



Psychological Well Being and Family Supportive Supervision Behaviors with Work Life Balance in Working Women

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Abstract

Background: Women working is no longer a rare thing because of the era progresses. For a woman, it is very important to balance her life at work and at home because a balanced work life allows working women to maximize their potential, considering the importance of work life balance for working women. **Objective:** This research aims to determine work life balance in working women in terms of psychological well-being and family supportive supervision behavior. **Method:** The data collection method in this research uses three scales, namely the Work life balance scale, Psychological well being scale, and Family support supervision behaviors scale. Data analysis this research uses regression analysis. **Results:** The results show that psychological well being and family supportive supervision behaviors influence work life balance in women who work either together or separately for the two psychological well being and family supportive variables. **Conclusion:** The work life balance felt by working women occurs when working women feel psychological well being and family supportive supervision behaviors in the work and family environment.

Keywords: Family support supervision behaviors, Psychological well being, Work life balance, Working women

Abstrak

Latar Belakang: Perempuan bekerja bukan lagi hal yang langka seiring dengan kemajuan jaman. Bagi seorang perempuan, sangat penting untuk menyeimbangkan kehidupannya di tempat kerja dan di rumah karena kehidupan kerja yang seimbang memungkinkan perempuan bekerja untuk memaksimalkan potensi yang dimilikinya, mengingat pentingnya keseimbangan kehidupan kerja bagi perempuan bekerja. **Tujuan:** Penelitian ini bertujuan untuk mengetahui keseimbangan kehidupan kerja pada wanita bekerja ditinjau dari kesejahteraan psikologis dan perilaku supervisi suportif keluarga. **Metode:** Metode pengumpulan data dalam penelitian ini menggunakan tiga skala, yaitu skala Work life balance, skala Psychological wellbeing, dan skala Family support supervision behaviors. Analisis data penelitian ini menggunakan analisis regresi. **Hasil:** Hasil penelitian menunjukkan bahwa perilaku kesejahteraan psikologis dan pengawasan suportif keluarga berpengaruh terhadap keseimbangan kehidupan kerja pada wanita yang bekerja baik secara bersama-sama maupun terpisah untuk kedua variabel kesejahteraan psikologis dan dukungan keluarga. **Simpulan:** Keseimbangan kehidupan kerja yang



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dirasakan wanita bekerja terjadi ketika wanita bekerja merasakan kesejahteraan psikologis dan perilaku pengawasan yang suportif dari keluarga di lingkungan kerja dan keluarga.

Keywords: Family support supervision behaviors, Psychological well being, Work life balance, Wanita bekerja

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In this era of increasingly rapid industrial development, the phenomenon of women working is no longer a taboo and rare thing. Some women even occupy important positions in various positions within the organization. The Central Statistics Agency (2021) shows that the percentage of women in the formal workforce throughout 2021-2022 is 38.52%, or 51.79 million of the population aged 15 years and over who work are women. This figure increased by 1.09 million people from the previous year. Based on this, it can be concluded that currently there is a shift in women's duties, which were originally only to take care of the household, but now women can participate in improving the economy, this is because women have the same educational opportunities and job opportunities as men (Salsabila et al., 2019).

Women who work are actually more vulnerable to conflict than men because women have different roles in the family. Working women also often experience discrimination triggered by gender differences (Qamaria et al., 2015). (Sari, 2022) Especially for married working women, they have responsibilities in addition to taking care of a partner and when they become mothers, they have to manage care primary children and extended families. Thus, there is pressure in carrying out a career become bigger. Working women's efforts to integrate, organize and balance various issues and activities in their different roles simultaneously putting them under tremendous pressure (Rahmayati, 2021)

Women who work and have families when they are adults, in the end they have to deal with various roles, such as career women, mothers, and wives, which ultimately means women have more than one role in their lives, which is called a dual role. Based on research conducted by (Hastuti, 2018), it is stated that the role of women today has changed a lot. (C. W. U. Putra, 2019) Women's self-actualization can increase rapidly as the government implements the nine-year basic education policy, where this policy raises awareness regarding the importance of individuals receiving education . Then, as the level of women's education increases, the awareness arises that within women there is an awareness that a woman has the potential to develop and be successful. The existence of support from family, colleagues and leaders will have an impact on women's self-confidence in working without ignoring their nature and duties within the family sphere. In today's fast-paced world, it is common for work-life balance issues to take center stage in research along with their impact on organizations (Nurmayanti et al., 2022)

Handayani et al., (2015) stated that there are three categories of work and family balance, including a balance between work and family, an absence of balance due to prioritizing work, and an absence of balance due to prioritizing family over work interests. Therefore, the principle of Work Life Balance is a solution in resolving family and work problems for the sustainability and welfare of employees. In line with research conducted by (Septina & Soeharto, 2023) which states that Individuals who are able to balance personal and work affairs and feel satisfaction with their work, then become productive and optimal in living the day so that they can avoid psychological problems and have a prosperous life. The results of research conducted by (Wulansari, 2023) found three factors that influence work-life balance, namely individual factors, organizational factors, and life factors.

The work life balance variable is influenced by psychological well-being. This is supported by research by (Wilkinson, 2013) and (Lestari, 2017) showing the results that there is a significant positive relationship between work-life balance and psychological well-being. Apart from being influenced by psychological well-being variables, family supportive supervision behaviors also have a big impact, as in the research journal Ayuningtyas & Septarini (2013) stated that the correlation coefficient of this research is positive, so it can be concluded that the direction of the relationship between the two variables is positive. So, increasing levels of family supportive supervision behaviors will be followed by increasing levels of work family balance in working women, and vice versa. According to (Sofyanty & Setiawan, 2020) psychological well-being is a very important thing in human life, including in the scope of companies or organizations.

Based on this description, researchers want to study further the role of Psychological Well Being and family supportive supervision behaviors on work-life balance in working women. (R. S. Putra, 2021) Work pressure for those who work, especially women, about the nature of work-life balance, considering why this is an important issue now and in the future because work-life balance is an important factor that organizations need to pay attention to when adopting a policy to increase work productivity stay awake. (Cintantya & Nurtjahjanti, 2020)

Greenhaus et al (2003) define work-life balance as work-life balance where a person is balanced between work responsibilities and family or life responsibilities. (Kalliath & Brough, 2008) define Work Life Balanced as an individual's perception that work and non-work activities must be commensurate and encourage growth in accordance with current life priorities.

(Greenhaus et al., 2003) define three aspects of work life balance, including: 1. Time Balance, namely the balance of the amount of time spent by individuals in fulfilling role demands in work and family. In this case, the balance of time that employees have determines the amount of time allocated by employees to work and their personal lives with their families. Therefore, employees will not be burdened by work which can reduce their time spent with family. On the other hand, employees can still complete their work professionally without family demands taking up their time. 2. Involvement Balance, namely the individual's psychological balance in fulfilling the demands of roles in work and family. In this case, when employees can be physically and emotionally involved in their work and family, an

involvement balance will be achieved. 3. Satisfaction Balance, namely, the balance of individual satisfaction with the demands of roles in work and family. In this case, employee satisfaction will arise if the employee considers that what he has done so far is good enough and can accommodate work and family needs. (Cristy et al., 2023)

The research result (Pratiwi et al., 2024) revealed that working mothers experience significant changes in working conditions and situations before and after marriage, individuals are also required to manage their time more wisely so they do not neglect home duties and work commitments. Working mothers sometimes have difficulty working because of something that happens to their children, and individuals are required to be able to complete their tasks and commitments. (Lie et al., 2022)

Ryff & Singer, (2008) stated that Psychological Well Being is the full realization and achievement of individual potential where individuals can accept their own shortcomings and strengths, are independent, able to build positive relationships with other people, can master their environment in the sense of modifying their environment so that according to his desires, has a life goal, and continues to develop his personality. Ryff & Singer, (2002) further explained that psychological well-being is a situation where a person can make decisions, can make his environment work according to his needs, has a purpose in life so that life becomes more meaningful, and tries to develop himself (Masita et al., 2019).

A different opinion was expressed by Nurhayati (2010) who stated that psychological well-being is a condition where an individual is able to accept his or her situation, is able to form warm relationships with other people, is able to control the environment, has independence, has a goal in life and is able to develop talents and abilities for personal development (Wulansari, 2023)

Ryff & Singer, (2008) emphasize two main points in explaining psychological well-being: first, well-being which emphasizes the process of individual growth and fulfilment which is influenced by the surrounding environment. Second is eudaimonic, which emphasizes the effective regulation of physiological systems. There are 6 aspects of psychological well-being proposed by (C. Ryff & Singer, 2002) namely, Self-acceptance, Positive relations with others, Autonomy, Environmental Mastery, Purpose in Life, and Personal growth, (Suryani, 2021).

Family Supportive Supervision Behaviors is supportive behavior from superiors towards the family conditions of their subordinates, which can shape their subordinates' perceptions of organizational support (Hammer et al., 2010).

(Greenhaus et al., 2012) said that family supportive supervision behaviors are a form of informal support from the organization. Superiors have a very important role, because superiors are someone who connects and implements existing policies (formal support) to their subordinates (Hammer et al., 2007).

Based on the understanding of several experts above, it can be concluded that family supportive supervision behaviors are behavior or support from superiors given to their

subordinates regarding the condition of their subordinates' families so that this will be considered as support by their subordinates.

Hammer et al (2007) suggests that Family supportive supervision behaviors (FSSB) can be measured through 4 dimensions including: 1. Emotional Support. In the Emotional support dimension, it can be demonstrated by a superior by providing a sense of comfort when his subordinates communicate family problems, paying attention to how work affects his responsibilities in the family and show respect, attention, sympathy and sensitivity towards the families of their subordinates (Hammer, et al, 2011). 2. Instrumental Support. The Instrumental Support dimension is shown in the form of how a superior can respond to the needs of his employees, both work and family needs related to the policies that have been established. Instrumental support can be demonstrated by flexibility in managing schedules, as well as interpreting existing policies and how to implement them. (Hammer, et al, 2011). 3. Role Modeling Behavior in the Role Modeling Behavior dimension, a superior provides strategies and examples of behavior, which are believed to help subordinates in integrating work and family responsibilities. Kirby and Krone (Hammer, et al, 2011). 4. Creative Work-Family Management Bosses have the initiative in organizing work with the aim that it can run effectively and can improve work-life balance for workers, especially women, so that they can balance their roles both in terms of work and in terms of life outside of work, (Abdillah & Rahmat, 2023).

(Yuliana & Handoyo, 2020) employees who feel cared for and part of the company who can help employees overcome problems related to role demands at work and family. Apart from that, it also helps female workers meet the needs of their families and frees them from worrying about their families. Involvement of women in the world of work, there are multiple roles of responsibility both in the field of work and in family life. Therefore, women must be able to balance between work and workers' lives (Milleniva et al., 2023).

Method

This research is quantitative research with data collection methods using a psychological scale. The data analysis technique uses regression analysis. Regression analysis is used to look for correlations between one or more independent variables and a dependent variable. Regression analysis techniques were used in this research because researchers wanted to know the relationship between variables as well as the correlation coefficient and contribution of each independent variable.

The subjects in this research were women who worked and lived in Yogyakarta. The subject sampling technique used was purposive sampling where the researcher used certain criteria in selecting subjects.

The data collection method in the research uses a test tool in the form of a scale that refers to a Likert scale which measures attitudes with five alternative answer choices. There are three scales used consisting of the Psychological Well Being scale, the family supervision supportive behaviors scale and the work-life balance scale. The data analysis technique used

in this research is regression analysis. Regression analysis is used to look for correlations between an independent variable X or more and a dependent variable Y.

Regression analysis techniques were used in this research because researchers wanted to know the relationship between variables, as well as the correlation coefficient and contribution of the independent variables (Psychological Well Being and family supervision supportive behaviors) to the dependent variable (work life balance). Data analysis techniques in research use the SPSS for Windows program.

Result

In this study, there were 144 working female subjects. The data obtained from the results of the scale distribution are then processed and analyzed quantitatively. Based on the results of research and data analysis that has been carried out, the following picture of data categorization is obtained:

Table 1. Categorization of work life balance, psychological well being and family supportive supervision behaviors score data

Categorization	<i>Work life balance</i>		<i>Psychological well being</i>		<i>Family supportive supervision behaviors</i>	
	N	%	N	%	N	%
<i>Tall</i>	24	16.6	58	40.2	41	28.5
<i>Medium</i>	120	83.4	86	59.7	99	68.7
<i>Low</i>	0	0	0	0	4	2.8

Before carrying out the regression test, an assumption test is carried out as a prerequisite, because the data analysis technique in this research is regression analysis, the assumption tests used are the distribution normality test, relationship linearity test, and collinearity test. the results of the assumption test state that the data meets the requirements for regression testing.

The first regression analysis is to test the relationship between *Psychological Well Being* and family supportive supervision behaviours with work life balance obtained a correlation coefficient value of 0.436 with an F value = 21,845 and an R square value of 0.281, this shows that the variables Psychological Well Being and family supportive supervision behaviors have an influence of 28.1% on the variables Work Life Balance and 71.9% are influenced by other variables not examined in this research. The results of the regression analysis show a significance level of 0.001 ($p < 0.01$), this means that Psychological Well Being and family supportive supervision behaviors influence Work Life Balance in working women, which means the first hypothesis proposed in this research is accepted.

The second regression test analysis showed that 15.6% of the Work Life Balance variable was influenced by variables *Psychological Well Being* where the T value = 3.476 with

a significance of 0.001 ($p < 0.01$) meaning that there is a very significant relationship between *Psychological Well Being* with Work Life Balance in working women so that the second hypothesis proposed is accepted.

The third regression test analysis obtained a value of $T = 3.218$ with a significance of 0.002 ($p < 0.01$) so the hypothesis says that there is a relationship between *family supportive supervision* behaviours with Work Life Balance in Working Women are accepted. The effective contribution of the family supportive supervision behaviors variable to the Work Life Balance variable is 12.5%.

Discussion

The results of the research regression analysis test show that together the variables Psychological Well Being and family supportive supervision behaviors are positively related to the Work Life Balance variable with an effective contribution of 28.1%. The results of this research are in line with research conducted by Nur (2019) entitled Psychological Well-Being and Family Supportive Supervision Behaviors Toward Work-Life Balance on Employees. The results of this research show that there is a high relationship between psychological well-being variables and family supportive supervision behaviors towards work-life balance with significance $\rho = 0.000$ where $\rho < 0.05$. This means that there is a relationship between psychological well-being variables and family supportive supervision behaviors and work-life balance. The large coefficient (R^2) of 0.442 states that the influence of psychological well-being and family supportive supervision behaviors on work-life balance is 44.2%, while other influences outside of Psychological Well-Being and family supportive supervision behaviors on work-life balance are 55.8%. The results of research on psychological well-being and family supportive supervision behaviors toward work-life balance on employees, it can be concluded that there is an influence of psychological well-being and family supportive supervision behaviors on work-life balance, there is a positive relationship between the psychological well-being variables being with work-life balance, and there is a positive relationship between the variable family supportive supervision behaviors and work-life balance in staff employees (Nur & Prestiana, 2019) and (Sofyanty & Setiawan, 2020).

The results of testing the other two purpose show that there is a relationship between the variables *Psychological Well Being* with Work Life Balance with an effective contribution of 15.6%. The work life balance variable is influenced by Psychological Well Being. This is supported by research by (Wilkinson, 2013) and (Lestari, 2017) showing the results that there is a significant positive relationship between work life balance and psychological well-being. Subjects who felt their life and work were more balanced had more positive psychological well-being. Work-life imbalance is one of thirteen psychosocial factors found to be associated with low levels of employee well-being (Schütte et al., 2014). Work-life balance in addition to the relationship between work and family functions also involves other roles in other areas of life (Rahmayati, 2021). The key to maintaining a balance between work and family life is time-management and sorting out priorities. Apart from that, the support of family members to provide more flexible space and time for female workers to carry out dual roles also plays an

important role in helping maintain the quality of family life balance. and work (Helena & Dua, 2020).

Testing the third purpose show *family supportive supervision* behaviors with Work Life Balance in Working Women are accepted. The effective contribution of the family supportive supervision behaviors variable to the Work Life Balance variable is 12.5%. Apart from being influenced by the Psychological Well Being variable, the work life balance variable, family supportive supervision behaviors also have a big impact, as in the research journal (Ayuningtyas, 2013) stated that the research correlation coefficient was positive, so it could be concluded that the direction of the relationship between the two variables was positive. So, increasing levels of family supportive supervision behaviors will be followed by increasing levels of work family balance in working women, and vice versa. The results of previous research found that, The findings in this study are the influence of psychological well-being plays a major role in inter-organizational mobility among women technologists (Kadir et al., 2021) and (Han & McLean, 2020)

The results of this study also calculated data categorization scores for working female subjects. The data showed that the majority of subjects were in the medium good category for the Work Life Balance variable, *Psychological Well Being* and family supportive supervision behaviors. These results show that the majority of subjects in the study felt the balance between their lives and work as stated by (Lyubomirsky et al., 2005) and (Yragui et al., 2017) states that employees who have a high level of psychological well-being will be happier in their work and home life. The importance of psychological well-being for women who work is that apart from being a form of self-actualization, it is also a form of mental and physical health (Rosita et al., 2022) and (Rofcanin et al., 2017). Therefore, well-being in the workplace is an employee need that must be met. Individuals with higher well-being will be more productive and have better mental and physical health than those with lower well-being (C. D. Ryff & Singer, 2008). Family supportive supervision behaviors supportive behavior from superiors towards the family conditions of their subordinates, which can shape their subordinates' perceptions regarding organizational support, superior support is very important for employees to be able to motivate their employees at work (Hammer et al., 2010). Employees who get support from their superiors will influence their work-life balance. This is proven in research conducted by Seiger and Wiese (2009) which states that social support that comes from partners, family members, supervisors and co-workers tends to influence a person in balancing their roles, so as to minimize the occurrence of conflict due to various role demands worker. Thus, support from superiors can influence work-life balance, such as support that provides relief from tasks when there is an emergency in the family and so on. (Lie et al., 2022)

(Cucuani & Fitriyani, 2017) Leaders who provide a high level of emotional support to their employees will make employees feel comfortable, valuable and not alone. Fulfilling emotional needs can help employees become more optimal and focused in completing tasks. (Masita et al., 2019) In addition, the emotional support received from superiors and the positive impact that arises teaches employees the importance of meeting the emotional needs of their families. Feelings of comfort and worth also make employees go home to face family and home duties with positive emotions. Research conducted by (Huda & Firdaus, 2020) also stated that

working women who have a good work-life balance are able to balance their duties and responsibilities as mothers and workers (Yunisa & Dewinda, 2020).

This research has several limitations in its implementation, including the limited number of research subjects because this research only uses gforms distributed to WhatsApp groups and social media, as well as the measuring tools used to use used trials considering the limited research time available so it is possible that it could influence the quality. research carried out.

Conclusion

Based on the discussion and research results of psychological well-being and family supportive supervision behaviors with work-life balance in working women, it can be concluded that there is an influence of psychological well-being and family supportive supervision behaviors on work-life balance, there is a positive relationship between the variable psychological well-being and work-life balance, and there is a positive relationship between the variable family supportive supervision behaviors and work-life balance in working women.

The results of this research also found that both together and separately are variables *psychological well-being* has an influence on the level of work-life balance felt by working women is 15.6% and the variable family supportive supervision behaviors has an influence on workplace well-being among working women is 12.5%.

Suggestion

Some suggestions that can be considered specifically for research subjects are to continue to adapt and accept themselves with the choice they have made, namely being a woman who works and has a family. The adaptation process is carried out with the work environment, co-workers and superiors as well as managing time between life and work and can be more assertive by asking for help from those closest to you in helping with household matters if you feel it is necessary or you can hire a household member or arrange flexible working hours so that you can improve work-life balance.

For future researchers, if they are interested in researching the same theme, they can explore in more depth other factors that influence work-life balance, such as work arrangement factors, childcare responsibilities, and family support.

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