

Analysis of Work-Family Conflict on Working Woman Viewed From The Number of Children

Analisis Peran Ganda pada Wanita Bekerja Ditinjau dari Jumlah Anak yang Dimiliki

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Abstract: The existence of the times and gender equality are supporting factors in the depletion of the role of patriarchy in everyday life, this could be a trigger for the work-family conflict in women's lives today. The purpose of this study is to determine the effect of the number of children on work-family conflict in working women. This research is also evidence that there are still many problems around that can be studied more deeply to get a solution and also the novelty of science. The subjects in this study were working women who had children. This study uses quantitative methods and data collection using a questionnaire presented in the google form. To measure work-family conflict, a multidimensional scale was adapted by Septiani (2016) developed by Carlson, Kacmar, and Williams (2000). The measuring instrument consists of 18 statements which are divided into three aspects, namely time-based conflict, strain-based conflict, and behavioral conflict. All items are in the form of favorable statements. The data analysis technique used the chi-square test. The result of this study is that there is no significant effect between the number of children and the work-family conflict experienced by working women who have children.

Keywords: Work-family Conflict; Career Woman; Children

Abstrak: Adanya perkembangan zaman dan kesetaraan gender menjadi faktor pendukung dalam menipisnya peran patriarki dalam kehidupan sehari-hari, hal ini menjadi pemicu adanya konflik peran ganda dalam kehidupan wanita pada masa kini. Tujuan pada penelitian ini untuk mengetahui pengaruh jumlah anak terhadap konflik peran ganda pada wanita bekerja. Penelitian ini juga sebagai bukti bahwa masih banyak permasalahan di sekitar yang dapat dikaji lebih dalam guna mendapatkan jalan keluar dan juga kebaruan ilmu. Subjek dalam penelitian ini adalah wanita bekerja yang telah mempunyai anak. Penelitian ini menggunakan metode kuantitatif dan pengambilan data menggunakan angket atau kuesioner yang tersaji dalam *google form*. Untuk mengukur konflik peran ganda, digunakan skala multidimensional yang diadaptasi oleh Septiani (2016) yang dikembangkan dari Carlson, Kacmar, dan Williams (2000). Skala terdiri dari 18 pernyataan yang dibagi ke dalam tiga aspek, yaitu *time-based conflict*, *strain-based conflict*, dan *behavioral conflict*. Seluruh item berupa pernyataan *favorable*. Teknik analisis data yang digunakan adalah uji *chi-square*. Hasil

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penelitian ini adalah tidak terdapat pengaruh yang signifikan antara jumlah anak dengan konflik peran ganda yang dialami wanita bekerja yang telah mempunyai anak.

Kata Kunci: Konflik Peran Ganda; Wanita Bekerja; Anak



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Introduction

Becoming an adult woman is a sure thing to happen, but becoming what an adult woman is is a thing that has a variety of possibilities. However, women have been considered as individuals who manage the household, take care of children, and accompany their husbands so that adult women who decide to work as career women are part of their life choices (Sukezi et al., 2017). Having a dual role is a demand for women to perform their *role* as housewives and also the role of women to fulfill the economy in other words to help the family economy (Putri & Anzari, 2021). The development of the times and gender equality are supporting factors in the thinning of the role of patriarchy in daily life. This is also a trigger for the existence of a dual role in women's lives today.

The Central Statistics Agency (2020) contains data that there was an increase in the workforce, especially women, throughout 2016-2020. The increase in the number of working women is a sign of a pattern shift from traditional society to modern society. In this era, women have advanced in the fields of education, skills, and ability to work. This is evidenced by the open opportunities for women to work (Ariany et al., 2022).

The decision taken by women to work to carry out two roles at once is a demand for them to be able to be responsible and accept all consequences in the future. In household demands, women are tasked with meeting family needs, requests from partners, and the responsibility of childcare. The world of work requires women to increase work productivity, build good relationships between colleagues, and maintain the good name of the office. Meanwhile, the consequences that will be faced can be in the form of difficulties in time management, neglect in the family, depletion of energy and thoughts, and burdens that are always felt (Ariany et al., 2022). If these consequences cannot be overcome properly, then household activities and work responsibilities will interfere with the integrity of the family (Simarmata, 2021).

Working women experience conflicts in balancing work and household. McDonald & Hite (2005) found that women often make career decisions based on their responsibilities at home, or choose to limit their career progress to accommodate expectations and roles in the family. Working women who have children still have the same career orientation (Korabik & Rosin, 1995), where working women end up changing or improving their careers because of childcare (Blair-Loy & Wharton, 2002). The conflicts that have emerged have resulted in women working difficulties both in terms of time, pressure, or behavior in household life and work (Dizaho et al., 2016).

From the results of the research of Al Faruq and Esa (2018), it was found that although the husband has the responsibility to earn a living, a wife also does not rule out the possibility of working to increase family income and aim to achieve prosperity in the family. The results of the research of Ariany, et al. (2022), an interview has been conducted with one of the working women who has children revealing that

when she already has a family, there is a change in time management. This is done so that there are no difficulties such as difficulties in preparing children's needs for school that coincides with office hours, problems at home that cause productivity in the office to be disrupted, and office problems that are carried away when they are at home. These difficulties cause discomfort both at home and in the office.

Research conducted by Sultana and Alam (2012) explains that working women who have children can experience stress due to lack of time with children. Working women who already have children also feel doubt when leaving their children with a nanny or leaving them in a daycare. Lack of time with children is a particular pressure for working women who have children because they cannot monitor the growth and development of children and this can affect the work concentration of working women who have children (Patil & Vispute, 2017). Similar research was conducted by Handayani et al. (2015) which explains that the existence of children, especially toddlers, has an impact on role conflicts that occur in working women who already have children. This is because children do not yet have the ability to be independent in meeting their needs so that children need another figure when left behind by working women who already have children to work (Fajriyati et al., 2022). In addition, children need education, health, and other living expenses that need to be helped by parents because children have not been able to meet these costs independently (Sholeha, 2018). Another study conducted by Markuwati and Setyawati (2015) stated that the number of children affects the existence of dual role conflicts, namely women working with fewer than two children have low dual role conflicts, while women working with more than two children have high dual role conflicts.

Based on the phenomenon described above, the researcher is interested in further studying the dual role of women in terms of the number of children owned. Dual role conflict is defined as a state when individuals are faced with conflicting role expectations. This conflict comes when a person realizes that to fulfill one role, another role will be more difficult to fulfill (Ariany et al., 2022). Carlson, Kacmar, and Williams (2000) found three important components to dual role conflict: *time-based conflict* where individuals with multiple role conflicts cannot perform two or more roles at the same time, *strain-based conflict* where there is tension felt by one role that results in interfering with the activities of other roles, and *behavior-based conflict* where there are certain behaviors required in one role as opposed to behaviors expected by other roles.

The difference between this study and the previous study is that the discussion is different and focuses more on dual role conflicts in working women and the analysis is reviewed from the number of children owned. The results of this study are expected to guide the discussion of dual role conflicts in working women who already have children and add new theories.

The hypothesis in this study is that the number of children affects the dual role conflict (TB, SBC, and BBC variables) experienced by working women. The purpose of this study is to determine the influence of the number of children on dual role conflicts in working women. This research is also evidence that there are still many problems around that can be studied more deeply to find a solution and also the novelty of knowledge.

Method

This study uses a descriptive quantitative method and data collection using a questionnaire or questionnaire presented in a *google form*. The variable used in this study is "Dual Role Conflict". The

subject of the research is a woman who already has work experience and has at least one child. The statistical analysis technique used uses Pearson's validity and Alpha Cronbach's reliability. The sample of the study amounted to 145 women, To measure dual role conflict, a multidimensional scale measuring instrument adapted by Septiani (2016) developed by Carlson, Kacmar, and Williams (2000) was used. The measuring tool consists of 18 statements that are grouped into three aspects, namely *time-based conflict*, *strain-based conflict*, and *behavioral conflict*. All items are in the form of *favorable statements*.

Table 1*Blueprint Multiple Role Conflict Scale*

Aspects	Indicator	Item Number
<i>Time-based conflict</i>	Lack of time to perform various roles	1, 12
	One role interferes with the activities of other roles	2, 3, 10, 11
	Fatigue of performing one role caused by another	4
<i>Strain-based conflict</i>	Emotional instability in one role caused by another	5, 6, 14
	Bringing problems from one role to another	13, 15
<i>Behavioral-based conflict</i>	Troubleshooting doesn't fit	7, 18
	Behavior patterns in each role are inappropriate	8, 9, 16, 17

Result

The theme of this study is about the description of dual roles in women reviewed from the number of children they have. The results obtained from this study can be explained as follows:

Table 2*Characteristics of Working Women*

Number of Children	Sum	Percentage
1 Child	47 Women	31%
2 Child	62 Women	44%
3 Child	25 Women	18%
4 Child	9 Women	6%
More Than 4	2 Women	1%
Total	145	100%

Based on the table of characteristics of working women, it can be known that women who have 1 child are 47 women, 2 children are 62 women, 3 children are 25 women, 4 children are 9 women and more than 4 children are 2 women.

Table 3

Descriptive Statistics

Descriptive Statistics	N	Minimum	Maximum	Mean	Std. Deviation
Time-Based	145	7	33	15.28	5.944
Strain-Based	145	5	24	12.11	4.038
Behavioral-Based	145	6	30	16.37	4.587
Valid N (listwise)	145				

Based on the *descriptive statistics* table, it can be seen that the *time-based conflict* variable has the lowest value of 7, the highest value of 33, the average answer of 15.28, with a standard deviation of 5.944. The *strain-based conflict* variable had the lowest score of 5, the highest score of 24, the average answer of 12.11, with a standard deviation of 4.038. While the variable *behavioral-based conflict* had the lowest score of 6, the highest score of 30, the average answer of 16.37, with a standard deviation of 4.587.

Table 4

Category Time-Based Conflict

Category TBC		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	63	43.4	43.4	43.4
	Low	31	21.4	21.4	64.8
	medium	34	23.4	23.4	88.3
	high	13	9.0	9.0	97.2
	Very High	4	2.8	2.8	100.0
	Total	145	100.0	100.0	

Based on the *time-based conflict categorization table*, it can be seen that in the time-based conflict variable, there are 63 women with very low scores, 31 women with low scores, 34 women with medium scores, 13 women with high scores, and 4 women with very high scores.

Table 5

Category Strain-Based Conflict

Kategori SBC		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	37	25.5	25.5	25.5
	Low	59	40.7	40.7	66.2

medium	26	17.9	17.9	84.1
hight	19	13.1	13.1	97.2
Very High	4	2.8	2.8	100.0
Total	145	100.0	100.0	

Based on the strain-based conflict *categorization table*, it can be seen that in the strain-based conflict variable, there are 37 women with very low scores, 59 women with low scores, 26 women with medium scores, 19 women with high scores, and 4 women with very high scores.

Table 6
Category Behavioral-Based Conflict

Category BBC		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	27	18.6	18.6	18.6
	Low	52	35.9	35.9	54.5
	medium	41	28.3	28.3	82.8
	hight	19	13.1	13.1	95.9
	Very High	6	4.1	4.1	100.0
	Total	145	100.0	100.0	

Based on the *behavioral-based conflict categorization table*, it can be seen that in the *behavioral-based conflict* variable, there are 27 women with very low scores, 52 women with low scores, 41 women with medium scores, 19 women with high scores, and 6 women with very high scores.

Table 7
*Number of Children * Kategori Time-Based Conflict Crosstabulation*

Crosstab JA TBC			CategoryTBC					Total
			Very Low	Low	medium	hight	Very High	
JA	1 Child	Count	18	11	11	6	1	47
		% within JA	38.3%	23.4%	23.4%	12.8%	2.1%	100.0%
	2 Child	Count	30	11	15	4	2	62
		% within JA	48.4%	17.7%	24.2%	6.5%	3.2%	100.0%
	3 Child	Count	12	5	5	2	1	25
		% within JA	48.0%	20.0%	20.0%	8.0%	4.0%	100.0%
	4 Child	Count	2	3	3	1	0	9
		% within JA	22.2%	33.3%	33.3%	11.1%	0.0%	100.0%
	More Than 4	Count	1	1	0	0	0	2
		% within JA	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Total		Count	63	31	34	13	4	145
		% within JA	43.4%	21.4%	23.4%	9.0%	2.8%	100.0%

Based on the *crosstabulation table* between the number of children and *time-based conflict*, it can be seen that in working women who have 1 child, there are 18 women with very low scores, 11 women with low scores, 11 women with moderate scores, 6 women with high scores, and 1 woman with very high scores. In working women who have 2 children, there are 30 women with very low scores, 11 women with low scores, 15 women with medium scores, 4 women with high scores, and 2 women with very high scores. In working women who have 3 children, there are 12 women with very low scores, 5 women with low scores, 5 women with medium scores, 2 women with high scores, and 1 woman with very high scores. In working women who have 4 children, there are 2 women with very low scores, 3 women with low scores, 3 women with medium scores, and 1 woman with high scores. Meanwhile, in women who have more than 4 children, there is 1 woman with a very low score and 1 woman with a low score.

Table 8

*Number of Children * Kategori Strain-Based Conflict Crosstabulation*

Crosstab JA SBC		KategoriSBC					Total	
		Very Low	Low	medium	high	Very High		
JA	1 Child	Count	12	18	11	6	0	47
		% within JA	25.5%	38.3%	23.4%	12.8%	0.0%	100.0%
	2 Child	Count	16	30	8	7	1	62
		% within JA	25.8%	48.4%	12.9%	11.3%	1.6%	100.0%
	3 Child	Count	6	7	6	4	2	25
		% within JA	24.0%	28.0%	24.0%	16.0%	8.0%	100.0%
	4 Child	Count	2	3	1	2	1	9
		% within JA	22.2%	33.3%	11.1%	22.2%	11.1%	100.0%
	More Than 4	Count	1	1	0	0	0	2
		% within JA	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Total		Count	37	59	26	19	4	145
		% within JA	25.5%	40.7%	17.9%	13.1%	2.8%	100.0%

Based on the *crosstabulation table* between the number of children with *strain-based conflict*, it can be seen that in working women who have 1 child, there are 12 women with very low scores, 18 women with low scores, 11 women with moderate scores, and 6 women with high scores. In working women who have 2 children, there are 16 women with very low scores, 30 women with low scores, 8 women with medium scores, 7 women with high scores, and 1 woman with very high scores. In working women who have 3 children, there are 6 women with very low scores, 7 women with low scores, 6 women with medium scores, 4 women with high scores, and 2 women with very high scores. In working women who have 4 children, there are 2 women with very low scores, 3 women with low scores, 1 woman with medium scores, 2 women with high scores, and 1 woman with very high scores. Meanwhile, in women who have more than 4 children, there is 1 woman with a very low score and 1 woman with a low score.

Table 9*Number of Children * Kategori Behavioral-Based Conflict Crosstabulation*

Crosstab JA BBC		Category BBC					Total	
		Very Low	Low	medium	High	Very High		
JA	1 Child	Count	8	19	12	8	0	47
		% within JA	17.0%	40.4%	25.5%	17.0%	0.0%	100.0%
	2 Child	Count	10	25	16	8	3	62
		% within JA	16.1%	40.3%	25.8%	12.9%	4.8%	100.0%
	3 Child	Count	7	5	9	1	3	25
		% within JA	28.0%	20.0%	36.0%	4.0%	12.0%	100.0%
	4 Child	Count	1	3	3	2	0	9
		% within JA	11.1%	33.3%	33.3%	22.2%	0.0%	100.0%
	More Than 4	Count	1	0	1	0	0	2
		% within JA	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Total		Count	27	52	41	19	6	145
		% within JA	18.6%	35.9%	28.3%	13.1%	4.1%	100.0%

Based on the *crosstabulation table* between the number of children and *behavioral-based conflict*, it can be seen that in working women who have 1 child, there are 8 women with very low scores, 19 women with low scores, 12 women with moderate scores, and 8 women with high scores. In working women who have 2 children, there are 10 women with very low scores, 25 women with low scores, 16 women with medium scores, 8 women with high scores, and 3 women with very high scores. In working women who have 3 children, there are 7 women with very low scores, 5 women with low scores, 9 women with medium scores, 1 woman with high scores, and 3 women with very high scores. In working women who have 4 children, there are 1 woman with a very low score, 3 women with a low score, 3 women with a moderate score, and 2 women with a high score. Meanwhile, in women who have more than 4 children, there is 1 woman with a very low score and 1 woman with a moderate score.

Table 10*Chi-Square Tests Time-Based Conflict*

Chi-Square TBC	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.562 ^a	16	.981
Likelihood Ratio	7.341	16	.966
Linear-by-Linear Association	.163	1	.687
N of Valid Cases	145		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .06.

Based on the *chi-square* table on the *time-based conflict* variable, it can be known that the significance value is 0.981. Since the value is $0.981 > 0.05$, it can be concluded that there is no significant relationship between the number of children and the *time-based conflict* variable.

Table 11

Chi-Square Tests Strain-Based Conflict

Chi-Square SBC	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.983 ^a	16	.674
Likelihood Ratio	13.050	16	.669
Linear-by-Linear Association	.913	1	.339
N of Valid Cases	145		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .06.

Based on the *chi-square* table on the strain-based conflict variable, it can be seen that the significance value is 0.674. Since the value is $0.674 > 0.05$, it can be concluded that there is no significant relationship between the number of children and the *strain-based conflict* variable.

Table 12

Chi-Square Tests Behavioral-Based Conflict

Chi-Square BBC	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.263 ^a	16	.435
Likelihood Ratio	18.585	16	.291
Linear-by-Linear Association	.113	1	.736
N of Valid Cases	145		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .08.

Based on the *chi-square* table on the behavioral-based conflict variable, it can be seen that the significance value is 0.435. Because the value of $0.435 > 0.05$, it can be concluded that there is no significant relationship between the number of children and the *behavioral-based conflict* variable.

Discussion

In the dissemination of the *google form* that has been carried out, it was found that the majority involved in filling out the form were women working with two children. This can be assumed with the government program, namely family planning. Family planning or Family Planning has many benefits, one of which is in the health field, namely preventing anemia. Considering the very high level of productivity by the subject, because in addition to work, "they" also have to take care of the household, carry out the role of wife and mother.

The research we conducted with one subject and three discussions included *Time Based Conflict*, *Strain Based Conflict*, and *Behavior Based Conflict*. A little explanation of what is meant by *Time Based*

Conflict and hereinafter referred to as TB is a dual-role conflict based on time. When the subject performs one of his roles, of course, it will affect the time for the other role. Furthermore, *Strain Based Conflict* and hereinafter called SBC is a dual role conflict based on the pressure of one of the roles. When the subject has pressure by one of his roles, of course, it will affect the pressure with the other role. And finally, *Behavior Based Conflict* and hereinafter referred to as BBC is a dual role conflict based on behavior towards the two roles that the subject undertakes. The inconsistency between the demands of one role and another with the behavior given by the subject.

The majority of the sample in this study were working women who had 2 children, namely 62 women with a percentage of 44%. This happens because of the government's policy on family planning contained in Law No. 52 of 2009 related to population growth and family development. The government continues to appeal and emphasize to the public to have a small family with the slogan "two children are better" (Holiseh et al., 2023). The government's seriousness in making the family planning program a success is evidenced by the performance of family planning field officers (PLKB) who routinely conduct family planning counseling to residents (Rahman, 2019).

Time-Based Conflict, hereinafter referred to as TB, is that the activities in both roles cannot be managed properly, so the time spent on one role is more dominant than the other. The time used to fulfill one role cannot be replaced by another role such as the division of time, energy, and opportunities between work and household (Allen et al., 2019). *Strain-Based Conflict*, hereinafter referred to as SBC, is the emergence of tension due to one role so that individuals find it difficult to carry out demands on other roles. In working women, they will experience both physical and emotional fatigue from working all day so that they are overwhelmed in doing housework (French & Allen, 2020). *Behavioral-Based Conflict*, hereinafter referred to as the BBC, is a conflict in individuals that occurs due to differences in behavioral expectations given in certain roles (Novrandy & Tanuwijaya, 2022). Working women experience behavioral mismatches when working and at home because differences in behavior at work are difficult to apply at home, and vice versa (Ohu et al., 2019).

The following results were found. The very low TB category was the most common answer because the subject was able to play both roles very well. Able to do good time management. The low SBC category is the most common answer because the subject is able to determine the priority scale that the subject will prioritize in its implementation. The low BBC category is the most answered because the subject is able to do the best and maximum in carrying out each role. This is due to the results of the decisions and commitments that the subject takes. In addition, there is also support from the people around him. The role of the people around in realizing the best results in each role.

The TB category was lower than SBC and BBC, because they were better able to manage the time between the stau role and the others. As is the case, they can have a *baby sister* or a household assistant while the subject is working. After the subject is done with his work, he will return to doing everything on his own and or with the help of his partner. The subject is able to share tasks with her husband. It can also be that the subject will leave his child with his in-laws, parents or *daycare*. For some subjects who have school-age children, having a better time. It can be illustrated by, in the morning they will go to work or school according to their busyness until the afternoon and in the afternoon they will gather together, maybe with a time gap not too far and they will be together to do their role at home together.

Furthermore, the discussion was reviewed from the number of children. 18 subjects with a single child category had very low TB. This is because the subject can be more free and maximum in performing

his role considering only one object when changing roles. For example, a subject with the job of a teacher and one child can be said to have one object in each role. When becoming a teacher, the subject will teach. When becoming a wife, the subject will serve the husband. When becoming a mother, the subject will focus on one child. 30 subjects with the category of two children had very low tuberculosis. 12 subjects with a category of three children had very low tuberculosis. In order, 3 subjects and 3 subjects with a category of four children had low and moderate tuberculosis. And in order 4 subjects and 1 subject with the category of the number of children more than four are very low and moderate. This can be assumed because the subject gets help from the people around him and/or there is good cooperation. Of course, there is commitment and responsibility for all decisions that have been taken.

Subjects with the category of three children had the dominant tuberculosis in the highest category (moderate) compared to the number of other children. This is because, having four children tends to be more complicated compared to those with less than four and or a category with one or two children already deciding to use family planning. Furthermore, because the data obtained for subjects with more than four children is less or less representative considering that there are only two subjects with more than four children.

The discussion is based on the pressure of one of the roles that the subject has. The 18 subjects with the number of children had low role pressure. This is because the subject can be more free and maximum in performing his role considering that he only has one child. So that the level of stress is not as severe as the subject with more than one child. For example, a subject with a teacher's job and one child. After teaching, the subject will only feed, bathe, teach and put one child to sleep in other words the activity is not repetitive and also has a short time. 30 subjects with two children had low role pressure. 7 subjects with a total of three children had low role pressure. 3 subjects with a total of four children had low pressure. And in a row 2 subjects with more than four children had very low and low role pressure. This can happen because you are used to it and also responsible for the commitments that have been decided together with your husband when you are going to have children. This statement is also a foundation, with the number of children varying (based on the subject of the study) with the topic of discussion, namely the pressure of roles, the majority of which are in the low category.

In the TB category, data is attached to the *crossstabulation table* between the number of children with the TB variable with very low results as the most answer, namely in women with 1, 2, and 3 children. In the category of women with 4 children, the answers were divided into low and medium categories. In the category of more than 4 children, the answers were divided into very low and low categories. This means that women with 4 children have the highest category (medium) compared to women with other children. Time is a major factor in working women so they have to balance their time between working, taking care of children and the household, as well as themselves. Structures in the family such as the number of children, the age of the children, and marital status are one of the causes of dual role conflicts. The large number of children, especially toddlers tend to reinforce the perceived dual role conflict (Kossek & Lee, 2017). Working women who have many children lack the time to be actively involved in their work due to responsibilities at home. If women work not enough time to carry out all their responsibilities, then TB can be felt (Dizaho et al., 2016).

In the SBC category, data is attached to the *crossstabulation table* between the number of children with the SBC variable with low results as the most answer, namely in women with 1, 2, 3, and 4 children. In the category of more than 4 children, the answers were divided into very low and low categories. This means that SBCs have a low dominant answer in each category of the number of children. In some studies

it was found that there was a positive influence between perceived stress and dual role conflict (Ergün & Yüksel, 2019). This means that the higher the stress that working women receive, the higher the dual role conflict felt. A study that examined dual role conflicts in female teachers stated that female teachers who did not experience SBC because they received help from their partners in taking care of homework (Kara et al., 2021). The researcher's assumption is that the women working in this study had low SBC levels because there was support from the family to help with homework.

In the BBC category, data is attached to the *crossstabulation table* between the number of children and the BBC variable with low results as the most answer, namely in women with 1 and 2 children. Then followed by moderate results in women with 3 children. In the category of women with 4 children, the answers were divided into low and medium categories. In the category of more than 4 children, the answers were divided into very low and medium categories. This means that women with more than 2 children have the highest category (medium) compared to women with less than 2 children. Mariati (2019) stated that *family size* can affect dual role conflicts, where the more children or the number of family members they have, the higher the level of dual role conflicts experienced by working women. The unclear boundaries between the work environment and family are one of the triggers for the BBC, making it difficult for working women to change their expected roles at work with their expected roles in the family (Li et al., 2022).

After conducting the research, the following results were found:

This study showed that there was no significant influence between the number of children and the TB variable. Several studies on dual role conflict state that during the pandemic, fathers began to help in parenting. (Beno, 2021; Waismel-Manor et al., 2021). In addition, in helping to take care of children, today's parents are also helped by the existence of *daycare* that synergizes with school hours and office workers' time to help women work in overcoming their TB (Li et al., 2022).

This study showed that there was no significant effect between the number of children and the SBC variable. This is because there is a widespread availability of service providers, such as shops, health clinics, or support from family and friends. This affects childcare or helping with work can reduce SBC experienced by working women (Li et al., 2022).

This study showed that there was no significant effect between the number of children and the BBC variable. By having clear boundaries and help from other employees, working women can establish expected behaviors for each role, increasing the ability to switch between multiple roles, thereby reducing the conflict of multiple roles ((Biron et al., 2023)).

This study showed that there was no significant effect between the number of children and dual role conflicts (TB, SBC, and BBC variables). This is in line with the research of Li (2022) who found something similar in his sample.

Conclusions

The conclusion from the results of the study regarding the description of dual roles in women is reviewed from the number of children owned, namely in the TB category, the answer in the very low category became the most answer, namely 63 people with a percentage of 43.4%. The SBC category had a low category answer as the most answer, namely 59 people with a percentage of 40.7%, and the BBC category had a low category answer as the most answer, namely 52 people with a percentage of 35.9%. It can be concluded that the TB category felt in the sample in this study is lower than the SBC and BBC

categories. This means that the sample in this study has good time management so that they do not feel fatigue and inequality between one role and another. It can be said that the results in this study are that there is no significant effect between the number of children and the dual role conflict experienced by working women who have children.

In this study, data was also obtained that working women who have the highest number of children do not mean that they experience the greatest double role conflict from working women who have other children. This data is influenced by the data that has been obtained regarding the number of children and the dual role conflict of a working woman who has children.

The limitation of this study is that the number of samples in women with children more than 4 is very small so that the data produced is not enough to describe the situation of women with children more than 4. And or the data produced is less varied, because of this. This is also due to the lack of wide distribution range of *gforms*, and/or limitations in deployment so that little data is obtained.

The suggestion for the next researcher is that research with the same theme can be carried out by reviewing its relationship with other factors that are not discussed in this study, for example the selection of subjects according to a certain age in children, work duration, work stress, and so on. It has a more varied sample of subjects so that the discussion is also more complex.

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