

Working mothers: Resilience and subjective well-being

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Abstract

This study aims to determine the correlation between resilience and subjective well-being among working mothers. Quantitative method with correlational design has been used in this study. A number of 88 working mothers from 21 to 60 years old were involved in this research and all subjects are formal sector workers. The researchers applied the Subjective Well-Being Scale and the Resilience Scale in collecting the data. The data analysis technique used is the product-moment correlation from Karl Pearson. The analysis results stated that hypothesis was approved, with rxy coefficient of 0.580 ($P < 0,05$). This data illustrated that resilience has a positive correlation with subjective well-being. These findings indicated that resilience is needed for working mothers to improve subjective well-being.

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INTRODUCTION

As one of the basic human needs, work can improve a person's quality of life. Recently, work is not only done by men but also by women including mothers who generally play the role as homemakers who takes care of the family. According to Midawati (2016), the mothers' go to work to help their husband to meet the family's economic needs. Some research found that, most women mostly work in the formal sector, in which 20.51% work as production staffs, 10.48% are professional staffs, 8.65 % are service business workers, 6.56% are executive officers and 0.7% are leadership staff (Angraini et al., 2021).

There are various reasons and goals that make mothers choose to go to work. They do not only want to help meeting the needs of their family but they also want to show their abilities, develop their personalities, and gain experience. Based on the data from Central Agency of Statistics or BPS (2021), 39.52% or 51.79 million of the population aged 15 years and over who work are women. The number of working women population increased by 1.09 million people in 2021 from only 50.7 million people in 2020. These data show that the level of participation of women or working mothers is relatively high. Working mothers certainly face many challenges because mothers carry out two roles simultaneously i.e., homemakers and working mothers. According to Akbar and Kartika (2016), as workers, working mothers have a responsibility to their job, and as a mother and/or wife, they have household responsibility. These conditions and

demands are aligned with Imelda's research (2013) stating that mothers have difficulties managing the time for their child and their job. Whereas working mothers must carry out office routines such as binding working hours, various tasks, tight work deadlines, and work targets (Utami & Wijaya, 2018).

The problems experienced by working mothers make them unable to manage their condition correctly, which results on the condition of stressed, anxious, and less happy (Apreviadizy & Puspitacandri, 2014). Kinanti (2020) described some of the problems experienced by working mothers, as an imbalance between work and household that may affect their mental health. Working mothers sometimes face problems in balancing between what they want and what they must do. They sometimes invest less time for themselves. These conditions can affect the well-being of the mothers. According to Schiffrin dan Nelson (2010), subjective well-being (SWB) correlates with stress levels. Individuals with high levels of stress will have low levels of happiness and vice versa. This situation certainly affects the welfare of the mother. The impact will be seen when the individual's happiness or well-being cannot be fully experienced by the individual (Imelda, 2013).

Diener (2009) defined subjective well-being in 3 categories. First, subjective well-being is not a subjective requirement, but it is an ideal quality desired by each individual. Second, subjective well-being is an evaluation of an individual's life based on various characteristics. Third, subjective well-being emphasizes individual emotional experiences that are positive and pleasant. Diener and Chan (2011) argued that subjective well-being refers to individuals' views of themselves, which include assessments of life satisfaction as well as feelings, such as emotions and moods.

According to Diener (2009), the primary component of subjective well-being consists of 3 components or builder aspects i.e. positive affect, negative affect, and life satisfaction. High subjective well-being has a good impact, people with high SWB are more creative and, good with their job and they generally, have good mental and physical condition (Joshi, 2010).

The involvement and attachment of mothers, husbands, and children are seen in the behavior of mothers while performing their tasks to serve their husbands, take care of household chores, take care of children, and do all their jobs at home (Ditasari & Prabawati, 2020). Thus, the mothers who can play active roles in carrying out the responsibilities at home and at work will have positive subjective well-being. In contrast, individuals with poor or negative subjective well-being will feel dissatisfied with their lives, less happy, and lack affection. Those with low SWB may always feel bad or negative emotions such as anger, anxiety, hopelessness, and they may even take harmful actions such as committing suicide. Working mothers who are

generally expected to be able to manage between office work and household work sometimes face difficulty to do so that may lead to stress (Apreviadizy & Puspitacandri, 2014).

Diener (2000) stated that several factors influence subjective well-being. The first is demographic factor including, such as gender, education, marital status, age, income, and religiosity. The second is personality factors such as extraversion or neuroticism. The third is cultural factor namely self-esteem, social support, coping strategies, optimism, resilience, and regulation of individual desires. Zubair et al. (2018) stated that subjective well-being can be predicted by the ability to deal with difficult situations that can cause stress, which is also known as resilience.

According to Amelasasih et al. (2018), someone who is resilient will not perceive failure as the end point of his or her life. A resilient person will become more assertive in dealing with the problems that he or she has. In addition, a resilient person will build a system to improve a higher mindset or knowledge to solve the problem. The ability to face and adapt to challenging problems in life is a form of resilience (Septiani & Fitria, 2016). Resilience is one of the factors that affect the subjective well-being of individuals, where resilience is the primary strength that become the foundation for the formation of excellent or positive characters that can shape individuals' psychological and emotional abilities. There will be no insight in the absence of resilience. Persistence, courage, rationality, and resilience are considered to be significant in determining the success of individuals in life and the way individuals think (Desmita, 2009).

Connor and Davidson (2003), stated that resilience is a quality that allows individuals to develop while dealing with their problems. Meanwhile, Desmita (2009) described resilience as an essential ability and positive character that builds psychological and emotional abilities. A similar definition proposed by Kuipera (2012) is that resilience is part of positive psychology that helps people to understand their quality of life. It leads to a good or positive way of life so that individuals become resilient in dealing with problems. Resilient individuals positively view all the challenges they face. Resilient individuals consider problem not as a worrying thing but they see it as a challenge that needs to be faced (Andriani & Listiyandini, 2017). The results of research conducted by Setyaningtyas et al. (2020) show that the resilience abilities possessed by individuals can be very instrumental in getting through difficult times. Thus, the individual will be able to become a persistent person and have high standards about something. Individuals with a persistent personality and high standards will have positive emotions. According to Diener (2009), some parts of subjective well-being include pleasant or positive emotions such as pleasure, pride, high passion (euphoria), and life satisfaction.

Amelasasih et al. (2018) stated that resilience closely relates to subjective well-being because resilience subjective well-being. This argument is supported by Anggraini et al. (2019)

who stated that there was a significant positive relationship between resilience and subjective well-being. However, we have not found specific research discussing the relationship between resilience and subjective well-being among working mothers. Thus, the researcher wanted to conduct this study on working mothers. In today's era, women do not only act as housewives but also have other roles outside the home, namely as working mothers.

Research on subjective well-being with resilience that has been done previously includes research conducted by Qumairi et al. (2021) regarding the effect of resilience and overseas status on college students' subjective well-being. In addition, Kirmani et al. (2015) researched hope, resilience, and subjective well-being among female college students growing up. Moreover, Eldeleklioglu and c-Yildiz (2020) examined emotions, resilience, and subjective well-being with structural equation modeling. The three studies emphasize on the resilience and subjective well-being on the subject of students in the higher education environment. Meanwhile, research emphasizes on resilience and subjective well-being among mothers who work in the formal sector. The results of this study may contribute some essential considerations for both mothers who work as employees and managers as policymakers regarding the importance of subjective well-being in the workplace.

METHOD

Anggraini et al. (2019) explained that there was a significant positive relationship between resilience and subjective well-being. Subjective well-being is an individual's assessment or evaluation of all life experiences that are positive, comprehensive, and enjoyable (Diener, 2009). This assessment involves cognitive evaluations such as life satisfaction and affective evaluations such as positive and negative emotions. This assessment is seen from 3 aspects i.e., positive affect, negative affect, and life satisfaction. In contrast, Resilience is the ability of individuals to adapt and rise in various uncertain or unpleasant conditions such as problems, pressure, adversity, failure, or even positive events and responsibilities (Connor & Davidson, 2003). Resilience consists of 5 groups of aspects. The first one is personal competence, high standards, and tenacity. Secondly, trust in instincts, tolerance for adverse effects, and being strong in facing stress. Thirdly, positive acceptance of change and having good relationships with others. The fourth is self-control and the fifth is spiritual influence.

Subjective well-being in this study was measured using the Akhtar (2019) comprising the Satisfaction with Life Scale (SWLS), and Positive Affect Negative Affect Schedule (PANAS) Scale. The scales contain items of subjective well-being based on aspects proposed by Diener (2009) namely negative affect, positive affect, and life satisfaction. SWLS consists of 5 items that contain sentences that describe the subject's life satisfaction in general. While

PANAS consists of 20 items containing positive and negative adjectives that describe the emotional state of the subject. All items have a high factor loading on the dimensions measured ranging from 0.469 to 0.794. The reliability coefficient alpha (α) is 0.828 on the life satisfaction aspect, 0.861 on positive affective aspects, and 0.853 on negative affective aspects.

The resilience scale used in this study is prepared by researchers based on the aspects proposed by Connor and Davidson (2003), which refers to the Connor-Davidson Resilience Scale (CD-RISC) scale. This scale contains items based on five aspects of resilience. The first aspect includes personal competence, high standards, and tenacity. The second aspect comprises of trust in instincts, tolerance for adverse effects, and being strong in facing stress. The third one is positive acceptance of change and having good relationships with others. Whereas the fourth is self-control and the fifth is spiritual influence. The Resilience Scale consists of 25 items. The validity for the resilience scale ranges from 0.267 to 0.700. Meanwhile, the alpha reliability coefficient (α) is 0.896.

The study involved eighty-eight working mothers between the ages of 26-51 years old who are actively working. The subjects are mothers who worked in the formal sector. The data were collected online using a research scale in the form of a google form. The researchers distributed the scale using some platforms such as WhatsApp, Instagram, and Facebook.

The data collection method in this study used two scales, namely the Subjective Well-Being Scale and the Resilience Scale. The data analysis technique used in this study is the product-moment correlation of Karl Pearson examine the relationship between resilience and subjective well-being in working mothers. Data analysis in this study was carried out using the Statistical Package for the Social Sciences (SPSS) program.

RESULT AND DISCUSSION

Descriptive Test Results

1. Assumption Test

The assumption test carried out in this study consisted of a normality test and a linearity test.

a. Normality Test

The normality test in this study used the Kolmogorov-Smirnov (KS-Z) with one sample model analysis technique, which was calculated using the SPSS program. The data is considered significant when the value of $p > 0.050$.

Table 1. Normality Results of Well-Being and Resilience Subjective Variables

Variable	Kolmogorov-Smirnov	
	Statistic	Sig.
Subjective Well-Being	0,953	0,324
Resilience	1,410	0,038

Based on the results, it was found that K-S $Z = 0.953$ with $P = 0.324$, meaning that the data distribution of the subjective well-being variable does follow the normal data distribution. Meanwhile, from the results of the one sample Kolmogorov-Smirnov (K-S-Z) test for the Resilience variable, it was obtained that K-S $Z = 1.410$ with $p = 0.032$, meaning that the distribution of the resilience variable data did not follow the normal distribution of data.

b. Linearity Test

Linearity test using ANOVA test. If the significance value is $p < 0.050$, then the relationship between the independent and dependent variables is linear. When the significance value is 0.050 , the relationship between the independent and dependent variables is not linear. Based on the linearity test for the subjective well-being and the resilience variables, $F = 52.823$ with a significance level of $p = 0.000$. This shows that the relationship between subjective well-being and resilience is linear.

2. Hypothesis Test

From the product moment analysis (Pearson correlation), this study found that the correlation value (r_{xy}) = 0.580 ($p < 0.050$). Thus, it can be said that there is a positive relationship between resilience and subjective well-being in working mothers. This shows that the hypothesis in this study is accepted.

Discussion

Based on the analysis of research data, this study found that there was a significant positive relationship between resilience and subjective well-being in working mothers. This study also proved that the correlation value (r_{xy}) = 0.580 and $p = 0.000$. The value of the correlation coefficient (r_{xy}) = 0.580 indicates that the level of relationship between the two categories tends to be moderate because (r_{xy}) = 0.580 is between the interval limit of $0.400 - 0.599$ (Sugiyono, 2016). This correlation proved that there is a relationship between resilience and subjective well-being among working mothers. Thus, the hypothesis proposed by the researcher that the higher the resilience, the higher the subjective well-being of working mothers is accepted. Thus, the lower the resilience, the lower the subjective well-being of working mothers.

In this study, the research subjects were working mothers. Working mothers are considered more resilient in living their lives, where mothers not only spend their time and energy taking care of tasks at home, but they also have other tasks outside the home. The duties and responsibilities of the mother require that the mother must be able to control and regulate herself as well as possible. This condition helps mothers to prevent problems with subjective well-being. Therefore, resilience is essential for working mothers because by doing resilience, working mothers will be more dominant in experiencing positive emotions. Resilience is a variable that contributes positively to subjective well-being. The results of this study are in line with the previous research conducted by Tsuraya (2017), stating that there is a significant positive relationship between resilience and subjective well-being. In short, the higher the resilience, the higher the subjective well-being tends to be. On the other hand, the lower the resilience, the lower the subjective well-being.

This research found that the subjects were in the state of resilient, which could help them improving their subjective well-being. This is supported by the results of research conducted by Mutiara (2020) which shows that resilience is a predictor of subjective well-being. In addition, Connor and Davidson (2003) supported that resilience is an individual's quality of life that can make individuals continue to develop in dealing with problems. As proposed by Connor and Davidson (2003), five aspects of resilience were proved to be significant in this research. The first aspect competence, high standards, and tenacity. Secondly, resilience involved trust in instincts, tolerance for adverse effects, and being strong in the face of stress. Thirdly, resilience is indicated by positive acceptance of change and having good relationships with others. Finally, resilience also required self-control and spiritual influence.

Personal competence, high standards, and tenacity become determinant aspects of individual's ability to achieve goals even when they are under pressure or faced with various problems (Connor & Davidson, 2003). Individuals who have personal competence, high standards, and tenacity will tend to perform effective behavior, which will direct themselves in finding ways to achieve their goals effectively, efficiently, and with accountability (Mas, 2012).

Aspects of trust in instincts, tolerance for adverse effects, being strong in facing stress and person's belief in making decisions are important when dealing with uncomfortable feelings that can lead to stress (Connor & Davidson, 2003). Some working mothers decide to go to work to help their husbands meeting the family's economic needs (Midawati, 2016). In addition, resilient individuals can overcome problems faster and stay focused on their goals despite experiencing problems (Octaryani & Baidun, 2017). Individuals consider the problems experienced as a force to make individuals to have better personalities in the future and not as something that will reduce their abilities (Andriani & Listiyandini, 2017).

Joyous acceptance of change and having good relationships with others are significant for individuals to adapt with changes or problems and to establish good relationships with others (Connor & Davidson, 2003). A resilient person will face problems and changes in a better way. Besides that, a resilient person tend to have better relationships with others (Andriani & Listiyandini, 2017).

The aspect of self-control is the individuals' ability to control themselves to achieve their goals and receive support from others (Connor & Davidson, 2003). In addition, self-control brings individuals in a positive direction. Individuals with high self-control will choose proper steps in dealing with uncertain conditions (Aviyah & Farid, 2014). Moreover, resilient persons have more positive or good self-control because they know what to do when experiencing a problem (Andriani & Listiyandini, 2017).

Spiritual influence is related with the individual's total belief in God. Spiritual individuals believed that the problems they have are a part of plan from God that must be faced with positive thoughts and feelings (Connor & Davidson, 2003). Spirituality is a source of strength within individuals that influence individuals' health or illness and the meaning of life (Yusuf et al., 2016). Yusuf et al. (2016) explained further that individuals who have tried their best to seek comfort and strength from God and individuals with a high appreciation of spiritual values will build a more positive individual view.

It is undeniable that this study still have some limitations due to some factors that affect the research process either directly or indirectly. The first limitation is the number of research subjects is relatively small to represent all working mothers. Secondly, it is difficult to find subjects due to some difficulties in using the google form.

CONCLUSION

Based on the results of research and discussion, it can be concluded that there is a positive relationship between resilience and subjective well-being in working mothers. This is proved by the correlation coefficient, which shows a relationship between resilience and subjective well-being among working mothers. Thus, the higher the resilience, the higher the subjective well-being of working mothers. On the other hand, the lower the resilience, the lower the subjective well-being of working mothers.

Based on the results of this research, there are several suggestions that we proposed. Firstly, it is important to note that mothers who work in the formal sector generally have medium and high subjective well-being. Secondly, we recommend that working mothers must maintain and improve the subjective well-being that they already have. Some strategy recommendations for maintaining and increasing resilience is by paying attention to the proper

steps in behaving in uncertain conditions, establishing good relationships with others, staying strong in dealing with problems, and having good spirituality. This condition is expected to make working mothers become individuals with high positive feelings in their lives. The researcher also recommends that the future research examine and explore other factors that can affect subjective well-being among working mothers. These factors may include self-esteem, self-control, social relations, extraversion, subjective satisfaction, income, age, gender, education, marriage and family, social contacts, life events, activities, personality, and biological influences.

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