International Journal of Entrepreneurship and Management Practices
IJEMP
EISSN : 2600-8750
Volume 9 Issue 36 (December 2026) PP. 18-38



INTERNATIONAL JOURNAL OF ENTREPRENEURSHIP AND MANAGEMENT PRACTICES (IJEMP)
www.gaexcellence.com/ijemp

WORK-LIFE BALANCE RESEARCH IN DUAL-CAREER LIVES: A CHRONOLOGICAL REVIEW

Suhanom Mohd Zaki[1,2]*, Sharizan Sharkawi[3], Norzanah Mat Nor[4], Mohd Aidil Riduan Awang Kader[5], Wati Abdul Rahman[6]

[1]Arshad Ayub Graduate Business School, Universiti Teknologi MARA, 40450 Shah Alam, Selangor, Malaysia
[2]Faculty of Business and Management, Universiti Teknologi MARA Pahang Branch Jengka Campus, 26400 Bandar Tun Abdul Razak Jengka, Pahang, Malaysia
suhanom@uitm.edu.my https://orcid.org/0000-0003-1499-4862
[3]Arshad Ayub Graduate Business School, Universiti Teknologi MARA, 40450 Shah Alam, Selangor, Malaysia
sharizan_sharkawi@uitm.edu.my https://orcid.org/0000-0002-2921-8711
[4]Arshad Ayub Graduate Business School, Universiti Teknologi MARA, 40450 Shah Alam, Selangor, Malaysia
norzanah@uitm.edu.my https://orcid.org/0000-0003-3942-2780
[5] Faculty of Business and Management, Universiti Teknologi MARA Pahang Branch Jengka Campus, 26400 Bandar Tun Abdul Razak Jengka, Pahang, Malaysia
aidilriduan@uitm.edu.my https://orcid.org/0000-0003-4799-2177
[6] Human Resource Department, Pengurusan Air Selangor Sdn Bhd, Jalan Pantai Baharu, 59200 Kuala Lumpur, Malaysia
watiabdrahman@yahoo.com https://orcid.org/0009-0000-3657-8531
*Corresponding Author

Article Info:

Article history:
Received date: 28.09.2026
Revised date: 13.10.2026
Accepted date: 02.11.2026
Published date: 01.12.2026

Abstract:

Work-life balance has become an important research domain as changes in employment structures, family roles, and career expectations have increased the complexity of man-aging work and non-work responsibilities, particularly among dual-career individuals and couples. Despite growing scholarly attention, the literature remains fragmented across different periods, contexts, and research perspectives, limiting understanding of how work-life balance research in dual-career lives has evolved. This study provides a chronological review to trace the field's development and identify major shifts in re-search focus. A systematic advanced search was conducted in the Scopus database, using “work-life balance” and “dual-career lives” as the main search concepts alongside related terms. The search and screening procedures produced a final dataset of 72 primary articles for chronological analysis. Based on publication patterns and shifts in research focus, the literature was organised into three temporal phases:

International Journal of Entrepreneurship and Management Practices
IJEMP
EISSN : 2600-8750
Volume 9 Issue 36 (December 2026) PP. 18-38

To cite this document:

Zaki, S. M., Sharkawi, S., Mat Nor, N., Kader, M. A. R. A., & Abdul Rahman, W. (2026). Work-Life Balance Research in Dual-Career Lives: A Chronological Review. *International Journal of Entrepreneurship and Management Practices, 9*(36), 18-38.

Emergence and Early Development (2007-2013), Expansion and Consolidation (2014-2020), and Acceleration and Contemporary Development (2021-2025). The findings demonstrate a progression from early attention to changing family structures, work-family conflict, organisational flexibility, and career coordination to broader consideration of dyadic relationships, boundary management, workplace support, gender roles, and family well-being. Recent studies increasingly emphasise parenting and caregiving, partner-level transmission of work-family experiences, flexible work arrangements, post-pandemic changes, persistent gender inequalities, and sustainable careers. Overall, the review reveals that work-life balance in dual-career lives has evolved from a predominantly conflict-oriented perspective to a multidimensional field incorporating relational, organisational, family, and societal dimensions. This evolution provides a structured foundation for future research on changing dual-career realities.

DOI: 10.35631/IJEMP.936002

Keyword:

Chronological Review, Dual-Career Lives, Work-Life Balance, Work-Family Conflict

© The authors (2026). This is an Open Access article distributed under the terms of the Creative Commons Attribution (CC BY NC) (http://creativecommons.org/licenses/by-nc/4.0/), which permits non-commercial re-use, distribution, and reproduction in any medium, provided the original work is properly cited. For commercial re-use, please contact ijemp@gaexcllence.com.

Introduction

Work-life balance in dual-career lives is a shared negotiation between paid work, unpaid care, and personal well-being. As households in which both partners pursue sustained employment have become increasingly common, the challenge has shifted from whether both adults work to how two careers are coordinated inside one family system (Mortejo, 2024; Scurry & Clarke, 2021; Shockley et al., 2024; Xie, 2023). Research treats this arrangement as both beneficial and demanding, because it can increase income security and professional fulfilment while also intensifying work-to-family and family-to-work pressures (Jidi et al., 2023; Mortejo, 2024; Shockley et al., 2024; Shouman et al., 2022). The topic matters beyond private household management because it connects family functioning, labour-market organisation, gender equality, and public policy (Kollár & Kováčiková, 2025; Mortejo, 2024; Scurry & Clarke, 2021; Xie, 2023). Recent work also highlights that balance depends on paid employment and on the organisation of invisible labour such as childcare, housework, and eldercare within the household (Kollár & Kováčiková, 2025).

A major development in this literature is the shift from individual explanations to dyadic ones. Partners in close relationships influence one another's emotions, behaviours, and outcomes, so work strain in one person often spills into home life and affects the partner's well-being (M. Li et al., 2025; Lott & Wöhrmann, 2022). High working time demands, such as long hours, evening work, and work contact during leisure time, diminish workers' work-life balance satisfaction by increasing conflict, and these demands also harm partners' satisfaction through

crossover pathways (Lott & Wöhrmann, 2022). Time pressure at work is also linked with reduced relationship satisfaction for workers and their partners, with support-seeking functioning as one mechanism in this spill over-crossover process (Tement et al., 2023). During the COVID-19 period, higher family-to-work conflict was associated to greater psychological distress and lower job satisfaction in both mothers and fathers, with some indirect effects operating through fathers' distress (Schnettler et al., 2024). Evidence from urban China similarly reveals that high total workload depletes time and energy, lessens couple interaction, and is associated with poorer mental well-being, reinforcing the idea that dual-career balance depends on linked rather than separate lives (M. Li et al., 2025).

At the same time, work-life balance in dual-career lives remains deeply gendered. Across settings, women typically continue to perform more unpaid labour than men even when both partners contribute income, preserving the classic "second shift" inside ostensibly modern households (Kollár & Kováčiková, 2025; Roberts & Costantini, 2021; Zaman & Shahid, 2023). Traditional expectations still cast men as primary earners and women as primary caregivers, shaping the division of labour and intensifying work-family conflict for women (Fahira & Shafa, 2026; Xie, 2023). Comparative evidence from Paris and Tokyo reveals that even where childcare support and flexible-work frameworks exist, couples often maintain balance by naturalising women as the main caregivers rather than by equalising care itself (Roberts & Costantini, 2021). Gendered effects are visible in professional careers. Women in academia reported heavier caregiving burdens, weaker institutional support, emotional exhaustion, and reduced career goals, while men more often use socially accepted strategies to protect professional identity (K. N. Kim & Jeong, 2026). Longitudinal evidence from Australia further described that household labour affects women's promotion prospects but largely leaves men's careers untouched, linking unpaid domestic work to durable career inequality (Yu et al., 2025).

This imbalance becomes sharper under conditions of high-demand work. Married working women in developing contexts frequently face poor boundary control between professional and domestic responsibilities, weakening both job satisfaction and career progress (Ali et al., 2024). Married female physicians report conflict driven by long hours, domestic obligations, and emotional strain, with experiences differing by career stage, children's age, and spousal support (Fahira & Shafa, 2026). Women in academia, research, and institutional management also face burdens from leadership demands, teaching loads, and family responsibilities, with consequences for health, productivity, and advancement (Deane, 2026). Qualitative evidence from Iran describes this condition as a persistent struggle marked by self-sacrifice, parenting gaps, hidden costs, and employer neglect (Heydarikhayat et al., 2025). Even when couples feel they manage both domains reasonably well, domestic burdens often increase after children are born, demonstrating how parenthood intensifies the challenge (Zaman & Shahid, 2023).

The literature therefore presents work-life balance in dual-career lives as a negotiated and support-dependent process rather than a purely personal skill. Couples utilise time management, boundary setting, communication, collaboration, self-care, and flexible arrangements to manage responsibilities and reduce conflict (Mortejo, 2024). Professional couples also adopt broader strategic patterns of sacrifice, compromise, and giving ground so that both careers can continue under real limitations (Scurry & Clarke, 2021). Supportive supervision and organisational cultures appear significant, and institutional measures such as flexible schedules, leave policies, childcare support, mentorship, and wellness initiatives tend to reduce stress and enhance well-being (Deane, 2026; Fahira & Shafa, 2026; Shouman et al., 2022). Recent research therefore treats work-life balance in dual-career lives as a dynamic

International Journal of Entrepreneurship and Management Practices
IJEMP
EISSN : 2600-8750
Volume 9 Issue 36 (December 2026) PP. 18-38

intersection of careers, care, and inequality, where sustainable balance depends on how households, employers, and policies distribute time, support, and opportunity (Jidi et al., 2023; Scurry & Clarke, 2021; Shockley et al., 2024; Xie, 2023).

Materials and Methodology

Data Collection

Work-life balance has emerged as a prominent area of scholarly inquiry as changes in employment patterns, gender roles, family structures, and career expectations have increasingly reshaped the relationship between work and non-work domains. These transformations are particularly salient in dual-career lives, where both partners simultaneously pursue occupational and career aspirations while negotiating shared family, household, caregiving, and personal responsibilities. Over time, research in this area has progressed from early concerns about role strain, work-family conflict, and gendered divisions of labour to broader perspectives encompassing work-family enrichment, boundary management, organisational support, employee well-being, and career sustainability. It has also increasingly addressed flexible and digitally mediated forms of work. Despite this escalating body of knowledge, work-life balance research in dual-career contexts remains dispersed across disciplines and historical periods, making it difficult to distinguish how research priorities, conceptual perspectives, and emerging concerns have evolved.

Accordingly, this chronological review systematically traces the development of work-life balance scholarship in dual-career lives, recognises major shifts in research emphasis across successive periods, and illuminates the trajectory through which the field has responded to shifting social, organisational, and employment conditions. To build a robust evidence base for this historical examination, the study used a single-step data collection process in the Scopus database to identify relevant peer-reviewed publications addressing work-life balance within dual-career contexts. Scopus was selected for its extensive coverage of high-quality scholarly literature across the social sciences, business, management, psychology, and related interdisciplinary fields, providing an appropriate foundation for examining the development of a research domain over time. This coverage also supports the identification of various perspectives shaping work-life balance literature across successive periods.

A systematically constructed search strategy, integrating predefined keywords and explicit eligibility criteria, was applied consistently to retrieve and select publications aligned with the review's scope. Such methodological rigour is particularly essential in chronological reviews because the credibility of temporal interpretations depends fundamentally on the comprehensiveness, consistency, and reproducibility of the underlying evidence base. A transparent and systematic data collection procedure reduces selection bias and strengthens the review's reliability and validity. It also enables observed changes in themes, theoretical orientations, and research priorities to be interpreted as meaningful developments in the literature rather than artifacts of inconsistent study selection. Moreover, applying uniform selection criteria across publication years improves comparability between different periods and strengthens the interpretation of emerging research trajectories. Consequently, this approach provides a defensible foundation for reconstructing the historical evolution of work-life balance research in dual-career lives, identifying important transitions in scholarly attention, and establishing directions for its future development.

International Journal of Entrepreneurship and Management Practices
IJEMP
EISSN : 2600-8750
Volume 9 Issue 36 (December 2026) PP. 18-38

Table 1: Search Strategy and Eligibility Criteria for Primary Study Selection

Keyword	**Work-life Balance, Dual-career Lives**
Inclusion	Article, Journal, Final, English, Social Sciences, Business, Management and Accounting
Exclusion	Besides Social Sciences, Business, Management and Accounting, review articles, other languages
Final Search String (Scopus)	TITLE-ABS-KEY (("work-life balance" OR "work life balance" OR "work-family balance" OR "work-family conflict" OR "work-family integration") AND ("dual-career" OR "dual career" OR "dual-income" OR "dual-income families" OR "dual-career couples" OR "dual-career lives")) AND (LIMIT-TO (DOCTYPE , "ar")) AND (LIMIT-TO (LANGUAGE , "English")) AND (LIMIT-TO (SRCTYPE , "j")) AND (LIMIT-TO (SUBJAREA , "SOCI") OR LIMIT-TO (SUBJAREA , "BUSI")) AND (LIMIT-TO (PUBSTAGE , "final"))
Number of Primary Article	72

Table 1 summarizes the systematic search strategy used to identify and select primary studies, including search keywords, eligibility criteria, the Scopus search string, and the final number of articles retained for chronological analysis. The data collection process aimed to build a focused and methodologically coherent corpus of literature on work-life balance within dual-career lives. A single-step search was conducted in the Scopus database using a predefined search string applied to the title, abstract, and keyword fields: TITLE-ABS-KEY (("work-life balance" OR "work life balance" OR "work-family balance" OR "work-family conflict" OR "work-family integration") AND ("dual-career" OR "dual career" OR "dual-income" OR "dual-income families" OR "dual-career couples" OR "dual-career lives")). The search terminology was deliberately extended beyond the exact phrase “work-life balance” to capture conceptually related constructs that have historically shaped the field, particularly work-family conflict, work-family balance, and work-family integration. Similarly, the search incorporated multiple descriptors of dual-career arrangements to accommodate variations in terminology across different periods of scholarship. To maintain disciplinary significance and comparability, the search was subsequently restricted to journal articles classified within Business, Management and Accounting (BUSI) and Social Sciences (SOCI), published in English, with article status and journal source type. The review excluded review articles, publications in other languages, and studies outside the specified subject area. These criteria ensured that the resulting evidence base contained primarily of original, peer-reviewed empirical and conceptual contributions directly relevant to the management-oriented development of work-life balance scholarship in dual-career contexts.

Applying these criteria yielded a final corpus of 72 primary articles. Although numerically modest, the corpus size reflects the review's deliberate specificity rather than a limitation in the search process. Work-life balance is an extensive multidisciplinary research domain. However, scholarship explicitly connecting work-life or work-family phenomena with dual-career arrangements within Business, Management and Accounting and Social Sciences represents a considerably more specialised intersection. Restricting the corpus to this disciplinary domain

was therefore imperative to prevent the chronological analysis from being diluted by studies grounded primarily in unrelated disciplinary traditions and to ensure that temporal patterns could be interpreted within a relatively consistent organisational and management context. The inclusion of historically prominent terminology, particularly "work-family conflict" and "dual-income families," further reduces the risk of privileging contemporary terminology and over-looking previous contributions that preceded the widespread adoption of current work-life balance discourse. Methodological consistency at the data collection stage is particularly consequential for a chronological review because apparent increases, declines, or modifications in research themes may otherwise reflect changes in search terminology or selection practices rather than genuine intellectual development. Accordingly, systematically applying predefined inclusion and exclusion criteria enhances transparency, reproducibility, and selection consistency, while strengthening the reliability and interpretability of the resulting temporal analysis. The final 72 articles constitute a focused evidentiary foundation for tracing how work-life balance research in dual-career lives has emerged, progressed, and responded to changing organisational, career, and family realities over time.

Data Clustering

To systematically interpret the historical development of work-life balance research in dual-career lives, the retrieved publications were organised into distinct temporal clusters based on publication year and research output. The dataset, obtained from the Scopus database through predefined keywords and an advanced search strategy, provides a chronological representation of scholarly activity within the field. Nonetheless, examining annual publication counts independently may offer only a fragmented view of the literature and may obscure broader patterns of continuity, transition, and growth. Temporal clustering therefore provides an analytical structure for discovering meaningful shifts in research productivity by grouping years that demonstrate comparable patterns of scholarly activity. Rather than treating publication years as isolated observations, this approach lets the field's longitudinal trajectory be interpreted in relation to periods of emergence, expansion, consolidation, or accelerated development. Such grouping also facilitates comparisons between successive periods and provides a clearer understanding of how scholarly interest has progressed from relatively limited research activity to more established and sustained patterns of publication.

Variations in publication volume across clusters can also indicate turning points in scholarly attention, including periods when the topic gained greater visibility or research momentum shifted. Such periodisation is particularly valuable in a chronological review because it provides a structured basis for examining how scholarship volume has changed over time, and whether these changes correspond to shifts in research themes, theoretical perspectives, methodological approaches, and contextual priorities. The resulting temporal phases can therefore serve as analytical reference points for assessing how particular research concerns emerged, became established, or were subsequently extended in response to changing work, career, family, and organisational conditions. Accordingly, clustering publication data by observable temporal and productivity patterns enhances the interpretability of the review by transforming annual publication counts into analytically meaningful phases of knowledge development. This temporal organisation further supports the identification of continuity and changes across the literature while avoiding an overly fragmented year-by-year interpretation. This provides a coherent framework for discovering the evolution of work-life balance scholarship in dual-career lives and for subsequently examining the intellectual characteristics and research priorities that distinguish each phase.

International Journal of Entrepreneurship and Management Practices
IJEMP
EISSN : 2600-8750
Volume 9 Issue 36 (December 2026) PP. 18-38

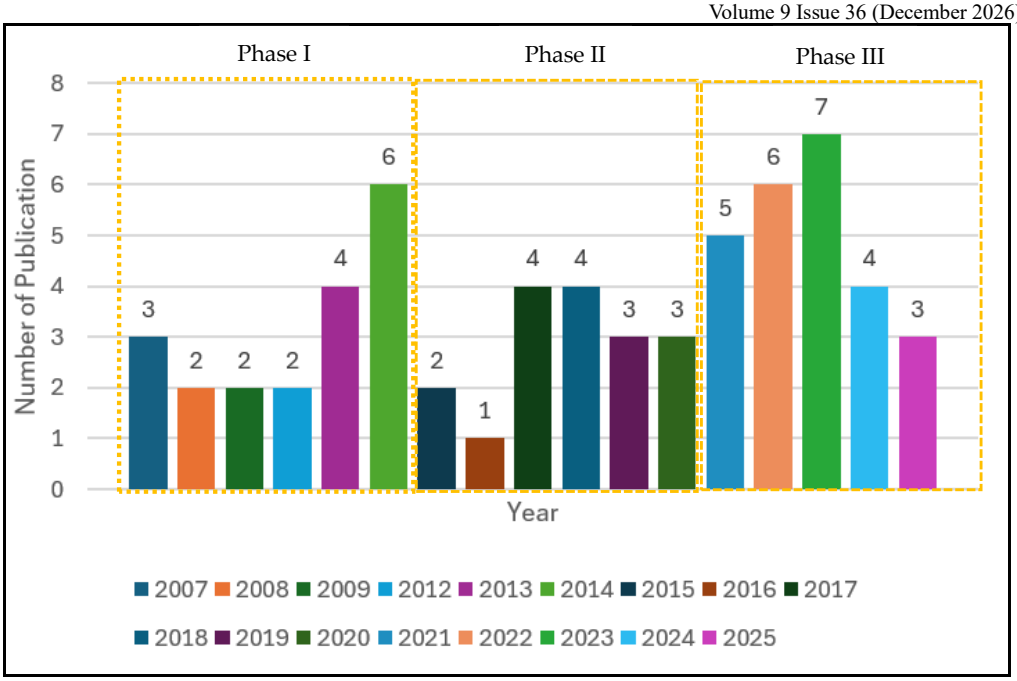


Figure 1: Temporal Phases in the Evolution of Work-Life Balance Research in Dual-Career Lives, 2007–2025

Figure 1 demonstrates the temporal evolution of work-life balance research in dual-career lives from 2007 to 2025, organised into three distinct phases based on changes in publication activity and the development of scholarly attention. Phase I: Emergence and Early Development (2007-2013) represents the field's formative period, followed by Phase II: Expansion and Consolidation (2014-2020), characterised by broader and more sustained scholarly engagement. Subsequently, Phase III: Acceleration and Contemporary Development (2021-2025) reflects intensified research activity and increasing attention to contemporary work, family, and career dynamics.

Phase I: Emergence and Early Development (2007–2013)

The first phase, spanning 2007 to 2013, represents the emergence and early development of work-life balance research in dual-career lives. Research productivity during this period was relatively limited and intermittent, comprising 13 publications across the observed years. The field entered the dataset with three publications in 2007, followed by two publications annually in 2008 and 2009, while no publications were recorded in 2010 and 2011. Research activity resumed in 2012 with two publications and increased to four in 2013. This pattern suggests that work-life balance within dual-career contexts had begun to attract scholarly attention but had not yet developed into a sustained research stream. The expansion observed toward the end of this phase, particularly in 2013, can therefore be interpreted as an early indication of growing academic recognition and offers a logical transition to the subsequent period of expansion.

Phase II: Expansion and Consolidation (2014–2020)

The second phase, covering 2014 to 2020, reflects the expansion and consolidation of work-life balance research in dual-career lives. This period began with a pronounced increase to six publications in 2014, the highest annual output observed up to that point and a clear departure

from the relatively modest productivity of the preceding phase. Although publication output subsequently declined to two articles in 2015 and one in 2016, scholarly activity rebounded to four publications in both 2017 and 2018. It remained relatively sustained with three publications annually in 2019 and 2020. Collectively, the 23 publications recorded during this phase indicate that the topic was no longer characterised by isolated or sporadic scholarly attention. Instead, the recurring publication activity suggests expanding consolidation of the research domain and more sustained scholarly engagement with the intersection of career, work, and family demands within dual-career arrangements.

Phase III: Acceleration and Contemporary Development (2021–2025)

The third phase, spanning 2021 to 2025, marks a period of accelerated, contemporary development in work-life balance research within dual-career lives. This phase includes 25 publications, or about 41% of the total output, despite covering only five years. Annual productivity increased from five publications in 2021 to six in 2022 and reached its historical peak of seven publications in 2023, indicating the strongest consecutive period of research activity in the dataset. Although output subsequently moderated to four publications in 2024 and three in 2025, publication activity remained evident, suggesting continued scholarly relevance rather than a disappearance of research interest. The concentration of publications during this comparatively short period suggests that work-life balance in dual-career contexts has gained greater visibility within contemporary management scholarship. The post-2020 acceleration also provides a significant basis for examining whether recent scholarship has shifted toward emerging concerns associated with changing work arrangements, career configurations, organisational expectations, and increasingly permeable boundaries between work and non-work domains.

Result and Discussion

Emergence and Early Development (2007–2013)

Phase I, Emergence and Early Development (2007-2013), can be divided into three chronological sub-phases that demonstrate the progressive development of work-life balance research in dual-career lives. Formative and Organisational Recognition (2007-2009) established early attention to changing family structures and organisational responses. After no publications were retrieved in 2010-2011, Relational and Contextual Transition (2012) shifted attention toward interpersonal relationships and contextual influences on work-life experiences. Subsequently, Conceptual Broadening and Institutional Consolidation (2013) expanded the research agenda toward cultural, institutional, social, and life-course perspectives, reflecting increasing conceptual maturity within the field.

The Formative and Organisational Recognition period (2007-2009) marked the initial stage of work-life balance research in dual-career lives, characterised by growing recognition of changing family structures and the need for more responsive organisational practices. Duxbury, Lyons, and Higgins (2007) challenged conventional classifications of working couples by distinguishing dual-career, dual-earner, new-traditional, and status-reversal families, indicating that different family configurations may require diverse approaches to work-family balance. Similarly, Srivastava (2007) highlighted work-family difficulties among married female professionals with children and emphasised family-friendly arrangements as important mechanisms for supporting employees and strengthening attraction and retention. From a

recruitment perspective, Carless and Wintle (2007) reported that flexible and dual-career career paths generated greater organisational attraction than traditional career arrangements, reinforcing the organisational value of flexibility. Research subsequently began to recognise partners' interdependence. Budworth, Enns, and Rowbotham (2008) conceptualised career decisions as dyadic processes in which one partner's career advancement and other major decisions could influence the other partner's career trajectory. Polk (2008) further demonstrated that perceived spousal support predicted positive work-family spillover and moderated negative spillover, extending the literature beyond conflict toward potentially beneficial work-family interactions. Gaffey and Rottinghaus (2009) added greater conceptual differentiation by identifying time, strain, and behaviour-based dimensions of anticipated work-family conflict. Collectively, this formative period established family diversity, organisational flexibility, work-family conflict, spousal support, and career interdependence as important foundations of the field.

Next, the Relational and Contextual Transition (2012) marked a renewed period of research following the absence of retrieved publications in 2010 and 2011, demonstrating a clearer shift toward relational and contextual explanations of work-life experiences. Lu, Tjosvold, Shi, and Wang (2012) conceptualised work-family incompatibilities as interpersonal rather than exclusively intrapersonal conflicts. Among Chinese dual-career parents, cooperative goals facilitated constructive controversy, which subsequently contributed to better conflict resolution, stronger relationships, and greater confidence regarding future work and family life. These findings demonstrated that the effects of competing responsibilities depended partly on how partners interacted when addressing work-family difficulties. Wheatley (2012) extended this contextual perspective by illustrating that work-group cultures could restrain the effectiveness of work-life balance policies, particularly for women. Spillover between work and non-work activities created time allocation difficulties and stress among dual-career households, while commuting and transport-related issues added pressure. Flexible working could also produce unintended career consequences when workplace cultures did not fully support its utilisation. Thus, the 2012 literature marked an important shift from predominantly individual and organisational concerns toward recognition that work-life balance is shaped through interactions among partners, workplace cultures, flexibility practices, and wider practical conditions.

Then, the Conceptual Broadening and Institutional Consolidation period (2013) marked a considerable expansion of the research agenda toward cultural, institutional, social, and life-course dimensions of work-life balance. Kim and Faerman (2013) revealed limited utilisation of family-friendly programmes in Korean organisations despite national initiatives, highlighting incompatibilities among societal, organisational, and managerial values. Greer and Peterson (2013) extended the analysis to media representations, demonstrating how cultural constructions could problematise particular dual-career family forms while paying less attention to structural characteristics of work and organisations. Gatrell, Burnett, Cooper, and Sparrow (2013) critically examined narrow definitions of work-life balance, highlighting concerns about gender, class, disciplinary separation, and limited representation of various parental groups while encouraging broader, more inclusive conceptualisations. Geddie (2013) further linked work-life balance to international mobility and career transitions, demonstrating that employment and settlement decisions were intertwined with dual-career considerations, ageing-parent care, future childcare, and relationship responsibilities. Overall, the progression from Duxbury et al. (2007), Srivastava (2007), Carless and Wintle (2007), Budworth et al. (2008), Polk (2008), Saxena et al. (2009), Gaffey and Rottinghaus (2009), Lu et al. (2012),

Wheatley (2012), J. S. Kim and Faerman (2013), Greer and Peterson (2013), Gatrell et al. (2013), and Geddie (2013) indicates a gradual shift from individual conflict and organisational flexibility toward dyadic interdependence, cultural influences, institutional conditions, diversity, and broader career and family contexts. Phase 1 therefore established work-life balance in dual-career lives as an increasingly multidimensional phenomenon embedded across individual, relational, organisational, and societal levels.

Expansion and Consolidation (2014–2020)

Phase II, Expansion and Consolidation (2014-2020), can be divided into three chronological sub-phases reflecting the progressive diversification and consolidation of work-life balance research in dual-career lives. Broadening Organisational and Career Perspectives (2014-2016) expanded research to include health, career mobility, organisational support, and boundary management. Boundary, Gender, and Family Reconfiguration (2017-2018) enhanced attention to changing boundaries, gender roles, and family organisation. Subsequently, Dyadic, Support, and Well-Being Consolidation (2019-2020) strengthened the focus on workplace support, gender ideology, marital relationships, and well-being, indicating a more integrated understanding of work-life experiences within dual-career contexts.

The Broadening Organisational and Career Perspectives period (2014-2016) extended work-life balance research beyond general work-family conflict to health, career mobility, organisational support, and boundary management. Christiaens and Bracke (2014) reported that work-to-family spillover increased healthcare and prescription medication use among dual-income couples, with a stronger medical response among women, whereas family-to-work spillover indicated no comparable effect. Gender differences were also apparent in Deutsch and Yao (2014), where work-family conflict was a prominent reason for faculty departure, particularly among women, highlighting difficulties in coordinating two careers and dissatisfaction with institutional support. Bakker et al. (2014) demonstrated a dyadic crossover process, with work engagement promoting work-family facilitation and subsequent family satisfaction, whereas workaholism heightened conflict and negatively affected both partners' family satisfaction.

Furthermore, career-related constraints became more visible through Lirio (2014), who identified that discretion over international travel, organisational flexibility, and technology helped global managers manage family involvement. Vohlídalová (2014) discovered that academic mobility imposed considerable family concessions, especially on partners, with strongly gendered consequences. Chang et al. (2014) further identified gender-specific effects of overtime, work socialisation, household demands, role salience, and support. By 2015-2016, attention increasingly shifted to actively managing boundaries and workplace resources. De Araujo et al. (2015) underscored behavioural, temporal, physical, and communicative boundary tactics among professional working mothers, while Tan-Wilson and Stamp (2015) demonstrated that exposure to dual-career role models enhanced students' perceptions of the compatibility between Science, Technology, Engineering, and Mathematics (STEM) careers and family life. Kundu et al. (2016) subsequently confirmed that several workplace characteristics, including flexibility, coworker and supervisory support, autonomy, competence, overtime practices, and discrimination, significantly influenced work-family conflict.

Then, the Boundary, Gender, and Family Reconfiguration period (2017-2018) marked increasing attention to how dual-career arrangements challenged conventional boundaries, gender roles, and family organisation. Lindemann (2017) reported that commuter spouses combined strong individual autonomy with ongoing interdependence, and that non-cohabitation sometimes strengthened relational interdependence rather than weakening marriage. Lirio (2017) similarly demonstrated that temporal, communicative, behavioural, and physical boundary tactics, supported by workplace flexibility and technology, enabled global managers to maintain work connectivity while protecting family time.

At the policy level, Adema et al. (2017) demonstrated that parental leave reforms and childcare support in Germany strengthened opportunities to combine employment and family responsibilities. However, gender inequalities in paid work remained evident. Domínguez-Folgueras et al. (2017) revealed that more egalitarian divisions of domestic labour were influenced by interconnected resources, time availability, external assistance, fairness perceptions, and gender attitudes. Gender remained central in 2018. Prithi and Vasumathi (2018) linked dual-earner status and current experiences with stress-related outcomes among female employees, while Lindemann (2018) highlighted that commuter arrangements could simultaneously disrupt and reproduce conventional gender roles. Shortland (2018) identified work-life balance, family concerns, working time, loneliness, and career compromise as significant challenges for female expatriates. Mauerer (2018) similarly identified that despite progress in fathers' parental leave participation, employer attitudes and the distribution of paid and family work continued to reproduce traditional gender expectations.

Subsequently, the Dyadic, Support, and Well-Being Consolidation period (2019-2020) placed greater emphasis on mechanisms linking workplace support, gender ideology, marital relationships, and well-being in dual-career lives. Goldstein-Gidoni (2019) examined changing gender expectations within Japanese dual-income households, emphasising tensions between established corporate-family arrangements and increasing expectations for male participation in family life. Gahlawat et al. (2019) revealed that workplace support, incorporating work-family balance initiatives, supervisory and coworker support, autonomy, and role clarity, enhanced life satisfaction indirectly through job, career, and family satisfaction. Kim et al. (2019) further demonstrated that autonomy satisfaction within marriage buffered the association between work-family conflict and displaced aggression, although the protective patterns differed between men and women.

By 2020, researchers made dyadic gender processes more explicit. Li et al. (2020) underscored that discrepancies between spouses' traditional gender ideology influenced marital quality through work-to-family and family-to-work conflict, emphasising the significance of considering both partners simultaneously. Halinski and Duxbury (2020) reconceptualised workplace flexibility as a coping resource that can both prevent work interference with family and reduce stress after interference occurs. Peter and Kavitha (2020) likewise positioned work-life balance as an important Human Resource concern associated with employee and organisational functioning. Overall, Phase 2 demonstrates progressive consolidation from organisational and career conditions toward boundary management, gender relations, dyadic processes, and well-being. The references represented across this phase are (Christiaens & Bracke, 2014), (Deutsch & Yao, 2014), (Bakker et al., 2014), (Lirio, 2014), (Vohlídalová, 2014), (Chang et al., 2014), (De Araujo et al., 2015), (Tan-Wilson & Stamp, 2015), (Kundu et al., 2016), (Lindemann, 2017), (Lirio, 2017), (Adema et al., 2017), (Domínguez-Folgueras et al., 2017), (Prithi & Vasumathi, 2018), (Lindemann, 2018), (Shortland, 2018), (Mauerer,

2018),(Goldstein-Gidoni, 2019), (Gahlawat et al., 2019), (E. Kim et al., 2019), (X. Li et al., 2020), (Halinski & Duxbury, 2020), and (Peter & Kavitha, 2020).

Acceleration and Contemporary Development (2021–2025)

Phase III, Acceleration and Contemporary Development (2021-2025), can be divided into three chronological sub-phases reflecting the growing complexity of work-life balance research in dual-career lives. Early Contemporary Development (2021-2022) expanded attention toward parenting, dyadic transmission, time management, career strategies, and diverse family forms. Dyadic Intensification and Post-Pandemic Reorientation (2023) represented the strongest concentration of publications, with greater emphasis on dyadic and family-level processes. Subsequently, Recent Consolidation, Gender Reassessment, and Sustainable Career Concerns (2024-2025) highlighted persistent gender inequalities, flexible work arrangements, household fairness, caregiving responsibilities, and longer-term career sustainability.

The Early Contemporary Development period (2021-2022) saw work-life balance research broaden toward parenting, dyadic transmission, time management, career strategies, and diverse family forms. Hwang and Kim (2021) discovered that greater paternal childcare involvement was positively associated with wives' intentions for a second birth, with parenting stress acting as an important mechanism. Thompson et al. (2021) further demonstrated a spillover-crossover-spillover process in which job tension contributed to family-undermining behaviour and in turn to a spouse's workplace incivility. Nevertheless, greater job autonomy weakened this transmission. Brumley et al. (2021) reported that women tried to manage demanding work and family schedules through boundaries, scheduling, and selective role blending, although these strategies were not always successful. Lee and Lee (2021) revealed that excessive organisational commitment could increase work-family conflict among dual-income families, while Sung and Ki (2021) identified paternal profiles implying that authoritative fathering combined with positive work-family experiences was associated with greater child happiness.

In 2022, research became more methodologically and conceptually diverse. Rania et al. (2022) highlighted gendered tensions in work-family negotiation during pandemic telework, whereas Liu et al. (2022) asserted that challenging job demands reduced marital satisfaction and parent-child relationship quality through time-based work-family conflict. Scurry and Clarke (2022) emphasised that dual-career couples adopted strategic rather than purely day-to-day approaches to sustain both careers. Boiarintseva et al. (2022) extended the discussion to childfree dual-career couples, identifying heterogeneous couple types and varying definitions of balance. Shouman et al. (2022) highlighted supervisor support and individual coping as important to well-being, while Vashisht et al. (2022) identified social isolation, job insecurity, organisational support, and spouse support as central experiences among couples working in the same organisation.

Next, the Dyadic Intensification and Post-Pandemic Reorientation period (2023) marked the strongest concentration of publications, accompanied by a clear intensification of dyadic and family-level analysis in work-life balance research. Russo et al. (2023) indicated significant factor effects between workaholism and personal burnout, with limited partner effects and important variation based on factors shaping work-family conflict among Brazilian couples, with work stress emerging as a central influence. Organisational support remained important, as Jeon and Hur (2023) reported stronger positive effects of family-leave provisions on job

satisfaction and organisational commitment among married women. Parenting consequences also received greater attention. Wang et al. (2023) demonstrated that parental educational involvement mediated associations between work-family conflict and adolescent academic engagement, with effects varying across developmental stages. Song et al. (2023) linked work-to-family conflict with reduced innovative behaviour through spouse emotional exhaustion and subsequent family-to-work conflict, revealing a complex crossover process influenced by gender-role perceptions. Jung et al. (2023) identified depression, fear, and working hours as predictors of work-family conflict among dual-income parents during COVID-19. Hu (2023) further implied that household structure affected time use more strongly among working women, especially where children were present. Collectively, the 2023 studies indicate that work-life balance research had moved beyond direct work-family associations toward more complex mechanisms connecting psychological strain, partner effects, parenting, innovation, organisational support, and gendered time allocation.

Then, the Recent Consolidation, Gender Reassessment, and Sustainable Career Concerns period (2024-2025) emphasised persistent gender inequality, flexible work arrangements, household fairness, caregiving responsibilities, and longer-term career sustainability. Escriva et al. (2024) discovered that work-family balance among migrant dual-career families depended heavily on social, institutional, and family support, while gender expectations continued to influence caregiving negotiations. Magnier-Watanabe (2024) reported that mandatory telework was associated with lower work-family conflict, particularly among women, although gender-role attitudes remained largely unchanged. Li et al. (2024) demonstrated reciprocal longitudinal relationships between work-family conflict and perceived unfairness in housework division, with husbands' traditional gender attitudes strengthening these associations. Ikpeama (2024) identified substantial work-related stress among working mothers, associated with education, family size, income, and career advancement demands.

In 2025, Showkat et al. (2025) observed that traditional cultural expectations continued to limit paternal caregiving despite changing dual-career arrangements. Abromaviciute et al. (2025) indicated that mothers' career aspirations were more likely than fathers' to contract during pandemic disruption, particularly where childcare demands and insecure career structures were present. Hosain (2025) further identified blurred work-family boundaries, inadequate quality time, childcare shortages, and anxiety about children as major challenges among dual-career parents. Overall, the references represented in this phase are (Hwang & Kim, 2021), (Thompson et al., 2021), (Brumley et al., 2021), (Lee & Lee, 2021), (Sung & Ki, 2021), (Rania et al., 2022), (Liu et al., 2022), (Scurry & Clarke, 2022), (Boiarintseva et al., 2022), (Shouman et al., 2022), (Vashisht et al., 2022), (Russo et al., 2023), (De Andrade et al., 2023), (Jeon & Hur, 2023), (Wang et al., 2023), (Song et al., 2023), (Jung et al., 2023), (Hu, 2023), (Escriva et al., 2024), (Magnier-Watanabe, 2024), (Ikpeama, 2024), (Showkat et al., 2025), (Abromaviciute et al., 2025), and (Hosain, 2025). Overall, the trajectory shifts toward more relational, gender-sensitive, and contextually embedded explanations of work-life balance, with growing attention to sustainable careers, caregiving, flexibility, and family well-being.

Conclusions

This chronological review examined the evolution of work-life balance research in dual-career lives from 2007 to 2025, drawing on 72 primary journal articles systematically retrieved from the Scopus database. The review aimed to provide a time-based understanding of how scholarly attention, research priorities, and analytical perspectives have developed alongside changing

career, family, and organisational realities. The chronological analysis identified three major developmental phases: Emergence and Early Development (2007-2013), Expansion and Consolidation (2014-2020), and Acceleration and Contemporary Development (2021-2025). Publication activity progressed from relatively limited and intermittent research in the first phase toward more sustained scholarly engagement during the second phase, followed by stronger research concentration in the contemporary period. This progression indicates that work-life balance in dual-career lives has gradually shifted from a specialised research concern to a broader, increasingly multidimensional field of inquiry.

Across the three phases, the literature's intellectual orientation shifted visibly. Early research concentrated mainly on changing family structures, work-family conflict, organisational flexibility, career coordination, and the challenges of combining two careers within one household. The expansion period broadened these concerns toward health consequences, career mobility, boundary management, workplace support, gender roles, marital relationships, and employee well-being. Research also increasingly recognised partners' interdependence, moving beyond an individual-centred interpretation of work-family experiences. The most recent phase further strengthened this dyadic orientation by paying more attention to spillover and crossover processes, parenting and caregiving, household fairness, flexible and telework arrangements, post-pandemic work experiences, and sustainable career concerns. Methodologically, the literature similarly moved toward more diverse designs that can examine relational and contextual processes, including dyadic, longitudinal, qualitative, and multilevel perspectives. Nevertheless, persistent gender inequalities remained visible throughout the chronology, particularly in relation to unpaid domestic work, caregiving responsibilities, career compromise, and access to sustainable career opportunities.

The key contribution of this review is organising the literature by temporal development rather than treating work-life balance in dual-career lives as a static body of knowledge. Chronological clustering reveals transitions that may be less visible in conventional thematic reviews, particularly the shift from conflict-oriented and organisational explanations to relational, gender-sensitive, family-centred, and contextually embedded perspectives. This time-based organisation also demonstrates that newer research concerns have not necessarily replaced earlier challenges. Instead, issues such as work-family conflict, gender inequality, organisational support, and career coordination have persisted while becoming connected with newer conditions such as flexible work, digital connectivity, changing caregiving arrangements, and post-pandemic employment practices. The chronological perspective therefore provides a structured account of both continuity and change. It clarifies how the field has progressively matured through the integration of individual, dyadic, organisational, family, and societal levels of analysis.

The findings also carry implications for organisational practice and future research. Employers should recognise that work-life balance within dual-career house-holds cannot be adequately supported through isolated flexibility initiatives alone. Sustainable support requires organisational cultures that legitimize flexibility, ensure equitable career opportunities, provide supportive supervision, offer accessible family-related provisions, and better recognise employees' interconnected career and caregiving responsibilities. Future research should further examine both partners simultaneously and consider how gender, career stage, parenthood, caregiving, occupation, culture, and different forms of flexible work interact across the life course. Greater use of longitudinal, dyadic, cross-cultural, and interdisciplinary designs would strengthen understanding of how work-life balance changes over time and under

different employment and family circumstances. Particular attention is also needed for diverse dual-career configurations that remain less visible in established research and for real-world organisational interventions that can be evaluated for their effectiveness in supporting both career sustainability and family well-being.

Several limitations should be considered when interpreting this review. Reliance on Scopus as a single database may exclude relevant studies indexed elsewhere. At the same time, the predefined search terms and restriction to English-language journal articles within selected disciplinary categories may limit the breadth of the literature represented. The chronological boundaries and clustering reflect observable publication patterns and shifts in research emphasis. Consequently, alternative periodisation may be possible when different databases, search strategies, or disciplinary scopes are applied. Future reviews could integrate multiple bibliographic databases, expand terminology associated to contemporary dual-career arrangements, and combine chronological analysis with bibliometric, theoretical, or systematic synthesis to further validate the field's development. Overall, the review demonstrates that work-life balance research in dual-career lives has evolved through successive yet interconnected stages rather than through isolated changes in research topics. A chronological perspective is therefore valuable for revealing how established concerns are retained, reinterpreted, and extended as work and family realities change. By locating current knowledge within its historical trajectory, time-based analysis provides a stronger foundation for developing evidence-based organisational practices and directing future research toward more equitable and sustainable dual-career lives.

Acknowledgements:	The authors would like to express their sincere gratitude to Arshad Ayub Graduate Business School and Universiti Teknologi MARA Pahang Branch for providing the necessary resources and support throughout this research.
Funding Statement:	This research received no external funding.
Conflict of Interest Statement:	The writers certify that they have no conflicting interests in relation to this research.
Ethics Statement:	This study did not involve any human participants, animals, or sensitive data requiring ethical approval. The authors confirm that the research was conducted in accordance with accepted academic integrity and ethical publishing standards.
Author Contribution Statement:	All authors contributed significantly to the development of this manuscript. Suhanom Mohd Zaki led the conceptualisation, methodology, and overall supervision of the study. Sharizan Sharkawi and Norzanah Mat Nor conducted the literature search, data clustering, thematic synthesis, and interpretation of the findings. Mohd Aidil Riduan Awang Kader and Wati Abdul Rahman contributed to the development of results and discussion and provided critical revisions to the manuscript. All authors reviewed and approved the final version of the manuscript.

References

Abromaviciute, J., Carian, E. K., & Mickey, E. (2025). A game of chutes and ladders: Gender and aspirational resources during the COVID-19 pandemic. *Sociological Forum, 40*(3), 305–318. https://doi.org/10.1111/socf.13045

Adema, W., Clarke, C., Frey, V., Greulich, A., Kim, H., Rattenhuber, P., & Thévenon, O. (2017). Work/life balance policy in Germany: Promoting equal partnership in families. *International Social Security Review*, *70*(2), 31–55. https://doi.org/10.1111/issr.12134

Ali, S., Ishrat, A., & Barthwal, T. (2024). Work Life Balance Among Married Working Women. Educational Administration: *Theory and Practice*. https://doi.org/10.53555/kuey.v30i5.3430

Bakker, A. B., Shimazu, A., Demerouti, E., Shimada, K., & Kawakami, N. (2014). Work engagement versus workaholism: A test of the spillover-crossover model. *Journal of Managerial Psychology, 29*(1), 63–80. https://doi.org/10.1108/JMP-05-2013-0148

Boiarintseva, G., Ezzedeen, S. R., & Wilkin, C. (2022). Definitions of work-life balance in childfree dual-career couples: an inductive typology. *Equality, Diversity and Inclusion, 41*(4), 525–548. https://doi.org/10.1108/EDI-12-2020-0368

Brumley, K. M., Maguire, K., & Montazer, S. (2021). The Paradox of Time: Work, Family, Conflict, and the Social Construction of Time. *Sociological Focus, 54*(4), 310–330. https://doi.org/10.1080/00380237.2021.1970062

Budworth, M.-H., Enns, J. R., & Rowbotham, K. (2008). Shared identity and strategic choice in dual-career couples. *Gender in Management, 23*(2), 103–119. https://doi.org/10.1108/17542410810858312

Carless, S. A., & Wintle, J. (2007). Applicant attraction: The role of recruiter function, work-life balance policies and career salience. *International Journal of Selection and Assessment, 15*(4), 394–404. https://doi.org/10.1111/j.1468-2389.2007.00398.x

Chang, A., Chen, S.-C., & Chi, S.-C. S. (2014). Role salience and support as moderators of demand/conflict relationships in China. *European Journal of Work and Organisational Psychology, 23*(6), 859–874. https://doi.org/10.1080/1359432X.2013.821739

Christiaens, W., & Bracke, P. (2014). Work-family conflict, health services and medication use among dual-income couples in Europe. *Sociology of Health and Illness, 36*(3), 319–337. https://doi.org/10.1111/1467-9566.12049

De Andrade, A. L., Ferrão, L. F., & Techio, G. (2023). The Work-Family Conflict: Dyadic View of Brazilian Couples. *Interpersona, 17*(1), 69–87. https://doi.org/10.5964/ijpr.8533

De Araujo, B. F. V. B., Tureta, C. A., & De Araujo, D. A. V. B. (2015). How do working mothers negotiate the work-home interface? *Journal of Managerial Psychology, 30*(5), 565–581. https://doi.org/10.1108/JMP-11-2013-0375

Deane, D. (2026). Navigating Dual Roles: Work–Life Balance and Well-Being of Women in Academia, Research, and Institutional Management. *The American Journal of Interdisciplinary Innovations and Research.* https://doi.org/10.37547/tajiir/warm-02

Deutsch, F. M., & Yao, B. (2014). Gender differences in faculty attrition in the USA. *Community, Work and Family, 17*(4), 392–408. https://doi.org/10.1080/13668803.2014.885880

Domínguez-Folgueras, M., Jurado-Guerrero, T., Botía-Morillas, C., & Amigot-Leache, P. (2017). 'The house belongs to both': Undoing the gendered division of housework. *Community, Work and Family, 20*(4), 424–443. https://doi.org/10.1080/13668803.2016.1192525

Duxbury, L., Lyons, S., & Higgins, C. (2007). Dual-Income Families in the New Millennium: Reconceptualizing Family Type. *Advances in Developing Human Resources, 9*(4), 472–486. https://doi.org/10.1177/1523422307305488

Escriva, A., Bermúdez Figueroa, E., & Minguela, M. Á. (2024). Dual-career Spanish couples in Europe: *Work-family balance in childcare. International Migration, 62*(4), 160–172. https://doi.org/10.1111/imig.13047

Fahira, M., & Shafa, A. N. (2026). Navigating Dual Roles: Work–Family Conflict, Gender Norms, and Work–Life Balance among Married Female Doctors (A Systematic Literature Review and Meta-Analysis). *International Journal of Drug Delivery Technology*. https://doi.org/10.25258/ijddt.16.2.90

Gaffey, A. R., & Rottinghaus, P. J. (2009). The factor structure of the work-family Conflict multidimensional scale: Exploring the expectations of college students. *Journal of Career Assessment, 17(*4), 495–506. https://doi.org/10.1177/1069072709340662

Gahlawat, N., Phogat, R. S., & Kundu, S. C. (2019). Evidence for Life Satisfaction Among Dual-Career Couples: The Interplay of Job, Career, and Family Satisfaction in Relation to Workplace Support. *Journal of Family Issues, 40*(18), 2893–2921. https://doi.org/10.1177/0192513X19868267

Gatrell, C. J., Burnett, S. B., Cooper, C. L., & Sparrow, P. (2013). Work-life balance and parenthood: A comparative review of definitions, equity and enrichment. *International Journal of Management Reviews, 15(*3), 300–316. https://doi.org/10.1111/j.1468-2370.2012.00341.x

Geddie, K. (2013). The Transnational Ties that Bind: Relationship Considerations for Graduating International Science and Engineering Research Students. *Population, Space and Place, 19(*2), 196–208. https://doi.org/10.1002/psp.1751

Goldstein-Gidoni, O. (2019). The Japanese Corporate Family: The Marital Gender Contract Facing New Challenges. *Journal of Family Issues, 40*(7), 835–864. https://doi.org/10.1177/0192513X19830147

Greer, C., & Peterson, D. (2013). Balancing Act? Cultural Representations of Work-Family Balance in the News Media. *Sociological Spectrum, 33*(2), 117–135. https://doi.org/10.1080/02732173.2013.732872

Halinski, M., & Duxbury, L. (2020). Workplace flexibility and its relationship with work-interferes-with-family. *Personnel Review, 49*(1), 149–166. https://doi.org/10.1108/PR-01-2019-0048

Heydarikhayat, N., Heydarikhayat, S., Salehian, T., Heydarikhayat, N., & Rohani, C. (2025). Lived experiences of Iranian employed women with maintaining work-life balance: a descriptive phenomenological study. *BMC Women's Health,* 25. https://doi.org/10.1186/s12905-025-03857-2

Hosain, M. S. (2025). The dilemma of work-family balance for the dual-career couples with child/children: qualitative evidence from Bangladesh based on Family Systems Theory. *International Journal of Organisational Analysis, 33*(1), 25–42. https://doi.org/10.1108/IJOA-11-2023-4096

Hu, L. (2023). Household structure and gender disparities in out-of-home time use. *Travel Behaviour and Society, 31*, 106–119. https://doi.org/10.1016/j.tbs.2022.11.008

Hwang, W., & Kim, S. (2021). Husbands' Childcare Time and Wives' Second-Birth Intentions Among Dual-Income Couples: The Mediating Effects of Work–Family Conflict and Parenting Stress. *Journal of Social Service Research, 47*(6), 850–859. https://doi.org/10.1080/01488376.2021.1936746

Ikpeama, C. R. (2024). Stress Management Among Working Mothers in an Institution of Higher Learning in Nigeria: Implication for Social Work Practice. *SAGE Open, 14*(2). https://doi.org/10.1177/21582440241257994

Jeon, S. H., & Hur, H. (2023). Family Leave Policies and Employee Attitudinal Outcomes in Korea: The Moderating and Joint Moderating Effects of Gender and Marital Status. *Korea Observer, 54*(3), 465–493. https://doi.org/10.29152/KOIKS.2023.54.3.465

Jidi, M. M., Zakirai@Zakaria, N., Eshak, E. S., & Jamian, N. F. (2023). The Impacts of Dual Earner Income on Work-Life Balance. *International Journal of Academic Research in Business and Social Sciences.* https://doi.org/10.6007/ijarbss/v13-i3/16346

Jung, G., Ha, J. S., Seong, M., & Song, J. H. (2023). The Effects of Depression and Fear in Dual-Income Parents on Work-Family Conflict During the COVID-19 Pandemic. *SAGE Open, 13*(1). https://doi.org/10.1177/21582440231157662

Kim, E., Shin, Y.-J., & Kim, J. (2019). Conflicts between work and family and displaced aggression with working parents in South Korea: An exploratory study. *Journal of Comparative Family Studies, 50*(4), 331–356. https://doi.org/10.3138/JCFS.50.4.004

Kim, J. S., & Faerman, S. R. (2013). Exploring the relationship between culture and family-friendly programs (FFPs) in the Republic of Korea. *European Management Journal, 31*(5), 505–521. https://doi.org/10.1016/j.emj.2013.04.012

Kim, K. N., & Jeong, S. (2026). Gendered Pathways to Work–Family Balance and Their Consequences: Insights from Dual-Career Faculty Couples. *Human Resource Development Quarterly*. https://doi.org/10.1002/hrdq.70025

Kollár, J., & Kováčiková, V. (2025). Household management and the gendered division of unpaid work in dual-earner couples: theoretical and methodological insights. *Nierówności Społeczne a Wzrost Gospodarczy*. https://doi.org/10.15584/nsawg.2025.3.6

Kundu, S. C., Phogat, R. S., Datta, S. K., & Gahlawat, N. (2016). Impact of workplace characteristics on work-family conflict of dual-career couples. *International Journal of Organisational Analysis, 24*(5), 883–907. https://doi.org/10.1108/IJOA-01-2015-0840

Lee, H., & Lee, S.-Y. (2021). Is More Commitment Always Better? A Study on the Side Effects of Excessive Organisational Commitment on Work–Family Conflict. *Review of Public Personnel Administration, 41*(1), 25–56. https://doi.org/10.1177/0734371X19857799

Li, M., Stas, L., Vanroelen, C., & Moortel, D. D. (2025). Linked lives and work-family dynamics: gendered workload, family support, and mental well-being among urban Chinese dual-earner households. *International Journal for Equity in Health, 24*(1). https://doi.org/10.1186/s12939-025-02687-w

Li, X., Cao, H., Curran, M. A., Fang, X., & Zhou, N. (2020). Traditional Gender Ideology, Work Family Conflict, and Marital Quality among Chinese Dual-Earner Couples: A Moderated Mediation Model. *Sex Roles, 83*(9–10), 622–635. https://doi.org/10.1007/s11199-020-01125-1

Lindemann, D. J. (2017). Going the Distance: Individualism and Interdependence in the Commuter Marriage. *Journal of Marriage and Family, 79*(5), 1419–1434. https://doi.org/10.1111/jomf.12408

Lindemann, D. J. (2018). Doing and Undoing Gender in Commuter Marriages. *Sex Roles, 79*(1–2), 36–49. https://doi.org/10.1007/s11199-017-0852-x

Lirio, P. (2014). Taming travel for work-life balance in global careers. Journal of Global Mobility, 2(2), 160–182. https://doi.org/10.1108/JGM-06-2013-0028

Lirio, P. (2017). Global boundary work tactics: managing work and family transitions in a 24–7 global context. *Community, Work and Family, 20*(1), 72–91. https://doi.org/10.1080/13668803.2016.1272545

Liu, C., Peng, Y., & Rubenstein, K. (2022). Challenge Job Demands, Time-Based Work–Family Conflict, and Family Well-Being Outcomes: The Moderating Effect of Conscientiousness. *International Journal of Stress Management, 29*(2), 182–192. https://doi.org/10.1037/str0000242

Lott, Y., & Wöhrmann, A. (2022). Spillover and crossover effects of working time demands on work–life balance satisfaction among dual-earner couples: the mediating role of work–life conflict. *Current Psychology (New Brunswick, N.J.)*, 1–17. https://doi.org/10.1007/s12144-022-03850-0

Lu, J., Tjosvold, D., Shi, K., & Wang, B. (2012). Developing work-family balance through conflict management. *Asian Journal of Social Psychology, 15*(2), 77–88. https://doi.org/10.1111/j.1467-839X.2011.01363.x

Magnier-Watanabe, R. (2024). COVID-19 and mandatory telework: effects on gender roles and work family conflicts among Japanese dual-career regular employees with children. *Japan Forum, 36*(1), 1–29. https://doi.org/10.1080/09555803.2023.2200967

Mauerer, G. (2018). Both parents working: Challenges and strains in managing the reconciliation of career and family life in dual-career families. Empirical evidence from Austria. *Social Sciences, 7*(12). https://doi.org/10.3390/socsci7120269

Mortejo, J. (2024). Balancing Work and Family Commitments: Adaptive Strategies of Dual Income Couples. *International Journal of Empirical Research Methods*. https://doi.org/10.59762/ijerm205275792120240305170520

Peter, M., & Kavitha, S. F. (2020). A study on employee work life balance as an HR imperative. International *Journal of Management, 11*(2), 271–276. https://doi.org/10.34218/IJM.11.2.2020.028

Polk, D. M. (2008). Intersecting work and family: The influence of relational beliefs and behaviors on work-family integration. *Journal of Management and Organisation, 14*(4), 345. https://doi.org/10.5172/jmo.837.14.4.345

Prithi, S., & Vasumathi, A. (2018). The influence of demographic profile on work life balance of women employees in tannery industry - An empirical study. *Pertanika Journal of Social Sciences and Humanities, 26*(1), 259–284. https://www.scopus.com/pages/publications/85045524910?origin=resultslist

Rania, N., Parisi, R., & Lagomarsino, F. (2022). Mothers and Workers in the Time of COVID-19: Negotiating Motherhood within Smart Working. *Journal of Contemporary Ethnography, 51*(5), 645–675. https://doi.org/10.1177/08912416221075833

Roberts, G., & Costantini, H. (2021). The work, family and care nexus in Paris and Tokyo: Gender equality and well-being among urban professionals. *Contemporary Japan, 35*, 214–247. https://doi.org/10.1080/18692729.2021.1925399

Russo, E., Atroszko, P., Zaniboni, S., Toderi, S., & Balducci, C. (2023). The Relationship between Workaholism and Personal Burnout in Dual-Earner Couples: An Analysis Using the Actor-Partner Interdependence Model. *Sustainability (Switzerland), 15*(17). https://doi.org/10.3390/su151713009

Saxena, R., Bhatnagar, D., Kannan, G., Gupta, V., Mavalankar, D., Dev, R., Vohra, N., Bhatia, A., Nanavaty, R., Deo, A. N. S., Shivashankar, S., Gupta, V., Sircar, S., Gore, I., Chakraborty, C., Kaul, A., & Mishra, S. (2009). Gender and workplace experience. *Vikalpa, 34*(4), 79–117. https://doi.org/10.1177/0256090920090407

Schnettler, B., Miranda-Zapata, E., Orellana, L., Saracostti, M., Poblete, H., Lobos, G., Adasme-Berríos, C., Lapo, M., Beroiza, K., Concha-Salgado, A., Riquelme-Segura, L., Sepúlveda, J. A., & Reutter, K. (2024). Intra- and Inter-Individual Associations of Family-to-Work Conflict, Psychological Distress, and Job Satisfaction: Gender

Differences in Dual-Earner Parents during the COVID-19 Pandemic. *Behavioral Sciences, 14*(1). https://doi.org/10.3390/bs14010056

Scurry, T., & Clarke, M. (2021). Navigating dual-careers: the challenge for professional couples. *Personnel Review*. https://doi.org/10.1108/pr-05-2020-0367

Scurry, T., & Clarke, M. (2022). Navigating dual-careers: the challenge for professional couples. *Personnel Review, 51*(7), 1823–1840. https://doi.org/10.1108/PR-05-2020-0367

Shockley, K., Shen, W., & Dodd, H. (2024). Dual-Earner Couples. *Annual Review of Organisational Psychology and Organisational Behavior*. https://doi.org/10.1146/annurev-orgpsych-110622-053405

Shortland, S. (2018). Female expatriates' motivations and challenges: the case of oil and gas. *Gender in Management, 33*(1), 50–65. https://doi.org/10.1108/GM-02-2017-0021

Shouman, L., Vidal-Suñé, A., & Alarcón Alarcón, A. (2022). Impact of Work-Life Balance on Firm Innovativeness: The Different Strategies Used by Male and Female Bosses. *Administrative Sciences*. https://doi.org/10.3390/admsci12030115

Showkat, H., Rafique, S. T., Yaqoob, S. S., & Farhad, S. (2025). Rethinking Paternity: Understanding Father's Role in the Dual-Career Family System. *Journal of Feminist Family Therapy, 37*(3–4), 157–184. https://doi.org/10.1080/08952833.2025.2505268

Song, J., Jiao, H., & Wang, C. (2023). How work-family conflict affects knowledge workers' innovative behavior: a spillover-crossover-spillover model of dual-career couples. *Journal of Knowledge Management, 27*(9), 2499–2525. https://doi.org/10.1108/JKM-06-2022-0458

Srivastava, S. (2007). Women in Workforce: Work and Family Conflict. *Management and Labour Studies, 32*(4), 411–421. https://doi.org/10.1177/0258042X0703200401

Sung, M., & Ki, P. (2021). Child happiness associated with paternal profiles in parenting behaviors and work-family balance. *Journal of Comparative Family Studies, 52*(3), 397–423. https://doi.org/10.3138/jcfs.52.3.05

Tan-Wilson, A., & Stamp, N. (2015). College students' views of work–life balance in STEM research careers: Addressing negative preconceptions. *CBE Life Sciences Education, 14*(3). https://doi.org/10.1187/cbe.14-11-0210

Tement, S., Mihelič, K., & Kubicek, B. (2023). Time pressure, work-related spousal support seeking, and relationship satisfaction: Spillover and crossover effects among dual-earner couples. *Stress and Health : Journal of the International Society for the Investigation of Stress*. https://doi.org/10.1002/smi.3232

Thompson, M. J., Carlson, D., Crawford, W. S., & Kacmar, K. M. (2021). My Partner Made Me Do It: The Crossover of a Job Incumbent's Job Tension to the Spouse's Workplace Incivility. *Human Performance*. https://doi.org/10.1080/08959285.2021.1951271

Vashisht, S., Punj, N., & Vashisht, R. (2022). A qualitative analysis of experiences of work-life integration of dual career couples. *International Journal of Business and Globalisation, 31*(2), 216. https://doi.org/10.1504/ijbg.2022.10051113

Vohlídalová, M. (2014). Academic mobility in the context of linked lives. *Human Affairs, 24*(1), 89–102. https://doi.org/10.2478/s13374-014-0208-y

Wang, X., Liu, S., Wu, X., Ren, Y., & Zou, S. (2023). Work–family conflict, educational involvement, and adolescent academic engagement during COVID-19: An investigation of developmental differences. *Family Relations, 72*(4), 1491–1510. https://doi.org/10.1111/fare.12852

Wheatley, D. (2012). Work-life balance, travel-to-work, and the dual career household. *Personnel Review, 41*(6), 813–831. https://doi.org/10.1108/00483481211263764

Xie, X. (2023). Sociological Analysis of the Conflict between Work and Family Roles in Dual-employee Families. *Journal of Education and Educational Research*. https://doi.org/10.54097/jeer.v6i1.14175

Yu, H., Smith, A. N., & Dimotakis, N. (2025). Dollars and Domestic Duties: A 22-Year Study of Income, Home Labor, and Gendered Career Outcomes in Dual-Earner Couples. *Journal of Organisational Behavior*. https://doi.org/10.1002/job.2879

Zaman, S., & Shahid, M. (2023). Gender Roles and Work-Family Balance among Dual-Earner Couples in Pakistan. *Journal of Media and Entrepreneurial Studies*. https://doi.org/10.56536/jmes.v3i.27