

Contribution of self-efficacy and optimism to work-family enrichment of working wives in Surabaya City

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Keyword : Optimism; self-efficacy; work-family enrichment.	Abstract Generally, the workforce is dominated by men, but data from the Statistics Indonesia highlight a different trend in Surabaya City as the number of working women is increasing. These working women also include married women who have responsibilities both at work and in their families. The relationship between these two responsibilities is often negatively viewed. The work-family enrichment theory explains that there are positive contributions that can be made between these two roles. The theory suggests that psychological factors contribute to the formation of work-family enrichment. Providing an overview of the contributions of optimism and self-efficacy to work-family enrichment is the aim of this study. It involved 120 working women in Surabaya City. Its research subjects were married women, aged between 20 and 39 years, had been working for at least 1 year, and worked full-time for a standard workday of 8 hours or 40 hours per week. The samplings of this study were obtained by convenience sampling. It utilized the Work-family Enrichment Scale (36 items, $\alpha=0.97$), the Optimism Scale (10 items, $\alpha=0.63$), and the Self-efficacy Scale (8 items, $\alpha=0.86$). A multiple linear regression was implemented to test the hypotheses of this study. It reveals a positive relationship between optimism & self-efficacy and work-family enrichment. Self-efficacy and optimism together accounted for 63.1% of their contribution. It suggests the importance for the working wives to develop their optimism and self-efficacy to increase work-family enrichment and achieve a satisfactory balance between work and family.			
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INTRODUCTION

The increasing labor force in Indonesia has led to significant changes in the dynamics of work and family life (Badan Pusat Statistik, 2022). Surabaya, the second most populous city in Indonesia located in the province of East Java, stands out as a major economic hub with a dense population and thriving industries. As a result, the city attracts both residents and migrants in search of livelihood opportunities (Anggoro & Soesatyo, 2015). Among the workforce, there has been a notable increase in the participation of professional women over the last decade (Badan Pusat Statistik, 2020).

Despite the dominant men working in many fields, women in Surabaya have gradually taken up traditionally male-dominated occupations such as driving, carpentry, welding, and construction (Burda et al., 2013; Wasistha & Prasetyo, 2018). Most of working women in Surabaya are married and have children, adding to the complexity of their roles and responsibilities (Christianty & Partasari, 2021). Balancing work and family responsibilities becomes a significant challenge for these wives, often leading to work-family conflicts (Greenhaus & Beutell, 1985; Nona & Sumargi, 2022). A study by (Widodo & Sukarno, 2021) reveals that working women in Surabaya experience stress due to a dilemma whether they must focus on their company's

vision and mission or must be responsible to their families. This finding is supported by a study of (Stefany & Widjaja, 2018), identifying that being a wife and being a member of the workforce in Surabaya can be burdens and one of the top ten main sources of work-related stress. However, a company survey in 2017 reports that 80% of total respondents mention that work experience could make a positive contribution to family life and 90% of them told that family life also has a positive contribution to work (Kariimah, 2018). Moreover, despite the dilemma, Statistics Indonesia or Badan Pusat Statistik (2021) noted that the female professional workforce had increased in the last 10 years; in 2011 it was recorded at 45.75% and increased to 49.99% in 2021.

Studies on relationships between work and family often tends to focus on negative aspects, such as work-family conflict (Fung et al., 2014; Marais et al., 2014; Siu, 2013). Work-family conflict refers to the negative interplay between work and family roles, which can have detrimental effects on individuals (Burhanudin et al., 2020; Stefany & Widjaja, 2018; Widodo & Sukarno, 2021). However, a recent study highlights positive aspects of the work-family relationship (Anggraini et al., 2021). On the other hand, work-family enrichment (WFE) focuses on how family life can enhance professional life and vice-versa (Greenhaus & Powell, 2006). The main point of WFE concept is how the quality of individuals family life can enhance their professional life, and vice versa (Burhanudin et al., 2020; Carlson et al., 2006).

Psychological capital plays an important role in forming individuals WFE (Demerouti, 2010; Greenhaus & Powell, 2006; Mishra et al., 2017). The psychological capital refers to an individual's positive psychological state, including hope, self-efficacy, optimism, and resilience (Luthans et al., 2007). Optimism and self-efficacy have the most attention in the work-family enrichment (Anggraini et al., 2021; Burhanudin et al., 2020; Farradina et al., 2020; Wasistha & Prasetyo, 2018)

Self-efficacy is an ability to overcome a task and difficulties (Anggraini et al., 2021; Greenhaus & Powell, 2006). A positive mindset to be able to see a goodness even in a bad situation is called optimism (Anggraini et al., 2021; Greenhaus & Powell, 2006). Optimism and self-efficacy are strong predictors to WFE as stated in several studies, with few have examined the simultaneous effect to work-family enrichment (Gayathri & Karthikeyan, 2016). Studies that have been done are limited to specific characteristics in terms of population sample and industry (Anggraini et al., 2021; Gayathri & Karthikeyan, 2016; Kariimah, 2018; Wasistha & Prasetyo, 2018).

This study aims to investigate roles of self-efficacy and optimism simultaneously to the work-family enrichment of working wives in the Surabaya City, in the context of evolving workplace dynamics. By examining the combined effects of self-efficacy and optimism, this aims to contribute to understanding of how psychological factors affect a work-family relationship and well-being. Psychological resources can promote WFE and identify positive aspects of work-family dynamics are the significance of this study.

METHODS

A quantitative approach with a multiple linear regression correlational method is used in this study. The correlational method is a study designed at examining the relationship between variables without manipulating

the existing variables (Azwar, 2021). The work-family enrichment (WFE) was the dependent variable in this study. Meanwhile, optimism and self-efficacy were the independent variables.

Working wives in Surabaya City was the population of this study. The number of working women in the city was 632,797 (Badan Pusat Statistik, 2022). The research subjects were married women, aged between 20 and 39 years, had been working for at least 1 year, and worked full-time for a standard workday of 8 hours or 40 hours per week. The data of Statistics Indonesia was not yet specifically for the desired sample; however, the data cannot be found to this extent, so it become an attraction to conduct this study. Using Bujang MA (2021) sample size determination, the participant of this study was 120 working wives in the city. Convenience sampling technique was utilized in this study.

The measurement in this study was conducted by using 3 measurement scales. The first was Work-family Enrichment Scale, originally developed by Carlson et al. (2006). The scale was adapted into the Indonesian language by Aninditia (2020), consisting of 36 items. After testing the scale, all items had validity values ranging from 0.65 to 0.86 and reliability coefficient of 0.97. An example of the items is “My involvement in work helps me understand different points of view, which can help me become a better family member.” The second was) Life Orientation Test-Revised (LOT-R) crafted by Scheier et al. (1994) and adapted into the Indonesian language by Hamidi (2017) to ensure its applicability and relevance in the Indonesian cultural context, consisting of 10 items. After testing the scale, all items had validity values ranging from 0.26 to 0.76 and reliability coefficient of 0.63. An example of the items is “I’m still optimistic about the future.”. The third was New General Self-Efficacy Scale crafted by Chen et al. (2001) and specifically tailored to the Indonesian context and translated into the Indonesian language by Syifa (2015), consisting of 8 items. After testing the scale, all items had validity values ranging from 0.65 to 0.75 and reliability coefficient of 0.86. An example of the item is “Faced with a difficult task, I believe I can do it”.

A multiple regression analysis was implemented for the data analysis in this study to get an understanding on the relationships between the variables, as well as the correlation coefficient and the contribution of the independent variables (optimism and self-efficacy) to the dependent variable (work-family enrichment). The assumption test used in this study are normality of the distribution, linearity of the relationship among the independent variables and dependent variable, as well as the absence of multicollinearity.

RESULTS AND DISCUSSION

The descriptive analysis is performed to understand the research subjects. Descriptive statistics are provided for the hypothetical scores and empirical scores. Statistical indicators that are deemed to describe the data are presented in table 1.

Table 1. Descriptive Statistics

Variable	Hypothetical Score				Empirical Score			
	Min	Max	Mean	SD	Min	Max	Mean	SD
Work-Family Enrichment	36	144	90	18	101	144	127.8	13.7
Optimism	10	40	25	5	19	40	31.2	4.9
Self-Efficacy	8	32	20	4	19	32	27.4	3.2

The scores from the descriptive statistics are then categorized to gain the pattern visibility of the subjects. Low, medium, and high categorization are used (Azwar, 2021). The Categorization results are demonstrated in table 2.

Table 2. Sample Categorization

Variable	Range	Category	N	Percentage (%)
Work-Family Enrichment	X < 114	Low	0	0
	114 < X < 141	Medium	20	16.7
	X > 141	High	100	83.3
Optimism	X < 26	Low	2	1.7
	26 < X < 36	Medium	49	40.8
	X > 36	High	69	57.5
Self-Efficacy	X < 24	Low	0	0
	24 < X < 30	Medium	30	25
	X > 30	High	90	75

The multiple regression test is performed to test the hypotheses in this study. The Assumption tests are conducted prior to the multiple regression test including normality, linearity, multicollinearity, and heteroscedasticity. The required criteria for each assumption test were met. The data are normally distributed (p-value = 0.04 > 0.05). The linearity tests produce no evidence of nonlinear relationship for both optimism with work-family enrichment (p-value = 0.00 < 0.05) and self-efficacy with work-family enrichment (p-value = 0.00 < 0.05). There is no evidence of multicollinearity (VIF = 1.222 < 10 and tolerance value = 0.818 > 0.1).

A positive combined relationship of work-family enrichment with optimism and self-efficacy is presented in table 3. This study indicates that increased levels of optimism and self-efficacy are linked with elevated levels of work-family enrichment among the working wives in Surabaya City.

Table 3. Multiple Regression Test Results

Parameter	Regression Coefficient	T	Sig.
Constant	27.044	3.773	.004
Optimism	2.507	9.329	.000
Self-Efficacy	1.700	5.652	.000
F-Score	100.153		.000
R-Square	0.631		

The determination coefficient (R-squared) test results are shown in Table 3. The table points out that the combined contribution of optimism and self-efficacy to the working wives is 63.1%, while 36.9% is influenced by other factors. Partial correlations conducted between the variables of optimism, self-efficacy and work-family enrichment reveal a positive influence from each variable. The determination coefficient (R-squared) test results imply that self-efficacy (r-square=53.1) has a stronger positive correlation with the work-family enrichment than optimism in (r-square=35.7).

Table 4. Multiple Regression Test Results for Each Direction of Work-Family Enrichment

Dimension Direction	Parameter	Regression Coefficient	T	Sig.
Work-Family Enrichment	Constant	12.167	2.929	0.004
	Optimism	0.824	4.728	0.000
	Self-Efficacy	1.320	8.472	0.000
	F-Score	78.367		0.000
	R-Square	0.573		
Family-Work Enrichment	Constant	14.877	3.878	0.000
	Optimism	0.876	5.438	0.000
	Self-Efficacy	1.188	8.254	0.000
	F-Score	83.070		0.000
	R-Square	0.587		

Additional tests in table 4 are to examine the relationships between the aspects of enrichment in the realms of family-work and work-family, along with self-efficacy and optimism’s influence, to obtain a deep information between work and family life. The results from the analysis in Table 4 demonstrate that the correlation between optimism, self-efficacy and family-work enrichment (F=83.070) is stronger than to the correlation between optimism, self-efficacy and work-family enrichment (F=78.367).

Table 3 provides evidence that elevated levels of optimism and self-efficacy are linked with elevated levels of work-family enrichment among the working wives. A theory proposed by Greenhaus & Powell (2006) aligns with these findings which suggests that optimism and self-efficacy, as part of psychological and physical resources, positively contribute to establish the work-family enrichment.

Beneficial outlooks, belief in abilities, problem solving skills, adaptability, perseverance and aspiration to improve the quality of life in both family and work roles are outputs of cultivating work-family enrichment through optimism and self-efficacy. Work-family enrichment can empower the wives to effectively handle the pressures and responsibilities stemming from both work and family commitments, seeking opportunities to enhance the quality of life between these roles.

According to Greenhaus & Powell (2006), other factors that can affect work-family enrichment include skills and perspectives (such as interpersonal skills and coping skills), other psychological and physical resources (like hope and personal resilience), social-capital resources (such as access to information and social connections), flexibility (like adaptable work setups), and material resources (such as income and bonuses).

Some previous studies are consistent with the findings of R-squared test results in table 3. A study conducted by Andhini & Artiawati (2018) demonstrates that self-efficacy exhibits the strongest correlation within individuals towards work-family enrichment. Another study conducted by Gayathri & Karthikeyan (2016) also reveals that self-efficacy has a stronger correlation than other psychological factors. Although optimism also exhibits a positive correlation with work-family enrichment, its correlation strength in this regard is comparatively less robust when juxtaposed with self-efficacy. Optimism contributes to a positive outlook, hopefulness, and resilience in the face of challenges. However, it may not possess the same level of influence as self-efficacy in directly impacting work-family enrichment.

The relationships between optimism and work-family enrichment are described in the data analysis. The wives who exhibit high levels of optimism in their work life also tend to experience elevated levels of work-family enrichment, whereas those with low optimism tend to have lower levels of work-family enrichment. These align with a study conducted by Wasistha & Prasetyo (2018), showing a significant positive relationship between optimism and work-family enrichment. Similar results are also found in a study conducted by Anggraini et al. (2021), demonstrating that work-family enrichment is influenced positively by optimism.

Optimism, as a habitual positive thinking pattern, can help the working wives understand that their roles in their jobs can complement their roles within their families (work-family enrichment). Optimistic wives tend to bring positive emotions into their lives, resulting in more affection in work and family life (work-family affect). Additionally, they tend to believe in their ability to manage their roles in both work and family, thereby helping them access resources such as social communities that can enhance their work-family capital. They possess an explanatory style that helps them seek opportunities for personal development and learning, enabling them to make decisions to cultivate their work and family life (work-family development).

A positive relationship between self-efficacy and work-family enrichment is demonstrated by the data analysis results. When the working wives have low self-efficacy, their levels of enrichment in the work-family domain are similarly decreased. Conversely, when they exhibit high self-efficacy, their levels of work-family enrichment also increase. A study conducted by Kariimah (2018) supports these findings by showing a positive relationship between self-efficacy and work-family enrichment, providing that between self-efficacy and work-family enrichment there exist an association. This is further supported by a study of Gayathri & Karthikeyan (2016), which indicates a positive relationship between self-efficacy and work-family enrichment.

The working wives in Surabaya can utilize the resources acquired through their employment for their family roles through self-efficacy. The self-efficacy can enhance their work-family enrichment by instilling their confidence, facilitating goal setting and planning, promoting perseverance and resilience, enabling resource utilization, and fostering beneficial spillover between work and family domains. Then the high self-efficacy can empower them to confidently adapt to their work and family responsibilities (motivation), establish realistic goals (goal setting), persist in seeking solutions (persistence), and effectively seek and utilize support (effort), ultimately leading to an improved quality of life between their work and family domains (work-family enrichment).

Applying the resources acquired from their family roles to their work roles are the results from the working wives who have greater confidence and optimism, as shown in table 4. In other words, self-efficacy and optimism regarding their work roles (as employees) may not be as strongly linked to the improved quality of their family roles (as mothers or wives). This finding aligns with a study by Greenhaus & Powell (2006), indicating that the direction of family-work enrichment tends to be stronger than that of work-family enrichment. This is in line with a study by Rothbard (2001), reporting that women tend to experience family-work enrichment. Pleck (1977) contends that the division between family and work is less flexible for men than that in women. According to Pleck (1977), the influence of family experiences on work is culturally less accepted for men. Social expectations related to gender roles and culture lead Pleck (1977) to argue that the influence of family experiences on work is more readily accepted for women.

The results of the coefficient of determination are in Table 4. show that self-efficacy contributes more significantly than optimism to the direction of family-work enrichment. This aligns with the coefficient of determination test for the direction of work-family enrichment. It can be concluded that self-efficacy consistently exhibits a stronger correlation in the direction of both work-family enrichment and family-work enrichment. In other words, self-efficacy plays a stronger role in shaping work-family enrichment in both directions, i.e., work-family enrichment and family-work enrichment, compared to optimism. Furthermore, obstacles encountered in this study is that all working women do not have the same criteria as the desired sample, so it takes time to find suitable respondents. Moreover, despite the growing recognition of work-family enrichment, the lack of study to develop the work-family enrichment concept has hindered the future studies of work-family enrichment (Greenhaus & Powell, 2006). Thus far, there are only a few studies about the topic of work-family enrichment in linking the positive psychology with work-family enrichment especially in the context of Indonesia (Kuntari et al., 2023).

CONCLUSION

It can be concluded that optimism and self-efficacy have a positive contribution to work-family enrichment among the working wives in Surabaya City. Simultaneously, optimism and self-efficacy collectively contribute to 63.1% of the formation of work-family enrichment among the working wives. The findings of this study highlight a significant role of optimism and self-efficacy in promoting work-family enrichment among wives. Professional and family domains are shaped by these psychological factors through experiences. The result of this study can be used as a fact that empowered wives feel stronger, happier, and better at balancing their job and family duties.

According to this model, there is a need to consider other psychological capital variables (such as resilience and hope) as well as to use other demographic data such as biological age, length of working experience, number of children, education level, and duration of marriage. This model only considers a fractured part of work and family resources; future studies can explore other factors of these resources that influence the formation of work-family enrichment. These factors may include skills and perspectives, social capital resources, flexibility, material resources, psychological factors, and physical resources.

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