

How is Family Support Related to Subjective Well-Being in Working Mothers?

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ABSTRACT

Women's participation in the workforce continues to increase every year, although it is still not equal to the number of men who work. However, the impact is not only felt economically, but also personally, especially for mothers who also have to take care of the family. The challenges faced by working mothers, both in carrying out their roles as workers and as mothers, often affect their subjective well-being. Therefore, the role of family support becomes very important in helping them carry out this dual role. This study aimed to explore the relationship between family support and subjective well-being in working mothers. The study sample consisted of 60 mothers who have children aged 3-15 years and have worked for at least one year. The sampling method used was convenient sampling method. Data collection was carried out through the use of the Family Support Scale and the Subjective Well-Being Scale. Data were analyzed using the product moment correlation test. The results showed a significant positive relationship between family support and subjective well-being in working mothers. The implications of this study suggest the need for policies that support gender equality in the workplace and the development of programs that facilitate family support. These measures are expected to create a more inclusive and supportive work environment for women, and improve overall well-being and productivity.

Keyword: subjective well-being, family support, working mothers

Introduction

The phenomenon of women contributing to the family economy alongside their husbands has become common (Rasyid, 2017). Although tradition places the main role as mother and housekeeper, not a few women choose the dual role of a mother and a professional worker. In this situation, it is important for the husband's partner to provide support and respect the wife's decision to work. Women who choose to work also want recognition and support from the surrounding community for their decision.

The participation of women who work outside the home increases the role of husbands and wives towards household economic income and controls women in the use of resources. According to ILO (2017) the gender gap in Arab countries is still frequent. More and more women's labor participation rates remain low globally, with the percentage of women 21.2% with a world average of 49.5%. In contrast, the percentage of men at 76.5% is slightly above the

world with a percentage of 76.1%. The percentage of the female labor force of working age in Central Java is 56.41%, Judging from gender differences in Indonesia, the male TPAK (labor force participation rate) of 78.72% is much higher than the female TPAK whose percentage is 51.89% (KEMENPPA, 2020). Women have a role as a wife and mother for children. One of the meanings of married life is the role of a wife who takes care of her husband, nurtures and educates children and takes care of household chores (Rasyid, 2017). When women feel high tension and cannot continue their work while at home, it will have an unfavorable impact on the harmony of the household they live in. However, women who get support from their families will have a good impact on the well-being they get (Djunaedi, 2018).

In terms of gender differences in Indonesia, the male labor force participation rate (TPAK) of 78.72% is much higher than the female TPAK, which is 51.89%. This is because the male population is generally the main breadwinner for the family. Based on the area of residence, the ratio of female TPAK in rural areas is much higher than that of female TPAK in urban areas, at 50.57% compared to 53.38%. Women's TPAK is always lower than men's TPAK, both in rural and urban areas (KEMENPPA, 2020). From this data, although women have a low percentage compared to men, the role of women in national development is very influential.

Table 1. Female Labor Force Participation Rate

Year	Female Labor Force Participation Rate
2017	50,89%
2018	51,88%
2019	51.89%

Source: Ministry of Women Empowerment and Child Protection (KEMENPPA, 2020)

Women have the role of being a wife as well as a mother for their children. One of the meanings of married life is the role of a wife who takes care of her husband, educates and nurtures children as well as handles household chores (Rasyid, 2017). This can be proven by a comparison between men and women who show low average subjective well-being, in this case women tend to have higher levels of positive and negative emotions compared to men (Diener et al., 2012). When women feel high tension and cannot continue working while at home, it will have an unfavorable impact on the household harmony they live in (Djunaedi, 2018). According to Jeon et al., (2016) someone who has insecurity over events can result in pressure from the surrounding environment in their lives tends to be more callous and have a critical nature in individuals. However, women who get support from their families will have a good impact on the well-being they get (Djunaedi, 2018).

According to Diener (2009) subjective well-being refers to an individual's evaluation of life which includes cognitive assessments of satisfaction and affective assessments of emotions and mood. Individuals with high subjective well-being are individuals who make higher positive

judgments about the events and circumstances of one's life. There are two aspects of subjective well-being which are important components, namely affective aspects and cognitive aspects.

In research conducted by Herawati et al., (2018) shows that mothers feel low subjective well-being, seen from various aspects of research that has been conducted by researchers. One of them is the economic aspect, there are several mothers who are dissatisfied and argue with their husbands 11.7% and in the category of 6.7% mothers lack interaction with children due to work problems. There are indications of increased participation of mothers in work, namely the potential for family work conflicts that have an impact on job satisfaction in families with working husbands and wives. Problems at work are more disruptive than at home. It is necessary to develop strategies to balance family and work for families with working mothers. This research is in line with research conducted by Oktaviana (2015) that from the results obtained the categorization of subjective well-being is low, this is shown from 100 working mothers in one of the private hospitals used as research subjects. There are shifts that are not on schedule for nurses, making nurses unable to manage their emotions and behavior properly, with a percentage of 54% of mothers experiencing low subjective well-being and the remaining 46% of mothers experiencing high subjective well-being. Based on these results, the subjective well-being of mothers who work in one of the private hospitals experiences low subjective well-being categorization. In line with research conducted by Pratiwi et al. (2020) on 75 subjects that the results obtained from subjective well-being in women have a low category with a percentage of low subjective well-being 39% medium category 27% and high category 34%. These results indicate that the level of subjective well-being in working women has a low category.

According to Imelda (2013), subjective well-being plays an important role in a mother's ability to carry out her role in various daily activities. The positive impact of subjective well-being, such as enthusiasm and interest in the world of work, has been stated by Firmansyah and Widuri (2014). This helps individuals, especially those just entering their first job, to adjust and improve their performance. Nayana (2013) emphasized that good psychological well-being is influenced by an individual's mental, physical, and emotional health. However, according to Samputri and Sakti (2015), the negative impact of low subjective well-being tends to be felt by individuals in undergoing dual roles, which can adversely affect their well-being, health, and performance at work.

As for the influence factors of SWB according to Diener (2009), one of the influencing factors is family. In line with Nayana (2013); Herawati (2018) family support is one of the influences on a person's SWB. Family support for individual subjective well-being given to its members shapes social status, health conditions, and biology which are very influential for family members in the surrounding environment. According to Zuriati (2017), family support can take the form of good communication, economic stability, and trust can provide subjective satisfaction to individuals. This support not only affects individual performance outside the home, but also within the home. Especially, there is a good relationship between family support and individual subjective well-being has been proven, with the provision of advice, attention, and encouragement from the family being a very useful factor for individuals in overcoming various problems.

Sarafino and Smith (2011) family support is the availability of family members to spend time together, as protectors, and care for the family. In women who play a dual role, the family provides full-time support. There are 4 aspects of family support, namely family emotional support that provides rest and recovery in the form of empathy, care, and attention to family members.

In Previous Research, as has been done by Herawati et al. (2018) and Zuriati (2017), this research shows that family support has a significant influence on the subjective well-being of individuals, especially working mothers. High family support can increase interaction and life satisfaction, while low family support can cause conflict and difficulty at work. In addition, Samputri and Sakti's (2015) research also highlighted the positive impact of family emotional support on individual subjective well-being. This study proposes a new research focus by considering the influence of family support on subjective well-being, especially for working mothers. In contrast to previous studies that may have covered a wider range of subjects or lacked a specific focus on working mothers, this study explores the relationship with a more specific context. In addition, this study also introduces new variations in the type of work of the subjects, allowing for more thorough and relevant research in understanding how family support affects the subjective well-being of working mothers. Thus, this study makes an important contribution in expanding the understanding of the factors that influence subjective well-being to the working mother population.

Based on the explanation above, this study aims to determine family support on subjective well-being with working mothers.

Method

The design applied in this study is a correlational survey. This design connects the research variables, namely subjective well-being and family support. Convenient sampling was used, where sample units were selected based on the accessibility of the researcher (Creswell, 2022; Johnson & Johnson, 2016). The subjects in this study were Disparbud employees. A total of 60 working mothers were used as subjects in this study, with the criteria that they have children aged 3 - 15 years and have worked for 1 year.

The research was conducted from July 19 to August 2, 2021 in distributing questionnaires will be done in several ways. One of them is sending a short message by providing a link to the online questionnaire to the subject, asking for help from family, colleagues, and acquaintances to share the questionnaire with media, one of which is WhatsApp to mothers who meet the criteria as research subjects.

The Subjective Well-Being scale is used as a data collection measuring instrument compiled by Ratri et al. (2021) based on the aspects proposed by Diener (2009) which consists of 29 favorable items based on 3 aspects of SWB, with a Cronbach Alpha (α) reliability of 0.885. Meanwhile, the Family Support measuring instrument prepared by Sarafino and Smith (2011) which has been modified by Claire (2020) consists of 20 items with a Cronbach Alpha (α) reliability value of 0.961.

The product moment technique will be used as a data analysis method in this study to test the research hypothesis.

Results and Discussion

Assumption Test

Normality test and linearity test were conducted first as prerequisite tests, before running hypothesis analysis on family support variables and subjective well-being. The normality test shows the results of the analysis of the two variables and obtained a significance of 0.059 ($p > 0.050$) on the Family Support scale and 0.200 ($p > 0.050$) on the Subjective Well-Being scale, so this shows that the data of the two variables are normally distributed. While the linearity test shows the linearity results between the two variables and a significance value of 0.005 ($p < 0.050$) is obtained, which means that the Family Support and Subjective Well-Being variables have a linear relationship.

Hypothesis Test

Based on the results of the hypothesis test of the two variables using product moment statistics. The results show a value of $r = 0.352$ and a significance value of 0.003 ($p < 0.001$) so that there is a positive relationship between Family Support and Subjective Well-Being. This is in accordance with the hypothesis in this study that the higher the family support, the higher the Subjective Well-Being in working mothers. Conversely, the lower the family support, the lower the Subjective Well-Being in working mothers.

Discussion

Based on the results of the study, it shows that there is a positive relationship between family support and subjective well-being with a correlation value. So there is a correlation that proves that there is a relationship between family support and subjective well-being in working mothers.

This study supports the results of previous research conducted by Nayana (2013); Zuriati (2017); Samputri and Sakti (2015) and Herawati, et al. (2018) where family support is positively related to subjective well-being.

Herawati, et al. (2018) state that when high family support is given to working mothers, it will have a positive impact on interactions between family members, strengthen the closeness of relationships and lead to increased subjective well-being. According to Zuriati (2017), family support encourages life satisfaction and happiness, which are important for individuals. Samputri and Sakti (2015) state that emotional support from family can increase positive feelings, feelings of being loved, valued and cared for, which helps individuals, especially women, cope better with problems and improve subjective well-being. Previous research by Imelda (2013) also showed that a positive role towards motherhood tends to be owned by mothers who get family support, which affects their subjective well-being positively.

Family support provided to working mothers is important to increase energy and time in completing office and home work so that the family attention provided can provide maternal satisfaction (Sulistiyowati & Pulung, 2014). According to Diener et al. (2012) individuals who

can control themselves well against anger, have an intimate and good relationship with someone and productive capacity at work are strong predictors of life satisfaction and happiness in life. Someone who has a good relationship with others can share information with each other. If information is well utilized by individuals, working mothers try to continue to communicate and control every problem that occurs in family members to reduce unwanted things (Marettih, 2013). Diener et al. (2012) revealed that one of the best predictors in knowing life satisfaction and happiness in a person is self-control.

The attitudes and behaviors provided by the family by facilitating household needs by sharing tasks can help individuals in subjective satisfaction (Aycan & Eskin, 2005). Individuals who meet the needs of sufficient resources can have an effect on positive affect that has an effect on individual performance (Greenhaus et al., 2006). According to Diener (2009), life satisfaction is one component of subjective well-being. Individuals who have high subjective well-being will have a spirit of optimism, spirituality, well-being, hope, and satisfaction (Eddington & Shauman., 2008). Individuals who are satisfied with the results of their work can affect interactions in the surrounding environment. In research by Herawati et al. (2018) if individuals get good support, the interaction between families can have a positive impact on individuals to maintain close relationships through positive interactions. This can be shown in the form of feeling very happy, having a low level of neuroticism, and being very satisfied with his life (Nayana, 2013). Both negative and positive feelings are components of subjective well-being (Diener & Ryan, 2009).

Conclusions and Suggestions

Based on the results of the research and discussion, it is concluded that there is a positive relationship between family support and subjective well-being in working mothers. For future researchers: For future researchers, it is expected to use other factors to determine the factors that influence subjective well-being in working mothers. Among them are demographics (age, marriage and family, occupation, gender, race, and education), subjective satisfaction, income, behavior, personality, and biology. The researcher's obstacles to the research subject are subjects who are still unfamiliar and have difficulties related to filling out the google form scale so that future researchers can approach several groups of mothers who are not unfamiliar with filling out the scale.

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