

"A man is  
great by  
deeds, not by  
birth"  
-Chanakya

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**Unpartnered but Not Invisible: The Rise of Singlehood and Its Implications  
for Management Research**

Prapti Aggarwal<sup>1</sup>

K Unnikrishnan Nair<sup>2</sup>

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Please contact the corresponding authors, if you would like to access the full paper.

<sup>1</sup> Doctoral Candidate, Organizational Behaviour and Human Resources Area, IIM Kozhikode

<sup>2</sup> Professor, Organizational Behaviour and Human Resources Area, Indian Institute of Management Kozhikode, IIMK  
Campus PO, Kunnamangalam, Kozhikode, Kerala 673 570, India; Email - unni@iimk.ac.in, Phone Number - 0495-2809247

## **Unpartnered but Not Invisible: The Rise of Singlehood and Its Implications for Management Research**

### **Abstract:**

This article establishes 'singles' as a rapidly growing global demography, challenging traditional assumptions about workforce composition. Despite its increasing prevalence, scholarly attention within management remains nascent, often treating singlehood as a residual category opposite to coupled rather than a distinct category. In this article, we argue that this demographic shift is ripe for attention of management scholars and highlight gaps in management literature where future inquiry may be directed. In the first phase, this article scans macro-environment trends in age at marriage, divorce rates, conversation in popular media and cultural and institutional recognition that establish relevance of time as well as context for single studies. In phase 2, a systematic review of the burgeoning academic interest in singlehood across various disciplines is presented, highlighting the surprisingly limited engagement within the management domain. Finally, a comprehensive, theoretically grounded research agenda for management scholars is proposed, urging a proactive and intersectional approach to understand and support the unique needs and contributions of single employees. Keywords: Demographic shift, Inclusion & Diversity, Intersectionality, Singlehood, Singlism, Systematic review, Talent management, Work-life balance.



भारतीय प्रबंध संस्थान कोषिककोड  
Indian Institute Management Kozhikode  
*Globalizing Indian Thought*

Research Office  
Indian Institute of Management Kozhikode  
IIMK Campus P. O.,  
Kozhikode, Kerala, India,  
PIN - 673 570  
Phone: +91-495-2809237/ 238  
Email: [research@iimk.ac.in](mailto:research@iimk.ac.in)  
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