

Factors Impacting Work Family Balance of Working Mothers

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Most working women find it difficult to get work-family balance because when they are in one domain, the other suffers. Work-family balance will be useful for organization, family, and the individual himself. This research was aimed at finding out factors that influence work-family balance of working mothers in Semarang, using descriptive qualitative method. The research subject was selected using *purposive* technique with informant characteristics as follow: working mother, working husband, living together with husband, and having child under 18 years old. Based on the research result, it was revealed that there are six factors influencing work-family balance, either from internal or external factors. Internal factors that influence work-family balance are commitment, understanding towards women's role, and individual's character. Meanwhile, external factors that influence work-family balance are social support, either from husband, family, supervisor, or colleagues, the presence of a child, and working autonomy.

Keywords: work-family balance, working mother

Sebagian besar perempuan yang bekerja sulit mencapai keseimbangan kerja dan keluarga, karena ketika berada dalam ranah kerja maupun keluarga, ada satu sisi yang diuntungkan, tetapi di sisi lain ada sesuatu yang harus dikorbankan. Padahal, dengan adanya keseimbangan kerja keluarga akan bermanfaat untuk organisasi, keluarga dan individu itu sendiri. Penelitian ini bertujuan mengetahui faktor-faktor yang memengaruhi keseimbangan kerja keluarga ibu bekerja di kota Semarang. Metode yang digunakan adalah deskriptif kualitatif. Subjek penelitian dipilih dengan menggunakan teknik *purposive* dengan karakteristik informan, ibu bekerja, suami juga bekerja, tinggal serumah dengan suami, dan mempunyai anak di bawah 18 tahun. Berdasarkan hasil penelitian terungkap enam faktor yang memengaruhi keseimbangan kerja-keluarga, baik yang berasal dari faktor internal maupun faktor eksternal. Faktor internal yang memengaruhi adalah komitmen, memahami peran perempuan dan karakter individu. Sementara itu, faktor eksternal yang mempengaruhi adalah dukungan sosial, baik berasal dari suami, keluarga, atasan, rekan kerja, keberadaan anak, dan otonomi kerja.

Kata kunci: keseimbangan kerja dan keluarga, ibu bekerja

While working women are becoming more common, the fact is that these women face more conflicts compared to working men – mostly caused by role differences between men and women in the family. These are the findings of Kinnunen and Mauno (1998); Martins, Eddleston, and Veiga (2002), and Agung (2004). These differences are caused by more flexibilities for men in their family roles, while women's are more routine, such as their respon-

sibilities towards their children particularly those under 12 (Ahmad, 2005; Ford, 2007). As such, while working, women are still required to meet these domestic responsibilities towards the household and children. This means, women have dual roles.

These dual roles have caused women problems in achieving work-family balance. While in one role, the other suffers. This has been studied by Keene and Quadagno (2004), who argued that 60% of working adults find it difficult to reach work-family balance, particularly working couples with children under 18.

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