

Work-Family Conflict of Career Man and Career Woman with Family Well-Being in the City of Kupang

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Abstract. Along with the times, not only do men make a living, but women also have a role in earning a living for the family. This causes problems in carrying out their roles as mothers and career women, thus making one another's roles unable to be carried out correctly and fairly. This study aims to explain the relationship between work-family conflict between career men and women working with family well-being in Kupang City. The subjects of this study amounted to 200 participants with the criteria of career woman and career man, have school-age children, live with husband/wife and children, and the amount of time work reaches 45 hours/week or five days/week. The research method uses descriptive quantitative. The measuring instrument used is the harmony scale based on the adaptation of the first study developed in Hong Kong by Moonly M.C. Wong et al. in 2022 and the work-family conflict scale using the Work-Family Conflict Scale (WAFCS) in 2014. The results of the hypothesis testing in this study indicate that work-family conflict and family well-being of career men and women in Kupang City are in the moderate category with an effect size of 0.2 with an antagonistic relationship direction so that the higher work-family conflict, the lower family well-being and vice versa. The difference test showed no difference in a work-family conflict between men and women in carrying out roles at work and in the family.

Keywords: *Family Well-Being, Work-Family Conflict*

Abstrak. Seiring berkembangnya zaman, bukan hanya pria saja yang mencari nafkah namun wanita juga punya peran dalam memenuhi kebutuhan dalam keluarga. Hal ini menyebabkan terjadinya masalah dalam menjalankan peran sebagai ibu dan wanita yang bekerja sehingga membuat peran yang satu dengan yang lain tidak dapat terlaksana dengan baik dan adil. Penelitian ini bertujuan untuk menjelaskan hubungan antara konflik peran ganda pria dan wanita yang bekerja dengan keharmonisan keluarga di Kota Kupang. Subjek penelitian ini berjumlah 200 partisipan dengan kriteria pria dan wanita yang sudah bekerja, memiliki anak usia sekolah, tinggal bersama suami/istri dan anak dan jumlah waktu kerja mencapai 45 jam/minggu atau 5 hari/minggu. Metode penelitian menggunakan pendekatan

kuantitatif deskriptif. Alat ukur yang digunakan pada skala keharmonisan berdasarkan adaptasi dari studi pertama yang dikembangkan di Hongkong oleh Moonly M.C.Wong,dkk tahun 2022 dan skala konflik peran ganda menggunakan *Work-Family Conflict Scale* (WAFCS) Tahun 2014. Hasil uji hipotesis pada penelitian ini menunjukkan bahwa konflik peran ganda dan keharmonisan keluarga pria dan wanita yang bekerja di Kota Kupang tergolong pada kategori sedang dengan *effect size* 0,2 dengan arah hubungan negatif sehingga semakin tinggi konflik peran ganda maka semakin rendah keharmonisan keluarga begitupun sebaliknya. Uji beda yang dipakai menunjukkan tidak ada perbedaan konflik peran ganda antara pria dan wanita dalam menjalankan peran saat bekerja dan dalam keluarga.

Kata kunci: *Keharmonisan Keluarga, Konflik Peran Ganda*

Introduction

The family is the smallest unit in society. Family is defined in the sense of relatives who are united in a marriage bond by becoming parents. According to Duvall, a family is a group of people connected by marriage, adoption, and childbirth, creating and maintaining a joint business and enhancing each family's physical, mental, emotional, and social development of each family (Harnilawati, 2013).

Harmony is essential in a family creating this situation (Komariyah, 2020). This means that harmony can help all these things go well. A family is said to be harmonious if they feel peaceful and happy and connect in living their lives (Rahayu and Zikra, 2013). Aspects of family well-being according to Moonly Wong et al. (2022), namely (1) Family Solidarity, (2) Family Atmosphere, (3) Family Responsibility, (4) Care and Support, (5) Family Income, (6) Psychological Capital, (7) Family Health, (8) Social Engagement, (9) Social Resources, and (10) Work-Life Balance.

To prevent family problems, the role of the husband and wife is in the household and career. The husband (father) earns a living and fulfills the family's needs, while the wife (mother) takes care of all household chores. Mothers always considered the closest and know well about the family must look after and educate children. With roles that run concurrently, it often creates work-family conflicts

where one of the roles of the mother is unbalanced, apart from household chores, namely taking care of her husband and children.

Greenhaus defines dual role conflict as a situation where an individual cannot stabilize himself between family conditions and work rules, characterized by a decrease in the psychological and physical condition of the individual. (Juariyah & Harsono, 2011). Aspects of dual role conflict according to Greenhaus and Beutell (1985) in Richardhus Candra Wirakristama (2011) namely (1) Time-Based Conflict. (2) Strain-Based Conflict, and (3) Behavior-Based Conflict.

Work-family conflict occurs when an individual has to play many roles: work, spouse, and parental. The mother's dual roles can trigger role conflict within the mother (Lestari, 2012). Based on a report from the Central Statistics Agency (BPS), as many as 50.70 million people aged 15 years and over who work are women in 2020. This number has increased by 2.63% compared to the previous year of 49.40 million people.

There are several reasons a mother should work, including to increase her income and income, try to avoid boredom by filling free time or spare time, move on to specific interests or skills, achieve certain circumstances, and strive for personal development.

Research by Panduwinata, Hartono and Atmasari in 2019. The research results show a negative relationship between dual role conflict and household harmony. The higher the double role conflict in working women, the lower the household harmony. Conversely, the lower the dual role conflict in women who work, the higher the harmony of the household.

There has yet to be any research on the relationship between the two variables: work-family conflict and family well-being in women and men in Kupang City. Based on the presentation of the results of previous research, there needs to be more research on the dual role conflict of working women and family well-being in Kupang City. Still, more needs to be done, especially in Kupang City. Based on this, this study aims

to explain the relationship between the dual role conflict of working women and family well-being in Kupang City.

Method

This study uses a measuring instrument as an ordinal scale in data collection. The subjects in this study were 200 respondents consisting of 100 female and 100 male respondents who work and are married, live alone with their children, and have a working time of 45 hours/week or five days/week.

The measuring instrument used in this study is the Work-family conflict Scale in this study based on an adaptation of the dual role conflict scale, namely the 2014 Work-Family Conflict Scale (WAFCS) and the Family well-being scale used in this study based on adaptations from the first study developed in Hong Kong by Moonly M.C. Wong, Joyce L.C. MA, P.S. Wan, Lily L. Xia, and Michael H.T. Fok in 2022. The scale consists of 42 statement items.

The scale has five answer choices: strongly agree, agree, neutral, disagree, and strongly disagree. The scale distributed to women and men who work taps has passed the validity and reliability test with a Cronbach's Alpha value of 0.878 for work-family conflict and 0.813 for family well-being. The analytical technique used in this study is descriptive statistics. The research has received ethical approval from FKM Nusa Cendana University under 2022168-KEPK.

Result

Table 1.
Distribution of Participants by the Length of Marriage and Occupation on Work-Family Conflict

Characteristics	Category	Total	
		n	%
Length of Marriage	1-5 years	65	32.5
	6-10 years	41	20.5
	11-15 years	41	20.5

	16-20 years	25	12.5
	21-25 years	17	8.5
	26-30 years	7	3.5
	31-35 years	4	2
Occupation	Civil Servant	65	32.5
	Employment Contract	20	10
	Entrepreneur	24	12
	Employee	36	18
	Teacher	6	3
	Etc.	49	24.5

Based on Table 1, most of them are 1-5 years of marriage and civil servant jobs.

Table 2.

Distribution of Participants by Gender on Work-Family Conflict

Gender	Low		Medium		High	
	n	%	n	%	n	%
Male	-	-	11	11	89	89
Female	-	-	18	18	82	82

Table 2 shows no difference between women and men in experiencing Work-Family conflict because they are included in the high category.

Table 3.

Distribution of Participants by Gender on Family Well-being

Gender	Low		Medium		High	
	n	%	n	%	n	%
Male	-	-	-	-	100	100
Female	-	-	-	-	100	100

Based on Table 3, women and men have high family well-being.

Discussion

A conflict that arises in working women is fulfilling the responsibilities of the demands of duties as a mother and wife. Working women must be responsible for caring for their husbands and mothers for children and other household chores. Time management, pressure, and behavior must balance work and household chores. Conflicts arise when you cannot balance work and home life while carrying out the

duties of both roles. In cases like this, work or family conflict, dual role conflict will occur. In this study, working women were seen, and working men had role conflicts in work and homework.

Based on the results of categorizing data on family well-being and work-family conflict. The harmony of the family of respondents based on gender who work in the city of Kupang shows a high category with the number of respondents in women and men who work in the city of Kupang according to the number of samples required, namely 100 female respondents and 100 male respondents. In the dual role conflict, it can be concluded that the work-family conflict is in the high category (85.5%), indicating that women and men who work in Kupang City have work-family conflicts both in the Time-Based-Conflict, Strain-Based-Conflict, and Behavior-Based. In the distribution of respondents, the level of dual role conflict between women and men can be concluded that women have a high level of category conflict of 82%, and it turns out that men have a high level of category conflict of 83-85%. At the age of marriage, dual role conflict, aged 1-10 years, is included in the high category. This result is in line with what was done by Fatimah Al Shofa and Ika Febrian Kristiana (2015) that the early ten years of marriage is an adaptation period in which the time to know and understand the partner as a husband and wife try to accept each other well. Income or economic issues occur in the first ten years of marriage for almost everyone. In line with Strong and De Vault's (1989) opinion in the book family psychology: understanding the Nature of the Family and handling household problems written by Dr. Hj. Ulfiah, M.Si, in 2016, said that the early years of marriage are a very critical year because there is a transition in one's life. This will occur within the first ten years of the initial introductory period, followed by a residency. They are introducing each other, getting to know each other's daily habits and rules of each other's lives, finishing school, starting a career, or planning for the first child. During settling, each individual pursues a job, decides to have children, and manages their respective roles. Different backgrounds will find it difficult to adjust to one another,

but if you can respect each other and give in for your partner's good, it will be easier to adjust.

At the age of marriage, over ten years is also included in the high category. This aligns with Abdul Muhid et al. (2019) opinion that couples married for more than 15 years have the highest conflict resolution. Couples who have been married for a more extended period are psychologically mature in the household and find it easier to resolve conflicts and achieve family well-being. It can be said that the beginning of marriage can lead to dual role conflict where the need for adaptation of the two individuals in starting a new life as a family as well as above 15 years of marriage, the emotions and psychology of the two individuals can trigger a dual role conflict in the division of roles at home and in the office in taking care of children or boredom in relationships because they have been together for too long and also habits that are carried out continuously so that conflicts arise. Ulfiah, M.Si, in 2016, said that in the period from 11 to 30 years of marriage, there would be more focus on caring for children in growth and development. They are preparing for the presence of in-laws, and new siblings, becoming grandparents, and releasing children to live their new lives with other families. At this age of marriage, also in developmental psychology, Nuraini and Farida (2018) said that psychological problems in grandparents are loneliness when family members live separately, loss of peers, and powerlessness to live independently. This marriage age often feels saturated and bored with life, worthless, unloved, and uncared for, which tends to cause various problems such as suicidal ideation, decreased immune system, and sleep disturbances.

The difference test was carried out in this study to see whether there were differences in the work-family conflicts experienced by women and men in this study. With the result that there is no difference between women and men in work-family conflicts, it can be seen that women and men can experience work-family conflicts. These results can be seen in the Mann-Whitney test process on the work-family conflict variable, where it is known that the sign value is 0.165 where the average dual

role conflict between women and men working in Kupang City is the same because the sig value is $0.159 > 0.05$. This is in line with the research results by Andys Bayu Tjahjono (2016) regarding the dual role conflict of fear of success in female and male nurses in hospitals—lung Dr. Ario Wirawan, City of Salatiga, who revealed that there was no difference between female and male nurses experienced work-family conflicts.

Based on the results of the hypothesis testing, it can be concluded that there is a relationship between the dual role conflict of working men and women and family harmony in Kupang City. These results can be seen at the coefficient value of -0.205 , has an effect size of 0.2 which is included in the moderate category, and has a negative relationship form which means the opposite direction. Based on these results, the higher the multiple-role conflict, the lower the multiple-role conflict in the family, and vice versa, the lower the family harmony, the higher the multiple-role conflict. So H_0 is rejected, and H_1 is accepted, which means a relationship exists between family harmony and multiple role conflict. In line with research from Rahnitusi, Akbar, and Emma (2017), the Relationship between Dual Role Conflict of Working Mothers and Family Harmony with Children with Autism. Shows the dual role conflict of working mothers has a negative relationship with the harmony of families who have children with autism.

This research shows that women and men can experience work-family conflicts, leading to decreased family well-being. The length of the marriage is not a benchmark for a harmonious family, and does not experience role conflicts at work and in household duties.

Conclusion

This study aims to explain the relationship between the dual role conflict of working women and family well-being in Kupang City. The higher the dual role conflict, the lower the dual role conflict in the family, and vice versa, the lower the family well-being, the higher the dual role conflict of women working in Kupang

City. From the results of the research that has been done, it can be concluded that there is a negative relationship between family well-being and work-family conflict. This research also shows that there is no difference in dual role conflict between working women and men in Kupang City means that women and men can experience work-family conflicts in both family and work. And the age of marriage under ten years is an adaptation period for both individuals to know and understand family life. The age of marriage, ten years and over, is also prone to conflict due to parenting and boredom in relationships with repetitive and continuous activities that cause conflict.

Suggestion

It is hoped that this research will be helpful for women and men who manage their duties and roles as spouses and parents as well as workers so that in carrying out each role, they can be carried out properly without sacrificing one role. There is a good distribution of tasks between husband and wife, as in the morning, the husband can help clean the house while the wife prepares breakfast for the family. The husband can also take the child to school, and then the wife can pick up the child when they come home from school. Good division of roles and responsibilities can reduce the impact of role conflicts experienced by husbands and wives in the family.

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