



The Relationship Between Family Support And The Work Environment On Work-Life Balance In Working Mothers Who Have Preschool-Age Children

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Abstrak

Penelitian ini bertujuan untuk menganalisis hubungan antara dukungan keluarga dan lingkungan kerja terhadap work-life balance pada ibu pekerja yang memiliki anak usia prasekolah. Dengan menggunakan pendekatan kuantitatif korelasional, data dikumpulkan dari 286 responden melalui kuesioner berdasarkan skala likert. Hasil analisis regresi menunjukkan bahwa dukungan keluarga memiliki pengaruh signifikan dan positif terhadap work-life balance ($\beta = 0,566$), sedangkan lingkungan kerja juga memiliki pengaruh positif tetapi lebih kecil ($\beta = 0,318$). Secara simultan, kedua variabel tersebut menjelaskan variabilitas work-life balance sebesar 59,4% ($R^2 = 0,594$). Dukungan keluarga terbukti menjadi faktor dominan, menurut teori Work-Family Border dan Gender Role, dengan peran keluarga yang penting dalam membantu ibu menyeimbangkan peran kerja dan keluarga. Penelitian ini menyarankan penguatan dukungan keluarga dan fleksibilitas lingkungan kerja untuk meningkatkan work-life balance pada ibu pekerja. Penelitian lebih lanjut disarankan untuk meneliti variabel lain seperti stres kerja atau budaya organisasi.

Kata kunci: *Dukungan Keluarga, Lingkungan Kerja, Work Life Balance*

Abstract

This study aims to analyze the relationship between family support and work environment on work-life balance in working mothers who have preschool-age children. Using a correlational quantitative approach, data was collected from 286 respondents through a questionnaire based on the Likert scale. The results of regression analysis showed that family support had a significant and positive influence on work-life balance ($\beta = 0.566$), while the work environment also had a positive but smaller effect ($\beta = 0.318$). Simultaneously, both variables explained 59.4% work-life balance variability ($R^2 = 0.594$). Family support has proven to be the dominant factor, according to the theory of Work-Family Border and Gender Role, with the role of the family essential in helping mothers balance work and family roles. This study suggests strengthening family support and flexibility of the work environment to improve work-life balance in working mothers. Further research is suggested to examine other variables such as work stress or organizational culture.

Keywords: *Family Support, Work Environment, Work Life Balance*

INTRODUCTION

In the era of globalization, economic growth and technological advances that are increasingly sophisticated and rapidly increasing, resulting in competition in the business world also increasing. Organizational efforts in cooperation with other organizations both in the country and at the global level are indispensable for business progress (Marhalinda & Supiandini, 2022). In this modern era, more and more mothers are taking on the dual role of breadwinner and main caregiver in the family (Arif, 2019). This challenge becomes more complex for mothers who have preschool-aged children because they need intensive attention and care. Therefore, it is important to understand the factors that affect the work-life balance of working mothers, especially support from family and work environment.

Work-life balance refers to a person's ability to balance the demands of work and personal life. An imbalance between the two can cause stress, fatigue, and negatively impact physical and mental health ((Ramadhan et al., 2024); (Wardani & Firmansyah, 2021). For working mothers, maintaining a work-life balance is very important to ensure they can fulfill their responsibilities at work without sacrificing the quality of their relationships with children and family.

A typical work-life balance strategy that adjusts to the working conditions and household conditions of each participant (Syahirah, 2023). Family support is one of the key factors that affect work-life balance. This support can be practical help, such as taking care of children or household chores, as well as emotional support, such as providing encouragement and understanding (Lathip, n.d.). When working mothers feel supported by

their partner, parents, or other family members, they are better able to cope with daily stress.

Research shows that the involvement of couples in childcare greatly contributes to the balance between work and personal life of mothers. Couples who actively help with household tasks and childcare can ease the burden on mothers, so they have time to rest or take care of personal needs.

In addition to family support, a supportive work environment also plays an important role in maintaining a work-life balance. A flexible work environment, for example, can allow working mothers to adjust their work schedules according to the needs of the family (Fajrin & Purwastuti, 2022). Policies such as working from home, adequate maternity leave, and flexible work schedules are some examples of workplace support that can help mothers work.

A work culture that respects work-life balance is also very important (Driyantini et al., 2020). When companies prioritize employee well-being, working mothers tend to feel more valued and motivated to give their best performance without feeling pressured.

However, not all working mothers have the same access to family support and an ideal work environment. Some mothers face challenges in getting adequate support, both due to a lack of partner involvement and an overly demanding work culture. This condition can lead to imbalances that adversely affect mental health and family relationships.

For working mothers who have preschool-age children, this challenge is even greater because children at that age require more intensive attention and supervision. Lack of support can cause working mothers to feel overwhelmed, affecting their performance at work and their relationships with children (Tawale et al., 2011).

On the other hand, mothers who receive support from their family and work environment tend to be better able to face these challenges. They have emotional and practical resources that allow them to manage their time and energy more effectively. By doing so, they can maintain a balance between work and personal life, which ultimately improves their overall quality of life.

In addition, children also benefit from a good work-life balance. When mothers have enough time for their families, children tend to feel more cared for and loved. This has a positive impact on their emotional and social development.

Therefore, it is important for couples and families to provide maximum support to working mothers. This support not only helps mothers maintain a balance in life, but also improves harmony in the family as a whole.

On the other hand, companies also have a responsibility to create a supportive work environment. Policies that support work-life balance are not only beneficial for employees,

but also for the company itself (Saragih et al., 2024). Employees who feel supported tend to be more productive, loyal, and have higher levels of job satisfaction.

To improve work-life balance, working mothers also need to take proactive steps, such as setting priorities, delegating tasks, and finding time to take care of themselves. Thus, they can reduce the risk of fatigue and improve quality of life.

In the long run, cooperation between the family, the work environment, and the working mother herself is needed to create an optimal balance. Each party has an important role in supporting working mothers to carry out their roles well in various aspects of life.

In conclusion, family support and a supportive work environment have a very significant role in maintaining work-life balance in working mothers who have preschool-age children. With adequate support, working mothers can carry out their roles optimally, both as workers and as mothers, without feeling burdened.

It is important to continue to raise awareness about the importance of work-life balance, both at the individual, family, and organizational levels. Thus, working mothers can feel happier, healthier, and productive in carrying out their dual roles.

RESEARCH METHODS

1. Research Approach

This study uses a quantitative correlational approach to determine the relationship between the variables of family support (X1) and work environment (X2) with work-life balance (Y) in working mothers who have preschool-age children (Ardyan et al., 2023).

2. Research Design

The research design used is a cross-sectional design in which data are collected at a specific time (Pandis, 2014). This approach is carried out to look at the relationship between variables without providing intervention.

3. Population and Sample

Population: Working mothers who have preschool-aged children (3-6 years) who work in the formal or informal sector in a given study area.

a. Sample:

The sample was determined using a purposive sampling technique based on criteria (Retnawati, 2017):

- a) Mothers who have children of preschool age (3-6 years old).
- b) Actively working for at least the last 1 year.
- c) Willing to fill out a research questionnaire.
- d) Sample sizes are determined by the Slovin formula:

$$n = \frac{N}{1+N(e^2)}$$

- b. n = Sample size
- c. N = Number of population
- d. e = The desired error rate (usually 5% or 0.05).

Example: If the population (N) is 1,000 working mothers, then:

$$n = \frac{1000}{1+1000(0.05)^2} = \frac{1000}{1+2,5} = 286$$

4. Research Instruments

The instrument used was in the form of a closed questionnaire with a Likert scale (1-5), which included:

- a. Family Support (X1): 10 questions that assess the extent to which the family provides emotional, financial, and practical support.
- b. Work Environment (X2): 10 questions related to working conditions, flexibility, and support from colleagues.
- c. Work-Life Balance (Y): 10 questions that assess respondents' ability to balance work and family demands.

5. Data Collection Techniques

Data is collected through the distribution of questionnaires in person or online using platforms such as Google Forms to reach a wider range of respondents.

6. Validity and Reliability

- a. Validity Test: Uses Pearson's Product-Moment technique to see the validity of each item.

Formula:

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

- b. Reliability Test: Uses Cronbach's Alpha to measure the internal consistency of the instrument.

Formula:

$$\alpha = \frac{k}{k-1} \left(1 - \frac{\sum \sigma^2}{\sigma_t^2} \right)$$

- c. k : Number of items
- d. σ^2 : Variation of each item's score
- e. σ_t^2 : Total variance

7. Data Analysis

The data was analyzed using statistical software such as SPSS or Excel:

- a. Descriptive Test: Describe the respondent's profile and data distribution.
- b. Normality Test: Using the Kolmogorov-Smirnov or Shapiro-Wilk test to ensure the data is normally distributed.
- c. Correlation Test:
 - a) Use Pearson Correlation (r) if the data is normally distributed.
 - b) Otherwise, use a non-parametric correlation test like Spearman.
- Multiple Regression Test: To determine the effect of X_1 and X_2 on Y .

Formula:

$$Y = a + b_1X_1 + b_2X_2 + e$$

- Y : Work-life balance
- a : Constant
- B_1 : Regression coefficients for family support
- B_2 : Regression coefficients for the work environment
- e : Error term

RESULT AND DISCUSSION

1. Characteristics of Respondents

The respondents in this study consisted of 286 working mothers who had preschool-age children. The details of the characteristics of the respondents are as follows:

Table 1. Characteristics of Respondents

Characteristic	Frequency (n)	Percentage (%)
Age		
25–30 years	80	27.97
31–35 years old	110	38.46
>35 years old	96	33.57
Length of Work		

1–3 years	95	33.22
4–6 years	121	42.31
>6 years	70	24.47
Number of Children		
1 child	134	46.85
2 children	112	39.16
>2 children	40	13.99

2. Descriptive Statistical Analysis

Average score of the research variables:

Table 2. Score of Each Variable

Variable	Min	Max	Mean	SD
Family Support	25	50	38.56	5.12
Work Environment	20	50	35.47	6.34
Work-Life Balance	30	50	42.21	4.89

3. Correlation Test

The results of the Pearson correlation test showed a significant positive relationship between family support, work environment, and work-life balance:

Table 3. Correlation Test

Variable	Work-Life Balance (Y)	Significance (p-value)
Family Support (X1)	0,678	0,000
Work Environment (x2)	0,542	0,000

The correlation of family support had the highest correlation value ($r = 0.678$), indicating a strong relationship with work-life balance.

4. Multiple Regression Test

The results of multiple regression analysis were carried out to determine the simultaneous and partial effects of family support (X1) and work environment (X2) on work-life balance (Y). Regression formula used:

$$Y = a + b_1X_1 + b_2X_2 + e$$

The results of multiple regression analysis are described in the following table:

Table 4. Multiple Regression Results

Independent Variable	Coefficient (B)	Beta (β)	t-value	Sig. (p-value)
Family Support (X1)	0.566	0.566	9.512	0.000
Work Environment (x2)	0.321	0.318	6.214	0.000
Constant (a)	15.234			

- $R^2 = 0.594$
- Adjusted $R^2 = 0.589$
- F-value = 205,431 ($p = 0,000$)

The family support variable had a positive and significant influence on work-life balance with a value of $\beta = 0.566$, indicating that every increase in family support by 1 unit will increase the work-life balance by 0.566 units. The variable of the work environment also had a positive effect on the work-life balance with a value of $\beta = 0.318$, but the effect was lower than that of family support. The R^2 value = 0.594 showed that 59.4% of the work-life balance variability could be explained by family support and work environment, while the rest was influenced by other variables that were not studied. Simultaneously, family support and work environment had a significant effect on work-life balance ($F = 205,431$; $p = 0.000$).

DISCUSSION

The results of this study showed that family support had a significant and positive influence on work-life balance in working mothers who had preschool-age children, with a higher beta value ($\beta = 0.566$) than the work environment ($\beta = 0.318$). This shows that family support plays a dominant role in helping working mothers achieve a balance between work life and family life. In addition, the contribution of these two variables together to work-life balance is quite large, with a value of $R^2 = 0.594$, which means that 59.4% of the work-life balance variability can be explained by family support and work environment.

1. Family Support as a Key Factor in Work-Life Balance

Family support proved to be an important factor that helped working mothers cope with the pressures of two main roles: work and family. These findings are consistent with the Work-Family Border theory developed by Clark in (NOR, n.d.), which states that

support from the family environment can help individuals manage the boundaries between work and family roles. When mothers feel supported by their partner or other family members, they are better able to allocate time and energy to meet the demands of both roles in a balanced way.

Previous research by Greenhaus and Powell in (Farradinna et al., 2019) It also found that emotional and practical support from the family, such as the division of household chores or childcare, can reduce work stress and increase satisfaction in personal life. In the context of this study, family support not only provides emotional comfort but also provides resources that enable working mothers to reduce role conflicts and improve work-family balance.

2. Work Environment and Work-Life Balance

The work environment also has a significant influence on work-life balance, although it has a smaller effect than family support. This is in line with research by (Nurhabiba, 2020), which shows that work flexibility, employer support, and positive relationships with coworkers can help individuals better manage work and family demands.

In this context, working mothers who have flexibility in managing work schedules or getting support from their superiors tend to have an easier time balancing their work and family lives. However, in this study, a smaller beta value ($\beta = 0.318$) suggests that the work environment is not as important as family support in determining work-life balance. This can be due to the fact that mothers working with preschool-age children have greater responsibilities at home, so family support becomes more essential.

3. Gender and Social Role

The results of this study can also be associated with the theory of Gender Role in (Ishak, 2015), which states that women tend to have greater responsibilities in family roles, including childcare. Working mothers who have preschool-aged children often face double demands, namely being productive employees and attentive caregivers. In this situation, family support, especially from the partner, is a very important factor to ease the burden and create balance.

CONCLUSION

This study shows that family support has a significant and dominant influence on work-life balance in working mothers with preschool-aged children ($\beta = 0.566$), compared to the work environment ($\beta = 0.318$). This emphasizes the importance of the role of the family in helping mothers balance the demands of work and family. Emotional and practical support

from the family, such as the division of roles, is more effective than flexibility and support in the work environment. These findings support the theory of Work-Family Border and Gender Role, and suggest that interventions to improve work-life balance need to focus on strengthening family support and managing a flexible work environment.

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