

---

**The Impact of Work Family Conflict on Psychological Well-being of Woman Workers with Families in The Directorate General of Horticulture, Ministry of Agriculture, Republic of Indonesia**

**Mira Rizki Wijayani<sup>1)</sup>, Amir Supriyanto<sup>2)</sup>**  
<sup>1,2)</sup> Universitas Tama Jagakarsa

\*Corresponding Author  
Email : [ib.mirarizki@gmail.com](mailto:ib.mirarizki@gmail.com)

---

**Abstract**

*The purpose of this study was to determine the effect of work family conflict on the psychological well-being of female workers with families in the Directorate General of Horticulture of the Ministry of Agriculture of the Republic of Indonesia. The research method used is quantitative research method using psychological scale as the primary data source. The population in this study amounted to 170 female workers with a total sample of 119 female workers Directorate General of Horticulture Ministry of Agriculture of the Republic of Indonesia. The analysis tool used in this study is a simple linear regression analysis. The results of this study showed a significant and negative influence of work family conflict on psychological well-being , this is indicated by the value of significance level  $0.000 < 0.05$ , where  $H_0$  is rejected and  $H_a$  is accepted..*

**Keywords:** *Work Family Conflict, Psychological Well-Being, Female Workers Have Families.*

---

**INTRODUCTION**

As time goes by and the development of technology and industry increasingly advanced, the need was increasing. If in the past only the head of the family worked, today there are many women who work outside the home to meet the needs both for themselves and for the family. Women socialize, self-actualize and plunge into the world of work to develop their education and potential. (Nelson, et al In Sharma, 2009)

Working women have limitations in taking care of the household and family, because they spend more time in the office than at home. This of course affects the state of psychological well-being because it has a psychological burden, stress due to time constraints, depressed, and anxious. The results of research from Cinamon and Rich (2002) showed that the entry of women who are married and have children into the world of work can cause various problems in their careers.

Family women who decide to work have their own roles and responsibilities in the world of their work. They spend some time away from their families and even their children (Santrock, 2007). Family women also have one of the roles of mothers who are responsible for children and household chores (Santrock, 2007). Family women who have both roles, both in the world of work and as mothers, are often referred to as having a dual role. If individuals who have multiple roles are unable to adjust between behavior in the family with behavior in work or in different roles, it is likely to experience a conflict called work family conflict.

Work family conflict is a form of conflict between roles that is said to be pressure arising from the participation of individuals in different roles. In cases such as this inter-role conflict, the role pressures associated with membership in one organization conflict with the pressures derived from membership in another group (Greenhaus & Beutell, 1985).

Various studies regarding the fulfillment of two conflicting roles have consistently shown that most working women experience role conflicts (Duxbury & Higgins, 1991). Dual

role conflict will not occur if there is a balance between roles in the family and work. But in reality it is very difficult to strike a balance between the role of wife and mother and the role of breadwinner. What is more common is that women more often experience work family conflict and more emphasis on one role that is considered more important, so that other roles become neglected.

Thus, it takes more effort from the individual in regulating the demands of his role so that the dual role conflict can be minimized. For workers, one of the factors affecting well-being at work is family well-being. When there is an imbalance in meeting the demands of family and work roles, work family conflict will arise which will affect the psychological well-being of individuals.

Psychological Well - being or psychological well-being is a condition in which individuals are able to run positive things in their lives, one of them by relating well with the surrounding environment, able to establish good relationships with others, willing to accept themselves for what they are, able to face the problems being faced and able to feel the satisfaction of life for themselves (Ryff & Keyes, 2005).

Psychological Well - being can be achieved by individuals through six aspects, including accepting all the shortcomings and advantages of self, being able to build good relationships with others, being independent, mastering the environment, having a purpose in life, and continuing to develop existing potential (Ryff, 1989).

Research conducted by Hapsari (2020) related to Work Family Conflict with psychological Well-being of workers explained that there is a very significant negative relationship between Work Family Conflict and Psychological Well-Being in workers. This shows that the lower the Work Family Conflict experienced by workers, the higher the Psychological Well-being and vice versa.

Low Psychological Well-being will certainly cause individuals to be unable to optimally carry out their roles both at home and in their work. In carrying out its role at home psychological well-being will affect the mother's confidence in parenting and educating so that it can increase the positive development of her children. Meanwhile, research conducted by Handoko (2019) shows that individual psychological well-being has an impact on individuals and their jobs, where there is a significant relationship between psychological well-being and employee engagement in workers..

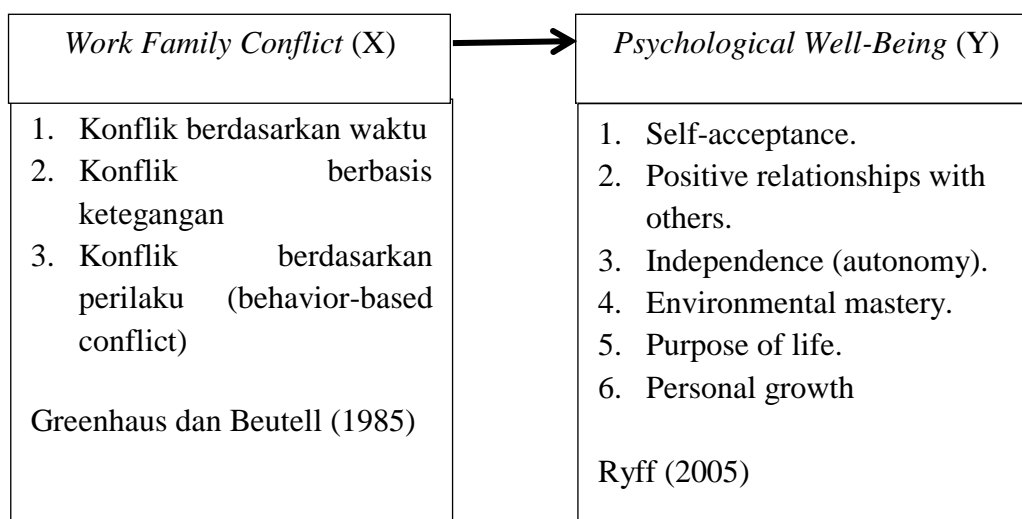
Directorate General of Horticulture Ministry of Agriculture is located at Jl. AUP No. 3 Pasar Minggu Jakarta Selatan is an echelon I work unit within the Ministry of Agriculture of the Republic of Indonesia stipulated by Presidential Regulation of the Republic of Indonesia number 9 of 2005 concerning the position, duties and functions of the organizational structure and Working Procedures of the Ministry of the Republic of Indonesia and Presidential Regulation of the Republic of Indonesia Number 10 of 2005 concerning organizational units and Working Procedures of the Echelon I of the Ministry of the Republic of Indonesia.

Directorate General of Horticulture in the development of its organization is always dynamic and growing following the demands of agribusiness development in the field considering the development of horticultural agribusiness products are very potential and prospective in the future that require an integrated agricultural approach (PPT), as well as demand and market prospects continue to grow along with the development of the population, welfare and income levels of society. In carrying out this function, the director general has one of the missions to realize a transparent, accountable, professional and high integrity Ministry of Agriculture. Where in this case, of course, individuals with good psychological well-being are needed to realize the mission.

Having a good psychological well-being is the hope of all individuals, including women who have a role as housewives and working mothers. The purpose of this study was to determine whether there is an influence of Work Family Conflict on the Psychological Well-Being of female workers with families in the Directorate General of Horticulture Ministry of Agriculture.

Referring to Greenhaus and Beutell (1985), Work family Conflict is measured through 3 (three) aspects, namely time-based conflict, tension-based conflict and behavior-based conflict. Meanwhile, Psychological Well - being is measured based on 5 (five) aspects by referring to the theory of Ryff (2005), namely self-acceptance, positive relationships with others, autonomy, environmental mastery and purpose in life.

The framework of this study, the influence of Work Family Conflict (X) on The Psychological Well-Being (Y) of female family workers in the Directorate General of Horticulture Ministry of Agriculture of the Republic of Indonesia is described in the scheme below :



Picture 1. Frame Of Mind

## RESEARCH METHODS

This study uses quantitative research methods using psychological scale as a primary data source. Work Family Conflict adapts the scale previously developed by Carlson (2000). Psychological Well-being is based on Ryff's psychological well-being Scale (1989). Statistical analysis is used in conducting research instrument tests to test the results of research data and hypothesis tests. The analysis tool used in this study is a simple linear regression analysis. The population in this study amounted to 170 female workers with a total sample of 119 female workers Directorate General of Horticulture Ministry of Agriculture of the Republic of Indonesia. The sample criteria are as follows:

- a. Female workers who work in the Directorate General of Horticulture of the Ministry of Agriculture and are or have been married and have children.
- b. Be in the age range of 20 – 40 years.

## RESULTS AND DISCUSSION

### Normality Test Results

Normality test aims to determine whether the data is normally distributed or not. Researchers conducted normality testing with Monte Carlo test, with before menstransformasi data first. From normality test with one-sample kolmogorov-smirnov test with Montecarlo approach obtained Monte Carlo value. Sig. (2-tailed) of 0.087. It can be said that the distribution of data obtained is a normal distribution. Because in accordance with the basic decision-making if the value of GIS. > 0.05 it can be concluded that all variables in this study are normally distributed.

### Simple Linear Regression Analysis Test Results

Simple linear regression is a method used to test or measure the effect of the independent variable on the dependent variable. According to Suyono (2018), a simple linear regression model is a probabilistic model that states a linear relationship between two variables where one variable is considered to affect the other. It can be said that the independent variable is the influencing variable and the dependent variable is the influencing variable.

Based on simple linear regression calculations obtained correlation coefficient of ( $r=-0.032$ ,  $r^2=0.001$ ) p value of significance value of 0.000 is smaller than 0.05 ( $0.000 < 0.05$ ) so that the relationship between Work Family Conflict with Psychological Well-being is significant at the level of significance of 99 percent (0.01). It states that there is a significant relationship between the two variables.

This is in line with research conducted by Sianturi and Zulkarnain in 2014 with the title analysis of work family conflict on the psychological well-being of workers, showing that work-family conflict is negatively correlated with psychological well-being. The study also showed that there two-dimensional work family conflict that contributes to psychological well-being. Previous research entitled The effect of Work Family conflict on Psychological Well-Being in school teachers in Malaysia by Aisyah, et al (2011) resulted in how aspects of work level interfere with family (work inteferece with family) is higher than aspects of family level interfere with work (family inteferece with work) which has a negative impact on mental health and life satisfaction.

In line with this, the research conducted by Sari (2021) with the title, Psychological Well-being with dual role conflict in employees working at Bank Kaltim Kota Samarinda, showed significant results with a value of ( $0.000 < 0.01$ ) then the alternative hypothesis in this study was accepted which means that there is a significant relationship between the independent variable psychological well-being (X) with the dependent variable dual role conflict (Y). The negative correlation coefficient means that the higher the psychological well-being, the lower the dual role conflict. It can be concluded that there is a significant negative relationship between psychological well-being with dual role conflict in employees who work at bank kaltim kota Samarinda.

Meanwhile, from the coefficient table obtained the value of the regression line equation as follows :

$$\bar{Y} = \alpha + \beta X_1 + e$$

$$\bar{Y} = 4.276 - 0.028X + e$$

Based on the regression equation above can be explained that:

- A) if the value of the variable Work Family Conflict (X) is partially constant or equal to zero, then the magnitude of the variable Psychological Well-being (Y) is 4.276.
- B) the coefficient value of the variable Work Family Conflict (X) of -0.028 with a negative sign indicates a change that is not in the direction of the variable work Family Conflict (X) partially to the variable Psychological well-being (Y) which means that if the variable X increased by 1 time then the variable Y will decrease by -0.028 and vice versa.

The results of these statistical calculations show that the higher the Work Family Conflict experienced by female workers with families, the level of Psychological Well - being will be lower, and vice versa if the lower the Work Family Conflict experienced, the level of Psychological Well-Being will be higher. This proves that  $H_0$  who stated that there is no influence of Work Family Conflict on Psychological Well-being on female workers in the Directorate General of Horticulture Ministry of Agriculture Ri rejected, while the  $H_a$  who stated that there is an influence of Work Family Conflict on Psychological Well-Being on female workers in the Directorate General of Horticulture Ministry of Agriculture Ri accepted.

This is in line with the results of research conducted by Ardiansyah (2017) with the title, "the effect of dual role conflict on Psychological Well-being in SLB teachers in Malang" with the results of the study showing dual role conflict has an effect on psychological well-being. The dual role conflict aspect, namely the aspect of work pressure disturbing the family is the main forming aspect of psychological well-being. And the sentence is reinforced by the Grandey approach, and the sentence is reinforced by the Grandey approach, and the sentence is reinforced by the Grandey approach, bryanne, and Ann (2005) which states that work family conflict can result in a person's time and energy, causing feelings of guilt in a person and negative behavior in his work.

Similar to the research above, the results of research conducted by Fridayanti and Yulinar (2021) entitled Work Family Conflict and its effect on Psychological Well-being in female factory workers show that work family conflict has a negative influence on psychological well-being. The regression coefficient value obtained by -0.466 proves that the increasing work family conflict of an employee, it will affect the decrease in psychological well-being, because any increase or decrease in the variable work family conflict will cause an increase or decrease also in the variable psychological well - being, and the magnitude of the influence of work family conflict on psychological well-being is equal to 20.6 %.

This can also be seen from the results of categorization test where in the work family Conflict variable there are 47.8% of respondents with low category and as many as 52.2% of respondents with high category, while in the psychological Well-Being variable there are 53% of respondents with low category and as many as 47% of respondents with high category. Based on this explanation, it can be said that female family workers in the Directorate General of Horticulture have a high level of Work Family Conflict and a low level of Psychological Well-being.

#### **Test Results Coefficient Of Determination**

Coefficient of determination test is done with the aim to see how much the ability of the independent variable in explaining the variance of the dependent variable. Based on the calculation results obtained coefficient of determination (R Square) of 0.001, which means it indicates that the partial contribution of the variable Work Family Conflict (X) to the variable Psychological Well-being (Y) of 0.1% while the rest of the variables can be explained by other factors outside the model studied.

According to Ryff and Keyes (2005), demographic factors include age, gender, socioeconomic level, and culture. The second factor is social support. The social support factor is related to the sense of comfort, attention, appreciation or help that is perceived, received by the individual and comes from many sources, such as from a life partner, friends, co-workers, doctors or community organizations (Sarafino in Lakoy, 2009). Third, the family life cycle factor. The transition from one period to the next is considered a stressful time as family members readjust to relationships, roles and expectations.

In addition to the results of the research described above, there are several findings obtained by researchers in relation to Work Family Conflict and Psychological Well-being of Married Women in the Directorate General of Horticulture of the Ministry of Agriculture of the Republic of Indonesia. Among them are related to the age of the respondent, the period of employment, the age of the respondent's children, etc.

Female family workers with vulnerable ages 24-35 years have a high level of Work Family Conflict compared to vulnerable respondents aged 36-45 years. Looking at the results of demographic data from this study on the age factor of women with vulnerable ages 24-35 years in the low category as many as 28 (37.8%) respondents and high category as many as 46 (62.2%) respondents and vulnerable ages 36-45 years including low category as many as 24 (40%) respondents and who get high category as many as 36 (60%) respondents.

Female family workers with vulnerable ages 24-35 years have a low level of Psychological Well-being compared to vulnerable respondents aged 36-45 years. A total of 35 (47.3%) high category respondents and as many as 39 (52.7%) low category respondents. At the vulnerable age of 36-45 years included in the low category as many as 32 (53.3%) respondents and those included in the high category as many as 28 (46.7%) respondents.

The above Data is in accordance with the explanation of Hurlock (2013), where individuals who are in the age range of 18-40 years are adjusting to new life patterns and new social expectations. The characteristics of the individual in adulthood are some of them are trying various appropriate jobs, being in a productive period, experiencing emotional tension because many problems due to the new role, experiencing emotional tension due to the many problems that must be solved, as well as adjust to a new lifestyle and solve the problems encountered as a result of carrying out new roles (Hurlock, 2013). This of course leads to the conclusion that at this time the individual is most likely to experience dual role conflict.

Female family workers who have children aged 6-10 years have a lower level of Work Family Conflict when compared to female workers who have children aged 1-5 years. From the existing data, the results obtained in the work family Conflict variable with vulnerable children aged 1-5 years as many as 40 (44.4%) respondents with high category and 55 (55.6%) respondents with redah category. Furthermore, with vulnerable children aged 6-10 years as many as 24 (54.5%) respondents with high category and 20 (45.5%) respondents with low category.

Female family workers who have children aged 6-10 years have a higher level of Psychological Well-being compared to female workers who have children aged 1-5 years. In the psychological well-being variable with vulnerable children aged 1-5 years, 41 (45.6%) respondents were included in the high category and 49 (54.4%) respondents were included in the low category. Furthermore, in vulnerable children aged 6-10 years there are 22 (50%) respondents with high category and 22 (50%) respondents with low category.

According to Parasuraman and Simmers (2001, in Susanti, 2013) the demands of parenting are reflected in the number and age of children starting from the smallest age of children. The highest parenting demands occur in parents who have babies and pre-school

children, lower demands in parents who have school-age children and lowest in parents who have adult-age children and no longer live with their parents.

The highest level of Work Family Conflict there are female workers with a working period of 4-6 years and the results showed that above 6 years of work respondents, the percentage of work family conflict decreased. Respondents in this study are divided into 3 (three) years of service, the first period of 3 years, the second period of 4-6 years, and the last period of 7-10 years. In the variable Work Family Conflict with a period of work for 3 years, the results obtained as many as 9 (45%) respondents with high category and as many as 11 (55%) respondents with low category, then the period of work for 4-6 years obtained as many as 19 (59.4%) respondents with high category and 13 (40.6%) respondents with low category, and in the period of work 7-10 years obtained as many as 40 (48.8%) respondents with high category and 42 (51.2%) respondents with low category.

While the psychological well-being variable obtained results that the longer the period of work, the percentage of psychological well-being is increasing. From the data obtained shows that female workers with a period of work for 3 years as many as 9 (45%) respondents with high categories and 11 (55%) respondents with low categories, then the period of work for 4-6 years obtained results as many as 15 (46.9%) respondents with high categories and 17 (53.1%) respondents with low categories, and in the period of work 7-10 years obtained results as many as 39 (47.6%) respondents with high categories and 43 (52.4%) respondents with low categories.

The longer the working period of a person, the individual has time to adapt more to his work, both from the amount of time used to complete the tasks in his work and manage the flexibility of work. Work time commitment is related to the intensity of Work Family Conflict. Conflict occurs when the amount of time spent performing one role makes it difficult to meet the needs of another role (Greenhaus and Beutell, 1985). Casey and Chase (2004, and Allen, 2001, in Ahmad, 2008) emphasize the importance of flexible work arrangements, including work schedule flexibility. Anderson, Coffey, and Byerly (2002, in Ahmad, 2008) argue that the flexibility of work schedules has a negative relationship with Work-Family Conflict.

Each research certainly has advantages and disadvantages in the process, as well as in this study. For further research it would be better if the research methods used are equipped with qualitative research methods so that the results of existing research can not only be abstract but also sharp in data and discussion. Meanwhile, it will be very interesting if in the future a similar study is carried out by adding stress coping variables or conflict management and resilience supporting factors.

## CONCLUSION

1. Based on the results of this study, it was obtained that  $H_0$  who stated that there was no influence of work Family Conflict on psychological Well-being on female family workers in the Directorate General of Horticulture of the Ministry of Agriculture of the Republic of Indonesia was rejected, while  $H_a$  who stated that there was influence of Work Family Conflict on Psychological Well-Being on female family workers in the Directorate General of Horticulture of the Ministry of Agriculture of the Republic of Indonesia was accepted.
2. coefficient value of work Family Conflict variable (X) of 0.028 with a negative sign indicates an increase in work Family Conflict variable as much as 1 times it will cause a decrease in psychological Well-being variable of 0.028, and vice versa.

3. the magnitude of the influence of Work-Family Conflict on Psychological Well-Being is shown from the value of the coefficient of determination (R Square) of 0.001, which means that partially the contribution of the variable Work Family Conflict (X) to the variable Psychological Well-Being (Y) of 0.1% while the rest of the variables can be explained by other factors outside the model studied.

## REFERENCES

- Ahmad A., (2008), *Job, Family and Individual Factors as Predictors of Work Family Conflict*, *Journal of Human Resource and Adult Learning*, Vol. 4 June, Num. 1
- Ardiansyah, Nurkholis (2017) *Pengaruh konflik peran ganda terhadap Psychological Well-Being pada guru SLB di Malang*. Undergraduate thesis, Universitas Islam Negeri Maulana Malik Ibrahim.
- Aisyah, S., Panatik, B., Khadijah, S., Badri, Z., Rajab, A., & Abdul, H. (2011). *The Impact of work family conflict on psychological well-being among school teachers in Malaysia. Procedia: Social and Behavioral Sciences*, 29(1), 1500-1507. *Conflict*, *Journal of Human Resource and Adult Learning*, Vol. 4 June, Num. 1.
- Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). *Construction and Initial Validation of a Multidimensional Measure of Work–Family Conflict. Journal of Vocational Behavior* 56, 249-276.
- Cinnamon, R. G. & Y. Rich. (2002). *Gender differences in the importance of work and family roles: Implication for work-family conflict. Sex Roles: A Journal of Research*, 47, 531-541.
- Duxbury, L. E., & Higgins, C. A. (1991). *Gender differences in work family conflict. Journal of Applied Psychology*, 76, 60-74.
- Fridayanti & Yulinar, Yun Yun . *Work Family Conflict dan Pengaruhnya terhadap Psychological Well-Being pada Pekerja Pabrik Perempuan*. *Jurnal Penelitian dan Pemikiran Psikologi Insight*, [Vol 17, No 1 \(2021\)](#)
- [Greenhaus, J. H., & Beutell, N. J. \(1985\). \*Sources of Conflict Between Work and Family Roles. The Academy of Management Review\*, Vol. 10 No.1, 76-88.](#)
- Handayani, Soewarno. (1992). *Pengantar Studi Ilmu Administrasi dan Manajemen*. Jakarta : Cv Haji Masagung
- Handoko, Hastyamida Sepha Silvia Putri (2019) *Hubungan antara Psychological Well-Being dan Employee Engagement pada perawat*. Thesis, Sanata Dharma University.



Hapsari, Indira. (2020). konflik peran ganda dan kesejahteraan psikologis pekerja yang menjalani work from home pasca pandemi covid-19. *Jurnal Psikologi*, [Vol 13, No 1 \(2020\)](#)

Hurlock, E. (2013). *Psikologi perkembangan*. Jakarta: Erlangga.

Lakoy, Ferny Santje. (2009). *Psychological Well-Being* Perempuan Bekerja Dengan Status Menikah Dan Belum Menikah. *Jurnal Psikologi*, 7, 2, 71- 80.

Ryff, C. D. (1989). *Happiness is everything, or is it? Explorations on the meaning of psychological well-being*. *Journal of Personality and Social Psychology*, 57(6), 1069–108.

Ryff, C. & Keyes, C. (2005). *The ryff scales of psychological well-being*. *Journal of Personality and Social Psychology*, 69(4), 62–78.

[Sari, Nur Kumala. \(2016\). Hubungan Psychological Well-Being dengan Konflik Peran Ganda pada Karyawan yang Bekerja di Bank Kaltim Kota Samarinda. E-Journal Untag Samarinda, Vol 4, No 1 \(2016\).](#)

Santrock, JW. (2007). *Child Development*, Perkembangan Anak edisi ke 7. Jakarta: Penerbit Erlangga

Sianturi, M.M. and Zulkarnain, Z. (2014). Analisis *work family conflict* terhadap kesejahteraan psikologis pekerja. *Psychological Journal: Science and Practice*. 1, 3 (Jan. 2014).

[Sugiyono. \(2017\). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung: Alfabeta, CV.](#)

Susanti, Sri. (2013). Peran Pekerjaan, Peran Keluarga Dan Konflik Pekerjaan Pada Perawat Wanita. *Jurnal Psikologi Indonesia*, Vol. 2 Mei, No. 2, Diakses pada tanggal 25 Maret 2013.

Sharma, A., Prabha, C., & Malhotra, D. (2009). *Perceived sex role and fear of success in depression of working women*. *Journal of the Indian Academy of Applied Psychology*, 35(2), 251-256.