Work-life Balance Crafting and Well-being of Workers in Dual Income Relationships in the Philippines

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The purpose of this paper is to identify the work-life balance crafting strategies of workers in dual income relationships in the Philippines, and to explore their relationship with well-being. A sequential exploratory mixed-method approach was utilized. Interviews were first conducted among 12 workers in dual income relationships. The qualitative data was used to create a work-life balance crafting scale administered in a survey. Factor analysis yielded eight work-life balance crafting strategies: 1) Nourishing connection with spouse/partner, 2) Managing finances, 3) Nurturing social relationships, 4) Cultivating extended family care and support, 5) Aligning work with family values, 6) Working productively, 7) Managing time and planning, and 8) Strengthening faith and service. All work-life balance crafting factors were positively correlated to well-being with nourishing connection with spouse/partner and managing time and planning as significant predictors of well-being. This study contributes to nascent research on work-life balance crafting by exploring it in the context of dual income couples in a collectivist and low- and middle-income country.

Keywords: work-life balance, crafting, well-being, dual-income, Philippines

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The number of dual income couples around the world has increased (Falkenberg & Monachello, 1990; Ortega & Hechanova, 2010; van Gils & Kraaykamp, 2008), and this may be due to socio-economic factors such as the rise of married women joining the workforce and economic necessities (Viers & Prouty, 2002). In the US for example, 80% of employees in 2008 were part of dual income couples, compared to 66% in 1977 (Galinsky et al., 2009). In the Philippines, more women have entered the workforce in the recent years, with the employment rate for women at 88% in 2000 and increasing to 94% in 2016 (Philippine Statistics Authority, 2017). Notably, there has also been an increase in the number of married individuals in the country's workforce, with approximately 23,997,000 being reported in 2012 to 26,935,000 in 2016 (Philippine Statistics Authority, 2017).

Workers in dual income relationships operate in multiple interrelated domains, particularly that of work and home (Frone et al., 1992; Voydanoff, 2008). Because of role pressures that may be incompatible, they often experience work-family conflict (Greenhaus & Beutell, 1985). The negative association between work-family conflict and well-being has been well documented (Anderson et al., 2002; Frone et al., 1997). Studies have found that demands in different domains serve as stressors that contribute to work-family conflict and poor well-being (Greenhaus et al., 1989; Ortega & Hechanova, 2010; Roxburgh, 2012). At the same time, workers in dual income relationships also utilize resources in various domains to help them adapt to these demands (Haddock et al., 2006; Kundu et al., 2016; Ortega & Hechanova, 2010).

This study focuses on work-life balance crafting, which refers to workers' proactive attempts to manage their work-life balance (Gravador & Calleja, 2018; Sturges, 2012). Furthermore, the study identifies factors of work-life balance crafting that may be helpful in increasing the well-being of workers in dual income relationships. Although there is much literature on work-life balance and crafting in developed economies, there is a need for more contextualized studies on dual income couples (Viers & Prouty, 2002). As such, this study contributes to literature by exploring the work-life balance crafting and well-being of dual income couples in the Philippines.

Work-life Balance Crafting

Work-life balance (WLB) is "the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities" (Kalliath & Brough, 2008, p. 326). WLB is often viewed from the perspective of what organizations can do to promote work-life balance among their employees. However, an important element in WLB is agency. As such there are emerging studies on employee agency and the proactive behaviors (i.e. "crafting") that individuals employ to balance their demands and resources (Bakker & Demerouti, 2007; Demerouti & Bakker, 2011).

Early studies on crafting behaviors focused initially on job crafting, defined as "the changes that employees may make to balance their job demands and job resources with their personal abilities and needs" (Tims et al., 2012, p. 174). However, research on crafting behaviors has expanded beyond the work domain. Leisure crafting refers to individuals' proactive attempts to engage in leisure activities for the purpose of goal setting, human connection, and personal growth (Petrou & Bakker, 2016). Meanwhile, home crafting describes how individuals balance resources and demands in the home domain with their personal needs and abilities (Demerouti et al., 2019). Given that workers in dual income relationships operate in multiple but interrelated domains (Voydanoff, 2008; Frone et al., 1992), it important to view crafting behaviors in multiple domains.

This study focuses on work-life balance crafting or the behaviors and strategies that dual income couples employ to actively manage their work-life balance (Sturges, 2012). Taking inspiration from previous definitions of domain-specific crafting behaviors, work-life balance crafting is conceptualized as the changes that individuals make to balance the demands and resources across various domains with their personal abilities and needs. There is evidence that work-life balance crafting behaviors such as protecting private time and working efficiently predict work-life balance, and that protecting private time, fostering relationships with family and work-life balance predict subjective well-being (Gravador & Calleja, 2018).

Previous studies suggest that work-life balance crafting can focus on physical, relational and cognitive factors (Caringal-Go et al., 2022; Gravador & Calleja, 2018; Sturges, 2012). For example, physical work-life balance crafting strategies include shaping "physical" factors like location and time, and include behaviors such as managing time, managing work-tasks and using technology. Relational work-life balance crafting involves managing work and non-work relationships in order to promote work-life balance. Cognitive work-life balance crafting strategies include making compromises and embracing the fluidity of work, rest and leisure.

Literature on work-life balance crafting has focused on full-time employees from different industries (Gravador & Calleja, 2018), young professionals (Sturges, 2012), and telecommuting employees (Caringal-Go et al., 2022). Meanwhile, previous studies on dual income couples and working parents have elicited adaptive strategies such as scaling back work engagements (Becker & Moen, 1999) and work restructuring (Karambayya & Reilly, 1992), strengthening support systems, having open communication, using technology, and delegating work (Bisschoff et al., 2019; Edralin, 2012). A study on women entrepreneurs identified other strategies such as bringing children to work, learning to multitask, and consulting family about workplace-related concerns, which notably intersect both work and home domains (Edralin, 2012). Other studies have identified behaviors such as making decisions proactively, taking pride in dual earning, and planning, time management and prioritizing (Haddock et al., 2001; Bisschoff et al., 2019).

Work-life Balance Crafting and Wellbeing

The interest in work-life balance crafting is its possible role in enabling well-being. Subjective well-being is described as the "overall evaluation of the quality of a person's life from her or his own perspective" (Diener et al., 2018, p. 1). It is often operationalized as life satisfaction, and reflects a person's belief that their life is "desirable, pleasant and good" (Diener, 2009, p. 1). Indeed, there is evidence of a positive relationship between work-life balance crafting and well-being (De Bloom et al., 2020; Gravador & Calleja, 2018).

It is also important to note that context and culture may influence well-being (Diener et al., 1997; Steel et al., 2018) and work-life balance/conflict (Allen et al., 2015). Crafting and the relationship between crafting behaviors and well-being are likewise influenced by context and culture (De Bloom et al., 2020; Yepes-Baldó et al., 2018). Unfortunately, much of the literature has emanated from the West and there is a need for more studies on dual income couples and work-life balance that focus on non-Western/Caucasian samples (Kengatharan, 2015; Viers & Prouty, 2002).

To help address this gap, this study was conducted in the Philippines, a low- and middle-income country in the Asia-Pacific region where unemployment is a concern and wealth gaps are wide (de Vera, 2022; The World Bank, 2022). Tsui (2008, p. 124) suggests that, "rising aspirations for wealth creation, an accelerating work pace of industrialized societies, together with a mounting pressure caused by intensified education/job competitions, produce work-life imbalance and create stress". Thus, the economic pressures to provide for one's family may explain the rise in dual-career couples in the Philippines.

Another important factor to consider is culture. The Philippine culture is described as collectivist (Hofstede, 1980). In collectivist cultures, the self is linked to significant others. Indeed, family has been identified as an important source of support for Filipinos in a variety of challenging contexts (Sy & Hechanova, 2020; Martinez et al., 2020). Moreover, studies have also highlighted how providing for family is an important motivator for Filipino workers (Ilagan et al., 2014; Caringal-Go & Canoy, 2019). It has also been suggested that well-being for Filipinos involves family, economic, psycho-emotional, occupational and spiritual dimensions with family as core element (Samaco-Zamora & Fernandez, 2016). This emphasizes the importance of studying how work-life balance crafting behaviors across various domains affect the well-being of Filipino workers in dual income relationships.

Given these, this study asks the following research questions:

1. What are the work-life balance crafting strategies of Filipino workers in dual income relationships?
2. Do these work-life balance crafting strategies predict well-being?

Method

This study utilized a sequential exploratory mixed method approach. In Phase 1, interviews were conducted to identify the work-life balance crafting behaviors of workers in dual income relationships. The qualitative data was then used to develop a measure for work-life balance crafting that was administered through a survey in Phase 2, the results of which is the focus of this paper. Factor analysis and multiple linear regression were used to analyze the quantitative data. The study obtained ethics clearance from the university's Research and Ethics Committee.

Phase 1: Interviews

Sample. Given the dearth of contextualized studies on the work-life balance crafting strategies of workers in dual income relationships, face-to-face interviews were first conducted among 12 individuals (six dual income couples, with each member of the dyad interviewed separately). Participants' ages ranged from 30 to 48, with the mean age being 37. The participants had at least one dependent child to support, and the ages of their children ranged from four months to 16 years. The participants were employed in different types of organizations, with five working in corporations, two in corporate foundations, three in social enterprises, one in an academic institution, and one in a non-profit organization. In terms of educational background, one participant had a high school degree, six had bachelor's degrees and five had master's degrees. They occupied various positions (e.g. maintenance, sales supervisor, communications manager), and different job levels were represented (i.e., rank-and-file, supervisory, managerial, and individual contributor).

Data Collection. Purposive sampling was utilized and informed consent forms were signed prior to conducting the interviews. In line with the conceptual definition of work-life balance crafting, semi-structured interviews explored the demands that they face in various domains, the resources that they rely on in various domains, and the work-life balance crafting behaviors that they engage in in relation to the demands and resources. In particular, the following questions were asked in the interviews:

1. What are the regular demands and challenges that you experience as part of a dual-income couple? (These can include personal, family-related, work-related, social, or other kinds of demands and challenges).

2. What resources do you use or rely on as part of a dual income couple to help meet the demands or achieve your goals? (These can be psychological, physical, organizational, social, or other types of resources).

3. What strategies do you utilize to effectively meet these demands, increase your resources or achieve work-life balance?

Data Analysis. Thematic analysis was conducted using steps prescribed by Clarke and colleagues (2015): familiarization with the data, coding, searching for themes, reviewing themes, defining and naming themes and writing the report. To increase rigor in the analysis, multiple coding was done (Barbour, 2001). That is, two researchers first independently coded the data prior to discussing and refining the themes. Verbatim quotations from the transcripts were listed for each theme generated. Given that results were to be used as items in the work-life balance crafting scale in quantitative survey of Phase 2 (and that these items would be further subjected to factor analysis), the researchers favored specificity in identifying themes. In this manner, all the work-life balance crafting strategies listed in the survey were based on the experiences of Filipino workers in dual income relationships. These items were then presented to an expert to further ensure face validity.

Phase 2: Quantitative Survey

Sample. Participants for the quantitative survey were workers in dual income relationships (i.e., the respondent and his/her spouse/ partner both contribute to the household income), with at least one dependent child (below 18 years old) being supported. The final N was 252 (64% female and 36% male), and the average age of the respondents was 37.20. All participants were full-time employees, and they worked for an average of 44.08 hours per week. Most of

the respondents were married to their partners (87%), whereas the remainder were unmarried but cohabiting (13%). The average length of being married or cohabiting was 9.84 years. All participants were parents and the average number of children was 2.08, with the average age of the youngest child being six years old. Participants occupied different job levels and worked in various industries, with the highest frequencies from government (21%) and education (14%). All income levels were represented, with the highest frequencies coming from the Php 38,081 – Php 66,640 income cluster and Php 19,041 - Php 38,080 income cluster (21% and 27% respectively) based on personal monthly income, and Php 66,641 – Php 114,240 income cluster and Php 38,081 – Php 66,640 income cluster (23% and 24% respectively) when joint monthly household income is considered (Albert et al., 2018).

Data Collection. Purposive and snowball sampling were utilized. Pen-and-paper and online surveys were both available in English or Filipino (back-translated), depending on the preference of the respondent. Active consent for participating was obtained by first providing an introductory message which included all pertinent details such as the study topic, survey procedure, and participants' rights. Those who consented continued to answer the questions. Those who declined could simply close the window (for online) or discard/ return the unanswered survey form (for pen-and-paper) with no consequence. As a token of appreciation for their participation, gift certificates were raffled off to respondents.

Majority (64%) were from pen-and-paper responses, whereas 36% came from the online format. Based on independent samples t-tests, there were no significant differences between pen-and-paper and online formats on work-life balance crafting [$t(250)= -1.31$, $p = 0.19$] and well-being [$t(250)= 1.16$, $p = 0.25$].

Work-life balance crafting. This scale consisted of 49 items that measure the extent to which individuals in dual income relationships practice the work-life balance crafting behaviors identified. Sample items include "going on dates with my spouse/partner" and "choosing a company with flexible work practices and family-friendly culture". Using a five-point Likert scale where 1 = never and 5 = always, participants rated how frequently they practice the behaviors listed. Two items with item-total correlations below 0.20 were removed and

the remaining items were subjected to factor analysis. Cronbach's alpha was 0.92.

Well-being. Well-being was measured using the satisfaction with life scale of Diener and colleagues (1985), a widely used subjective well-being scale. Items include "the conditions of my life are excellent" and "I am satisfied with my life." A seven-point Likert scale was used, where 1 = strongly disagree and 7 = strongly agree. This scale was chosen because it does not identify specific dimensions, but rather, allows the participants to draw on domains that are relevant to their own personal experience (Pavot & Diener, 1993). Cronbach's alpha was 0.88.

Data Analysis Procedure. Factor analysis was conducted to identify the factors of work-life balance crafting. The Delphi method was then utilized to label the resulting factors -- four experts were asked to suggest labels that best encapsulate the themes given the items that loaded. Finally, multiple linear regression was conducted to identify which of the factors significantly predicted well-being.

Results

Work-life Balance Crafting Strategies

The first research question aimed to describe work-life balance crafting strategies of Filipino workers in dual income relationships. Exploratory factor analysis with varimax rotation was first conducted on items in the work-life balance crafting scale, and this resulted in eight factors. The Kaiser-Meyer-Olkin (KMO) was 0.84 indicating adequate sample size, and Bartlett's test of sphericity was significant at $p < 0.01$. There was an absence of multicollinearity among the independent variables given that none of the correlation coefficients were greater than 0.80. Principal axis factoring with factor loadings suppressed at > 0.4 was then conducted to test the eight-factor structure. Fifteen (15) items were removed because they cross-loaded on different factors or did not load on any factor. Table 1 shows the factor loadings of the remaining 32 items, as well as the descriptive statistics and Cronbach's alpha of each factor. Cronbach's alphas for the factors ranged from 0.61-0.85. The Delphi approach was used to label the eight factors, the items of which are summarized in Table 1.

Table 1. *Work-life balance crafting*

	Nourishing connection with spouse/partner	Managing finances	Nurturing social relationships	Cultivating extended family care and support	Aligning work with family values	Working productively	Managing time and planning	Strengthening faith and service
Constantly communicating with my spouse/partner	0.77							
Asking for advice from my spouse/partner	0.75							
Doing errands together with my spouse/partner	0.72							
Being transparent with my spouse/partner about my finances	0.62							
Finding ways to effectively manage conflicts with my spouse/partner	0.59							
Going on dates with my spouse/partner	0.55							
Sharing financial resources as a couple	0.55							
Being aware of my personal financial status		0.78						

Table 1. *Continued*

	Nourishing connection with spouse/ partner	Managing finances	Nurturing social relation-ships	Cultivating extended fam-ily care and support	Aligning work with family values	Working productively	Managing time and planning	Strengthening faith and service
Planning a budget		0.68						
Living within our family's means		0.65						
Having small daily strategies to save money and minimize expenses		0.47						
Talking to friends			0.81					
Asking for advice from friends			0.76					
Building relationships in the workplace			0.53					
Sharing my interests and hobbies with officemates			0.50					
Aligning with extended family on how I want the children to be raised				0.68				
Being open to extended family members about my need for help				0.65				

Table 1. *Continued*

	Nourishing connection with spouse/partner	Managing finances	Nurturing social relationships	Cultivating extended family care and support	Aligning work with family values	Working productively	Managing time and planning	Strengthening faith and service
Making a plan for how to care for my extended family (for example, elderly parents)				0.55				
Asking for advice from my parents				0.53				
Choosing a company with flexible work practices and family-friendly culture					0.73			
Choosing a job that is aligned with the family's vision and values					0.64			
Being transparent with my boss about family needs and priorities					0.52			
Taking initiative at work						0.65		
Ensuring that my work tasks are completed on time						0.62		
Having a positive mindset						0.54		

Table 1. *Continued*

	Nourishing connection with spouse/partner	Managing finances	Nurturing social relationships	Cultivating extended family care and support	Aligning work with family values	Working productively	Managing time and planning	Strengthening faith and service
Planning ahead of time							0.64	
Proper scheduling to be able to better distribute time							0.56	
Making a personal plan for the future							0.50	
Travelling and going on vacation							0.46	
Meeting with a spiritual director								0.74
Service-oriented volunteering outside of work (for example, for non-profit organizations)								0.51
Praying								0.41
Mean (Standard Deviation)	4.14 (0.65)	4.06 (0.70)	3.55 (0.71)	3.22 (0.87)	3.89 (0.86)	4.23 (0.60)	3.67 (0.65)	2.98 (0.85)
Cronbach's alpha	0.85	0.79	0.80	0.77	0.74	0.72	0.73	0.61

Nourishing connection with spouse/partner involves communicating honestly and regularly with the partner, spending time together, and effectively managing conflicts that may arise. Managing finances focuses on being aware of the family and personal financial standings and finding ways to stay within budget. Nurturing social relationships involves communicating with friends (whether within or outside the workplace) and sharing interests with them. Cultivating extended family care and support refers to communicating with parents or other extended family members, being open to them about personal needs, and planning how to care for them as well. Aligning work with family values includes behaviors that ensure that family needs and values are not compromised by the demands of the job. Working productively refers to being proactive in getting things done at work and having a positive mindset. Managing time and planning involves managing personal schedules and planning adequately for long-term goals or short-term tasks. Finally, strengthening faith and service involves asking for spiritual advice and practicing one's faith through prayer and service to others.

The factor means all fell within the upper ranges of the Likert scale which suggest that individuals in dual income relationships practice these work-life balance crafting strategies often. Based on the means, working productively and nourishing connection with spouse/partner are the most practiced, whereas strengthening faith and service and cultivating extended family care and support are the least practiced.

Relationship Between Work-life Balance Crafting Factors and Well-being

The second research question aimed to examine the relationships of the identified work-life balance crafting factors with well-being (see Table 2). All work-life balance crafting strategies had significant weak positive correlations with well-being. This suggests that as the practice of these eight work-life balance crafting strategies increases, well-being also increases.

Multiple linear regression was conducted to identify whether the eight work-life balance crafting factors predicted well-being. The regression equation for well-being was significant, with $F(8,243) = 9.40$, $p < 0.01$, indicating a collective significant effect between the

Table 2. *Correlations of work-life balance crafting factors with well-being*

	1	2	3	4	5	6	7	8	9
1. Nourishing connection with spouse/partner									
2. Managing finances	0.36**								
3. Nurturing social relationships	0.18**	0.19**							
4. Cultivating extended family care and support	0.40**	0.27**	0.46**						
5. Aligning work with family values	0.40**	0.18**	0.34**	0.39**					
6. Working productively	0.35**	0.35**	0.32**	0.33**	0.24**				
7. Managing time and planning	0.39**	0.44**	0.31**	0.33**	0.34**	0.45**			
8. Strengthening faith and service	0.19**	0.34**	0.26**	0.24**	0.24**	0.28**	0.40**		
9. Well-being	0.44**	0.20**	0.19**	0.22**	0.21**	0.30**	0.33**	0.17**	

Note: * $p < 0.05$, ** $p < 0.01$

eight work-life balance crafting factors and well-being. A quarter of the variance in well-being was explained by the work-life balance crafting factors ($R2 = 0.24$). Of the eight strategies, two were significant predictors. Nourishing connection with spouse/partner was a significant moderate positive predictor of well-being, with $\beta = 0.35$, $p < 0.01$. The squared semi-partial correlation indicates that 8.35% of the variance in well-being is uniquely explained by this factor. Managing time and planning was also a significant weak positive predictor of well-being with $\beta = 0.15$, $p < 0.05$. The squared semi-partial correlation indicates that 1.39% of the variance in well-being is uniquely explained by this factor. The remaining six factors were not significant predictors of well-being.

Discussion

This study contributes to literature on crafting by highlighting how a specific kind of crafting – that of work-life balance crafting – can influence the well-being of Filipino dual-income workers. It provides support for the conceptualization of work-life balance crafting as the changes that individuals make to balance the demands and resources across various domains with their personal abilities and needs. Eight factors emerged with regards to work-life balance crafting, and they point to the relevance of different domains for dual income couples. Within the family domain are the factors of nourishing connection with spouse/partner and cultivating extended family care and support. Clearly within the work domain is working productively. Other domains beyond work and home also appeared to be relevant, as seen in the factors of nurturing social relationships, and strengthening faith and service. The permeability of boundaries between domains can be most observed in the factors of managing finances, aligning work with family values, and managing time and planning.

Several of these factors are comparable to those found in the few early studies on work-life balance crafting. Common factors include nurturing social relationships and working productively (akin to 'working efficiently' in Gravador & Calleja, 2018 and 'managing work tasks' in Caringal-Go et al., 2022). Moreover, the factor of managing time and planning has also been found in previous studies ('managing

time' in Caringal-Go et al., 2022, or 'temporal crafting' in Sturges, 2012) and includes planning for vacations (identified as a standalone factor in Gravador & Calleja, 2018). The factor of aligning work with family values is similar to limiting work demands, protecting private time (Gravador & Calleja, 2018) and choosing a job (Sturges, 2012). The aforementioned studies focused on young professionals (Sturges, 2012), full-time employees in different life stages (Gravador & Calleja, 2018), and employees telecommuting during a crisis (Caringal-Go et al., 2022). Thus, it can be said that several of the work-life balance crafting factors of individuals in dual income relationships are similar to those of the broader working population.

Previous studies also identified managing relationships with family as a work-life balance crafting strategy (Gravador & Calleja, 2018; Sturges, 2012; Caringal-Go et al., 2022). Results of this current study echo this finding, but more concretely distinguish between specific family relationships. Particularly, the crafting behaviors of workers in dual income relationships was focused on relationships with spouse/partner, and relationships with extended family members. This nuancing highlights the unique role of the spouse/partner in alleviating demands and building resources within dual income relationships. Extended family members constitute a separate factor outside of the partnership that helps enable work-life balance, supporting findings that a valuable social support in family-oriented cultures such as the Philippines includes the assistance provided by extended family members like grandparents, in-laws, aunts and uncles (Ortega & Hechanova, 2010).

However, two other work-life balance crafting factors appear to be unique to the literature. Strategies to manage finances emphasize the strong connection between employment and family life among Filipinos (Ilagan et al., 2014; Caringal-Go & Canoy, 2019). These crafting strategies help contribute to the work-life balance of dual income workers by addressing the financial demands and challenges associated with supporting a family. In a Filipino household, top expenditures include food, housing and utilities, transportation, and miscellaneous goods and services (Congressional Policy and Budget Research Department, 2022). Financial challenges are further highlighted by the fact that the Philippines is a lower middle-income

country (de Vera, 2020), where poverty is a recurrent challenge (Asian Development Bank, 2009). A recent survey on self-reported poverty, for example, showed that almost half of Filipino families feel they are poor (Lalu, 2020). Thus, enhancing work-life balance for dual income couples in the country also entails finding ways to maximize the financial resources earned in the work domain in order to address the financial demands in the family domain.

The other factor that appears to be unique to literature is strengthening faith and service. The relevance of this factor may be attributed to cultural influences, given that majority of the population of the Philippines have a religious association (Philippine Statistics Authority, 2015). Spirituality shapes how Filipinos cope through difficult situations (Hechanova & Waelde, 2017), thus, it can be considered a relevant resource that helps dual income workers respond to the demands they face in various domains.

Most factors are in line with the typology of work-life balance crafting as physical, relational and cognitive strategies. In particular, nourishing connection with spouse/partner, nurturing social relationships, and cultivating extended family care and support unambiguously pertain to relational work-life balance crafting strategies. Strengthening faith and service may also be classified under relational crafting, as the items within this theme point to strengthening one's relationship with God and other people (through spiritual conversations and acts of service). Meanwhile, managing finances and managing time and planning appear to focus on physical aspects of various domains. Classifications are not as apparent for the two other themes, whose items appear to represent different typologies. Working productively involves both physical and cognitive crafting strategies; aligning work with family values includes cognitive and relational crafting strategies. This echoes Caringal-Go and colleagues' (2022) recent study wherein overlaps among different themes were observed, and may perhaps be reflective of the blurry boundaries between domains of dual income couples.

A key finding of this study is the relationship of work-life balance crafting with well-being among workers in dual income relationships. Indeed, results provide further support on the positive relationship between work-life balance crafting and well-being (De Bloom et al.,

2020; Gravador & Calleja, 2018), highlighting the importance of enhancing work-life balance crafting strategies in order to promote employee well-being.

Limitations and Future Research

This is an exploratory study, and as such, several suggestions can be made on how to enrich future research in this area. First, future research can explore how socioeconomic variables such as income level, position, and type of employment may impact the work-life balance crafting strategies of dual income parents. Gender is likewise an important variable to consider, as studies have consistently pointed to differences in experiences among working mothers and fathers (for example, see Chung & van der Lippe, 2020; Offer, 2014; Borelli et al., 2017). Thus, future studies may explore nuances in work-life crafting by gender. In addition, there may intersectionality between gender and income. Might Filipino working women in dual-income families be more inclined to employ crafting strategies because of their role as mothers or because they have less income and less power? These are questions that merit further research.

Similarly, cross-cultural studies to examine differences and similarities on work-life balance crafting behaviors among couples from different countries may be warranted. The validation and refinement of the work-life balance crafting scale with more diverse populations would also be beneficial.

A limitation of this study is its focus on individuals in dual income relationships, and not the couple as a single unit of analysis. Although it is possible that for some survey responses, both partners within a relationship fit the inclusion criteria and may have both responded, the study was unable to match the data and consider interdependency. Future studies may therefore deliberately analyze on the level of the couple by gathering data from both partners within the relationship and matching their responses. In this manner, the impact of the work-life balance crafting of an individual on the well-being of their partner may be explored.

Lastly, another limitation is the study's cross-sectional and self-report design. This raises the possibility of reverse causality and the

uncertainty regarding the temporal relationships of the variables. Thus, future research can utilize multiple sources of data and employ longitudinal designs.

Implications

Limitations notwithstanding, the results pose a number of implications to support Filipino dual-income couples achieve work-life balance and enhance their well-being. The first is the importance of nurturing the couple's relationship. Especially when their children are young, a common challenge for dual-income couples is finding time for themselves. The results do suggest that it is important for individuals in dual income relationships to nourish their relationships with their partners. Towards this end, efforts to improve communication (for example, through communication training) and carving out exclusive time with them may be beneficial (Farbod et al., 2014). Moreover, although this factor appears to be focused solely on the couple, resources in other domains may also prove to be helpful in enhancing couples' relationships. For example, extended family and trusted friends can be asked to help care for the children and allow couples to spend more exclusive time together.

The results suggest the importance of time management and adequate planning for workers in dual income relationships in order to address the demands they face in various domains. To this end, coaching on career development by mentors in the organization may be beneficial in planning for long-term career goals. Planning also involves scheduling tasks/appointments, which may be developed through trainings on time management and the utilization of scheduling apps or task/time management tools.

Beyond what workers do, the results also suggest what employers can do to enable work-life balance. For example, providing sufficient leaves for employees encourages time for personal, couple, or family vacations. Some organizations even provide family leaves over and above vacation leaves. Benefits related to child-care for dual-income couples may also be useful for those without extended families or household support. Policies on overtime and resources to enable workers to work productively without doing overtime may also be

ways organizations can support workers who balance work and family. Employers may also supplement work-life balance crafting strategies by providing training on personal financial management and providing spiritual support as part of employee relations initiatives.

Conclusion

This study contributes to emerging literature on crafting by examining different work-life balance crafting strategies that dual income couples in the Philippines utilize. It elicited eight strategies: 1) Nourishing connection with spouse/partner, 2) Managing finances, 3) Nurturing social relationships, 4) Cultivating extended family care and support, 5) Aligning work with family values, 6) Working productively, 7) Managing time and planning, and 8) Strengthening faith and service. All of these are correlated to well-being although nourishing connection with spouse/partner and managing time and planning were the most predictive of well-being. Although majority of work-life balance strategies have been previously identified in the literature, two strategies: managing finances and strengthening faith may be contextual and may be useful for organizations operating in collectivist and developing economies.

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