00,000 |

Please indicate the extent to which the below statements are true or untrue of you:	Very untrue of me	Untrue of me	Neither	True of me	Very true of me
I am confident I get the success I deserve in life.	①	②	③	④	⑤
I rarely feel depressed.	①	②	③	④	⑤
When I try, I generally succeed.	①	②	③	④	⑤
When I fail, I rarely feel worthless.	①	②	③	④	⑤
I complete tasks successfully.	①	②	③	④	⑤

I do not feel in control of my work.	①	②	③	④	⑤
Overall, I am satisfied with myself.	①	②	③	④	⑤
I have confidence in my competence or ability.	①	②	③	④	⑤
I determine what will happen in my life.	①	②	③	④	⑤
I feel that I am in control of my success in my career.	①	②	③	④	⑤
I am capable of coping with most of my problems.	①	②	③	④	⑤
Rarely it happens that things look hopeless to me.	①	②	③	④	⑤
I never feel resentful when I don't get my way.	①	②	③	④	⑤
Usually, I do not rebel against people in authority even though I knew they were wrong.	①	②	③	④	⑤
I am always courteous, even to people who are disagreeable.	①	②	③	④	⑤
My job reduces the effort I can give to activities at home.	①	②	③	④	⑤
Stress at work makes me irritable at home.	①	②	③	④	⑤
My job makes me feel too tired to do the things that need attention at home.	①	②	③	④	⑤

Job worries or problems distract me when I am at home.	①	②	③	④	⑤	
Having a good day on my job makes me a better companion when I get home.	①	②	③	④	⑤	
The things I do at work help me deal with personal and practical issues at home.	①	②	③	④	⑤	
The things I do at work make me a more interesting person at home.	①	②	③	④	⑤	
The skills I use on my job are useful for things I have to do at home.	①	②	③	④	⑤	
I have a good marriage.	①	②	③	④	⑤	
My relationship with my partner is very stable.	①	②	③	④	⑤	
My marriage is strong.	①	②	③	④	⑤	
My relationship with my partner makes me happy.	①	②	③	④	⑤	
I really feel like part of a team with my partner.	①	②	③	④	⑤	
Considering all things, how satisfied or dissatisfied are you with your marriage?	Very dissatisfied		Dissatisfied	So-so	Satisfied	Very Satisfied

<u>Over the last 2 weeks, how often have you been bothered by the following problems?</u>	Not at all	Several days	More than half days	Nearly every day
Feeling nervous, anxious, or on edge.	①	②	③	④

Not being able to stop or control worrying.	①	②	③	④
Feeling down, depressed, or hopeless.	①	②	③	④
Little interest or pleasure in doing things.	①	②	③	④

Appendix 6: Frequency table for themes

Themes	Sub-themes	Frequency
Melancholy of transition	Challenges accompanied by transition	30
	mental health challenges due to curtailed social interactions	17
Bitter-sweet symphony	spousal perspective of change	30
	Spousal faith towards changer	19
	Planning & adapting for change	30
Invaluable spousal roles	Spouse as a pillar of support	27
	Spouse as a beacon of positivity	21
Quest for lost identity	spouse's career as a secondary element	13
	Identity crisis sprung from career loss	21
Pursuit of happiness	Dreams and freedom over money	14
	Changer's career as a source of spouse's happiness	25