



Volume 11

Number 1, 2025

Page: 62–69

DOI:10.22146/gamajop.104865

Received 19 February 2025

Revised 2 May 2025

Accepted 2 May 2025

Published 28 May 2025

**Keywords:**

communal; equality; family; support; work

**\*Author for correspondence:** Email: [edwina@mercubuana-yogya.ac.id](mailto:edwina@mercubuana-yogya.ac.id)

## The Role of Husband Support in Work-Family Conflict Among Working Mothers (Perspective of Communal Sharing and Equity Matching)

Triana Noor Edwina Dewayani Soeharto,\* Mohammad Wahyu Kuncoro, and Sowanya Ardi Prahara

Faculty of Psychology, Universitas Mercubuana Yogyakarta, Indonesia

### Abstract

This study aimed to determine the effect of the husband's support on work-family conflict in working mothers through the lens of equality matching and communal sharing based on the indigenous psychology approach. The data was collected through survey using the work-family conflict scale, husband support scale, communal sharing social relationship scale, and social equality matching scale. Data analysis used was a test measurement model at once against 3 constructs using path analysis. Based on the results of the model test, it was found that the model of the influence of husband's support on work-family conflict in working mothers through social relations equality matching and communal sharing was empirically tested (kai-squared value with  $p < 0.05$ ; GFI value 0.90; AGFI value. 0.90). In addition, it was found that the social relations of communal sharing have a direct influence on family work conflicts in working mothers with a total effect of -0.334 ( $p < 0.05$ ); Social relations equality matching has an effect on family work conflicts in working mothers with a total effect of -0.135 ( $p < 0.05$ ); and husband's support affects work-family conflict in working mothers with a total effect of -0.205 ( $p < 0.05$ ).

The Statistics Indonesia (BPS) reported in August 2024 that the working-age population in Indonesia reached 215.37 million people. This number consists of 152.11 million people in the labor force and 63.26 million people not in the labor force. According to Statistics Indonesia, in 2024, only 45.81% of men worked in the formal sector, while the percentage was even smaller for women, at 36.32%. The Special Region of Yogyakarta recorded 842,616 people aged 15 years and over participating in the workforce in 2014. Data showed that 83.76% of men in the Special Region of Yogyakarta participate in the workforce, while for women the figure is 64.75%. However, the data for women represents an increase, since the rate of women's participation in the workforce was 53.09% in 2022 and 53.40% in 2023 (BPS, 2024).

This employment landscape poses a serious challenge in the transformation of labor to Industrial Revolution 4.0 and Society 5.0. Through Society 5.0, artificial intelligence that pays attention to humanity will transform millions of data collected via the internet in all areas of life. Of course, it is hoped that it will become new wisdom in the social order. It is undeniable that this transformation will help humans to live a more meaningful life. In Society 5.0, it also emphasizes the need to balance economic achievement with solving social problems (Onday, 2019). The social problem that still occurs today is related to the inequality of the roles of women and men.

This study chose Javanese culture because Javanese people are the largest ethnic group in Indonesia, have a fairly established history, and have unique marriage characteristics. Most Javanese people still consider marriage a sacred and holy event that must be treated with respect as part of the indigenous Southeast Asian ethnic group. In addition, The role of a wife after marriage is often viewed as primarily supporting her husband's needs, rather than focusing on her own individual needs. This is a belief based on a patriarchal system that considers a wife as a *kanca wingking* (Nurhayati et al., 2023).

In Javanese family life, there is no equal position between husband and wife. Men tend to think of themselves as having authority over their households,



© GamaJOP 2025. This is an open access article under the CC BY-SA license (<https://creativecommons.org/licenses/by-sa/4.0/>), which permits unrestricted re-use, distribution, and reproduction in any medium, provided the original work is properly cited.

including their wives and children, as husbands control and limit family activities. This condition often occurs in societies in various countries that have a patriarchal culture that places men above women. Javanese wives are educated to obey their husbands' orders and not to resist, according to Javanese culture. This teaching has been practiced for generations and is part of the patriarchal culture (Suhandjati, 2018).

Husbands have a higher and more important position and have greater authority. However, the wife also plays a vital role, sometimes even surpassing that of the husband in certain responsibilities. For instance, in overseeing childcare, the wife often assumes a more significant role. The conception of *garwa* (wife) is not just a konco wingking or a friend who only takes care of household domestic duties, but is also interpreted as a soul mate. The meaning of this *sigaraning nyowo* seems to clearly describe a position that is parallel and more egalitarian than *kanca wingking*. This culture remains pervasive and influences many aspects of life and society structure and contributes to gender disparities (Handayani & Novianto, 2004).

The inequality of roles of women and men makes women who work more experience work-family conflicts. A meta-analysis conducted by Ford et al. (2007) explains that women experienced work-family conflicts because men's jobs in the family are more flexible, while women's work is more routine in nature, women's involvement in domestic work on average is twice that of partners for example, responsibilities towards children, especially those under 12 years of age. According to Michel and Hargis, the time required for household tasks and taking care of the family is one of the most important factors in conflicts that arise from the family environment, especially in families with children. So, couples who have children tend to experience higher levels of conflict and stress than other couples without children (Cerrato & Cifre, 2018). Further elaborated, involvement in taking care of the household is also associated with high work-family conflicts and family-work conflicts.

When a working mother experiences work-family conflict, support from her husband is needed. This is in accordance with the results of research by Saleem and Ajmal (2018), which states that support from partners, both emotional and financial, is vital for these women. In addition, assistance in carrying out household responsibilities is also very important. Research on work-family conflicts is imperative because these conflicts have a negative impact on maternal health, as reported by the results of research by Eshak et al. (2018) which show poor health, physical fatigue and increased blood pressure (French & Allen, 2020), it is associated with a high level of work-family conflict and family-work conflict. In addition, it will also have an impact on mental health (Carvalho et al., 2018) and negative moods (French & Allen, 2020).

This study aims to determine the effect of the husband's support on work-family conflict among working mothers through social relations equality matching and communal sharing based on the indigenous psychology

approach. With the advancement of the times and the gender equality movement, there are more opportunities for women to gain better education and work in the public sector so that women have equal rights with men. Currently, women are increasingly expanding their roles beyond traditional responsibilities, contributing to areas such as household management, caregiving, and other domestic responsibilities. Many women work in the economic sector and can increase family income such as the number of women who work in offices.

However, the division of tasks between husbands and wives is generally felt to be unbalanced. Wives who also play a role in the public sector still have a double burden with domestic work still assigned to them. Husbands have less time to do household chores than wives. Based on the perception between husbands and wives regarding the contribution of time to do household chores, they agree that wives spend more time doing household chores than husbands. Supratiknya as cite in Putri and Lestari (2015) stated that the pattern of marriage is basically a combination of equity or justice and equality or equality between husband and wife. Justice in marriage can be said if each party contributes to the togetherness and harmony that should be received. The relationship is said to be equal if each party has a status and bears joint responsibility for maintaining a healthy emotional and economic condition and completing household affairs. Through these roles, husband and wife are expected to be able to carry out their roles and obligations to create a harmonious family life. Couples who do not share household affairs equally can cause stress or pressure on one party, especially women, which will reduce harmony in married life (Claffey & Mickelson as cited in (Putri & Lestari, 2015).

### Literature Review

According to Nizam and Kam (2018) conflict between roles at work and in the family occurs when conflicting role pressures arise between these two contexts. Conflicts arise when roles in work and family demand to be fulfilled, the fulfillment of one role will make it difficult to fulfill the other roles (Aycan & Eskin, 2005; Noor, 2002). According to Aycan and Eskin (2005), factors that can affect family life (work-family conflict) while conversely, family also affect work (family-work conflict). Based on the literature review, the authors defined work-family conflict as the role played at work. Indicators of work-family conflicts, according to Iban and Arismagita (2017), Baltes and Heydens-Gahir (2003), and Gaffey and Rottinphaus (2009) are limited time availability, the tension in a role that ultimately affects the performance of another role, the difficulty in changing behavior from one role to another. This applied work-family conflict aspects proposed by Soeharto and Kuncoro (2015): workload, workplace distance, workplace conditions, relationships with leaders, relationships with coworkers.

Work-family conflict has been linked to social support. In the present research, social support is defined as one's perception or assessment of whether they feel supported and have people to rely on when needed. The individual

will solve the problem based on the perception of social support they have (Knack et al., 2017). Soeharto et al. (2022) explained that husband support is the support received by the wife from the husband. It may take forms in advice, encouragement, entertainment, discussions, understanding, help with household chores and child rearing (Soeharto et al., 2020).

Work-family conflict is related to husband and wife relationship. In a Javanese family, there is no equal position between husband and wife. Husbands hold a higher, more important position and greater authority. But wives also play an important role, even in certain matters. The exploration of the concept of social relations between husband and wife is in line with the development of the social research area leading to close relationship themes interpersonal attraction, namely the formation of norms on how people regulate the give-and-take dynamic in a relationship based on equity theory.

Fiske (1992) described the four forms of social relations, i.e., communal sharing, authority ranking, equality matching, and market pricing. In communal sharing, every support given is based on the motivation to provide welfare to the family without expecting anything in return. Support in authority ranking is provided by family members who hold lower positions, based on the assumption that family members have the right to receive protection. Equality matching is supported by looking at what is given and what is received. In market pricing social relations, someone provides support because they believe there is a balance in the relationship based on a certain ratio or comparative value.

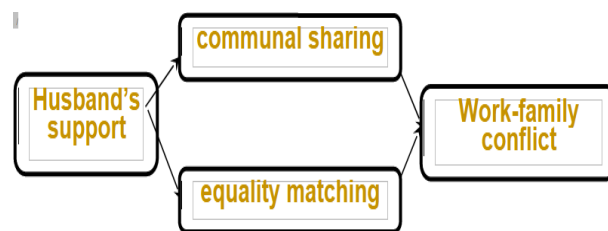
This research will focus on family relations that are communal sharing and equality matching. Based on the results of research conducted by Soeharto et al. (2022) using the indigenous psychological approach, it was found that aspects of communal sharing and equality matching social relations. Communal sharing social relations are based on the aspects of providing inner sustenance, protecting guiding, helping wives, understanding wives, being open, serving husbands and children, wives managing homes, educating children, maintaining communication, supporting husbands' work, as well as pleasing husbands. Social relations Equality matching aspects are based on buying gifts, affection, attention, helping with work, and trust (Soeharto et al., 2020).

This study aims to determine the effect of the husband's support on work-family conflict in working mothers through social relations equality matching and communal sharing based on the indigenous psychology approach. This research is built on the basis of understanding humans in local contexts (Indigenous) so that the results of the research obtained genuinely reflect an accurate understanding of Indonesian people and can be applied according to the Indonesian cultural context.

Hypothesis : The influence of husband's support on work-family conflicts among working mothers through social equality matching and communal sharing based on the indigenous psychology approach. The theoretical model can be explained below in figure 1:

**Figure 1**

*The Influence of Husband's Support on Work-Family Conflicts Among Working Mothers Through Social Relations Equality Matching And Communal Sharing*



## Methods

### Research Design

Criteria for research participants were: wife, b) identifies as Javanese, have children under 12; d) live with the spouse, and work as professionals.

Data were collected through a survey using a work-family conflict scale, a husband support scale, a communal sharing social relationship scale, and a social equality matching scale. Items in the scale are arranged in a favorable form. The answer choices used are very appropriate, appropriate, neutral (between appropriate and inappropriate), inappropriate, and very inappropriate. The research subject's response was given a value of 5 for: is very suitable, value 4 for: appropriate, value 3 for neutral response, value 2 for inappropriate response and value 1 for very unsuitable response.

The 4 scales were tested on 100 working mothers. Scale testing was carried out to determine the differentiation of the items and the reliability of the scale. Selection of items in the test of differentiation based on total item correlation used the limit  $r_{xy} > 0.3$  and for reliability testing using the Cronbach Alpha procedure with an alpha reliability coefficient ( $\alpha$ )  $> 0.60$ .

item differentiation of 0.490-0.790 with a reliability coefficient of 0.921. The husband's Social Support Scale made by researchers using aspects of giving advice, encouraging, entertaining, chatting, understanding, helping with household chores, and taking care of children (Soeharto et al., 2020). The husband's Social Support Scale consists of 21 valid items. Differential power coefficient item 0, 351-0, 639 with a reliability coefficient of 0.901. The Communal Social Relations Scale Sharing Scale was made by researchers by using aspects of providing inner sustenance, protecting guiding, helping the wife, understanding the wife, being open, serving the husband and children, the wife managing the house, educating children, supporting/ looking after work communication, the husband, and pleasing the husband. The Social Relationship Scale Communal Sharing consists of 33 valid items. valid. The coefficient of item power difference is 0.420-0.686 with a reliability coefficient of 0.943. The scale Equality Matching Social Relationships Scale created by the researcher is using aspects buying gifts, affection, attention, helping with work, and trust. The scale Social Re-

relationships Equality Matching consists of 15 valid items. The coefficient of variance of the items 0.397-0.625 with a reliability coefficient of 0.880.

### Data Analysis

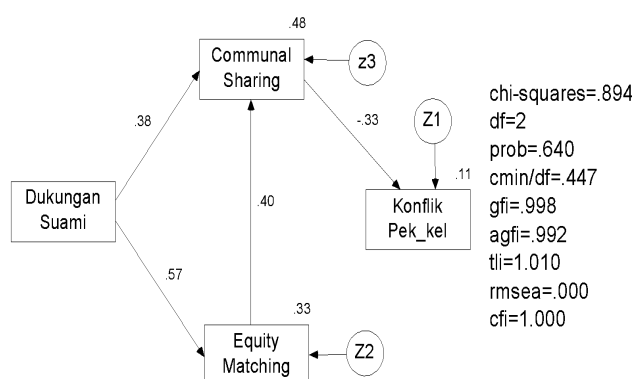
The research data analysis used was a test measurement model at once against 3 constructs using path analysis. Path analysis is part of a regression model that can be used to find intervening variables and to determine which influence is most significant between direct and indirect influences. Path analysis in this study was assisted by the AMOS version 21 program. Before the model test analysis is carried out, a prerequisite test is carried out to meet the assumptions in SEM (Structural Equation Modeling) and results of the fit test are said to have met the criteria based on the established criteria, namely the chi-square value with  $p > 0.05$ ; GFI value 0.90; AGFI value 0.90.

### Results

Figure 2 illustrates the results of the present study. can be illustrated in the following figure 2.

**Figure 2**

*Model of The Influence of Husband's Support on Work-Family Conflicts Among Working Mothers Through Social Relations Equality Matching And Communal Sharing*



Based on Figure 2, it can be seen that the kai-squared value is 0.894 with  $p = 0.640$ ; GFI value of 0.998; AGFI value of 0.992. Based on the predetermined criteria, namely the kai-squared value with  $p < 0.05$ ; GFI value 0.90; AGFI value 0.90, the fit test results have met the criteria. Based on these results, the model is tested empirically so that it is found that there is an effect of husband's support on work-family conflicts among working mothers through social relations of equality matching and communal sharing.

Furthermore, from the model test, it can also be seen that there are direct effect, indirect effect, and total effect between variables. Table 1. This presents the results of testing the direct effect, indirect effect, and total effect between variables depicted in the tested theory model.

Based on table 1 it can be explained that Communal sharing social relations have a direct influence on family work conflicts mothers who work with a total effect

of -0.334 ( $p < 0.05$ ); Social relations equality matching has an effect on family work conflicts among working mothers with a total effect of -0.135 ( $p < 0.05$ ) but the effect is indirect through communal sharing social relations; Husband's support has an effect on work-family conflict among working mothers with a total effect of -0.205 ( $p < 0.05$ ), but the effect is indirect through social relations equality matching and communal sharing.

### Discussion

Based on the findings that show communal sharing social relations have a direct influence on family work conflicts among working mothers, it can be explained that if working mothers perceive the relationship between husband and wife as communal sharing, it will reduce work-family conflict experienced by mothers. Working mothers perceive what their husbands provide in the form of providing inner support, protecting guiding, helping wives, understanding their wives, being open, while wives serving their husbands and children, wives managing homes, educating children, maintaining communication, supporting husband's work, Fun husbands are based on motivation to provide welfare to the family without expecting remuneration to make work-family conflicts experienced low. The communal sharing relationship between husband and wife will make working mothers feel the problem of workload, distance to work, workplace conditions, relationships with leaders, and relationships with coworkers that occur at work will not complicate problems at home (Soeharto et al., 2022).

The findings show that social equality matching has an influence on family work conflicts among working mothers, but the effect is indirect through communal sharing social relations. It can be explained that for mothers who work, equality matching relationships can also have a role in reducing work-family conflict when working mothers perceive the relationship between husband and wife as communal sharing.

This finding is in line with the results of Van Yperen and Buunk (2020) study: communal sharing becomes a mediator between equality matching and relationship satisfaction. Working mothers perceive the relationship with their husband as equality matching, seeing between what is given and what is received in the form of buying gifts, affection, attention, and helping with work, this belief will affect the relationship between husband and wife, communal sharing, which is based on motivation to provide welfare to the family without expecting remuneration will make the work-family conflict experienced low.

The final finding of this study is that husband support influences work-family conflict in working mothers, but the effect is indirect through social relations equality matching, and communal sharing. Family support should reduce work-family conflict (Anderson et al; Billing et al; Galovan, 2010; Hassan et al. as cited in (Shockley et al., 2017). The support received from the husband will make the wife perceive communal sharing in the relationship between husband and wife. When a wife perceives



**Table 1**  
Regression Coefficients of Direct, Indirect, and Total Effects

Variable	Direct Effect	Indirect Effect	Total Effect
CS → Work_Family	−0.334*	0.000	−0.334
EM → Work_Family	0.000	−0.135*	−0.135
Husband's Support → Work_Family	0.000	−0.205*	−0.205

Note: \*  $p < 0.05$

her husband as giving advice, encouraging, entertaining, inviting chat, understanding, willing to help with household chores and caring for children, the wife assesses the husband-wife relationship based on a sense of solidarity and a sense of belonging to achieve mutual prosperity. This will make the wife as a working mother feel the problems of workload, distance to work, workplace conditions, relationships with leaders, and relationships with coworkers that occur at work will not complicate problems at home. This is in accordance with the results of research by Saleem and Ajmal (2018), which states that support from partners, both emotional and financial, is very important for these women. In addition, assistance in carrying out household responsibilities is also very important, which was consistent with the findings of (Razak et al., 2010).

Also, working mothers perceive husbands' support will reduce work-family conflicts when they perceive a husband-wife relationship that is equality matching and communal sharing. This communal sharing social relationship will increase the sense of responsibility between partners [26], a person has many demands and expectations when carrying out roles at work and in the family. Social support from the husband will help reduce demands and expectations when carrying out roles at work and in the family (Michel et al., 2011).

The husband's support received by the wife will make the wife perceive that the relationship between husband and wife occurs by observing what is given and what is received (equality matching). Activities that the wife considers appropriate to reciprocate with something relatively equal when she has received something from a partner, to achieve a state of balance (Fiske, 1992). Between husband and wife, buying gifts, affection, attention, helping with work, and trust, will then make the wife judge the husband-wife relationship, as equality matching, affects the social relations of husband and wife, which are communal sharing in reducing work-family conflicts that occur among working mothers (Schaufeli & Bakker, 2010). The husband provides the inner support, protects guides, helps the wife, understands the wife, is open, and serves the husband and children, while the wife manages the house, educates the children, maintains communication, supports the husband's work, and pleases the husband. The wife sees that the nature of the relationship in the family is directed to support the concept of *bebrayan* by Budiati (2010) where each party has a mutual awareness to complement each other to achieve mutual welfare, this

will reduce work-family conflicts experienced by working mothers.

Work-family conflict is related to the social relations between husband and wife. In communal sharing, every support given is based on the motivation to provide welfare to the family without expecting anything in return. Support inequality matching is provided by observing what is given and what is received. In Javanese family life there is no equal position between husband and wife. This is because there are still patriarchal teachings in Javanese culture, where the husband as head of the household has a position above the woman, who in everyday life tends to be served, obeyed, and respected more (Setiawati & Nurhayati, 2020). Husbands have a higher and more important position and have greater authority. The wife also has a vital role, even in certain matters greater than the role of the husband. In taking care of children, for example, the wife has a greater role. The role of a wife after marriage is considered to be to fulfill her husband's needs rather than having her own needs. This is a belief based on a patriarchal system that considers a wife as a *kanca wingking* (Nurhayati et al., 2023).

The conception of *garwa* (wife) is not just a *konco wingking* or a friend who only takes care of household domestic duties but is also interpreted as a soulmate. The meaning of this *sigaraning nyowo* seems to clearly describe a position that is parallel and more egalitarian than *kanca wingking*. Even so, the relationship between husband and wife also recognizes manners, one of which is the *sing bekti marang wong lanang*. It is called *bekti* if the wife can do a good job as a wife in serving and helping her husband's needs (Handayani & Novianto, 2004). The nature of social relations supports the idea of *bebrayan*, where each party has a shared awareness of complementing each other for mutual welfare (Budiati, 2010).

Based on the findings that show communal sharing social relations have a direct influence on family work conflicts in working mothers, equality matching has an influence on family work conflicts in working mothers, but the effect is indirect through communal sharing social relations, and husband's support has an effect on work-family conflict among working mothers, indirect through social relations equality matching and communal sharing.

The difference between the results of this study and previous studies is the concept of equality matching and communal sharing based on the indigenous psychology approach. Previous studies (Adjiputra, 2023; Asrila & Guspa, 2025; French & Allen, 2020; Nugraha & Kustanti,

2020; Octaviana & Sugiasih, 2021) looked at family work conflict in terms of husband support or partner support, not involving social relations in their research.

The implication of the scientific findings of this study for the contribution of scientific development is that the exploration of ideas about social relations among mothers helps the development of the field of social research that leads to themes of close relationships and is focused on interpersonal attractions. This means that how people organize the act of giving and receiving in a relationship is based on equality theory. In addition, the social support model in family social relations among working mothers who experience work-family conflict is built based on an understanding of humans in the local context (Indigenous) so that women can develop their potential and role as wives by understanding Javanese cultural values critically. Thus, the research results obtained reflect and authentic understanding of Indonesian humans that can be applied according to the Indonesian cultural context, not merely the adoption of theories developed in other countries.

## Conclusion

This research concludes that from the indigenous psychological perspective, there is an effect of husband support on work-family conflicts among working mothers through social relations equality matching and communal sharing using the indigenous psychological approach. The research results obtained provide a comprehensive understanding of working mothers who experienced work-family conflicts in Indonesia, especially Yogyakarta Special Region, so that it can be applied according to the Indonesian cultural context.

The exploration of the concept of social relations between husband and wife is in line with the development of the social research area leading to close relationship themes and is focused on interpersonal attraction, namely the formation of norms on how people regulate the giving and receiving of benefits and rewards in a relationship based on equity theory. This research focused on family relations that are communal sharing and equality matching. In communal sharing, every support given is based on the motivation to provide welfare to the family without expecting anything in return. Equality matching is supported by looking at what is given and what is received. Husband's support has a big role to play in reducing work-family conflicts experienced by working wives. In this study, the husband's support has an effect on work-family conflict among working mothers, but the effect is indirect through social relations equality matching and communal sharing.

## Recommendation

This study highlights the crucial role of husband support in reducing work-family conflict among working mothers, viewed through the lenses of communal sharing and equity matching. The findings contribute to the understanding of how different support dynamics impact work-family

balance, offering insights for future research on spousal support and well-being. Practically, the study emphasizes the need for workplace policies that recognize family support, such as flexible work arrangements, and relationship programs that promote equitable partner involvement. Strengthening the husband's role in work-family balance can enhance maternal well-being, improve family harmony, and foster a more supportive work environment.

## Declaration

### Acknowledgments

This research is supported by the 2020 PDUPT research grant. We would like to thank Kemenristekdikti and Universitas Mercu Buana Yogyakarta for the support and facilitation provided during this research process.

### Funding

This work was supported Kemenristekdikti by grant funding *Penelitian Dasar Unggulan Perguruan Tinggi* 2020.




### Authors' contributions

TNEDS. designed and developed the research and led the research and manuscript writing process. MWK participated in data collection, conducted statistical analyses, interpreted the results, and assisted in drafting the first draft of the manuscript. SAP, supervised the data collection process, assisted with data analysis, and contributed to the finalisation of the manuscript. All authors have read and approved the final version of the manuscript.

### Conflict of Interests

All authors certify that they have no affiliations with or involvement in any organization or entity with any financial or non-financial interest in the subject matter or materials discussed in this manuscript.

### Orcid ID

Triana Noor Edwina Dewayani Soeharto   
<https://orcid.org/0009-0004-2932-5615>  
 Mohammad Wahyu Kuncoro  <https://orcid.org/0000-0003-0394-419X>  
 Sowanya Ardi Prahara  <https://orcid.org/0000-0002-0507-7571>

## References

- Adjiputra, H. W. (2023). Pengaruh dukungan sosial terhadap work-family conflict pada wanita karir [The influence of social support on work-family conflict in career women]. *Psibernetika*, 16(1). <https://journal.ubm.ac.id/index.php/psibernetika/article/view/4193>
- Asrila, T., & Guspa, A. (2025). Hubungan antara dukungan sosial pasangan dengan work-family conflict pada karyawan bank yang sudah menikah di kota Padang [The relationship between social support from partners and work-family conflict in married female bank employees in Padang City]. *Jurnal Ilmu Sosial dan Humaniora*, 1(2). <https://indojurnal.com/index.php/jisoh/article/view/143/111>

- Aycan, Z., & Eskin, M. (2005). Relative contributions of childcare, spousal support, and organizational support in reducing work-family conflict for men and women: The case of Turkey. *Sex Roles*, 53(7/8), 453–471. <https://doi.org/10.1007/s11199-005-7134-8>
- Baltes, B. B., & Heydens-Gahir, H. A. (2003). Reduction of work-family conflict through use of selection, optimization, and compensation behaviors. *Journal of Applied Psychology*, 88(6), 1005–1018. <https://doi.org/10.1037/0021-9010.88.6.1005>
- BPS. (2024). *Berita resmi statistik: Keadaan ketenagakerjaan Indonesia [Official statistical report: The employment situation in Indonesia]*. Badan Pusat Statistik.
- Budiati, C. A. (2010). Aktualisasi diri perempuan dalam sistem budaya Jawa (Persepsi perempuan terhadap nilai-nilai budaya Jawa dalam mengaktualisasikan diri) [Self-actualization of women in the Javanese cultural system (Women's perceptions of Javanese cultural values in self-actualization)]. *Jurnal Pamator*, 3(1), 51–59. <https://journal.trunojoyo.ac.id/pamator/article/view/2401>
- Carvalho, V. S., Chambel, M. J., Neto, M., & Lopes, S. (2018). Does work-family conflict mediate the associations of job characteristics with employees' mental health among men and women? *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.00966>
- Cerrato, J., & Cifre, E. (2018). Gender inequality in household chores and work-family conflict. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.01330>
- Eshak, E. S., Kamal, N. N., Seedhom, A. E., & Kamal, N. N. (2018). Work-family conflict and self-rated health among dwellers in Minia, Egypt: Financial strain vs social support. *Public Health*, 157, 69–76. <https://doi.org/10.1016/j.puhe.2018.01.016>
- Fiske, A. P. (1992). The four elementary forms of sociality: Framework for a unified theory of social relations. *Psychological Review*, 99(4), 689–723. <https://doi.org/10.1037/0033-295X.99.4.689>
- Ford, M. T., Heinen, B. A., & Langkamer, K. L. (2007). Work and family satisfaction and conflict: A meta-analysis of cross-domain relations. *Journal of Applied Psychology*, 92(1), 57–80. <https://doi.org/10.1037/0021-9010.92.1.57>
- French, K. A., & Allen, T. D. (2020). Episodic work-family conflict and strain: A dynamic perspective. *Journal of Applied Psychology*, 105(8), 863–888. <https://doi.org/10.1037/apl0000470>
- Gaffey, A. R., & Rottinhaus, P. J. (2009). The factor structure of the work-family conflict multidimensional scale: Exploring the expectations of college student. *Journal of Career Assessment*, 17(4), 495–506. <https://doi.org/10.1177/1069072709340662>
- Handayani, C. S., & Novianto, A. (2004). *Kuasa wanita Jawa [Power of Javanese women]*. LKiS.
- Iban, C., & Arismagita, A. (2017). Fun food barbeque sebagai inovasi produk food and beverage Department Hotel Neo+ Awana Yogyakarta [Fun food barbeque as a product innovation in the food and beverage department of Hotel Neo+ Awana Yogyakarta]. *Jurnal Pariwisata Terapan*, 1(1), 52–62. <https://doi.org/10.22146/jpt.24971>
- Knack, J. M., Waldrup, A. M., Jensen-Campbell, & Lauri, A. (2017). Social support. In *Encyclopedia of Social Psychology* (p. 16). SAGE Publisher.
- Michel, J. S., Mitchelson, J. K., Kotrba, L. M., Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, 32, 689–725.
- Nizam, I., & Kam, C. (2018). The determinants of work-life balance in the event industry of Malaysia. *International Journal of Management, Accounting and Economics*, 5(3), 141–168.
- Noor, M. N. (2002). Work-family conflict, locus of control, and women's well-being: Tests of alternative pathways. *The Journal of Social Psychology*, 142(5), 645–662.
- Nugraha, P., & Kustanti, E. R. (2020). Hubungan antara dukungan sosial suami dengan konflik peran ganda pada perawat wanita [The relationship between spousal social support and dual role conflict in female nurses]. *Jurnal EMPATI*, 7(2), 794–801. <https://doi.org/10.14710/empati.2018.21715>
- Nurhayati, S. R., Setiawati, F. A., Amelia, R. N., & Fridani, L. (2023). Psychometric properties of dyadic data from the Marital Quality Scale of Indonesian Javanese couples. *Psicologia: Reflexão e Crítica*, 36(1), 36.
- Octaviana, A. P., & Sugiasih, I. (2021). Hubungan antara dukungan sosial suami dengan konflik peran ganda pada guru wanita yang sudah menikah di Kabupaten Kendal [The relationship between husband's social support and dual role conflict in married female teachers in Kendal Regency]. *Psisula: Prosiding Berkala Psikologi*, 3. <https://jurnal.unissula.ac.id/index.php/psisula/article/view/18812>
- Onday, O. (2019). Japan's society 5.0: Going beyond industry 4.0. *Business Economics Journal*, 10(2), 1–6.
- Putri, D. P. K., & Lestari, S. (2015). Pembagian peran dalam rumah tangga pada pasangan suami istri Jawa [Division of roles in the household among Javanese married couples]. *Jurnal Penelitian Humaniora*, 16(1), 72–85.
- Razak, A. Z. A. A., Omar, C. M. Z. C., & Yunus, J. N. B. (2010). Family issues and work-family conflict among medical officers in Malaysian public hospitals. *International Journal of Business and Social Science*, 1(1), 26–36.
- Saleem, G., & Ajmal, M. A. (2018). Work-family balance: Experiences of successful professional women in academia in Pakistan. *Pakistan Journal of Psychological Research*, 33(1), 101–121.
- Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept. In A. B. Bakker & M. P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research*. Psychology Press.
- Setiawati, F. A., & Nurhayati, S. R. (2020). Kualitas perkawinan orang Jawa: Tinjauan faktor jenis kelamin, usia perkawinan, jumlah anak, dan pengeluaran keluarga [Marital quality of Javanese people: A review of gender, marital age, number of children, and family expenses]. *Jurnal Ilmu Keluarga dan Konsumen*, 13(1), 13–24.
- Shockley, K. M., Douek, J., Smith, C. R., Yu, P. P., Dumani, S., & French, K. A. (2017). Cross-cultural work and family research: A review of the literature. *Journal of Vocational Behavior*, 101, 1–20.
- Soeharto, T. N. E. D., & Kuncoro, M. W. (2015). Kontruksi instrumen pengukuran dukungan suami dan konflik pekerjaan keluarga pada ibu yang bekerja: Berbasis pendekatan indigenous [Construction of an instrument to measure husband support and work-family conflict in working mothers: Based on an indigenous approach]. *Prosiding Seminar Nasional dan Temu Ilmiah Ikatan Psikologi Perkembangan Indonesia (IPPI) IX: Optimalisasi Peran Keluarga untuk Meningkatkan Ketahanan Mental Menghadapi Tantangan Globalisasi*.
- Soeharto, T. N. E. D., Kuncoro, M. W., & Prahara, S. A. (2020). Gambaran dukungan suami dalam relasi sosial suami dengan istri bekerja yang mengalami konflik pekerjaan-keluarga (dalam keluarga Jawa): Pendekatan indigenous psychology [Husband support in the social relations of working Javanese wives experiencing work-family conflict: An indigenous psychology approach]. *InSight: Jurnal Ilmiah Psikologi*, 22(1), 53–60.
- Soeharto, T. N. E. D., Kuncoro, M. W., & Prahara, S. A. (2022). Konstruksi instrumen pengukuran konflik pekerjaan keluarga pada ibu yang bekerja: Berbasis pendekatan indigenous [Development of a work-family conflict measurement tool for working mothers: Based on an indigenous approach]. *InSight: Jurnal Ilmiah Psikologi*, 22(2), 103–109.
- Suhandjati, S. (2018). Kepemimpinan laki-laki dalam keluarga: Implementasinya pada masyarakat Jawa [Male leadership in the family: Its implementation in Javanese society]. *Jurnal Theologia*, 28(2), 329–350.

Van Yperen, N. W., & Buunk, B. P. (2020). Equity theory and exchange and communal orientation from a cross-national perspective. *Journal of Social Psychology, 131*(19), 5–20.