

Identification Relationship Impacts between Work from Home during the Pandemic of Working Women to the Family

Winida Marpaung, Yulinda Septiani Manurung, Mukhaira El Akmal, Rina Mirza
Faculty of Psychology, University of Prima Indonesia, Jl. Sekip Simpang Sikambing Medan-Sumatera Utara

Keywords: Work life balance, Jobstress, Marital satisfaction, Working Mother, Pandemic.

Abstract: The aim of this research is to identify the relation between work life balance with jobstress and marital satisfaction on working women during the pandemic in 330 respondents that stretch out in 34 provinces in Indonesia. The sample technique is Incidental sampling. Likert Scale was used combining with online scale for work life balance, jobstress, marital satisfaction, the research is quantitative research by using Pearson Product Moment Correlation Analysis. The result is work life balance with Jobstress ($r = -0,559$ $p < 0,05$) and Jobstres with marital satisfaction ($r = -0,272$, $p < 0,05$) having similar significant negative relation, and Work life balance with Marital satisfaction ($r = 0,238$ $p < 0,05$) having significant positive relation. Another result is showing work life balance, which is time balance, involvement balance, and satisfaction balance has significant relation to communication, openness, social intimacy, sexual, dan finance. But, there isn't any role balance, agreeableness, dan intimacy significant. Communication and openness are marital satisfaction part which is most felt during the pandemic by sharing the information and solution. The effective addition of R Square (R^2) 31,2% work life balance influences jobstress and 5,7% Work life balance influences marital satisfaction.

1 INTRODUCTION

Lately, the universe is shocked by having the dangerous virus all over the world started from Tiongkok. It is called Covid 19. It attacks all human kinds in the world and causes a lot of sudden death, including here in Indonesia. The World Health Organization calls the virus as a pandemic. The governments from all the worlds try to do many ways to hold the spread of the virus as, change the life style, behavior, ethic, the changing of working time that asked the workers to work from home. The phenomena case uses the changing of life aspects. It is not only giving impacts in some aspects such as economy, social, and culture but also the impact is health aspect, medically and psychologically. Especially for women who have multiply task as wives and mothers.

Some of the women add their task as working women to make some money for the families with different reasons. From 51 % of the workers in Indonesia, women take the most part. They work inside and outside the households more than 46%. If it compares to the male, the married working women is 71%, 5% different to working male 76%

(Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, 2018). From the fact, we can see working how working mothers determine to develop themselves and their families (Merliani, et all 2020).

It is not easy to do both tasks as mothers and working women. They feel stress and depress. It can make them as new stresors. According to medical doctors more than 1.522 people have mentality diseases. Some problems occur in daily life and become new resources of stress and depress. All kinds of diseases must be taken care by the experts to create good self perceptions (Javed., A, et sll, 2020).

One case found of the research respondents, a woman who lived in Medan, North Sumatra. The woman felt psychologically greater pressure after the Pandemic. She worked in one of the malls in Medan, because the community was very young in the Pandemic, so the company cut their salaries. The additional task of accompanying their children to study at home is also a source of high stress. This situation made the woman angry frequently and beat her children.

In addition, based on the results of a survey conducted, many women had to find ways to get extra money to help manage their household sufficiency

due to the Pandemic. Large household expenses, such as electricity costs, internet quota for working from home and studying from home, and many private companies that cut off their employees' salaries and lay off their employees (layoffs or ask employees to resign) because the company suffered huge losses. Apart from that due to the Pandemic, everyone must be at home and adhere to health protocols. The stress of this uncertainty is causing women to work even harder to pay attention to the health and hygiene of family members amidst their worries. Many of the victims died due to Covid 19 which made women feel fear, victims, and even depression.

The same situation applies to employees in Indonesia. A survey from PPM Management explained that as many as 80 percent of Indonesian workers experience stress because of worry about their health. Stress occurs from moderate to severe levels. The average age of workers who were stressed was the age of 26-35 years by 83 percent, 36-45 years by 79 percent, and under the age of 25 was 78 percent. (Kompas.com). The case above illustrates how the pressure of homework, accompanying children to study, the demands of work, marriage, and concerns about health and hygiene make women experience jobstress and marital satisfaction.

WHO has said women and children face a lot of violence during the pandemic, because families have spent a lot of time together at home, household burdens, and because of economic problems. There were 275 cases of adult female reporting with a total of 277 victims. There were also 368 cases of violence serving children. With 407 children as victims In Indonesia. This has been the basis we want to do research on women working from home programs in Indonesia (Katadata.co.id).

Feeling depress or stress can be happened because of the unbalancing of physic and psychological that influence the emotional, the way of thinking, and the individual dynamic condition in facing constraints, or demands. It includes something want badly, however, the result is still uncertain but important. Jobstress, one of the employees stress, in some officials in facing their tasks can be seen through some symptoms, such as, unstable emotional, uncomfortable feeling, lonely, couldn't sleep, over smoking, too worried, depress, hgh nervous, high blood pressure and stomachache. All the symptoms above can be seen physically, emotionally, intellectually, and interpersonally (Rivai & Sagala, 2011; Robins, 2006; Mangkunegara, 2013). Stressor is feeling of nervous in working. It raises because of the higher perception and demanding in working (Munandar, 2020).

In some cases, those conditions above raise some impacts in marriage (marital satisfaction). Marital satisfaction is a subjective experience, strong sentiment and behavior that is based on the intra individual factors. It influences the feeling of quality. Having focus only on quality of relation in marital condition than analyzing couples personalities and positive feeling giving good attentions to one another and their marriage (Broucke, et all., 1997). They could be happy if they have good marriages. According to Rumondor (2013), marital satisfaction in Urban couples include 9 (nine) levels, likely, communication, role balance, agreeableness, openness, intimacy, social intimacy, sexual, and finance.

Work Life Balance becomes one factors of jobstress and marital satisfaction. The balancing between life and work gives impact to psychology and mental workers (Grawitch, et all in Aoerora and Marpaung, 2020). Ya-Yuan Hsu.,et all, (2019) employees are healthy if they have a good work-life balance. However, in the current pandemic situation, it is difficult for employees to feel a comfortable working situation. Women workers have focused on children and families.

A good Work life balance has an ability to give an equal quality in private needs, recreations, working, religion activities, and other commitments (Rafsanjani, et all 2019), there are any negative impact and significant between Work life balance and jobstress. At the time of having good balancing in life and work, the feeling of comfort in doing the work and life will come. It can be different when the situation is not the same. The feeling of comfortable and happiness in working and life couldn't be happened (Ashwini, 2018).

Other factors is spiritual brain, neuroticism, conscientiousness, forgiveness, religion, gratitude, dual parts conflict. Psychological prosperous, self disclosure, emphaty, loving commitments, finance ability, level of educations, and social maturity (Wijaya, et all 2020, Sohrabi. R, et all., 2013: Shahmoradi, et all., 2014; Khoshdast, et all., 2016; Yusuf & Latifa, 2017; Omidi A, Talighi E, 2017. Herawati & Farradina, 2017; Wijayanti & Indrawati, 2016; Damariyanti, 2015; Çag, P & Yildirim, İ. 2018; Samani, et all, 2016; Fatimah, 2018; Dermawan, et all., 2015, Caniago, et all 2020). Methods of data analysis in this study using Pearson Product Moment. This is to see the relationship between the Independent and Dependent variables. This method is considered more appropriate to see the dimensional relationship of each variable more easily and clearly illustrated

Based on the statements above, the researcher is interested in analyzing the identification relationship impacts between work from home during the pandemic of working women (mothers) to the family (it has relation to work life balance, jobstress and marital satisfaction). The assumption is if work life balance is manageable, the house holds responsibilities are easy to be done, and the marriage will be better to have. On the other hand, all the above can't be happened if the feeling is not be felt by the working women. It can raise jobstress.

2 METHOD

The method is used in this research is quantitative method. The variables are Work life balance as variable independent, jobstress, Marital Satisfaction is dependent variable.

Based on the above variables, some levels can be seen in the Figure 1. Analysis method that is used in this research is Pearson Product Moment. It is used to find out the relation between Independent variable and Dependent variable with the scale of SPSS Statistic 17.00 for Windows. The population in this research is the married women from all places in Indonesia that work from home (WFH) during the pandemic of Covid 19.

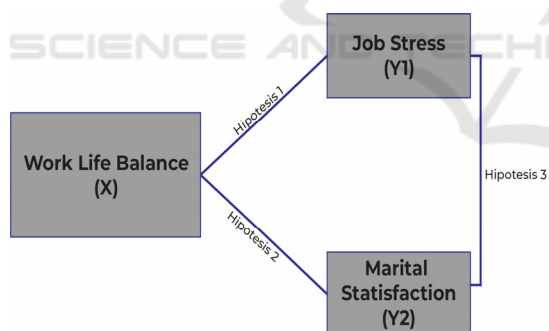


Figure 1: The relation between Work Life Balance to jobstress, and marital satisfaction.

The sample technique is Incidental sampling. Samples live in all places in Indonesia (From 34 Provinces in Indonesia, there are 2 provinces which do not have any working women of WFH). There are 330 subjects are chosen based on the ask criterion, which are the married working women that do the activities from home. From the sample above, 323 (97,88 %) are married, 2 are divorced (0,61%), and 5 are death (1,52%).

Likert Scale is used in the reserach to collect the data with the additional of online scale. The scale is

used is Work life balance scale by Greenhaus (Rantanen, 2003), stress scale based on theory of Braham (in Rivai and Mulyadi, 2011), and Marital Satisfaction Scaledan by Rumondor (2013). Validity test anad reliability test are used to find out the consistency of measuring told method. The method which often use is cronbach's alpha method. Jobstres, marital satisfaction, dan work life balance's scale scores are 5 to 1 in favorable part and 1 to 5 in unfavorable part which having choice as Very agreed, agreed, neutral, not agreed, not very agreed. After doing the scale, the result is 17 parts scale work life balance (WLB) consist of 7 time balance part, 4 Involvement Balancepart, and 5 Satisfaction Balance part with Alpha Cronbach 0,861. There are 23 Stress part scale, with Alpha Cronbach 0,950 and 30 Marital Satisfaction subscale which consist of 5 communication item, 3 role balance item, 3 agreeblessness item, 3 openness item, 3 intimacy item, 3 social intimacy relationship item, 4 sexuality item, 3 financial item, dan 2 sprituality item with Alpha Cronbach 0,955.

The following is the conclusion of answering from 330 respondents using Work life Balance scale, jobstress scale, and marital satisfaction dimension scale. From the picture, we can see marital satisfaction scale higher than jobstress variable and work life balance variable.

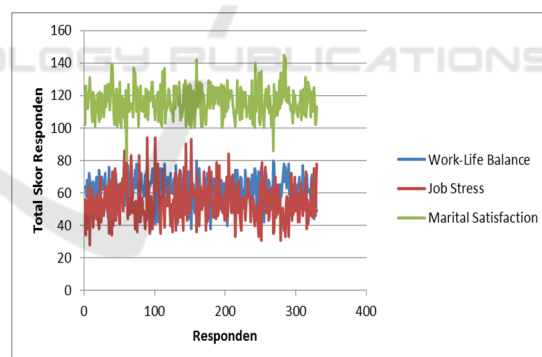


Figure 2: Answering total on Jobstress and Marital Satication scale research.

Respondents Description Datas using mean and standard deviation can be seen follow:

Table 1: Marital Satisfaction Description.

Variabel	Empirik			SD	N
	Min	Max	Mean		
Marital Satisfaction	80	145	115.77	9.288	330
Communication	10	25	19.59	2.344	330
Role Balance	3	15	10.99	2.025	330
Agreeableness	7	15	12.28	1.444	330
Openness	3	15	11.44	2.047	330
Intimacy	4	15	11.44	1.663	330
Social Intimacy Relationship	7	13	12.14	1.700	330
Sexuality	10	20	16.76	1.972	330
Financial	3	15	12.52	2.045	330
Spirituality	4	10	8.91	1.120	330

Table 1 shows that marital satisfaction dimension which higher score is communication. The result is suitable to the research of Gottman, et all (in Abidin, et all 2018), that communication takes an important role in marital problem and quality mediation. Respondents face bigger problem during the pandemic. One of the ways to take care of the problem is to use good communication with the couples.

Table 2: Jobstress Description.

Variabel	Empirik			SD	N
	Min	Max	Mean		
Jobstress	28	94	54.30	11.817	330
Physic	6	26	14.93	3.459	330
Emotional	6	30	14.06	4.238	330
Interpersonal	6	28	13.47	3.703	330
Intelektual	5	25	11.84	2.476	330

Emotional stress is higher score of jobstress dimension. Nowadays, almost all working women in Indonesia are depress and tired because the Covid 19 situation. Have additional job as wives, mothers and workers (Marliani, et all 2020), and also as teachers to their children during Study with home (in this research has 70,91 % subjects having educational ages children and study at home).

Table 3: Work Life Balance Description.

Variabel	Empirik			SD	N
	Min	Max	Mean		
Work life Balance balance	80	145	115.77	9.288	330
Time Balance	16	35	28.09	3.963	330
Involvement Balance	7	20	15.04	2.724	330
Satisfaction Balance	9	25	18.57	2.850	330

The deviation in mean and standartd on Work life balance variable time balance dimension have higher score. Covid 19 gives easier ways to the working women, especially about timing balance.

3 WORK LIFE BALANCE, JOBSTRESS, AND MARITAL SATISFACTION CATEGORIES

The following diagram shows the respondents based on jobstress, marital satisfaction, and work life balance variables. On marital satisfaction variable, respondents are on 87% high rate (286 people) and 67 % (224 people) which in high categorize to balance the work and another life aspect, as family. Zaher, Islam, & Darakhsan, (2016). However, work life balance has high category to help the respondents to reduce their stress and marital satisfaction. Respondents percentage Datas marital satisfaction, work life balance, and jobstress can be seen follow:

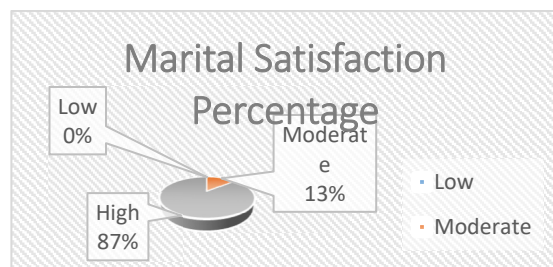


Figure 3: Marital Satisfaction Percentage.

The rate respondents of having jobstress is high during the pandemic and need help is 2% (7 people), 47 % (156 people) and 51% (167 people) are in middle and low categorize.

working way of using old system to new one. The result will be satisfy if the working women could manage it well, on the other side, it will give an unsatisfaction as the way couldn't work well (There are 7 or 2,13 % respondents having high stress because of the last reason before). It shares good impact to the psychology of working women. Subject could have a marital satisfaction and could manage the stress situation very well. Lazarus (in Zaheer 2016), declared that stressor as one crisis parts in human beings' life influence people physically and personally.

Marital satisfaction dimension, such as Communication is not only help respondents to take care of family issues, but also to glue the relation, show caring, find the solution together, take care of couples' problem, give support so that it could bound the satisfaction of the couple and relation in marriage. Besides that, spirituality becomes the lower score of dimension. Spirituality isn't considerable giving any contribution to the satisfaction of marriage during WFH.

Pandemic, It has been done by Griffin, et all (in Az Zahra 2016) concludes that spirituality is too subjective to be analyzed by the world. People have difference concepts about spiritual, it can be seen through the understanding of the concepts and show it through their life style and marital life. The emotional stress, job stress dimension that is felt is the changing of feeling, over anger, sadness, worried, easy offending, and uncomfot. Mean while, the intellectual stress as tired of thinking, difficult to focus and concentrate are low. Respondents could have intellectual stress but could overcome it.

However, the lately situation gives many benefits to reduce the stress for the subjects who work at home. They would have time balancing by doing their assignments from homes. On the other hand, the subjects who do not have jobs due to layoffs and families who have difficulty working, they will feel that the balance of time does not help reduce stress.

The subjects feel that working at home make flexible time in doing one work to another. WFH scheme can be considered as new work pattern to develop the quality between work and life (work-life balance). Before the pandemic, the timing to go to work is too difficult to handle. However, the WFH has its own challenge as unstable coordination, loose the working atmosphere and feel bored, low work concentration, uncoordinated work time, technically disturb and administration fee (Vibriyanti, 2020). Involvement balance is low because of the limitation of interaction with others besides family.

Trying to balance stress perception to sources by using mechanism coping is best way to adapt the stress. Everyone has difference perception on stress resources, when the perception is positive the impact will be good to make coping to stress. In comprehensive study found out that those who living in good marital satisfaction are able to solve the problem, to increase communication, the more spending time together with the family, the higher level of communication could be had to raise the children, and to manage the sexual and money issues (Shree, 2012). In this research, there are 87% couples who have marital satisfaction in their marriage with their couples. Most of the working women adapt the situation work at home and spend the time with their families in the pandemic time postively, even though they have more than one parts at home.

6 CONCLUSIONS

Work life balance has given impact to jobstress in marital satisfaction. There is a positive significant relation between work life balance variable to marital satisfaction and also negative relation between work life balance to jobstress. Work life balance has positive significant relation to communication, openness, social intimacy, sexual, and finance. However, it doesn't any significant relation to role balance, agreeableness, spiritual, and intimacy. Most of the respondents have time balance, communication, and stress emotionally during the pandemic.

Communication is not only help respondents to take care of family issues, but also to glue the relation, show caring, find the solution together, take care of couples problem, give support so that it could bound the satisfaction of the couple and relation in marriage. Besides that, spirituality becomes the lower score of dimension. Spirituality isn't considerable giving any contribution to the satisfaction of marriage during WFH. Emotional stress is higher score of jobstress dimension. Women in Indonesia are stress and tired because the Covid 19 situation. Have additional job as wives, mothers and workers and also as teachers to their children during Study with home. Covid 19 gives easier ways to the working women, especially about timing balance. The subjects feel that working at home make flexible time in doing one work to another. The good manageable WFH program and adaptation process help the working mothers to overcome the crisis during the pandemic. The support and good communication from all members in the family are needed so that all the working women

(mothers) could do all their responsibilities optimally. Following research is able to continue the research by connecting it with the demographics and another aspect.

Effective support with R Square 31,2% work life balance influences jobstress and 5,7% Work life balance influences marital satisfaction. There are 68,8 % Jobstress and 94,3% Marital Satisfaction influenced by another factors, such as, spiritual brain, neuroticism, conscientiousness, forgiveness, religion, gratitude, dual parts conflict, psychological prosperous, self disclosure, empathy, loving commitment, finance ability, level of educations, and social maturity.

REFERENCES

- Abidin, R.Z, Ismail. K, & Hassan , S.S.S, & Sudan, S.A. 2018. Marital Satisfaction, Communication, And Coping Strategy Among Malaysian Married Couple: Factors Prediction And Model testing. *International Journal OF Engineering & Technology* 7. 3(21) (2018) 408-414. https://www.researchgate.net/publication/332683110_Marital_Satisfaction_Communication_and_Coping_Strategy_Among_Malaysian_Married_Couples_Factors_Prediction_and_Model_Testing/fulltext/5cc31b71a6fdcc1d49b20cdc/Marital-Satisfaction-Communication-and-Coping-Strategy-Among-Malaysian-Married-Couples-Factors-Prediction-and-Model-Testing.pdf?origin=publication_detail.
- Aman. J., Abbas., J., Nurunnabi. M., Bano., S. 2019. The Relationship of Religiosity and Marital Satisfaction: The Role of Religious Commitment and Practices on Marital Satisfaction Among Pakistani Respondents. *Journal ListBehav Sci (Basel)*v.9(3); 2019 MarPMC646657 doi: 10.3390/bs9030030.
- Çag, P & Yıldırım, İ. 2018. The Mediator Role of Spousal Self-Disclosure in the Relationship between Marital Satisfaction and Spousal Support. *Educational Sciences: Theory & Practice* DO - 10.12738/estp.2018.3.0086.
- Javed A, Mohandas E, De-Sousa. 2020. A. The Interface of Psychiatry and COVID-19: Challenges for management of psychiatric patients. *Pak J Med Sci.* 2020;36(5):1133-1136. doi: <https://doi.org/10.12669/pjms.36.5.3073>
- Aoerora, J & dan Marpaung, W. 2020. Work Life Balance Ditinjau dari Stres Kerja Pada Karyawan/ Karyawati. *Psyche* 165 *Jurnal. Vol. 13 No.02 Juni 2020*.
- Ashwini, U.R . 2018. Work Life Balance and Marital Satisfaction Among Working Men and Woman. *IJRAR-International Journal Of Research and Analytical Reviews Vol 5 ISSUE 4 Okt-Des.e ISSN 2348-1269, Print ISSN 2349 5318*.
- AZ Zahra, R & Caninsti, R. 2016. Hubungan Antara Kepuasan Pernikahan dengan Spritualita Pada Istri Bekerja Yang Berada dalam Tahap Pernikahan Families With School Children. *Jurnal Psikogenesis Vol 4 No 2 Desember 2016*.
- Broucke, S. D., Vandereycken, W. & Norré, J. 1997. *Eating Disorders and Marital Relationships*. London: Routledge. Diakses pada tanggal 2 Oktober 2018. <http://b-ok.org/book/935012/3f28c6>
- Caniago, I, Marpaung, W, Mirza, R. Stres kerja Ditinjau dari Kecerdasan Spritual Pada Perawat. *Jurnal Psycho Idea Vol 18, No.1. http://jurnalnasional.ump.ac.id/index.php/PSYCHOIDEA/article/view/5796/*
- Darmawan, A. A; Silviandari, I. A; & Susilawati, I. R. 2015. Hubungan Burnout dengan Work-Life Balance pada Dosen Wanita. *Jurnal Mediapsi, Volume 1, No. 1, Pg. 28-39*.
- Damariyanti, M. 2015. Pengaruh Kesejahteraan Psikologis dan Pemaafan terhadap Kepuasan Pernikahan. *Jurnal Psikologi, Vol. 8, No. 2, 104-111. Diakses pada tanggal 16 Oktober 2018. ejournal.gunadarma.ac.id/index.php/psiko/article/view/1642/1401*
- Fatimah, S. 2018. Hubungan Cinta Komitmen dengan Kepuasan Pernikahan dimoderatori oleh Kebersyukuran. *Psikodimensia, Vol. 17, No. 1, 26-35. Diakses pada tanggal 7 November 2018. http://journal.unika.ac.id/index.php/psi/article/download/1428/852*
- Gambles; Richenda; Lewis, S; & Rapoport, R. 2006. *The Myth of Work Life Balance The Challenge of Our Time for Men, Women and Societies*. London : Institute of Family and Environmental.
- Grawitch, M. J., Gottschalk, M., & Munz, D. C. (2006). The path to a healthy workplace: A critical review linking healthy workplace practices, employee well-being, and organizational improvements. *Consulting Psychology Journal: Practice and Research*, 58(3), 129–147. <https://doi.org/10.1037/1065-9293.58.3.129>.
- Herawati, I., & Farradina, S. 2017. Kepuasan Perkawinan Ditinjau dari Kebersyukuran dan Pemaafan pada Pasangan Bekerja. *MEDIAPSI, Vol.3, No. 2, 10-21*.
- Kementerian Pemberdayaan Perempuan dan Perlindungan Anak. 2018. *Profil Perempuan Indonesia 2018. Kementerian Pemberdayaan Perempuan dan Perlindungan Anak*.
- Khoshdast, F. A., Jalali, M. R. & Kakavand, A. R. 2016. Relationship Between The Personality Traits, Defense Mechanisms and Marital Satisfaction of Elementary School Students' Parents. *The IIOAB Journal, Vol. 7, No. 10, 31-37*.
- Mangkunegara, A. P. 2013. *Manajemen Sumber Daya Manusia Perusahaan*. Cetakan Duabelas. Bandung: PT Remaja Rosdakarya.
- Munandar, A.S (2014). *Psikologi Industri dan Organisasi*. Jakarta, UI Press
- Nurendra, A.M & Saraswati, M.P . Model Peranan Work Life Balance, stres kerja, dan kepuasan kerja. *Jurnal Humanitas Vol 13 No 2 84-94. DOI: http://dx.doi.org/10.26555/humanitas.v13i2.6063*.
- Omidi A, Talighi E. Prediction couple's marital satisfaction based on emotion regulation. 2017 *Int J Educ Psychol*

- Res [serial online].
<https://www.ijepjournal.org/text.asp?2017/3/3/157/204120>.
- Purwanto, A. 2020. Studi Eksplorasi Dampak Work From Home (WFH) TERHADAP Kinerja Guru Selama Pandemi Covid 19. *Jurnal Education, Psychology, and Counseling Vol 2 No 1 (2020)*.
- Rafsanjani, F, Nursyamsi, I, Pomo, M. 2019. Pengaruh Work life balance terhadap Kinerja Karyawan dan Stres kerja dan kepuasan kerja sebagai variabel intervening. *Hasanuddin Journal of Business Strategy Vol 1 No.4 Oktober*.
- Reeves, M. 2010. *Women In Business Theory And Cases*. London : Routledge.
- Rivai, V; & Sagala, E. J. 2011. *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik*. Jakarta: PT Raja Grafindo.
- Robbins, S. P. 2006. *Perilaku organisasi*. Jakarta: PT. Indeks.
- Rumondor, P. C. B. 2013. Pengembangan Alat Ukur Kepuasan Pernikahan Pasangan Urban. *Humaniora, Vol. 4, No. 2, 1134-1140*.
- Samani, L. N., Jafari, F., Abolwasemi, J., Avani, S. T. & Fatemi, N. S. 2016. Marital Satisfaction and Character. *International Journal of Biology, Pharmacy and Allied Sciences (IJBPAS), Vol. 4, No. 5, 907-918*.
- Sohrabi, R, Aghapour, M, & Rostami, H. 2013. Inclination to Forgiveness and Marital Satisfaction Regarding to Mediator Attachment Styles' Role. *Procedia - Social and Behavioral Sciences* 84. DOI: 10.1016/j.sbspro.2013.07.002
- Shahmoradi, G., Maleki, E., Maleki, T., Shahmoradi, Z., Fomany, G. H. E. 2014. Relationship between Marital Satisfaction and Personality Characteristics on the basis of Myers-Briggs Inventory and Big Five Questionnaire. *Journal of Educational and Management Studies, Vol. 4, No. 4, 787-790*.
- Shree, R.M. 2012. Work Life Balance & Marital Satisfaction Of Critical Care Nurses In Private In Hospitals At Coimbatore. *Internasional Jurnal Of Management & Social Sciences Research (IJMSSR) Vol 1 No 2 Novemener 2012*.
- Vibriyanti, 2020. Kesehatan Mental Masyarakat: Mnegelola Kecemasan Di Tengah Pandemi Covid-19. *Jurnal Kependudukan Indonesia Edisi Khusus Demografi dan Covid 19 Juli 2020. 69-70*.
- Wijayanti, A, T., & Indrawati, E, S. 2016. Hubungan antara Konflik Peran Ganda dengan Kepuasan Pernikahan Pada Wanita Yang Bekerja Sebagai Penyuluh di Kabupaten Purbalingga. *Jurnal Empati, Vol. 5, No. 2, 282-286*.
- Wijaya, K, Elvinawanty, R, & Manurung, Y.S. 2020. Apakah Pasutri puas dengan pernikahannya?Peranan Neoriticism terhadap Marital Satisfaction. Intuisi. *Jurnal Psikologi Ilmiah Vol12, No 1*.
- Ya-Yuan Hsu, Chyi-Huey Bai, Chien-Ming Yang, Ya-Chuan Huang, Tzu-Ting Lin, Chih-Hung Lin, "Long Hours' Effects on Work-Life Balance and Satisfaction". 2019. *BioMed Research International*, vol. 2019, Article ID 5046934, 8 pages, 2019. <https://doi.org/10.1155/2019/5046934>
- Yusuf, F. N. & Latifa, R. 2017. The Influence of Forgiveness, Gratitude, and Duration of Marriage Toward Marital Satisfaction on Wives in South Jakarta. *TAZKIYA Journal of Psychology, Vol. 22, No. 2, 231-240*.
- Zaheer, A, Islam, J.U, Darakhshan, N (2016). Occupational Stress And Work Life Balance: A Study Of Female Faculties Of Central Universities In Delhi India, *Journal Of Human Resource Management, 1-5*.
- Katadata.co.id. 2020. Kasus Kekerasan terhadap Perempuan dan Anak Meningkat Selama Pandemi. <https://katadata.co.id/happyfajrian/berita/5ea918c3a09ad/kasus-kekerasan-terhadap-perempuan-dan-anak-meningkat-selama-pandemi>.
- Kompas.com. 2020. Survei PPM Manajemen: 80 Persen Pekerja Mengalami gejala Stres Karena Khawatir Kesehatan. <https://money.kompas.com/read/2020/06/05/133207026/survei-ppm-manajemen-80-persen-pekerja-mengalami-gejala-stres-karena-khawatir>.