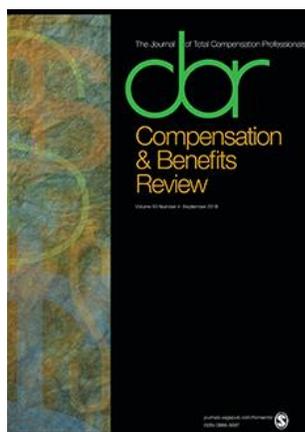


Compensation and Benefits Review (CBR) Special Issue Call for Papers:

The inadvertent consequences of dual-income households

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In the 19th century, you could tell how poor someone was by how many hours they worked (The Economist, 2014). Today, in the US, working long hours and having a busy lifestyle is a badge of honor and a signal of high status (Bellezza, Paharia, & Keinan, 2017; Gershuny, 2005). What is the outcome of this cultural transformation over the meaning of work? Today, an increasing number of working adults experience time poverty—the chronic feeling of having too many things to do and not enough time to do them (Brown & Kasser, 2005; Goodin, Rice, Bittman, & Saunders, 2005; Perlow, 1999). Analyzing Gallup survey data with over 2.5 million Americans, Whillans (2019) found that as many as 80% of respondents felt time poor—like they didn’t have enough time to complete work or spend time with friends or family. In turn, employees’ reports of time poverty had a stronger negative effect on life satisfaction than being unemployed. With the rise of the gig economy, flexible scheduling, and non-traditional ways of working (Manyika et al., 2016), employees should be richer for time than before. Yet, employees are increasingly time stressed.

Time stress directly accounts for billions of dollars per year in productivity costs for companies (not including the secondary costs, such as medical plan claims) and, respectively, in healthcare costs for governments and employees (Burton et al., 2005; Burton, Conti, Chen, Schultz, & Edington, 1999; Goh, Pfeffer, & Zenios, 2015). Goh et al. (2015) found that workplace practices, such as long work hours or overtime, are directly associated with excess death (120,000 deaths per year) and with excess healthcare costs (about 5%–8% of the annual healthcare costs, comparable to the \$174 billion estimated cost of diabetes in the US in 2007; Centers for Disease Control and Prevention, 2011).

There are many reasons why employees feel busier, less happy, and more pressed for time than in previous decades. One underexplored contributing factor to the rise of time stress and unhappiness could be the increased number of dual-income households. In 2016, 66% of couples with children under the age of 18 were dual-income families, compared to only 49% in 1970 (Pew Research Center, 2016). Despite these trends, there has been little systematic and rigorous empirical research examining the consequences of the rise of dual-income households for critical outcomes including starting salaries, status of one’s position at work, duties at home, as well as employee stress, happiness, and work-life balance. With this in mind, we pose the following question: *How do dual-income households shape employee-level, organization-level, and societal-level outcomes?*

To help individuals, organizations, and policy makers first understand and then begin to address the consequences of increased rates of dual-income households, and in line with the *Compensation and Benefits Review (CBR)* mission of using empirical research to address poorly understood, yet important phenomena for management and organizations related to compensation, we are proposing a Special Topic entitled “*The inadvertent consequences of dual-income households.*” We are interested in answering this broad and important question by considering micro phenomena (individual-level), macro phenomena (societal-level), and all levels in between (see also Bryant, 2017). The questions we may consider in this special topic are numerous. Some examples include (but are not limited) to the following:

1. **Supply & Demand:** Has the increase in dual-income households in the US affected supply and demand of jobs available on the market? If yes, how?
 - a. Has an increase in dual-income households resulted in one partner turning to less formal and more precarious forms of work (such as the gig-economy)?
 - b. How are such employment patterns determined by macro-economic factors, like unemployment rates, income inequality, temporary contracts, increased mobility, and the availability of high-skilled jobs in the market?
2. **Organizational Psychology:** Are hiring managers and employees influenced by the knowledge that their employees have gainfully employed partners or family at home?
 - a. When an employee has a gainfully employed partner or spouse, are managers more likely to pass these individuals over for raises and promotions?
 - b. Are managers more likely to terminate these employees’ contracts when faced with the choice?
 - c. Does having a partner who works full-time influence employee willingness to negotiate starting salaries or persistently seek out raises or promotions (depending on how much their partner makes relative to household debts and cost of living)?
3. **Family/Individual Psychology:** How do dual-income households shape family and gender dynamics?
 - a. How does the increase in dual-income households influence the incentives of both partners to do more or less work at home? Has the increase in dual-income households resulted in one partner taking up more unpaid work at home? Or, do households outsource more now, resulting in higher costs and lower savings?
 - b. How do dual-income households shape kids’ aspirations for their careers (depending on which parent makes more money and their hours worked)?
 - c. How do dual career families make strategic use of two sets of benefits? Are their respective health plans made redundant for example? Or are employers offering / employees demanding a buffet style benefits plan where dual career families could maximize benefits by choosing complementary options.
4. **Positive Organizational Psychology:** Can the rising rates of dual-income households help to explain the rise in time stress, burn-out, and unhappiness among working Americans in the last several decades (at the macro-level)?
 - a. How do changes in the number of income earners in a household (from single- to dual-income households) shape the happiness, stress, and work-life balance of individuals, couples, and families?
 - b. What factors ensure a smooth transition from one income earner in a household to having more than one income earner in a household?

- c. Are wealthier families affected less by the stress of being a dual-income family because they are more easily able to hire help (like housecleaners and nannies?).
5. **Social Norms:** Has the increase in dual-income households shaped the norms around work (working long hours is accepted as a norm and more tolerated), family life, and social life?

Process: Manuscript submissions are open now and will remain open until September 30, 2019 through [CBR SAGE Track](#). The CBR editorial team will manage the submissions, with the help of appropriate Guest Associate Editors.

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