

Family Support Perceived by Working Wives in Medan, Indonesia

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Abstract: The family is an important factor in providing support to all family members, especially for working wives. Family support will increase self-confidence and increase motivation for all family members in undergoing all activities. The purpose of this study was to identify family support for wives working in Medan Indonesia. In this study using a descriptive design with a study population that is a wife who works in Medan and the number of research samples are 180 samples with probability sampling method with cluster sampling type. The results showed that family support in the aspect of appreciation in the good category, emotional support in the good category, information support in the sufficient category, and instrumental support in the good category. This research is expected to be an initial reference material to conduct further research related to family support for working wives.

1 INTRODUCTION

The process of industrialization and urbanization left the most important impression on the status and role of women. As a result of two processes, more people are involved in work outside the home. This situation clearly shows that employment opportunities for women are also increasingly widespread because female labour is needed to accommodate workers in the labour market. With this condition, the role of women changes from being just a housewife to being more complex. As family workers, women have made a truly radical paradigm. Changes made by women also do not reduce or change their parts and responsibilities in the family. Women play the role of women who work with them as wives and mothers with workers' functions. Working well is certainly a challenge for women who also have to carry out their functions well in the family.

Based on data from the 2012 Central Bureau of Statistics, women's participation in employment increased significantly. At present, there are 43 million female workers who are helping Indonesia's economic growth. That means, the number of women workers is the same as male workers. Underlying factors The higher the level of mothers

in the world of work is still studied and studied by experts in the fields of economics, sociology, and history. However, there are several factors that are often used. First, an increase in the number of mothers who often work with higher levels of education. These factors are also by Almquist and Nivea, that women who have tertiary levels will issue for those who do not have education to tertiary education (Matlin, 2012). Other things increased with the increasing number of workers who were forced to combine their traditional roles as wives and mothers with the role of workers. Women who combine two family roles and the role of workers will face role conflict arising from the separation between ties to family and ties to work. The decision to take two different roles, namely in the household and in the workplace, is of course followed by demands from within yourself and fulfilment of economic needs. This demand from yourself and life's needs calls for the same thing, namely success in these two roles. Ideally, every woman can do all the roles well and perfectly, but this is not easy. Many women play a dual role in recognizing that it is operationally difficult to divide time for household and work matters. The result that is often faced by a woman having a dual role is the success of halfway in each role or only succeeding in one role and the other role number two then abandoned. Multiple role

conflicts that are too large can threaten a person's ability to deal with their environment, consequently, a person will develop a variety of conflict role symptoms that can interfere with the execution of work, especially for women who are employees and housewives.

Factors that are usually a source of problems for working mothers are divided into two factors, namely internal factors and external factors (Jacinta, 2007). First is internal factors, basically what is meant by internal factors is a problem that arises in the person of the mother, for example, the situation requires that she work and help with household needs. This condition easily causes stress because their desire to work does not arise from themselves but because they have no other choice to help the family economy. In addition, there are also pressures that arise as a result of implementing the dual role itself. This arises because of the awareness of the obligation to be a good, patient, and wise mother for her children, and to be a good wife for her husband. However, on the other hand, it also does not forget that he still must have commitment and responsibility for the work entrusted to them so that they must show good work performance. The second factor is external factors, namely husband's support. Husband's support can be interpreted as an attitude intended in the form of positive cooperation in which the husband helps and contributes in completing household tasks, helps caring for children, and provides moral and emotional support for his wife's career or job. While the lack of support from the husband also makes the mother's role not optimal and produces a sense of guilt because she feels she is not a good mother and wife. Work is a source of great tension and pressure for career women. The higher the position in a company, the more often stress arises. Starting from the rules of rigid work, unwise supervisors, heavy workload, injustice in the workplace, colleagues who have difficulty working together, long hours of work, or psychological discomfort experienced in the workplace. Such situations will make mothers tired and make them sensitive and emotional at home for their husbands and children. This can also be added if there is little support from children and husbands to take turns taking care of household problems.

Various studies show factors that influence family-labor conflict. Family-worker conflict can be influenced by social support and family support (Aycan & Eskin, 2005; Kim & Ling, 2001), support from husbands who understand the condition of their wives will reduce work-family conflicts experienced by wives.

Multiple role conflicts that are too large can threaten a person's ability to face the environment, as a result, someone will develop various symptoms of the role of conflict that can disrupt the implementation of work, especially for women who are employees and housewives. Efforts to reduce the appearance of role conflict can be done by using positive sources around individuals, one of which is social support. Social support can reduce the burden or problems faced by a person so that it can be said that social support is a model of support that results from personal interactions involving one or more emotional aspects, assessment, information, and instruments so as to reduce the burden received by individuals (Santi, 2003)

For a woman who works as a factory employee and a housewife, support from her husband can make her feel peaceful and can reduce the burden felt. As revealed by Yanita and Zamralita (2001) that husband's support for his wife can make calm thoughts and feelings of pleasure for the wife so that the wife is more adaptable both in the family environment and in the work environment. Furthermore, the results of research conducted by Budiman (2006) show that an important factor that can reduce the dilemma between family and work for women is support from husbands.

According to Stuart and Sundeen (Tamher, 2009), that family support is the most important element in helping individuals solve problems. Family support will increase self-confidence and motivation to deal with problems. So it can be concluded that family is an important factor in providing support for working wives. The research conducted by Triyani (2003) was titled "The Effect of Policy Adaptation on Family Conflict on Employee Absence and Substitution". It was found that female employees were proven to suffer from depression and experience stress more quickly than men. When female employees face unpleasant work situations because of the lack of adaptation needed by them, stress will easily occur. Therefore, family support for working wives is needed to minimize stress caused by work.

2 METHODS

This study uses a descriptive research design, which is a simple description of the phenomenon of family support for wives who work in Medan, Indonesia. This study uses a measuring instrument in the form of a questionnaire. This study aims to identify family support for wives who work in Medan City,

Indonesia. The research sampling technique with Probability sampling technique. Sampling in the study using a Cluster Sampling technique. This study was conducted on the wife population who worked in Medan City, Indonesia. The number of samples taken was 180 samples.

Table 1. Characteristic Frequency Distribution of working wives in Medan, Indonesia

Age	Frequency n = 180	Percentage 100 %
Religion		
Islam	55	86.1 %
Catholic	7	3.9 %
Protestant	12	6.6 %
Buddha	6	3.4 %
Ethnic		
Mandailing	69	38.2 %
Javanese	53	29.5 %
Batak Toba	22	12.2 %
Batak Karo	19	10.6 %
Chinese	6	3.3 %
Nias	4	2.2 %
Aceh	9	4 %
Education		
Elementary School	4	2.2 %
Junior High School	32	17.7 %
Senior High School	86	47.9 %
College	58	32.4 %
Job		
Teacher	26	14.4 %
Nurse	43	23.9 %
Doctor	6	3.3 %
Shopkeeper	41	22.9 %
Janitor	31	17.2 %
Police	4	2.2 %
Office Employees	29	16.1 %

From the table above, the results of demographic data of the majority of Religion are 155 respondents (86.1%). Most tribes are the Mandailing tribe, which is 69 respondents (38.2%). The majority of respondents' education in this study was high school, with 86 respondents (47.9%). Most respondents have jobs as nurses as many as 43 respondents (23.9%).

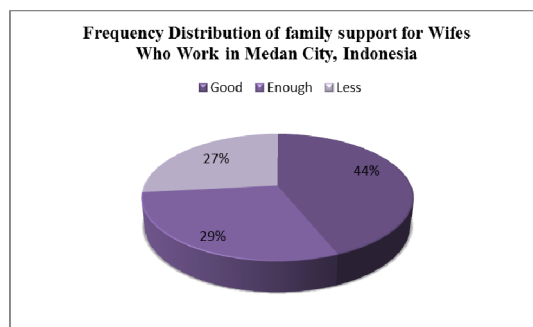


Figure 1. Frequency Distribution of family support Perceived by working wives in Medan, Indonesia

Figure 1 shown the frequency distribution results of family support for wives who work in Medan City, Indonesia, that is as good as 79 respondents (43.8%).

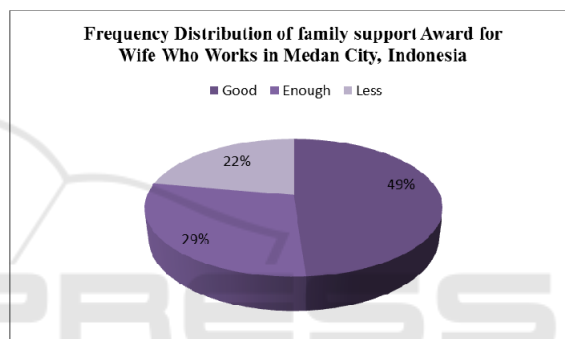


Figure 2. Frequency Distribution Family support Award Perceived by working wives in Medan, Indonesia

Figure 2 shown the results of the frequency distribution of family support for wives who work in Medan City, Indonesia are as good as 88 respondents (48.8%).

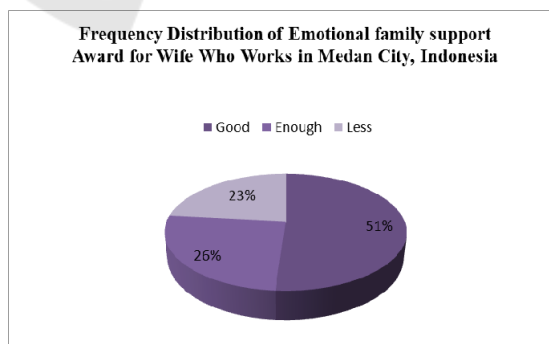


Figure 3. Distribution of Frequency of Emotional Family Support Perceived by working wives in Medan, Indonesia.

Figure 3 shown the frequency distribution of Emotional family support for wives who work in Medan City, Indonesia, namely both 92 respondents (51.1%).

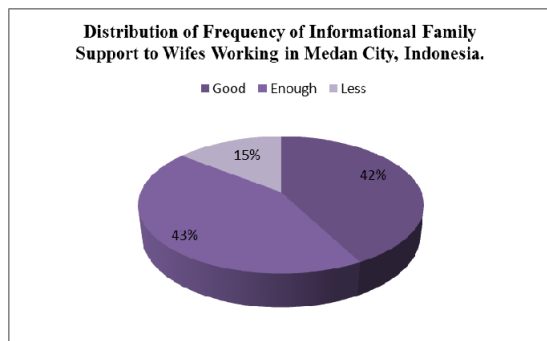


Figure 4. Distribution of Frequency of Informational Family Support to Wives Working in Medan City, Indonesia.

Figure 4 shown the frequency distribution of informational family support for wives who work in Medan City, Indonesia is 78 respondents (43.3%).

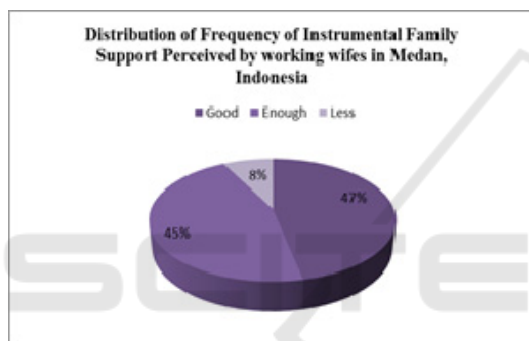


Figure 5. Distribution of Frequency of Instrumental Family Support Perceived by working wives in Medan, Indonesia

Figure 5 shown the frequency distribution of instrumental family support for wives who work in Medan City, Indonesia is as good as 84 respondents (46.6%).

3 RESULTS AND DISCUSSION

3.1 Family Support Perceived by Working Wives in Medan, Indonesia

In this study, the frequency distribution of family support for wives who work in Medan is good, 79 respondents (43.8%). Family support is encouragement, motivation, encouragement, and advice from family members at home that builds one's character. family can be obtained through verbal or nonverbal. Family support is also influenced by economic and social factors and the

environment. Family support is very important when a person is affected by illness because family support provided can prevent the development of problems due to the pressure faced. Family support plays an important role in making relationships good interpersonal. For employees, social support is needed to reduce role conflict. Because the greater the social support received, the lower the level of dual role conflict and vice versa. Women who work as teachers and wives and mothers hold a great responsibility in domestic life. Because women are the main actors who play a role in the service performed at home, which is taking care of the home and children (Chopur, 2011). By acting as a teacher as well as a wife and mother, women bear a workload that often creates pressure when trying to fulfill the demands of roles in work and household. This allows the profession as a teacher to experience high job stress (Nikmah & Mahnum, 2011; in Nurmayanti, Thoyib, Noermijanti & Irawanto, 2014). In fact, some researchers also state that the teaching profession has been internationally recognized as one of the professions that have the highest stress levels (Hakanen, Bakker & Schaufeli, 2006; in Wafula, 2010). Social support is meant here is the social support that is obtained from the immediate family environment such as husband. So many cases indicate that employees who experience multiple role conflicts are those who lack support from family, especially their husbands. Support originating from husbands directly or indirectly play an important role in maintaining the psychological and physiological state of the individual (Rustiana, 2006). Working women often face problems in carrying out their responsibilities at home perfectly looking at them also have tasks at work that must be completed. This task becomes heavier if they have children young children who must be given more attention and care.

3.2 Family Support Award, Perceived by Working Wives in Medan, Indonesia

In this study, the results of the frequency distribution of family support for wives who work in Medan City, Indonesia are good as many as 88 respondents (48.8%). Support for awards occurs through positive expressions of respect (appreciation) for that person, forward encouragement or agreement with ideas or individual feelings and positive comparisons of people with others, such as people who are less able or worse off (increase self-esteem). In this study, the majority of respondent religions are Islam, where in

Islam itself it is recommended to strengthen and help one another when one of the other Muslims is facing a problem. Most respondents get good support from their husbands and families.

3.3 Family Support Emotional, Perceived by Working Wives in Medan, Indonesia

In this study obtained the frequency distribution of emotional family support for wives who work in Medan City, Indonesia, which is good as many as 92 respondents (51.1%). Emotional support includes empathy, caring and caring for the person concerned such as feedback, affirmation. serves as a place to restore feelings and help in mastering emotions. Each role has its own consequences, one side of the career demands to be able to devote energy, time and mind to work. on the other hand, families, especially children, are in desperate need of attention and affection from a mother. Workers who have two roles at once, namely as housewives and working women tend to be vulnerable to mental health threats such as anxiety and other negative psychological consequences. Therefore, direct and indirect assistance from the closest people in the family, especially husbands, is an important factor to foster a sense of optimism in the lives of women who work. Social-emotional support given by husbands to wives, for example in the form of listening to the wife's stories, saying words love, can increase self-confidence both at home and at work (Parasuraman, Purohit, & Godshalk, 1996; in Aycan & Eskin, 2005). This makes the wife less susceptible to stress which is the impact of multiple role conflicts. It was proven in the research of Jex and Bliese (1999), that individuals with high self-confidence are better able to develop effective ways to cope with stress than individuals with low levels of confidence. As revealed by Yanita and Zamralita (2001) that husband's support for his wife can make the mind being calm and feeling good in the wife so that the wife is more adaptable both in the family environment and in the work environment. In this study, the majority of respondents have jobs as nurses, where this work focuses on nursing care to patients as a whole both to patients and families, so it is vulnerable to stress. In the study of emotional family support, the majority of respondents 'families gave positive reinforcement and encouragement to the respondents in the form of encouraging words and praise to the respondents. In this study, most of the respondents' religions were Islam where the family always strengthened and reminded them to always worship and remember to Allah SWT.

3.4 Family Support Informational, Support Perceived by Working Wives in Medan, Indonesia

In this study, the frequency distribution of Informational family support for the working wife is 78 respondents (43.3%). Informational family support includes giving advice, instructions, suggestions, or feedback. In the family exchanging information is very important and reasonable for done because then the communication between family members can run well so that the relationship between family members is also good. Therefore, it will affect when there is one family member who is sick or afflicted by accident, the other family members will care about the family member who is affected by the disease or the disaster. Informational family support is a collection of advice, advice, guidance and providing information that is useful to suppress stressors. Then, the husband who gives advice, advice, and evaluation to the wife to be the wife's consideration in making decisions is a form of information and assessment social support. This can give impact, the wife has more choice means in making more decisions than those who do not get information support from their husbands. With so many choices, the wife does not have to devote more time, thoughts or energy to think of decisions that must be taken, so the possibility of conflict because of work disturbing the family or vice versa will decrease. In this study informational family support for wives who work found enough results due to communication good and smooth but sometimes families cannot provide the desired information due to different types of work but even so the husband still listens to the wife's complaints.

3.5 Family Support. Instrumental, for Wives Working in Medan City, Indonesia

In this study, the frequency distribution of Instrumental family support for working wives is 84 respondents (46.6%). Instrumental support is a form of direct and tangible support. The support provided can be in the form of material that can provide immediate assistance such as loans, goods, food, and service. This support can help individuals reduce pressure because it can be directly used to solve problems related to the material. Instrumental support includes direct assistance such as husbands helping with homework if it is easy to do to help his wife when she has to work overtime. instrumental social support provided by the husband to help the

wife's work at home for example by washing dishes, taking turns taking care of the child when the child is sick, and so on, very clearly alleviates the burden of family responsibilities and allows the wife to give sufficient time to for his work (Parasuraman et al., 1996; in Aycan et al., 2005), the likelihood of conflict arising because the family interferes with the work will be very small. In this study instrumental family support for the wife who works well. Even though the respondent works but the husband continues to provide suitable income to the respondent, when the respondent is overtime working then the husband is willing to replace the role of the wife at home for a while, such as picking up children at school and supervising children's activities at home.

4 CONCLUSION

The results of this study found that family support for the wife who works is good. Based on family support, the appreciation of the wife who works is obtained good results, emotional family support for the wife who works, namely good, informational family support for the wife who works that is enough, and instrumental family support for the wife who works that is good.

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