

Husband's Social Support and Work-Life Balance Mediated by Happiness Among Working Mothers in Bali Province

Ni Made Nindya Ayu Besthari¹, Triana Noor Edwina Dewayani Soeharto², Ni Putu Maharani Cahya Devi³

^{1,2,3}Faculty of Psychology, University of Mercu Buana Yogyakarta, Indonesia

[*nindyaayu23ixg@gmail.com](mailto:nindyaayu23ixg@gmail.com)

ABSTRACT

For Balinese working mothers, especially those in the formal sector, the challenges they face tend to be more complex, as they generally spend more time at work in the formal sector. When deciding to participate in the workforce, Balinese working mothers are still faced with other roles, such as housewife and wife, which continue to exist and must be fulfilled. The complexity of the dual roles experienced by working mothers in Bali Province, especially in the formal sector, requires the ability to achieve an optimal work-life balance. This study aims to determine the effect of husband's social support on work-life balance mediated by happiness in working mothers in Bali Province who have three roles. The participants in this study consisted of 193 working mothers in Bali who worked in the formal sector with an average age above 40 years. The data collection method used three scales that had been tested. The data analysis method used in this study was Hayes Model 4 mediation analysis. The results showed that the mediator of happiness could strengthen the relationship between husband's social support and work-life balance ($b = .4658$ (95% CI [.3857, .5459])). Furthermore, this study also discussed the demographic averages of each participant. It is hoped that this study will contribute to the development of knowledge in the field of developmental psychology related to developmental tasks in early adulthood, namely forming attachments with people outside the family, as there has been no previous research on the effect of husband's social support on work-life balance mediated by happiness in working mothers in the province of Bali.

Keywords: Work-life balance, husband's social support, happiness, working mothers, Bali province

Introduction

Bali is known as one of the provinces in Indonesia with strong traditional customs and cultural uniqueness, with Hinduism as its soul (Widiastuti & Suryanata, 2020). Hindu culture in Bali demands very complex tasks and responsibilities, especially for Hindu women (Widiastuti & Suryanata, 2020). This is because in general in the context of Hindu religious rituals, women play a more dominant role than men (Kartika, 2021).

In the past, the majority of work carried out by married Hindu women in Bali was in the domestic sector, namely the obligation of a housewife, fulfilling the obligation of a wife, and carrying out the role of a mother raising her children, as well as being a *krama istri* who was obliged to carry out traditional customs such as offering sesajen (mebanten) and

participating in community self-help activities (mebraya) in religious ceremonies (Suyadnya, 2009). However, as times changed, married hind women in Bali began to be encouraged to take on dual roles in other sectors, namely as working mothers.

Based on the 2025 Bali Province National Labor Force Survey (SAKERNAS) by Bali Province Central Statistical Agency, there has been an increase in the percentage of female labor force participation. In 2024, the percentage of female labor force in Bali was recorded at 70.49% and in 2025 it increased to 71.39%. This increase indicates that women, especially working mothers are contributing more actively to the economy. However, this increase in participation also has the potential to add to the burden of working mothers in Bali, who are commonly referred to as having triple roles.

Based on primary employment status, jobs can be categorized into formal and informal sectors. For working mothers in Bali, especially those in the formal sector the challenges they face ten to more complex, as the time spent, at work in the formal sectors is generally longer (Widiastuti & Suryanata, 2020). When deciding to participate in work, working mothers in Bali are still faced with other roles, such as the roles of housewife and krama istri, which continue and must be carried out (Indiani et al., 2022). This is because for working mother in Bali, between personal life and work in this case, traditional activities have the same importance (Widiastuti & Suryanata, 2020).

In Balinese cultural tradition, there are regular holy day every month, such as purnama, kajeng kliwon, buda cemeng, tilem and piodalan every six months where working mothers will prepare the ceremonial offerings the day before and present the offering (mebanten), which takes a lot of time (Mayaswari & Yasa, 2015). In addition, the implementation of traditional activities (mebraya) in the religion of the Balinese people adheres to rites of passage, where these activities not only involve the parties holding the celebration, but also involve other families and the surrounding community, which requires the physical presence and contribution of the krama istri (Mayaswari & Yasa, 2015).

These conditions require working mothers in Bali Province to be able to manage their times effectively and perform their roles at work, in the family, and in traditional activities (mebraya) intelligently (Saskara, 2011). When there are traditional activities (mebraya), working mothers must leave work and ask for permission to go home early or not work (Andhini et al., 2021). The complexity of these multiple roles often causes working mothers in the formal sector in Bali to face an imbalance between roles (Adityawira & Supriyadi, 2017). Therefore, working mothers in Balu need the ability to balance these multiple roles, which is referred can be defined as the extent to which individuals are able to engage in and feel satisfied with their work and family roles. Work-life balance has three main aspects namely time balance, involvement balance, and satisfaction balance (Greenhaus et al., 2023). Achieving good work-life balance will certainly have a positive impact on working mothers, such as psychologically making them feel relaxed and comfortable in performing each of their roles so that behavioral barriers and stress will not occur and help working

mothers to increase productivity, commitment, and loyalty in carrying out these multiple roles (Puspitasari et al., 2023).

Based on research conducted by Bintang et al., (2016) which shows a low level of work-life balance that 83 people or 40.4%, while the number of participants who have a high level of work-life balance is 20 people or 9.7%. This is supported by the results of interview conducted by researchers with 10 working mothers in Bali, which found that 8 out of 10 working mothers still do not experience an optimal work-life balance. The achievement of work-life balance in working mothers can be seen from a person's ability to allocate their time to be involved in both work and personal life in appropriate proportions (Pratiwi, 2019). Therefore, given that working mothers have many equally important roles, it is hoped that they can strive for work-life balance in order to carry out these roles optimally (Ivana & Partasari, 2023).

For working mothers in Bali, to achieving work-life balance requires social support, especially from their husbands. This is because spouses or husbands are the closest family members for working mothers (Pratiwi & Rahmatio, 2019). Spousal social support is defined as support or assistance that is well received by individuals, making them feel comfortable and cared for (Sarafino & Smith, 2011). Spousal social support consists of four aspects that describe the form of assistance that can be received by individuals, such as emotional support, instrumental support, informational support, and companionship support. Spousal support also affects happiness (Handayani, 2021). In addition to spousal social support, another factor that affects work-life balance is happiness (Rahmawati et al., 2019).

Happiness is an important aspect of life that everyone desires (Sertyariza et al., 2024). This is also true for working mothers who need happiness in order to fulfill their multiple roles (Anugrahany, 2019). Happiness is a condition in which individuals are able to have a positive emotion related to the past, present, and future, feel pleasure, gratitude, and use these strengths for meaningful life goals (Seligman, 2002). According to Diener and Biawas (in Dinanti & Mangundjaya, 2023), happiness helps human function well in life.

Although several studies have examined work-life balance, research specifically examining the role of husband's social support with work-life balance mediated by happiness in the context of Balinese culture, which is steeped in traditional demands, is still limited. Happiness in this study acts as a mediator of the influence of husband's social support on work-life balance among working mothers in Bali Province. This study presents novelty through its specific focus on the unique local culture that is steeped in traditional customs in Bali.

Based on the description above, the research question to be examined in this study is "Is there an indirect effect of social support from husbands on work-life balance through happiness among working mothers in Bali Province?" This study aims to determine the role of happiness as a mediator of the influence of husband's social support on work-life balance

among working mothers in Bali. Based on theoretical studies and previous research results, the hypothesis in this study is that there is an indirect influence of husband's social support on the work-life balance of working mothers in Bali Province through happiness.

Theoretically, this study is expected to contribute to science, especially in the fields of developmental psychology and positive psychology, by testing the mediation model of happiness on the relationship between husband's social support and work-life balance. Meanwhile, in practical terms, the results of this study are expected to provide material for working mothers in Bali province to reflect on and understand the importance of happiness and husband's social support in achieving work-life balance.

Methods

The research instrument used to collect data was a scale or a questionnaire (Google Form). Each variable was measured using a different scale, where the data collection method used three types of scales there is the first scale was the work-life balance scale developed by the research with reference to the theory of Greenhaus, Collins, & Shaw (2003). The trial was conducted from May 29 to June 6 2025 on 111 working mothers in Bali. The work-life balance scale, consisting of 27 items, had no items that were discarded. The reliability coefficient was 0.954 with item discrimination indices ranging from 0.544 to 0.755.

The second scale is the husband's social support scale, which was developed by the researcher based on the theory of Sarafino and Smith (2011). The trial was conducted from May 29 to June 6 2025, on 111 working mothers in Bali. The husband's social support scale with 29 items also had no items that were discarded. The reliability coefficient was 0.978 with item discrimination indices ranging from 0.609 to 0.898.

The last scale is the happiness scale, which was developed by Seligman (2002) and adapted by Elfida, Milla, Mansoer, & Takwon (2021) was retested. The test was conducted from May 29 to June 6 2025. The happiness scale with 15 items did not have any items that were discarded. The reliability coefficient was 0.982, with item discrimination indices ranging from 0.572 to 0.943.

On the work-life balance and social support scales, husbands used a Likert scale with four response options: very appropriate (VA), appropriate (A), inappropriate (IA), and very inappropriate (VA). The happiness scale in this study also uses a Likert scale, but what is different is that this scale uses 11 alternative answers, namely 0-10.

Sample selection in this study used purposive sampling, where the participants were determined based on specific criteria relevant to the research objectives (Sugiyono, 2022). In this study, the number of participants was 193 working mothers namely (1) married women who also perform other roles there is working and participating in social and cultural activities, (2) working in the formal sector, (3) adhering to the Hindu faith, (4) having

children aged 0 – 18 years. The method used in this study was a quantitative method to test the causal relationship, in this case, the mediating role of work-life balance between social support from husbands and happiness. In this study, the data were collected from a large number of respondents through questionnaires or validated scales.

The data analysis method used in this study was IBM SPSS 25 mediation analysis model testing with PROCESS by Andrew Hayes v.4.2 model 4. This was done to determine whether there was influence between the independent variable is social support from husbands and the dependent variable is work-life balance, and mediated variable by happiness.

In this study, before the measuring instruments were used in the actual research, the researchers ensured their quality through two stages there is professional judgment and empirical testing. The first step in developing the instrument was to review its content validity through professional judgment of items compiled by the researcher for the work-life balance scale, which referred to Greenhaus et al. (2003), husband's social support which referred to Sarafino and Smith (2011), and adapted the happiness scale (Seligman, 2002). Through professional judgment, the suitability, relevance, and representation of items to theoretical construct will be assessed. Next is empirical testing to assess the validity and reliability of measuring instrument, which will be conducted from May 29 to June 6 2025.

Item validity was measured using the item discrimination index with a criterion threshold of 0.30 (Azwar, 2012) to determine which item passed. This threshold is the recommended ideal criterion and lowering the criterion to 0.25 to 0.20 is not recommended (Azwar, 2012). Furthermore, a reliability test was conducted to measure the internal consistency of the measuring instrument using the Cronbach Alpha procedure, where reliability is indicated by a reliability coefficient ranging from 0 to 1.00. Based on the results obtained, the three instruments used in this study have a validity and reliability that are suitable for data collection in the main study.

Results

Participants Demographics

There were 193 working mothers in Bali Province who participated in this study. The following table shows the demographics of the participants.

Table 1. Demographics of the participants

Demographics	n	Percentage	Average Variable		
			Husbands Social Support	Happiness	Work-life balance
Age					
19 – 25 years	17	8.8%	89.88	116.65	85.65
26 – 30 years	37	19.2%	95.30	119.68	85.95
31 – 35 years	48	24.9%	98.58	114.69	85.35
36 – 40 years	30	15.5%	95.20	115.13	82.77
> 40 years	61	31.6%	91.61	116.08	83.82
Total	193	100%			
Education Level					
SMA	53	27.5%	91.17	115.77	83.32
D3	25	13.0%	91.52	113.36	86.48
D4	12	6.2%	93.42	118.58	84.00
S1	91	47.2%	97.36	116.68	84.85
S2	12	6.2%	94.08	118.67	85.17
Total	193	100%			
Occupation					
ASN (PNS/PPPK)	44	22.8%	92.68	113.50	81.91
Karyawan Swasta	118	61.1%	94.85	116.31	85.33
Pegawai Bank	6	3.1%	91.00	117.67	80.83
Tenaga Kesehatan	9	4.7%	96.78	122.56	85.78
Tenaga Pendidikan	15	7.8%	97.20	122.27	88.20
Polisi/Tentara	1	0.5%	85.00	90.00	76.00
Total	193	100%			
Marriage Age					
1 – 5 years	54	28%	93.26	119.15	84.94
6 – 10 years	49	25.4%	96.51	117.08	87.10
11 – 15 years	32	16.6%	92.47	112.59	82.09
> 15 years	58	30.1%	94.93	115.12	83.58
Total	193	100%			
Number of Child					
1	63	32.6%	93.56	113.00	83.52
2	81	42%	94.58	116.70	85.04
> 2	49	35.4%	95.41	119.98	85.29
Total	193	100%			
Child's Age					
0 – 6 years	111	57.5%	95.40	115.32	84.76
7 – 12 years	41	21.2%	92.44	119.20	84.93
13 – 18 years	31	21.2%	93.93	116.17	83.88
Total	193	100%			

Data Categorization

Table 2. Data Categorization Analysis Results

Variable	Frequency	Categorizes	Percentage
Happiness	3	Low	1.6%
	33	Medium	17.1%
	157	High	81.3%
Work-life Balance	0	Low	0%
	65	Medium	33.7%
	128	High	66.3%
Husband's Social Support	3	Low	1.6%
	46	Medium	23.8%
	144	High	74.6%

Data Description

Table 3. Description of Statistical Test Data

Variable	N	Empiric Score				
		Min	Max	Range	M	SD
M	193	31	150	119	116.33	19.426
Y	193	58	108	50	84.61	12.124
X	193	29	116	87	94.46	14.725

Assumption Test

The normality test was conducted using Kolmogorov-Smirnov, where data can be considered normal if it has a significance value > 0.050 . After testing the data on the happiness variable, a significance value of 0.000 was obtained, so it can be said that the data is not normally distributed. For the work-life balance variable, a significance value of 0.000 was obtained, so it can be said that the data is not normally distributed. Similarly, for the husband's social support variable, a significance value of 0.000 was obtained, so it can be said that the data is not normally distributed. According to Hadi (2015), whether the data is normal or not does not affect the final results. When the number of research participants is $N > 30$, the data can be said to be normally distributed. Therefore, it can be said that the data with 193 participants can proceed to the linearity test and hypothesis test.

A linearity test was conducted to determine whether the relationship between spousal social support and work-life balance was linear or not. Based on the results of the linearity test for work-life balance and spousal social support, $F = 83.826$ was obtained with a significance level of 0.000 ($p < 0.05$). This indicates that the relationship between spousal social support and work-life balance is linear.

Hypothesis Testing

Based on the results of Hayes mediation analysis conducted by the researcher to test the significance of the indirect effect in the mediation model, the results are as follows:

Table 4. Path Analysis Results

Path	Effect	BootLLCI	BootULCI	SE	t	p
Total Effect	0.5426	0.4691	0.6162	0.0373	14.5427	0.000
Direct Effect	0.4658	0.3857	0.5459	0.0407	11.4567	0.000
a	0.7050	0.5263	0.8836	0.0907	7.7757	0.000
b	0.1090	0.3857	0.5459	0.0266	4.0914	0.000
Total Indirect Effect	0.0768	0.0383	0.1189			

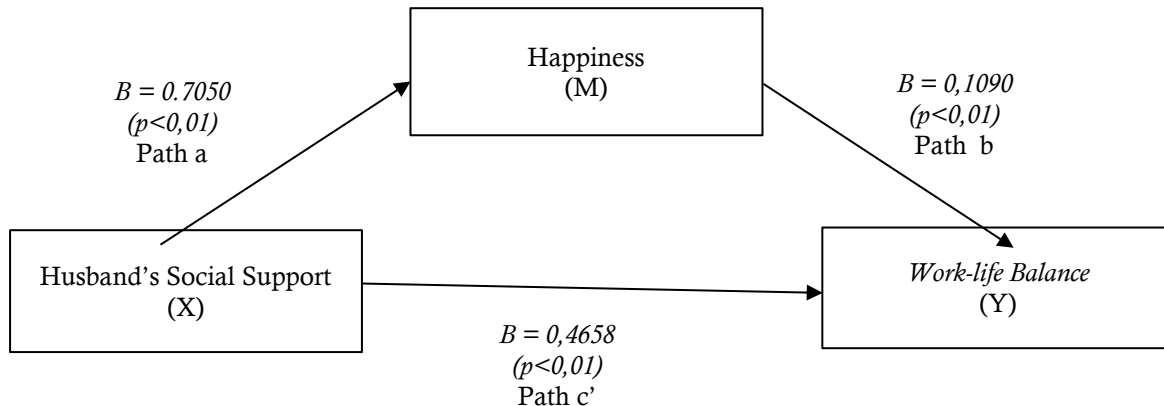


Figure1. Path Analysis Results

Based on the results of testing model 1, the regression coefficient of husband's social support on happiness (path a) shows a value of $B = 0.7050$ ($p < 0.01$). This result indicates that there is a significant influence between husband's social support and happiness, which means that the higher the perceived social support from the husband, the higher the happiness felt by working mothers in Bali Province. Furthermore, the coefficient of happiness on work-life balance (path b) obtained $B = 0.1090$ ($p < 0.01$). This result shows that there is a significant effect between happiness and work-life balance, meaning that the higher the level of happiness felt, the higher the level of work-life balance achieved by working mothers in Bali. The analysis also shows a direct effect of husband's social support on work-life balance (path c') with a coefficient of $B = 0.4658$ ($p < 0.01$). Since the significance value of p is below 0.01, this direct effect is also considered significant.

To test the significance of mediation, the results obtained show an indirect effect of husband's social support on work-life balance through the mediator of happiness with an effect size of 0.0768. This indirect effect was tested using the bootstrap method and was found to be between 0.0383, which is the lower limit of the confidence interval (LLCI) and

0.1189 which is the upper limit of the confidence interval (ULCI) at a 95% confidence interval range. Based on the results, zero is not included in the 95% confidence interval range. This indicates that when happiness mediates, the effect of husband's social support on work-life balance becomes significant. Since the indirect effect (mediation) is proven to be significant and the direct effect (path c') also remains significant, it can be concluded that partial mediation occurs in this research model.

Discussions

In this study, happiness acts as a mediator between the influence of husband's social support on work-life balance. Based on the analysis results, the indirect effect ($B=0.0768$ (95% CI [.0383, .1189])) was smaller than direct effect ($B = 0.4658$ (95% CI [.3857, .5459])). The results of this study indicate that there is an effect of husband's social support on work-life balance through happiness among working mothers in Bali province. The occurrence of the partial mediating role of happiness, which can be interpreted as the husband's social support providing a stronger relationship with work-life balance even after taking into account the mediator variable, namely happiness.

When working mothers in Bali performing their multiple roles and receive support, attention, information, and appreciation from their husbands, they tend to experience positive emotion (Khairina & Sahrah, 2022). This is supported by the results of a study by Handayani et al. (2021), which shows that people who receive social support will have feel that they have someone they can rely on when facing problems. Conversely, if social support from husbands is not available, it can hinder both roles (Utami & Wijaya, 2018).

This study also found that based on age, working mothers in Bali aged 26 – 30 years (119.68) experienced the highest level of happiness. At this age, working mothers in Bali also received high levels of social support from their husbands, followed by the highest level of work-life balance. This is in line with the results of a study conducted by Rini (2024), which showed that social support from husbands can be affect the happiness of working mothers, and also showed that work-life balance is one of the factors that influence the happiness of working mothers (Rini, 2024). This mutually influential relationship is important in this study because happiness has been proven as a mediator that strengthens the relationship between social support from husbands and work-life balance. With happiness, working mothers in Bali can be achieve work-life balance (Khairina & Sahrah, 2022).

Based on education level, when viewed from the average working mothers in Bali with high school education (83.32) have the lowest work-life balance. This could be because a lower educational level results in less stable employment conditions (Febrianty et al., 2025). In addition, working mothers in Bali with a high school education also have a low level of social support from their husbands. This could be one of the factors contributing to their low work-life balance. The lack of social support from their husbands and their low work-life balance contribute to the low happiness levels of working mothers in Bali with a high school education.

Based on occupation, when viewed from the average score of working mothers in Bali who are employed as educators (88.20), they have the highest average work-life balance. This could be due to working hours regulations contained in the Minister of Primary and Secondary Education Regulation NO. 11 of 2025, which stipulates that education workers work 37.5 hours per week with a 2.5 – hour break. According to Ramdani (2021), effective working hours are those that are less than or equal to 40 hours per week. Supported by the results of research by Isni, Amalia, & Anindita (2022), working hour regulations can affect the amount of time that can be used for personal life. Therefore, working mothers in Bali who work as educators have effective working hours that allow them to balance their responsibilities at work and in their personal lives. To achieve work-life balance, social support from husbands is also needed. This study also found that highest level of social support from husbands was obtained by working mothers in Bali who work as educators. With high social support from husbands and high level of work-life balance, the happiness of working mothers in Bali who work as educators is also high.

Based on marriage duration, when looking at the average score of working mothers in Bali with a marriage duration of 1 – 5 years (119.15), they have the highest level of happiness. This is not common, as the first 1 – 5 years of marriage are considered a vulnerable period will lead to conflict, whereas this study found the opposite. According to Khajeh, Goodarzi, & Soleimani, this could be because married couples can optimize the expression of love and affection, which can increase happiness (in Kendhawati & Purba, 2019). The expression of love and affection from husbands is part of their social support, specifically emotional support. With high levels of social support from husbands, work-life balance also increases.

Based on the number of children, when viewed from the average score of working mothers in Bali with more than two children (95.41), they have the highest level of social support from their husbands. This is because in raising children, working mothers cannot do it alone and need the help of their husbands so that working mothers can still fulfill their responsibilities (Handayani, 2021). Help from husbands enables working mothers in Bali to continue fulfilling their duties of their roles. This results in a high work-life balance for working mothers in Bali. Achieving this balance also increases their happiness.

Based on the age of the child, when viewed from the average value of working mothers in Bali with children aged 0 – 6 years (95.40), they have the highest average value of social support from their husbands. This could be because this age is considered the golden age of a child, where the role of the husband as a father is very influential for the child's development in all aspects (Esterilita & Utami, 2024). The high level of social support from husbands received by working mothers in Bali also contributes to a high work-life balance. After receiving high social support from their husbands, the work-life balance is also high, resulting in working mothers in Bali experiencing high level of happiness.

Conclusion

This study aims to examine the mediating role of happiness in the relationship between husbands' social support and work-life balance among working mothers in Bali Province. Based on the results of the mediation analysis, happiness was found to have a significant mediating role in the effect of husbands' social support on work-life balance. The indirect effect of husband's social support on work-life balance through happiness proved to be significant, but the direct effect of husband's social support on work-life balance also remained significant and had a stronger magnitude. These findings indicate that husband's social support is a very important factor and has a strong direct relationship in realizing work-life balance for working mothers in Bali Province, even after taking into account their level of happiness. Spousal social support and happiness together contribute positively to the ability of working mothers in Bali to achieve work-life balance in their lives, especially in the context of strong local customs and cultural demands.

Acknowledgement

The author would like to express his deepest gratitude to all parties who have contributed to this research. In particular, we would like to thank Mercu Buana University Yogyakarta for its financial support for this research. We would also like to thank the 193 working mothers in Bali Province who are employed in the formal sector for taking the time to participate as respondents in this study.

References

- Adityawira, I. K. Y., & Supriyadi. (2017). Hubungan Konflik Kerja Keluarga Terhadap Motivasi Kerja Dengan Dukungan Sosial Sebagai Variabel Pemoderasi Pada Perawat Wanita Bali Di Rumah Sakit Di Bali. *Jurnal Psikologi Udayana*, 4(1), 183–197.
- Azwar, S. (2012). *Penyusunan Skala Psikologi. Edisi II*. Yogyakarta: Pustaka Pelajar
- Azwar, S. (2021). *Metode Penelitian Psikologi. Edisi II*. Yogyakarta: Pustaka Pelajar
- Badan Pusat Statistik Provinsi Bali. (2025). *Keadaan Ketenagakerjaan Tahun 2025*. Retrieved from <https://bali.bps.go.id/id/pressrelease/2025/05/05/717959/keadaan-ketenagakerjaan-provinsi-bali-februari-2025.html>
- Esterilita, M., & Utami, N. U. (2024). Keterlibatan Ayah Dalam Pengasuhan Anak Usia Dini Menurut Perspektif Ibu. *Journal of Social and Economics Research*, 6(2), 13-24.
- Febrianti, A. D., Safara, M. A., Purniawan, N. S. R., Maulida, V., & Farliana, N. (2025). Pengaruh Tingkat Pendidikan Terhadap Proporsi Ketenagakerjaan Tahun 2024. *Jurnal Ekonomi Dan Bisnis Digital*, 02(03), 1996-2002.
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Hadi,S. (2015). *Metodologi Riset*. Yogyakarta: Pustaka Pelajar
- Handayani, A., Afiatin, T., Adiyanti, M. G. & Himam, F. (2016). Factors impacting work family balance of working mothers. *Indonesian Psychological Journal*, 30(1), 178-190.
- Handayani, N., S. (2021). Kebahagiaan: Studi Pengaruh Dukungan Sosial Pada Wanita Pekerja Yang Mengalami Bekerja Dari Rumah (*Work from Home*) Dampak Wabah COVID-19. *UG JURNAL*, 15(03), 22-32.
- Isni, S. N. F., Amalia, L., & Anindita, R. (2022). Pengaruh Pembagian Waktu Kerja Terhadap Keseimbangan Kehidupan Kerja dan Retensi Karyawan. *Jurnal Ilmu Manajemen (JIM)*, 19(02), 68-83.
- Kartika, N. G. A. (2021). Fungsi Dan Peranan Perempuan Hindu Dalam Pelaksanaan Yadnya Di Bali. *Jurnal Pangkaja*, 24(2), 194–202.
- Kendhawati, L., & Purba, F. D. (2019). Hubungan Kualitas Pernikahan Dengan Kebahagiaan Dan Kepuasan Hidup Pribadi: Studi Pada Individu Dengan Usia Pernikahan Dibawah Lima Tahun Di Bandung. *Jurnal Psikologi*, 18(1), 106-115.

- Mayaswari, W. H., & Yasa, I. G. W. M. (2015). Peran Ganda Pedagang Perempuan Di Pasar Seni Mertha Nadi Legian, Bali. *Jurnal Populasi*, 23(2), 71–84.
- Ramadani, D., K. (2021), Hubungan Jam Kerja Dan Status Kesehatan Pekerja Di Indonesia. *Jurnal Kesehatan Masyarakat Khatulistiwa*, 8(1), 33-43.
- Rini. (2024). Pengaruh Work-Life Balance dan Dukungan Suami terhadap Kebahagiaan Perempuan Bekerja (Tinjauan Asosiatif dan Komparatif). *Ikraith-Humaniora*, 8(1), 188-196.
- Sarafino, E. P., & Smith, T. W. (2011). *Health Psychology Biopsychosocial Interactions- Sarafino-E.P. 7ed* (7th edition). John Wiley & Sons, INC.
- Suyadnya, I. W. (2009). Balinese Women and Identities: Are They Trapped in Traditions, Globalization or Both? *Jurnal Masyarakat, Kebudayaan dan Politik*, 2, 95–104. <https://www.researchgate.net/publication/332552915>
- Utami, K. P., & Wijaya, Y. D. (2018). Hubungan Dukungan Sosial Pasangan Dengan Konflik Pekerjaan-Keluarga Pada Ibu Bekerja. *Jurnal Psikologi*, 16(1), 1-8.
- Widiastuti, N. W. S., & Suryanata, I. P. (2020). Motivasi Kerja Pada Perempuan Bali Yang Sudah Menikah Dalam Perspektif Work-LifeBalance. *Jurnal Manajemen Bisnis*, 17(1), 88–100. <http://journal.undiknas.ac.id/index.php/magister-manajemen/>