

THE ANALYSIS OF MILLENNIAL MOSLEM WOMEN'S PERCEPTIONS ON THE DUAL ROLE CONFLICT OF CAREER WOMEN (A CASE STUDY ON FORMAL EMPLOYEES IN BOJONEGORO)

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ABSTRACT

Nowadays, women' s involvement in a work is inevitable. It also happens a lot in Bojonegoro, East Java, Indonesia. Regardless of the pros and cons, in fact there are many job positions or profession occupied by women. Women are ready to occupy these positions, they have academic abilities, expertise, and experiences. But on the other hand, they are also faced with multiple roles that potentially cause conflict or complicated problems. The purpose of this study is to: (1) describe the motivations and expectations of millennial Moslem women for their current careers, (2) explore the perceptions of millennial Moslem women regarding to the dual role conflict of career women, and (3) explore the ways of millennial Moslem women in solving multiple role conflicts as career women. This study implements a qualitative approach in form of case study. The informants consist of 16 Moslem women who have married and work in Bojonegoro, East Java, Indonesia with an age range of 28 - 43 years old as the representation of millennial generation. The research data are collected through in-depth interviews and documentation. The data analysis technique uses interactive model. The results of this study indicate that: (1) the main purposes of millennial Moslem women in working or having job career are: a) to disseminate knowledge and develop self-potential, b) to obtain additional income, and c) the need of self-actualization, (2) millennial Moslem women consider that the dual role conflict of career women is a natural thing, (3) the efforts of millennial Moslem women in facing multiple role conflicts are by managing time as possible (time management) and communicating it with family members.

Keywords: *career women, dual role conflict, millennial moslem women*

INTRODUCTION

Today, the phenomenon of millennial generation career women has become common place and inevitable. The role of women, which

used to be synonymous with housework such as educating children, taking care of the household, and serving their husbands, is now beginning to

change. Women in general tend to choose to enter the world of career (profession). The problem is, when women choose to undergo a profession (job), especially for those who are married and have children, they will be faced with multiple roles that have the potential to cause conflict or complicated and complex problems.

Nova and Dwi Ispriyanti (2012) which state that women face more problems, both problems that come from internal factors, both those that arise from within themselves, especially those related to their dual roles and external factors related to family, husband, children, and family. work problems.

The tasks of women became more diverse. Besides having the burden to complete his duties at work, he is also required to fulfill his obligations in the household.

The dual role for career women is certainly not an easy situation to resolve. Both roles demand equally good performance. If a career woman prioritizes her family, she will tend to lower her performance at work. On the other hand, if he

prioritizes work, he can sacrifice many things for his family. This is the role conflict in work and family. This is a dilemma situation experienced by a career woman in her life. Many career women cannot balance these roles proportionally. Often there is an imbalance between work in the household and work, so that it has a bad impact on their lives both at home and at work.

In the view of religion (Islam), pays great attention to women and upholds their dignity as members of the family and society. In the perspective of Islam, women have roles and functions in everyday life, among others: First, women as mothers. Islam views and gives position to women in a noble and honorable place. The existence of a mother is very important in domestic life. In the hands of a mother, each individual is raised with infinite love. Mothers with physical and mental stakes have fought for the lives of their children, since the child was still in the womb, from birth to adulthood. That is the reason why Islam gives a three times higher position than the father. In the Qur'an, Allah commands humans to

appreciate and appreciate the mother for her services by doing good to her.

Second, women as wives. Another role of women in everyday life is as a wife. Husband and wife are a human couple who on the basis of love and holy love bind themselves in a marriage relationship. A husband is obliged to love and provide for his wife, while the wife is obliged to love and serve her husband with all her heart. Wife and husband have different and complementary roles and responsibilities. As stated in the Qur'an Q.S. Al-Baqarah 187, which means: "*...they are clothes for you, and you are clothes for them.*"

Third, women as members of society. Society is a group of people who gather and interact in order to meet common needs. Each individual forms a family and these families are components of society. It is unavoidable that more than half of the community members are women.

METHODS

This research uses a qualitative approach with the type of case study research. Research informants are Muslim women who are married and

have a career with an age range of 25-45 years as a representation of the current millennial generation. The number of informants was 16 people who were determined by purposive sampling and came from various professions such as; teachers, doctors/nurses, government employees, private employees, and UMKM owners.

Data collection techniques used are interviews and documentation. The data obtained were then analyzed using interactive methods. At this stage of data collection, researchers went into the field to collect research data by interviewing key informants who had been set and doing documentation to add information. Researchers conducted in-depth interviews regarding millennial Muslim career women, and their impacts and solutions. Data analysis techniques, starting from data collection, then moving back and forth between data reduction activities, data presentation, and drawing conclusions (verification).

DISCUSSION

Through in-depth interviews with informants regarding Muslim women's perceptions of family and work conflicts, information was revealed that conflicts that occur in the family environment and at work are things that are commonly experienced by career women. This is one of the consequences for housewives who are actively involved in certain jobs, but all of them can be overcome in various ways according to the culture applied by each informant. This can be seen from the informants' answers to the question of career women's perceptions of family and work, namely that both are very important and complementary. The meaning of this sentence is that the family is a very important unit in the life of a career woman, the role as a housewife and wife is still carried out and work is also a wheel of a woman's struggle in developing her career, the results of this work can also be useful for the family where if measured from In terms of finance, the income obtained can be used as additional needs for the family, for that it is said to be complementary.

The results of this study also support what was conveyed by Tan, that there are two attitudes in society in seeing the right role for Indonesian women. On the one hand, culturally, women act as wives, mothers and good household managers. Views about the role of women in the world of work have changed significantly over time. Historically, society believed that a woman's place was at home, caring for her husband and children, not at work. Women usually assist their husbands in maintaining the family and act as business partners, although they often do not charge a fee. If paid for their work, women earn less than their male counterparts (Nieva & Gutek, 1981). Nowadays jobs for women have shifted from traditional jobs to become more non-traditional, and careers that were previously male-oriented (Domenico & Jones, 2006).

On the other hand, women are sources of human resources who have the same position as men and therefore have the right to work. This also agrees with (Budiman, 1985:60 in Sudarwati, 2003) which asserts that, most Indonesian people still

adhere to paternalistic understanding, where the structure of society is generally still patriarchal and the main institution of this system is the family. This dominance occurs because the economic position of women is weaker than men, so that women in meeting their material needs are highly dependent on men. The status and role of the husband is generally more dominant than the wife. The man (husband) acts as the head of the household and the woman (wife) acts as the housewife. Although women are also allowed to work, household responsibilities also remain on her shoulders.

Miles (2013) advises women to leave the world of work because they cannot balance home and work responsibilities. Married career women have a big responsibility in carrying out household demands. Karapate (2006) states that career women who are faced with too many work demands and then cannot manage the balance between family and work, they will feel emotionally unstable and ultimately reduce work performance. In addition, according to Miles, women are motivated to work for intrinsic motivators, but the

workplace is filled with extrinsic motivation.

Findings related to the causes of career women being actively involved in their work, namely basically the informants emphasize that the economic demands of the family in this era are due to the higher cost of living, education and other needs, this is what makes the informants play an active role as complementary factors even though they realize that the responsibility for The husband's economic needs are entirely in his hands, besides that several informants also expressed this as a form of their sense of responsibility for the work they are doing. Other findings related to the causes of women working are those who have higher education, with higher education, women are willing to develop their abilities, this is evidenced by the emergence of successful career women in the world of work they do. The reason women work is also for self-actualization so that the abilities gained during education can be applied in society. This is also inseparable from the nature of women who are serious and diligent

in doing a job, especially if the work is based on their educational background, this will be a pleasure for this career woman in developing her career.

This finding supports a study which revealed that career women have a special job outside the home in order to self-actualize and define a particular field. The implication of this opinion is that to achieve the level of self-actualization of a woman and in determining her career in a particular field means that she must have a serious and active nature in carrying out her duties and functions. This is also in line with the role of mothers expressed by Salvicion and Celis, namely the role of mothers. As a wife and mother of their children, mothers have roles to take care of the household, as caregivers and educators of their children, protectors and as one of the role groups. social life and as a member of society from the environment, besides that the mother can act as an additional breadwinner in her family.

The meaning of a mother who is able to act as an additional breadwinner in her family shows that

in making a living it takes the active involvement of women in a job so that success can be achieved, of course if you get support from the mother. husband, as stated by the informant, Ibu Ida, that is, the husband gave permission. the wife works because she wants to have broad insight and association so that it affects the education process of her children.

Every active involvement of a career woman in her work must have an impact on her family, such as the following findings, namely that most of the informants revealed the impact they experienced in their career, some had a positive impact, some had a negative impact. .

The results show that the average positive impact is seen in equality in gender justice, which fills each other's time void at home, for example if women as housewives are busy, household needs such as educating children and so on can be handled by their husbands, because they are actually busy. from a wife also has great benefits, for example from an economic point of view, the family's financial needs can be met. However, from the negative impact,

it can be seen that many informants are worried about their families, for example, the average informant reveals a lack of time with family (husband and children).

In this study also found different things conveyed by the informant that for him there is no negative impact other than the lack of time with family, because he always tries to separate working time in the office with the conditions created in the family environment so that he always tries to build harmony in the workplace and his family environment.

Based on other findings revealed that the application of culture built by each family is important. Culture acts as a way of life in the context of social institutions such as the family. Culture includes visible and invisible behaviors that shape human behavior and are passed down from generation to generation (Chandra et.al. 2004). This writer also agrees with Chandra, namely culture includes learned responses to all situations that occur. This context shows that the culture applied by each informant's family is

a demand for life in the family and human behavior in that family.

Thus, from the various problems that occur there are strategies in overcoming conflicts between family and work. In fact, work and family conflicts are two sides that are difficult to separate and require serious attention to deal with them. Of all the informants revealed strategies to overcome conflicts that occur in their lives, namely by building intense communication between wives as career women to their husbands and children. Among the informants emphasized that they always maintain each other's privacy and do not involve work problems with their families, communication is an important role in this regard and if committed to implementing it, major conflicts will not occur. as stated by Komang et.al that through good communication people can transfer ideas, control behavior, through proper communication conflicts, unrest, misunderstandings can be resolved. Sopiah also conveyed that related to the four functions of communication, namely: communication functions as a controller of member behavior in this

case family members, communication serves to generate family motivation, communication acts as an emotional expression, communication acts as a consideration in decision making where communication provides the necessary information. .

If it is associated with work and family conflict theory by Lathifa (2008) which says that conflict between work and family occurs when a person has to carry out multiple roles, namely as an employee, as an employee there is more workload and time, such as work that must be completed in a hurry. hurry or deadline. The roles of spouse (husband and wife) and parents, family demands relate to the time needed to handle household tasks and look after children. This family demand is determined by the size of the family, the composition of the family and the number of family members who are dependent on other members (Yang, Chen, Choi, & Zou 2000). The trigger factor for the emergence of conflict can be sourced from the workplace and family, the pressure is positively related to work-family conflict. According to

Frone et.al. (1992), work pressure includes workload, lack of autonomy and role confusion. The implication of this theory shows that as an ordinary human being who has limitations and has to carry out multiple dual roles, both his position as an employee or a leader in an organization on the other hand, his duties and responsibilities as a wife and parent in the family must cause conflict but it depends on how these informants able to apply in the family and work environment, able to manage the available time, able to position themselves where they are, so these informants explained that everything was carried out with their habits.

CONCLUSION

Referring to the formulation of the problem and the results of the study, this research can be concluded in 3 ways:

1. The main motives for millennial Muslim women to enter the career world include; a) to disseminate knowledge and develop self-potential, b) earn additional income, and c) self-actualization needs

2. Millennial Muslim women consider that the dual role conflict of career women is a natural thing to happen and those who choose to have a career must have thought about and are ready to face the consequences of the dual roles that occur.
3. Efforts that are often made by millennial Muslim women in dealing with dual role conflicts are to manage the best possible time (time management) and communicate openly with family members.

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