

Work Family Balance and Optimism as a Predictor of Women Worker' Subjective Well-Being

Nina Zulida Situmorang
Master Program in Psychology
Universitas Ahmad Dahlan
 Yogyakarta, Indonesia
 nina.situmorang@psy.uad.ac.id

Mujidin
Master Program in Psychology
Universitas Ahmad Dahlan
 Yogyakarta, Indonesia
 mujidin@psy.uad.ac.id

Hapsari Dian Pratiwi
Master Program in Psychology
Universitas Ahmad Dahlan
 Yogyakarta, Indonesia
 hapsari.dian07@gmail.com

Arlinda Sari Wahyuni
Faculty of Medicine
Faculty of Public Health
 Medan, Indonesia
 dr_arlinda_123@yahoo.com

Lely Wahyuniar
Faculty of Public Health
STIKES Kuningan
 Kuningan, Indonesia
 lelywahyuniar@yahoo.co.id

Abstract—The purpose of this study is to determine whether the subjective well-being of women worker is predicted by work-family balance and optimism. The sample of this study consisted of 84 women worker in Indonesia. Data were collected by the Work-Family Balance Scale, Optimism Scale, and the Subjective Well-Being Scale and analyzed through multiple regression analysis. Results showed that women workers' work-family balance and optimism predicted their subjective well-being and showed a significant relationship and a positive direction. Work-Family balance indicated a relation with Subjective Well-Being and Optimism relation with Subjective Well-Being. Activities performed by development Organization to increase women worker work-family balance and optimism levels were found to be women worker' subjective well-being.

Keywords—*subjective well-being, work, family, balance, optimism, woman worker*

I. INTRODUCTION

The main aspects that affect the quality of life of workers are job satisfaction in which the higher the job satisfaction, the higher the quality of life of workers (Lian, W., Lin, M., & Wu, K, 2007). One important aspect to look at the quality of life of today's workers is subjective well-being factors and life satisfaction (Diener, 2009) that cross age, gender, ethnicity, nation, and religion. Work that is routine and monotonous will create boredom and unpleasant feelings in employees that cause unhappiness (Diener, 2003). Low subjective wellbeing is triggered by other problems experienced by workers, and when the working atmosphere is pleasant, then subjective wellbeing will experience a significant improvement. The World Health Organization (WHO) conducts a subjective wellbeing study of employees who are actively employed in state-owned companies and private companies in Indonesia which put Indonesia at 2.40 of the range moving from 5.49 to 0.87. This implies the subjective wellbeing of employees in Indonesia is in the middle to lower position compared to developed countries and other developing countries.

The development of subjective wellbeing research has increased year by year and put Seligman as a researcher who publishes positive psychology as a new direction and orientation in psychology, which makes welfare the main study (Compton, 2005). Positive psychology sees humans as a person who can determine how to view life that is centered

on the meaning of life that is very subjective, and with the meaning of a positive life can achieve wellbeing.

Subjective wellbeing is defined as how one judges their life both today and previous years (Diener, Oishi, & Lucas, 2003). This evaluation involves a person's emotional reaction to an event, their mood, and their assessment of life satisfaction, fulfillment and marital satisfaction and job satisfaction. Wellbeing more emphasis on aspects of positive affect or positive emotions felt by individuals tends toward the objective. Subjective wellbeing involves not only the emotional or emotional aspects but also the judgment of a person about his or her life and tends to be subjective (Rakhmat, 2009). The difference lies in different meanings and measurements. Some research calls the term subjective well-being with happiness; in other words, happiness is another alternative to subjective well-being (Argyle, 2013).

The trend shows an increase in working women. The increase in the female work force has put many organizations into place in meaningful and strategic positions. Research on working women states that one of the keys to their success is the high subjective wellbeing if the high subjective wellbeing level then they will show high ability in the job and at the same time can manage the family well. Low subjective wellbeing will degrade the quality of work that affects the family.

Subjective wellbeing becomes so important because it is considered the ultimate goal of life. Happy people view the world more safely, make decisions easier, assess job applicants better, more cooperatively, and live healthier, more energetic, and more fulfilling (Lyubomirsky, Kasri, & Chang, 2003). When happy, the individual prefers helping others because of a happy experience like making money, successfully performing challenging tasks, remembering happy times makes people more likely to contribute, sacrifice their time, and so forth. The personal relationship of wellbeing with success or excellent performance shows a strong relationship. The results of meta-analysis both with cross-sectional, longitudinal, and experimental methods indicate that a combination of desired outcomes with subjective wellbeing can make people successful (Lyubomirsky, King, & Diener, 2005). This is not only because success makes people happy as one aspect of subjective wellbeing, but positive affection breeds success. Moods and positive

emotions make people think, feel, and act in ways that lead to the expected goals (Elliot & Thrash, 2002). Happy people tend to prosocial, helpful, altruism, high performance, clear and creative thinking, healthy physical, and mental health (Argyle, 2013). New knowledge of subjective wellbeing, placing authentic subjective wellbeing on conditions that make a person's life grow well (Seligman, 2003).

Research shows that the combination of roles in work and family in women becomes a combination that is conducive to the emergence of health and well-being.

Barrette (2009), in his Canadian survey found that problems arising from the difficulty of regulating the role of work and family have increased over the last ten years. One in six parents in Canada is dissatisfied and doubts his ability to adapt continuously to the work situation and the family he faces every day. This number is always increasing every year and mostly experienced by women who play a double role (Barrette, 2009). Lambert, Hogan, and Bartosn (2006) observed that in working and married women, there was a dual conflict of work conflicts and role conflict in the household, and this made women more vulnerable to stress than their husbands or men.

Working women generally experience exhausted energy and mind, the difficulty of coping with multiple roles as workers and in families because of the amount of time spent outdoors. Moreover, for someone who has married and worked has more duties and responsibilities that tend to experience the conflict of a role as a worker and a member of a family. Role conflict will affect the job satisfaction of a worker. Low subjective wellbeing not only undermines the performance of female-female leaders in the organization but can affect the quality of the family. Research by Blanchflower and Oswald (2004) on the wellbeing of women in the United States shows negative results over time. In Indonesia the effect of increasing well-being in women can be seen from the increase in the divorce rate in 2008 reached 200,000 cases increased 50,000 cases in 2009, i.e., 10% of 2.5 million marriage in 2009. It is quite disturbing that the divorce that occurred in the Religious Court is a divorce amounting to 70% of divorce filed by the wife versus divorce, namely divorce filed by the husband. These points to the importance of subjective wellbeing research because at the family level, the well-being of women will have an impact on parenting, a lack of attention to the child and the relationship with a spouse. It is also essential to know what factors can increase the subjective wellbeing of women leaders. The conflict between family and work affects the performance of women. It leads to a decrease in productivity, late work, absenteeism, in and out of work, weak morale, job satisfaction and poor quality of work life (Higgins, Duxbury & Irving 1992). This proves the inconsistency of family work-role conflict work with job satisfaction. The role of work and family is often thought to lead to both positive or negative dilemmas in which subjective satisfaction and wellbeing are obtained when there is a balance between roles in work and family. The role dominance of one domain will create conflict and affect individual satisfaction. If the role of the family is too dominant to interfere with work, it can affect the low job satisfaction (Frone, 2006).

Conversely, if the role of work is too dominating to interfere with the role of the family can affect low family satisfaction. This indicates that the balance of work and family

roles can increase job satisfaction in women leaders who play a double role. Recent research has begun to see the positive side of the management of work and family, called work and family enrichment, how one role of one's experience could improve the quality of life to another (Greenhaus & Powell, 2006). Work and family enrichment is bidirectional, where work experience can improve the quality of family life, and family experience can also improve the quality of life of the work. Not only negative factors on the role of work and family, but positive factors also become the strength of women leaders in work so that the balance between work and family is a factor supporting women leaders become happy. The balance of family work is more focused on assessing how a person

Able to overcome some demands derived from family roles and work roles rather than the form of assessment of how factors in the work domain affect the family domain and vice versa. A positive relationship between work balance and satisfaction in women was also found Aarde and Mostert (2005). The study concluded that demographic or external factors such as health, income, education and marital status had little to do with subjective measures of happy (Diener, Suh, Lucas, & Smith, 1999).

This means that a person who is physically fit, has a high income, higher education, and is not bound by marriage is not always happy his life. Based on the demographic and environmental factors on the subjective wellbeing above can be concluded that the correlation is not so significant. Subsequent research turned to factors other than external factors that are personality factors. The personality factor of optimism shows the relationship with subjective wellbeing. According to Diener (1999), people generally report that their lives are happier and more content to see their lives are more optimistic people. Optimism, according to Huit (2013) is the tendency of individuals to expect the best possible outcomes regarding behavior and events. An optimistic individual tends to be hopeful about prospects, people, and the future, even against the hardships and obstacles he feels (Lounsbury, James, Eric, Lucy, Adam, & Frances, 2003).

Lucas, Diener, and Suh (1996) show the results of research that optimism correlates with subjective wellbeing such as life satisfaction, pleasant and unpleasant affection. The evidence forms the basis for demonstrating the formation of optimism mechanisms in which optimistic people tend to solve problems based on existing problems, seek social support, and emphasize aspects of positive thinking in times of difficult situations.

The conclusion based on the subjective wellbeing factors described above shows there is a relationship between the balance of the role of family work and the optimism for subjective wellbeing. The hypothesis of this research, first, there is a relationship between work-family balance and optimism to the subjective wellbeing of working women. Second, there is a work-family balance relationship to the subjective wellbeing of working women. Third, there is a relationship of optimism to the subjective wellbeing of working women.

II. METHOD

This study consists of subjective well-being as the dependent variable and balance of family work role as an

independent variable. The population in this study is someone who works in an organization with the criteria have been married and have children, aged 30-50 years and have working hours 6-8 hours per day. The sampling technique used was incidental sampling and selected 84 workers as research sample.

The measuring instruments used in this study are subjective wellbeing scale, family-work balance scale, and optimism scale. To obtain data about the variables in this study used five scale assessment summated rating (sum rating method). This method is better known as the Likert model name is a response-oriented scaling method. The Likert scale is based on response categories placed on a continuum. All instruments use five kinds of ordinal categories Very Match (SS), Match (S), Between Compliant and Match (N), Not Match (TS), Very Unsuted (STS). Any form of response as long as it contains five ordinal categories will be scalable (Azwar, 2011). Data were analyzed by using multiple regression correlation analysis using SPSS.

III. RESULTS

Based on result regression, it is statistically descriptive result shows mean subjective variable welfare 83,79; work balance variable has a mean of 95,86 and optimistic variable 65,81. Based of estimate regression, it is found the score of $R = 0,633$ with $p = 0,000$ ($p < 0,01$) at Table 1.

TABLE I. MODEL SUMMARY

Model	R	R square	Adjusted R Square
1	0.633	0.401	0.387

The result shows that there is a relation of work-family balance and optimism to the subjective wellbeing of working women and according to the first hypothesis. The second hypothesis shows that there is no relationship between work-family balance and optimism to the subjective wellbeing of working women from the value of $t = 1.911$ with $p = 0.060$ ($p > 0.01$). This means that the second hypothesis is not accepted. A third hypothesis shows that there is a relationship of optimism to the subjective wellbeing of working women with $t = 4.036$ with $p = 0,000$ ($p < 0.01$), meaning the third hypothesis is accepted (see Table 2).

TABLE II. COEFFICIENTS OF VARIABLE

Model	Standardized Coefficients (Beta)	t	Sig.
Optimism	0.465	4.036	0.000
Work Family Balance	0.220	1.911	0.000

The result of double regression analysis of work-family balance and optimism with subjective well being showed significant result $p = 0,000$ ($p < 0,00$). This means there is a very significant positive relationship between work-family balance and optimism with subjective well-being of women workers. That is, work-family balance and optimism together give effect to the high low subjective well-being women

workers. The top-down approach (Diener & Diener, 2003) explains how individuals can enjoy wellbeing because they can react positively to an event (Diener & Scollon, 2003). This theory is supported by various studies of the influence of personality, attitudes and self-perception are strong against wellbeing (De Neve, & Cooper, 1998). Subjective wellbeing according to Top-down approach is more due to internal variables of belief and personality patterns compared to external variables. Diener and Larsen (2009) found that the influence of personality factors toward subjective wellbeing is more significant than external factors. The results showed supportive results with previous research and based on a top-down theory that personality traits in this study optimism and family work balance as an internal factor has a relationship with subjective wellbeing.

The balance of family roles in this study does not affect subjective wellbeing. Several studies have shown no significant relationship between work-family role conflicts and job satisfaction (Aryee, S., Luk, V., Leung, A., & Lo, S., 1999). This study corroborates the results of the study, although other studies show that family-occupational role conflict appears to be accompanied by decreased job satisfaction (Rice et al., 1992). The balance of family work role is a relatively new study with a positive approach to psychology that is different from previous studies, among others, dual role conflict that is the emergence of conflict in managing the role of work and family. Work-family balance is more focused on the assessment of how one can overcome some demands derived from the role of the family and the role of work rather than the form of assessment of how factors in the domain of work affect the family domain and vice versa. A positive relationship between work balance and satisfaction in women was also found Aarde and Mostert (2008). While the satisfaction of life is one aspect of the assessment of subjective wellbeing in addition to aspects of positive affection and negative affection, it is also possible to explain the balance of the family's work role does not affect subjective wellbeing and religiosity does not indicate the relationship with the balance of family work roles.

Optimism shows a relationship with subjective wellbeing. This is supported by many previous studies that happier and more satisfied individuals view their lives as more optimistic people (Diener, 1999). Lucas et al. (1996) showed the results of research that optimism correlates with subjective wellbeing such as life satisfaction, pleasant and unpleasant affection. A sustained upbeat optimism will show a high degree of subjective wellbeing when faced with stress (Scheier & Carver, 1993). It shows the formation of optimism mechanisms in which optimistic people tend to solve problems based on existing problems, seek social support, and emphasize aspects of positive thinking when faced with difficult situations. According to Seligman (2003), optimism can be understood by applying it through the way individuals explain situations in their lives. This style of explanation or attribution can decrease motivation or increase our motivation. Optimism is also associated with motivation, achievement, psychological well-being, and small levels of symptoms of depression.

The sense of optimism always instilled in the individual is the view that success and success will be obtained, if the success is sure to succeed next but if the task target is not achieved, be sure the next task is on target and if experiencing

the sad or disillusioned subordinates to the individual trust it only applies to certain things and only certain people. Also, the individual believes that success is more abundant than him, so when the organization gives minimal support does not lower the optimistic level and does not blame others if it gets into trouble. Lounsbury and colleagues, (2003) also stated that optimism is one of the important aspects of emotional intelligence. People are optimistic, more capable of managing their emotions in the face of pressing problems so that they are better able to do more comprehensive work.

IV. CONCLUSION

The research showed there is a relationship between work-family balance and optimism to the subjective wellbeing of working women. There is no relationship of work-family balance to the subjective wellbeing of working women. Moreover, the final result showed there is a relationship of optimism to the subjective wellbeing of working women.

ACKNOWLEDGMENT

This research received no specific grant from any funding agency, commercial or not-for-profit sectors. Declaration of Interest. The authors report no conflicts of interest in this work.

REFERENCES

- [1] Females: What Is The Role of Job and Home Characteristics. *SA Journal of Industrial Psychology*, 2008, 34, 1-10.
- [2] Argyle, M, *The psychology of happiness*, New York: Taylor & Francis, 2013.
- [3] Aryee, S., Luk, V., Leung, A., and Lo, S, "Role Stressor, interrole conflict, and well-being: The moderating influence of spousal support and coping behaviors among employed parents hongkong", *Journal of Vocational Behavior*, 1999, 54, 259-278.
- [4] Azwar, S, *Reliabilitas and Validitas*, Edisi 4, Yogyakarta: Pustaka Pelajar, 2011.
- [5] Blanchflower, D., & Oswald, A, "Well-Being Over Time in Britain and the USA", *Journal of Public Economics*, 2004, 88, 1359-1386.
- [6] Compton, W. C, "Introduction To Positive Psychology", Belmont: Thomson Learning, 2005.
- [7] DeNeve, K. M., & Cooper, H., "The happy personality: A metaanalysis of 137 personality traits and subjective well-being", *Psychological Bulletin*, 1998, 124, 197– 229.
- [8] Diener, E., "Introduction to the special section on the structure of emotion", *Journal of Personality and Social Psychology*, 1999, 76, 803-804.
- [9] Diener, E., "Subjective Well-Being: a general overview", *South African journal of psychology*, 2009, 39 (4), 391-406.
- [10] Diener, E., & Diener, R.B., *Finding on Subjective Wellbeing and Their Implications for Empowerment*, Paper presented at Workshop Measuring Empowerment. Cross Diclinary Perspective, Washington DC: World Bank, February 4 dan 5, 2009.
- [11] Diener, E., & Larsen, R. J., "Temporal Stability and Cross-situational Consistency of Affective, Behavioral, and Cognitive Responses", *Journal of Personality and Social Psychology*, 2009, 47, 580-592.
- [12] Diener, E., & Lucas, R., "Explaining differences in societal levels of wellbeing: Relative standards, need fulfillment, culture, and evaluation theory", *Journal of Wellbeing Studies*, 2003, 1, 41-78.
- [13] Diener, E. & Scollon, C., "Subjective well being is desirable, but not the summon bonum", Paper delivered at the University of Minnesota interdisciplinary Workshop on Well Being, Minneapolis; October 23-25. 2003.
- [14] Diener, E., Oishi, S., & Lucas, R. E., "Personality, culture, and subjective well-being: Emotional and cognitive evaluations of life", *Annual Review of Psychology*, 2003, 54, 403-425.
- [15] Elliot, A. J., & Thrash, T. M., "Approach-avoidance motivation in personality: Approach and avoidance temperaments and goals", *Journal of Personality and Social Psychology*, 2002, 82, 804–818.
- [16] Frone, M. R., Grzywacz, J.G., Brewer, C.S., Kovner, C.T., "Quantifying work-family conflict among registered nurses", *Research in nursing & health*, 2006.
- [17] Higgins, C.A., Duxbury L.E. & Irving, R.H., "Work-family conflict in dual-career family", *Organizational Behavior & Human Decision Processes*, 1992, 51, 51-75.
- [18] Huiitt, S.A., "Optimism/Pessimism", 1996, accessed on <http://www.huiitt.com> at 26 July 2019.
- [19] Lambert, E.G., Hogan, N.L., & Bartosn, S.M., "The nature-of family conflict, among correlation staff: An explanatory examination", *Criminal Justice Review*, 2004, 16, (1), 145-172. (2006).
- [20] Lian, W., Lin, M., & Wu, K., "Job stress, job satisfaction and life satisfaction between managerial and technical is personnel", *Journal of Information Management*, 2007, 32.
- [21] Lounsbury, J.W., James, M.L., Eric, D.S., Lucy, W.G., Adam, W.D., & Frances, L.H., "An investigation of personality traits in relation to career satisfaction", *Journal of Career Assessment*, 2003, 11, 287 – 307.
- [22] Lucas, R. E., Diener, E., & Suh, E., "Discriminant validity of well-being measures", *Journal of Personality and Social Psychology*, 1996, 3, 616–628.
- [23] Lyubomirsky, S., Kasri, F., and Chang, O., "Ruminative style and delay of presentation of breast cancer symptoms", *Manuscript in preparation*, 2003.
- [24] Lyubomirsky, S., King, L., and Diener, E., "The benefits of frequent positive affect: Does wellbeing lead to success?", *Psychological Bulletin*, 2005, 131, 803-855.
- [25] Rakhmat, J., *Meraih Kebahagiaan*, Bandung: Sibiosa rekutama Media, 2009.
- [26] Rice, R. W., Frone, M. R. & McFarlin, D. B., "Work-non work conflict and the perceived quality of life", *Journal of Organizational Behavior*, 1992, 13, 155-174.
- [27] Scheier, M. F., and Carver, C. S., *On the power of positive thinking: The benefits of being optimistic*, *Current Directions in Psychological Science*, 1993, 2, 26–30.
- [28] Seligman, M. E. P., *Learned optimism: How to change your mind and your life*, New York: Simon & Schuster, 2003.
- [29] World Health Organization (WHO), *World Value Survey*, Accessed at http://www.worldvaluessurvey.org/Upload/5_wellbeingrankings.com at 26 July 2019.