

WANITA KARIR DAN KESEIMBANGAN KEHIDUPAN-KERJANYA

CAREER WOMAN AND HER WORK-LIFE BALANCE

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Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana keseimbangan kehidupan-kerja dari seorang wanita karir. Sasaran untuk penelitian ini adalah wanita yang memiliki pekerjaan, baik yang sudah berkeluarga maupun belum berkeluarga dan sudah memiliki anak maupun belum memiliki anak. Metode yang digunakan adalah bentuk penelitian deskriptif, dengan teknik analisis data kuantitatif dan alat pengumpulan data yang menggunakan alat bantu kuesioner dan juga studi literatur. Sebelum disebarkan secara meluas, item pernyataan pada kuesioner diuji validitas dan reliabilitasnya dengan menggunakan program SPSS 26. Kuesioner disebarkan melalui google forms dan diisi oleh 74 responden. Adapun responden yang mengisi berasal dari berbagai usia dan dengan beragam waktu lama bekerja. Hasil penelitian menunjukkan bahwa sebagian besar responden sudah memiliki keseimbangan kehidupan-kerja yang baik dan tiga aspek dari keseimbangan kehidupan-kerja pun terpenuhi walaupun belum maksimal. Disarankan kepada wanita yang memiliki pekerjaan tetap memperhatikan keseimbangan kehidupan-kerja, agar tidak merasa tertekan dan mengalami ketidakpuasan bekerja dalam menjalani peran gandanya.

Kata Kunci: Keseimbangan kehidupan-kerja; Wanita; Karir

Abstract

The purpose of this study was to examine about the work-life balance of a career woman. The target for this study is women who have jobs, both married and unmarried, and already have children or do not have children. The method used in this research is a form of descriptive research, with quantitative data analysis techniques and data collection tools that use questionnaire tools and literature studies. Before being widely disseminated, the statement items on the questionnaire were tested for validity and reliability using the SPSS 26 program. The questionnaire was distributed through Google Forms and filled out by 74 respondents. The respondents who filled in came from various ages and with varying periods of work. The results showed that most respondents already had a good work-life balance and three aspects of work-life balance were fulfilled even though they were not greatly optimized. It is highly recommended that career women must be paying attention to work-life balance, so as not to feel pressured and experience work dissatisfaction in carrying out their dual roles.

Keywords: *Work-life balance; Woman; Career*

INTRODUCTION

In the past, women were synonymous with working at home, because of old tradition and also limited access to education (Lakshmi & Prasanth, 2018). But with the times, traditions slowly changed and women also got the right to pursue higher education and have the opportunity to work. In this modern era, it is very common for a woman to earn a living. Wibowo (2011) suggests that from time to time the number of women looking for work would significantly increase. As seen, demographic changes are also increasing the number of working women (Lakshmi & Prasanth, 2018). Women's choice to work is not only due to life demands or economic factors, but the purposes might be occasionally to spend time, to achieve her dreams as a career woman, become an independent woman, have future plans, or have the drive to act and work (Ermawati, 2016).

It can be seen that women are involved in almost all fields, not only in offices or companies, indoors or outdoors, but also some have their own businesses. This is apparently a challenge for a woman because she has to carry out and complete work both at home and in her profession (Lakshmi & Prasanth, 2018). Especially for women who are married and also a mother, the responsibility is greater because they have to take care of the household and children while working (Rahmayati, 2021).

Roles as workers at her job and as women in her family demand equally good performance (Mayangsari & Amalia, 2018). If they prioritize their work, they have to sacrifice a lot of things in the family, and vice versa, if they prioritize their family, they have to sacrifice a lot of things for the work (Lakshmi & Prasanth, 2018). This causes women to be obligated to balance between their life and work to have a better quality of life (Lakshmi & Prasanth, 2018; Mayangsari & Amalia, 2018; Rahmayati, 2021). The balance between life and work is not in numbers but psychologically (Utami & Kwartarini, 2011). Balancing the work and life is called work-life balance.

Work-life balance according to Rangarajan (2014) is a way to keep the responsibilities of home and work life balanced. A good combination of work-life balance can establish harmony between work and life (Tasnim et al., 2017). According to Tomazevic et al. (2014), work-life balance is about finding effective and harmonious ways to blend professional and personal life. Work-life balance is the perception of employees to maintain personal time, household affairs, and work by minimizing role conflicts (Clark, 2000; Ungerson & Yeandle, 2005).

Work-life balance components, according to Brough et al. (2020), include time sharing, engagement, and satisfaction in life and work. Hudson (2005) stated that work-life balance has three aspects, namely (1) time balance, concerning the amount of time allotted to work and perform activities outside of work; (2) a balance of engagement, involving psychological level involvement or balanced employee commitment in work and family; and (3) satisfaction balance, concerning the level of employee satisfaction at work and outside work. Casper et al. (2018) revealed about three instruments that contribute to work-life balance are emotional, feeling (emotional), effectiveness (sense of success), and engagement (level of engagement).

Rangarajan (2014) said that working women usually positively impact family life and workplace behavior. An imbalance between life and work might adversely affect work, which can lead to job dissatisfaction (Tasnim et al., 2017). One of the causes of imbalance in life and work is the high demand for jobs with long working hours (Amstad et al., 2011; Lakshmi & Prasanth, 2018).

Therefore, balance in life and work is quite a challenge for a career woman. When trying to balance life and work, women do not only feel pressure from the workplace, but also from their families (Tasnim et al., 2017). Departing from the background that has been revealed, the formulation of the problem of this study is how work-life balance is taking place in career women. At the same time, the purpose of this research is to study the work-life balance in career women.

METHOD

This study used a descriptive research method. Data collection techniques use questionnaires and literature studies that are relevant and support research (through literature studies, such as books, journals, the internet, and literature relevant to the problem under study). The intended respondents were career women. The criteria set for respondents are women who

have jobs, both married and unmarried, and already have children or do not have children. The questionnaire was distributed using google forms and respondents filled out as many as 74 people.

The data analysis technique used in this study is quantitative analysis and uses the Likert scale with a scale of 1 (strongly disagree) to 5 (strongly agree). Additional questions were asked about respondents' age and length of employment. The statement items that are used in the questionnaire are shown in the following table:

Table 1. Questionnaire Statement Items

No.	Statement Item
1.	I can do hobbies after work
2.	I have time to relax at home
3.	My job is still fun even though a lot of things happen in my personal life
4.	The workload does not make it difficult for me to live my personal life
5.	Activities in my personal life support my work
6.	My personal life gives me enthusiasm for work

The first and second statement items represent indicators of time balance, while the third and fourth statement items represent indicators of engagement balance, and the remaining fifth and sixth statement items represent indicators of satisfaction balance. Before being widely disseminated, the statement items used in the questionnaire were tested for validity and reliability using the SPSS 26 program.

RESULT AND DISCUSSION

Respondent Identity

The respondents who filled in consisted of various ages, namely 8 people aged 16-25 years, 31 people aged 26-35 years, 27 people aged 36-45 years, and the remaining 8 people aged 46 years and over. Respondents who had a working period of less than one year were 4 people, 1-5 years of work were 22 people, 6-10 years of work were 18 people, 11-15 years of work were 14 people, 16-20 years of work were 4 people, and 12 people worked more than 20 years.

Validity and Reliability Test

The samples used in the validity and reliability test were 30 people. Here are the results of the validity and reliability test.

Table 2. Validity Test Results

Statement Item	count
I can do hobbies after work	0,873
I have time to relax at home	0,766
My job is still fun even though a lot of things happen in my personal life	0,781
The workload does not make it difficult for me to live my personal life	0,583
Activities in my personal life support my work	0,660
My personal life gives me enthusiasm for work	0,637

Table 3. Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.800	6

Based on Table 2, it can be stated that the statement items used in the questionnaire are valid because the calculated value is greater than 0.361 (r_{table}). Meanwhile, based on Table 3, because Cronbach's alpha value is greater than 0.6, it can be declared to pass the reliability test.

Descriptive statistical measurements need to be done to see a general picture of the data, such as the average value (Mean), highest (Max), lowest (Min), and standard deviation. The results of the descriptive statistical test can be seen in Table 4 below.

Table 4. Descriptive Statistical Test Results

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
I can do hobbies after work	74	2.00	5.00	4.0676	0.92649
I have time to relax at home	74	2.00	5.00	3.7703	1.00065
My job is still fun even though a lot of things happen in my personal life	74	2.00	5.00	4.1351	0.78206
The workload does not make it difficult for me to live my personal life	74	1.00	5.00	3.9054	0.90915
Activities in my personal life support my work	74	1.00	5.00	4.0811	0.77206
My personal life gives me enthusiasm for work	74	3.00	5.00	4.2973	0.67701
Valid N (listwise)	74				

Based on the results of the descriptive statistical test in Table 4, the distribution of data in this study can be illustrated, including: (1) in the first statement it can be seen that the minimum value is 2, the maximum value is 5, the average value is 4.0676, and the standard deviation is 0.92649; (2) in the second statement, it can be seen that the minimum value is 2, the maximum value is 5, the average value is 3.7703, and the standard deviation is 1.00065; (3) in the third statement, it can be seen that the minimum value is 2, the maximum value is 5, the average value is 4.1351, and the standard deviation is 0.78206; (4) in the fourth statement, it can be seen that the minimum value is 1, the maximum value is 5, the average value is 3.9054, and the standard deviation is 0.90915; (5) in the fifth statement, it can be seen that the minimum value is 1, the maximum value is 5, the average value is 4.0811, and the standard deviation is 0.77206; and (6) in the sixth statement it appears that the minimum value is 3, the maximum value is 5, the average value is 4.2973, and the standard deviation is 0.67701.

The following is a recap of the average respondents' responses to each statement item in the questionnaire:

Table 5. Recap Average Respondent Responses

Statement Item	Average	Information
I can do hobbies after work	4,07	Agree
I have time to relax at home	3,77	Agree
My job is still fun even though a lot of things happen in my personal life	4,14	Agree
The workload does not make it difficult for me to live my personal life	3,91	Agree
Activities in my personal life support my work	4,08	Agree
My personal life gives me enthusiasm for work	4,30	Agree
Average	4,04	Agree

As shown in Table 5, the average respondent gave affirmative responses to all statement items in the questionnaire. It proves that most career women agree that their work-life balance is balanced because three aspects of balance can be met. This study gets almost the same results as research conducted by Himmawan (2020), Pratiwi (2020), and Rahmayati (2021).

Fisher et al. (2009) revealed that there are four dimensions of work-life balance, including (1) work interferes with individual life, namely the extent to which work interferes with life outside of individual work and difficulty in managing time between work and life; (2) an individual's life interferes with work, i.e. the extent to which his or her work interferes with the individual's life, such as if a person has a personal problem will work professionally or bring the problem into work life; (3) the individual's life improves work, that is, the extent to which the individual's life improves his work, for example, a person who has positive emotions or feelings of pleasure will also be happy when working; and (4) work improves an individual's life, i.e. the extent to which his or her work improves that individual's life, for example when a person gets a reward while working.

The statement that gets a low average score is that "I have time to relax at home". This shows that some respondents still feel that the aspect of time balance has not been fulfilled optimally or the work dimension interferes with individual lives, due to lack or difficulty managing time between work and life. The second statement that also gets a low average value is that "the workload does not make it difficult for me to live my personal life". This shows that some respondents still feel that the balance aspect of involvement has not been fulfilled optimally or the dimensions of individual life interfere with work because the burden of work is still carried out in their personal life.

In the aspect of balance satisfaction and the dimension of individual life increasing work, as well as the dimension of work improving individual life of respondents shows that it has been fulfilled although not optimally.

There are practically five strategies in forming work-life balance according to Fisher et al. (2009), namely (1) alternating, which is a strategy carried out by someone by arranging alternative activities, such as doing relaxation amid busy work; (2) outsourcing, which is a strategy carried out by someone who can represent some side jobs or become a second priority but does not forget to hold his mandatory job; (3) bundling, is a strategy carried out by someone to carry out activities simultaneously, for example accompanying children to study while doing office tasks; (4) techflexing, is a strategy carried out by someone utilizing technological

sophistication to complete work so that the time used can be more flexible; and (5) simplifying, is a strategy carried out by someone in reducing some work that is considered less necessary and based on needs, economic value, and benefits that will be obtained by individuals.

From the results of respondents' responses, some strategies that might be applied to balance work-life are (1) techflxing or utilizing technological sophistication to complete work so that the use of work time is shorter and can have leisure time at home; and/or (2) alternating or arranging alternative activities amid busyness, such as socializing outside the office with colleagues or other groups, doing self-care, or traveling with family.

CONCLUSION AND RECOMMENDATION

Based on the results of the study, most respondents clearly have a good work-life balance. There are only a few aspects of the balance that have not been fulfilled to the maximum. It is highly recommended that career women must be paying attention to their work-life balance so as not to be biased and cause excessive pressure and job dissatisfaction in carrying out their dual roles. It is recommended that for further research, the number of respondents can be increased and not limited to just women. It is also recommended to add variables to be studied.

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