

Relationship Between Family Support and Work Family Balance in Career Women



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ABSTRACT: This study aims to determine the relationship between family support and work life balance. This research was conducted on career women in the city of Bondowoso with a total sample of 30 respondents. This research is a correlational study using data collection techniques in the form of a Likert scale with the scale used is the family support scale and the work life balance scale. The family support scale yields a reliability of 0.948 while the work life balance scale yields a reliability of 0.618. The results of a simple linear regression analysis show that there is an influence of family support to obtain a result of 26% of work life balance. Meanwhile, in the correlation table, there is a correlation coefficient of 1,000, which means that the higher the family support, the higher the work life balance of female employees in the office.

KEYWORDS: family support; work life balance; career woman.

INTRODUCTION

Many problems are experienced by women (housewives) who work outside the home, such as managing time with their husbands and children to taking care of household chores properly. Some women enjoy their dual roles, but there are also some women who find it difficult to play their dual roles. Many problems arise as a result of women working in a household. Thus it can be concluded that with women working in a household, very complex problems will arise in everyday life. The current phenomenon is that many women go to work from morning to evening. Data from the Central Statistics Agency (BPS) for 2021 states that as many as 39.52% or 51.79 million people aged 15 years and over who work are women. This figure has increased by 1.09 million people from the previous year (2020), which was 50.7 million people. This shows an increase in the number of female workers. Working women are expected not to forget their responsibilities towards the family which consists of husband and children. In the household sector, women can act as wives, who have the task of taking care of the household and other responsibilities. While in the public sector, women are workers. The presence of women in the world of work is seen as an important potential because the population in Indonesia is dominated by women. This can reduce the unemployment rate quite significantly. The reality of the increasing contribution of women entering the world of work has made it important for them to have work life balance. Working women are of course expected to be able to balance their position in a career with various other aspects of life, such as social ties and taking care of children or family at home. Having a balance between professional life in the office and life outside a career is important to have in order to avoid the formation of conflicts that exist between career and individual life, especially the family. The concept of positive work-family values refers to the concept of multiple roles, experience in one role will increase the ability to carry out other roles (Greenhaus & Powell, 2006).

There are various role demands that must be lived by working women, if not managed properly can have various impacts. For agencies and offices, low work life balance can have an impact on decreasing productivity and increasing turnover. In addition, the work-life imbalance in working women can also have a negative impact on family life. Working women who lack balance in carrying out their roles tend to also have poor quality interactions with their children. This is certainly vulnerable to triggering the emergence of various social problems that occur in children. The existence of various impacts that arise due to low levels of work life balance on individuals makes this topic very important to study (Fardianto & Muzakki, 2021).

The reality on the ground shows that many women who have multiple roles find it difficult to divide their roles. For working women, dividing their time between work, family and themselves is the toughest problem that requires greater effort to solve (Fardianto & Muzakki, 2021). The work demands of women often make it difficult for them to fulfill their responsibilities in other aspects of life, such as in the family. As many as 3 working women who were successfully interviewed by researchers said that

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they had to be able to meet work targets that had to be achieved within the time allotted by the office, so they had to work overtime and come home late. This causes homework to be neglected such as cleaning the house, ironing and washing clothes and the children are not taken care of, such as paying attention to their studies and accompanying children to play. A balanced life is when we can really use our energies to do what matters most, with both emotional and physical involvement. Every employee definitely wants both of them to run well. The balance between the two is needed by employees, so that employees can balance between work and personal life. This work-life balance is known as work-life balance.

Several studies on family support for working women related to the atmosphere at work and how to maintain a balance between the two have been carried out a lot. Research (Soeharto, 2012) states that showed an association with the husband's support and work-family enhancement on working mothers.

Research (Tigowati, 2022) states that there is a positive effect of family support on work life balance (Beta = 0.566). And the results also state that the higher the family support the worker gets, the more work life balance tends to increase.

Research (Zellawati & Fasha, 2021), shows that there is a very significant relationship between family social support and the work-life balance of female police officers at the Salatiga Police Station. This is evidenced by a significance value = 0.00 ($p < 1\%$), while the direction of the positive hypothesis is indicated by a correlation value of 0.642, which means that the higher the social support of the family, the higher the individual's work-life balance, conversely, the lower the social support of the family, owned by the individual, the lower the work-life balance owned.

Research (Pratiwi & Rahmanio, 2019) resulted in a correlation coefficient (r) of 0.617 and $p = 0.01$ ($p < 0.05$) which showed a significant positive relationship between social support and work-family balance in married female nurses .

Research (Islami & Susilarini, 2021), states that an r_{xy} yield value of -0.421 has been obtained. And the hypothesis states that there is a significant negative relationship between family social support and Work Family Balance for married women at Bank Mandiri Jakarta Imam Bonjol.

Research conducted by (Novenia & Ratnaningsih, 2017) states that there is a significant positive relationship between husband's social support and work-family balance, $r_{xy} = 0.65$ with $p = 0.00$ ($p < 0.001$). Husband's social support makes an effective contribution of 42.4% to work-family balance, while the remaining 57.6% is influenced by other factors not disclosed in this study.

Research (Ayuningtyas & Septarini, 2013) yielded a correlation coefficient of (r) 0.327 with a significance level of 0.000 ($p < 0.05$, for the relationship between family supportive supervision behaviors and work family balance in working women. Thus indicating that there is a positive relationship between family supportive supervision behaviors with work family balance for working women.

Based on the theory and several previous studies that have been conducted by several researchers, this study aims to determine the relationship between family support and work life balance in career women in Bondowoso Regency.

LITERATURE REVIEW

Work Life Balance

Work life balance is a balance that occurs in harmony between satisfaction and involvement in their role in carrying out both roles, namely work outside the home (employee) and work in the home (taking care of family and children). Factors that affect work life balance include: individual factors, organizational factors, social environmental factors. While the aspects of work life balance include: time balance, involvement balance, and satisfaction balance.

Family Support or Family Support

Family support is the willingness of the closest people to provide assistance in the form of advice received by working mothers verbally and non-verbally as a form of attention, appreciation and affection, so working mothers who receive support feel cared for, valued and loved. The support received is expected to help individuals adapt to life events they experience so that individuals become prosperous. The aspects of family support include: emotional support, instrumental support, information support, appreciation support.

Family Support Resources

Family support, including natural sources and artificial sources. A natural source of support is received by a person through social interaction in his life spontaneously with the people around him. Meanwhile, what is meant by artificial support is support that is designed according to a person's primary needs. Sources of support that are natural are different from sources of support that are artificial.

Relationship of Family Support to Work Life Balance

Family Support is the support of comfort, attention, appreciation, help and acceptance from the family that makes individuals feel

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loved. Work life balance or work balance is defined as the extent to which working women feel satisfied and balance their roles both in their work life and outside their work life. Both of these variables have a very good effect, if there is a lot of family support or very good, then the female employee can balance her role as a housewife and a factory employee.

Research Hypothesis

The hypothesis in this study is that there is a positive relationship between family support and work life balance in career women in Bondowoso district.

METHODS

This research uses quantitative research methods. This research is a causality study that aims to determine the causality (influence) of the 2 variables to be studied, namely the family support variable on work life balance. The population of this research is career women in Bondowoso Regency. While the sample in this study was a number of 30 career women who were taken randomly. Methods of data analysis using multiple linear regression.

RESULTS AND DISCUSSION

The results showed that the family support scale produced a reliability of 0.948 while the work life balance scale produced a reliability of 0.618. Thus the measuring instrument used is reliable, because the Cronbach's alpha value is above the value of 0.6. The results of simple linear regression analysis, it is known that there is an influence of family support to get a result of 26% on work life balance. Meanwhile, in the correlation table, there is a correlation coefficient of 1,000, which means that the higher the family support, the higher the work life balance of female employees in the office. That there is an influence between family support on work life balance in career women in Bondowoso Regency. This is evidenced by data analysis using a simple linear regression test with the SPSS application for Windows 16.00. with a value of 0.026 or 26%. Thus there is a strong relationship between family support and work life balance because it has an r value of almost close to 1. Several studies are in line with this research, namely those conducted by: (Ayuningtyas & Septarini, 2013; Fardianto & Muzakki, 2021; Islami & Susilarini, 2021; Novenia & Ratnaningsih, 2017; Pratiwi & Rahmanio, 2019; Suharto, 2012; Tigowati, 2022; Zellawati & Fasha, 2021) which also discusses the issue of family support when it is associated with work life balance.

CONCLUSIONS AND RECOMMENDATIONS

That there is an influence between family support on work life balance in career women in Bondowoso Regency. This is evidenced by data analysis using a simple linear regression test with the SPSS application for windows 16.00. with a value of 0.026 or 26%. Leaders are expected to be able to foster a comfortable and pleasant feeling while in the office. This is important to have because so as not to reduce the work balance between at work and at home.

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