

The Effect of Work-Family Conflict on Social Support for Career Women in The Special Region of Yogyakarta

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ABSTRACT

Keywords: career women, work-family conflict, social support.

This study aims to analyze the influence of work-family conflict on social support received by career women in Yogyakarta. Work-family conflict is a condition in which the demands of work and family conflict with each other, thus causing stress for individuals. In the context of career women, these conflicts often cause stress and affect their psychological well-being. Social support is considered a factor that can help reduce the negative impact of work-family conflict. This study uses a quantitative approach with a survey method. Data was collected through a questionnaire distributed to 100 career women respondents working in Yogyakarta. This study uses a quantitative method. The results of the analysis showed that there was a significant negative relationship between work-family conflict and social support. The higher the level of work-family conflict, the lower the perceived social support. In addition, the study also found that support from family and co-workers has an important role in helping career women overcome conflicts between work and family. These findings highlight the importance of social support in improving the well-being of career women and reducing the negative impact of work-family conflict. The implications of this study are expected to be a reference for companies and organizations in designing policies that support work-life balance for female employees.



Introduction

Career women who are married must face some pressure in work and family, this is due to the demands of different roles. When they enter the world of work, career women will experience a situation that is difficult to solve, that situation is an increasing demand for roles to solve problems at work at the same time as family problems, because it is tough to solve at the same time, if a married woman prioritizes her career, she is willing to sacrifice a lot for the sake of her family, to create a meaningful and high-quality life. Career women also need to balance work and family life. Therefore, women who enter the world of work need to be professionals to achieve success and life-work balance. (Tyfani, Purwaningrum, & Ramadhan, 2024).

The problem nowadays, when a woman decides to pursue a career, especially in married woman, she will have various responsibilities that can create additional problems that are more complicated. The responsibilities of a career woman will increase, in addition to the pressure to take care of her family, she has the burden of carrying out her commitments at work, because it is difficult to solve the problem of dual roles for career women. Both roles require excellent performance, women must make significant sacrifices for the family. If career women focus more on their careers, then their roles in the household will decrease, on the other hand, if they prioritize their family, then the possibility of performance in their office will decrease. (Utami & Wijaya, 2018).

Wives who work need support from their husbands, namely the husband's understanding attitude shown in the form of positive cooperation, helping to complete household chores, helping to take care of children, and providing moral and emotional support to his wife regarding his work. However, the problem is, in Indonesia, the paternalistic and authoritarian climate is still so strong, that when wives work, husbands often do not provide support, in fact, it also burdens the role of working mothers. Many things cause husbands to not support their wives' careers. One of them is related to the understanding that men should not do women's work, let alone take care of household problems. Domestic problems are entirely the obligation of a wife, the consequences of which must be borne by the wife (Kurniawati, Werdani, & Pinem, 2018).

From the results of interviews with several career women on November 1, 2023, in Yogyakarta, about the problem of the influence of work-family conflict on social support, several relevant problems were found. In subject A, it was found that subject A had a problem always feeling a lack of social support, especially family and husband support. In addition, the husband always demands his wife's time which is divided between work time and time with family. Subject B is not much different from Subject A but this subject feels the lack of support from her husband in helping with household life such as taking care of children and financial assistance, the subject admitted that she often becomes emotional due to a lack of attention, empathy, and care, this subject also feels a lack of support from her friends such as entertaining when she is in a complicated problem and does not give enthusiasm at work. (Yanti & Hermaleni, 2019).

Work-family conflict is when an unhealthy balance between family and work is disturbed. A person is forced to do work that goes beyond the demands of work needs and family needs (Nurhaini, Djaelani, & ABS, 2019). Conflicts may arise between family and work, if career women's work problems are brought into their home life, or problems in family life begin to affect job performance (Sarafino & Smith, 2014). According to (Natasya & Pujianto, 2024), the factors that affect the emergence of work-family conflict are the demands of time, energy, and behavior that create the work-family conflict. That factor is what causes career women to have difficulty in carrying out two roles at once because it is not necessarily that the two roles will run according to what is expected. Other roles are fine, but other roles require maximum participation. This situation gives the employee a workload so that one of the other roles cannot be carried out or cannot carry out the task optimally due to the workload, where this workload is a set of work or

activity in several groups or individuals, which must be completed by the organizational unit or the office holders within a certain period (Firdaus, 2017). If a married female employee has too much workload, it will cause a high level of stress and lead to a decrease in optimal work performance related to work-family conflict against social support in career women. The research is entitled *The Effect of social support on work-family conflict in DIY Police Officers*. Results of research by (Amaliya, 2015). Research has found that women who have partner support have lower levels of distress than women who do not have such support (Bilqis & Rozana, 2023).

Based on the above statement, this study is very important to be carried out, because this study focuses on finding out the influence of work-family conflict on social support in career women in the Special Region of Yogyakarta and analyzing the extent of the impact of the influence of work-family conflict on social support. Theoretically, this has the advantage of showing the public the importance of social support in work-family conflicts. In addition, there are practical benefits obtained from this research, because there are benefits for the community, such as increased support for women, children, wives, and mothers, as well as employees to optimize the performance of career women in the Special Region of Yogyakarta. (Kurniawati et al., 2018).

The purpose of this study is to determine the influence of work-family conflict on social support in career women in Yogyakarta. The results of this study are theoretically expected to contribute ideas to the community in enriching the insight of social support behavior towards career women in Yogyakarta. This study enriches the study of thinking and can be used as a basis for overcoming the problem of work-family conflict in career women and as a source of information and reading discourse that can be used as a reference for future researchers.

Research Methods

The research was conducted in the Special Region of Yogyakarta, from May 20 to June 29, 2024, the population of this study was a career woman who was experiencing family conflicts, work, and lack of social support from their environment, this study had 100 samples taken using the lemeshow technique. Data collection was carried out by spreading the measurement scale, the scale used in this study was the work-family conflict scale adopted from the hafid research (2023), and the social support scale was also adopted from hafid (2023).

Results and Discussion

The characteristics of the subjects of this study are career women with an age range of 25-50 years, the place of research is conducted in Yogyakarta, and career women who work in offices or companies in Yogyakarta and are domiciled in Yogyakarta. In the results of the study, the analysis of the characteristics of the research subjects based on criteria was obtained from as many as 100 respondents, all of whom were women. There were 88 respondents aged 25-35 years and 12 respondents aged 41-50.

Based on the explanation above, this study was conducted to find out whether or not there is an influence work family conflict on social support for career women in Yogyakarta. The results of the analysis based on the results of the research data will be presented one by one, namely the normality test, the linearity test, and the hypothesis test, namely the product-moment correlation test and the R square Determinant test.

The first analysis result is a normality test. The results of the normality test show a significance of 0.262 Based on the decision-making of the normality test, if the significance value is > 0.05 , the data is normally distributed, but if the value < 0.05 , the data is said to be not normally distributed. The statistical value of the normality test is 0.262 which means the significance value is $0.262 > 0.05$ and the data work-family conflict and the social support variable showed normally distributed data.

The next analysis is a linearity test that serves to find out whether or not there is a linear relationship between two variables, namely the bound variable work family conflict and the independent variable of social support. The provision for two variables is said to be linear if the significance value > 0.05 is said to be linear, but if the significance value is < 0.05 then the two variables are not said to be linear. The statistical results of the linearity test showed a significance value of $0.000 > 0.05$ which showed that the two variables were linearly related. This happened because of the value of deviation from linearity > 0.05 .

The correlation product moment hypothesis test in the results of this study showed the acquisition of a significance of 0.000 which means that both variables work-family conflict and the social support variable have a significant influence. The correlation test value of the product moment obtained the value so that the result of the coefficient interval and the degree of influence between the scale work-family conflict with social support in career women in the special region of Yogyakarta has a strong level of influence and the type of influence of these two variables is negative because there is no positive sign (+)

In the next discussion, the R square determinant coefficient test was presented where to determine the ability of the work-family conflict variable to explain the social support variable, the R Square value was obtained at 0.530 or if presented to 53.0%, meaning that the ability of the work-family conflict variable to affect social support was 53.0%.

Based on the results of statistical tests that have been passed through each step and process, prove that work-family conflict has a negative relationship with strong social support. The negative relationship in question is the bound variable, namely work-family conflict tends to be very high while the independent variable of social support also tends to be low or vice versa if the independent variable tends to be low, then the bound variable is also high.

This study strengthens previous research, following based on the results of statistical tests from several other studies that show that work-family conflict influences social support. This research was conducted by Bilqis (2023) with the title "The Influence of Social Support on the Work-family Conflict on the DIY Police" The results of the study showed that there was a negative influence between work-family conflict and social

support, another study was conducted by Adjiputra, (2023) with the article "The Contribution of Spouse Social Support to Work-Family Conflict in Bank Employees" The results of the study showed that there was a negative influence between work-family conflict and social support for bank employees where the higher the social support, the lower the social support, another study also by (Akbar, 2017) with the title "The relationship between social support and work-family conflict in working women" The results of the study found that social support is negatively correlated with work-family conflict where the higher the social support, the lower the work-family conflict that is felt.

Based on the explanation above, it can be concluded that the scale of work-family conflict and social support has a strong significant influence on negative patterns. So, the higher the work-family conflict A person will have lower social support. And vice versa, When someone has work-family conflict The lower the social support will be higher when facing various pressures.

In completing this study, the researcher also realized that there are many weaknesses in this study, the weaknesses are as follows:

1. In this study, there is still a limitation that the research subject is only taken within the city of Yogyakarta and does not specify the work of the subject so it is not possible to know the type of work that also affects the level of work-family conflict of career women.
2. This research also still produces research that discusses work-family conflict in general and does not have a level of work-family conflict in particular
3. In this study, only a questionnaire was used in the form of a Google form which was still very lacking in results because it allowed respondents to fill out this questionnaire with less seriousness. It is hoped that the next researcher will also analyze the communication patterns of career women in the family environment and discuss them in depth so that the work-family conflict on the subject is clearer. But with this research, hopefully, it can be a reference for literature that can be used as a reference in future research.

Conclusion

In this study, the relationship between work-family conflict and social support received by career women in Yogyakarta has been analyzed. Based on the data and analysis conducted, the results of the study show that the influence of work-family conflict on social support is negative. This means that the higher the level of conflict between work and family experienced by career women, the lower the level of social support they receive. This diminished social support can come from the work environment, family, or closest friends. This may be due to the pressure that career women feel in managing their dual roles, which can affect the quality of social interaction and the time available to build supportive social relationships.

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