Role of Family on Work-Life Balance of Active Workers
A Meta-Synthesis Systematic Literature Review

Nurmuliasneny Musa[1*], Achmad Chusairi[2]

[1] *Faculty of Psychology, Airlangga University*
[2] *Faculty of Psychology, Airlangga University*
Corresponding author. Email: nurmuliasneny.musa-2021@psikologi.unair.ac.id

ABSTRACT

Job is one of the most fundamental things for a human being, but currently, the job has complexity and a significant impact on the worker's life. In addition, the family is one of the stakeholders who have a huge impact on encouraging workers to achieve a work-life balance. The issue of work-life balance is an issue that is most often discussed when people need to balance their functions and when there is no such conflict of role, especially in the context of the Covid-19 pandemic. This study aims to determine the role of families in achieving work-life balance. The research method is a systematic literature review with a meta-synthetic approach by systematically reviewing 13 journals. The results show that on the dimension of work interference personal life, the job can trigger stress to burnout and have an impact on the family environment. On personal life interference work has found job can make it difficult for workers to improve their performance. On the dimension of personal life enhancement of work, it was found that family involvement in a positive way can increase productivity, workers' self-confidence. Lastly on the dimension of work enhancement of personal life found contrast results that the motivation of workers always to prioritize work is the office's reward but does not contribute on analyze family's effect.

Keywords: Work-life balance, family, systematic literature review, active workers

1. INTRODUCTION

Society's job is currently increasingly complex, especially for the active workers who want to carry out work the job and their activities face lots of challenge and also has a role in the face their personal lives. So by that situation, the individuals can pursue the balance of their work and personal life. This situation and effort to create harmony and balance work and personal life is called work-life balance (WLB). WLB is what a person does in dividing their time at work and personal life, where this can be the beginning of the personal conflict and a source of energy for individuals [1]. [2] Stated that WLB is a person's ability to balance activities in work and non-work life, and this goes together and can encourage personal growth according to individual priorities.

The Finance Minister of the Republic of Indonesia through Ministerial Instruction no. IMK-346/IMK.01/2017 on regard to the Efficiency Movement as Cultural Strengthening The Ministry of Finance has echoed the importance of WLB from utilizing working hours effectively, minimizing the is pleasant and brings such a positive impact, it can

overtime hours by putting more attention on how the workers could fulfill responsibilities and complete their tasks, from this Minister's instructions, suggests that work-life balance is one of the important things to be analyzed in the research approach [3].

The dimensions of WLB, according to [1], consist of 4 dimensions, namely: WIPL (Work Interference Personal Life). This dimension refers to the extent which could interfere with an individual's personal life. For example, it can make it difficult for individuals to manage time in their personal lives at work. Secondly is PLIW (Personal Life Interference Work). This dimension refers to how personal life can interfere with the work aspect. For example, when an individual has problems in his personal life, it can interfere with their work-life and impact their performance.

The third dimension is PLEW (Personal Life Enhancement of Work). It refers to the extent, which an individual's personal life can improve their performance in the work aspect. For example, when the individual feels happy because their personal life

make their feeling at work more enjoyable or even

improve their performance at work. Lastly, the WEPL (Work Enhancement of Personal Life) refers to how the work can improve the quality of an individual's personal life. For example, the skills possessed by individuals at work can be utilized in daily life and have a good impact on their family's life.

A family is a group of people connected by marriage, adoption, and birth which aims to create and maintain a common culture, improve the physical, mental, emotional, and social development of the individuals in it as seen from the pattern of interdependent interactions to achieve their common goals [4].

Through the statement above, it can be concluded that a family is a set of interdependent systems with each other of their members, influence each other, and have distinctive feelings and identities. It's different from members, and the main task of the family is to ensure that they can take care of each other and take care of the psychosocial needs of other family members. However, it is common to find cases where the family can also be the main source of conflict, becoming a stressor for individuals. But also, at the same time, the family could be a source of energy and enthusiasm for individuals at work. The focus of this study is to provide an overview of the influence and the role of family on the WLB of active workers by conducting a review of some related literature.

2. METHOD

The type of research uses a meta-synthetic approach, with a systematic literature review as the method to identify, assess, and interpret all findings on previous research to answer research questions that have been determined previously. This study uses several literature reviews through databases, namely Google Scholar, Garuda Dikti, Science Direct, and Emerald Insight from 2016 to 2021. Eligibility criteria were carried out by using the PICOS method (Population/Problems, Interventions, Compare, Outcome, Study designs). This study was traced with several inclusion criteria, namely:

- Journals related to the research topic "work-life balance and family" or its relation to the influence and role of family on WLB

- The population is the active workers.

- The findings explain the influence and role of the family on the quality of WLB.

- Studies use mixed methods, including qualitative, non-experimental studies, correlation analysis, and comparative, systematic reviews.

- Research in the subtitle of Indonesian and English.

In addition to the inclusion criteria above, which were not included in this research study, the researcher found 551 articles obtained from several databases based on a literature review. A Total of 13 articles met the inclusion criteria. Furthermore, these 13 articles were studied further to develop an explanation regarding the role of families on the WLB of workers. The technique to avoid bias in the literature review is using the TDSVIA method by determining (Design, Sample, Variable, Instrument, Analysis).
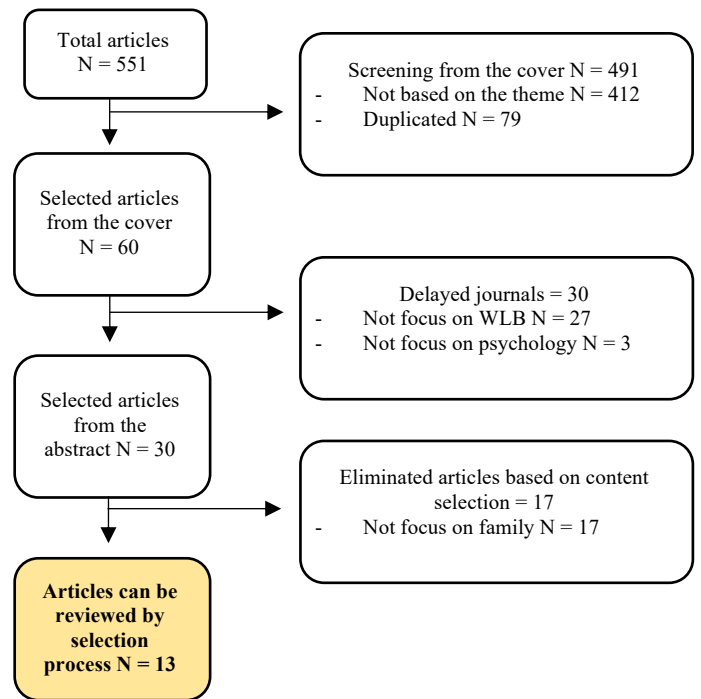
3. RESULT

WLB is a concept that has been widely discussed in the realm of industrial and organizational psychology. WLB describes as the condition of an individual's balance and dealing with their work and personal life. Personal life is also referred to as a family. Family is a system that is expected to be able to support each other. It is also an entity that has a big influence in ensuring individuals can work optimally.

In WLB, there are several dimensions that can describe the influence of the family and vice versa on the individual's ability to balance work and personal life. These dimensions consist of WIPL (Work Interference Personal Life), PLIW (Personal Life Interference Work), PLEW (Personal Life Enhancement of Work), WEPL (Work Enhancement of Personal Life). In this study, we will present a review of several articles that discuss the role of

families on WLB with some psychological dynamics, different contexts, and results that describe the WLB of the active workers.

It was found that the non-work aspect, namely family, can consistently improve individual abilities or performance in the workplace [5]. In addition to WLB, workers' physical and mental health also significantly affects job performance, especially the condition of mental health, which is also strongly motivated by a supportive family environment. This study shows that to ensure WLB can be achieved, the family needs to be a safe, comfortable environment for the workers, also to minimize the conflicts at home to improve the job performance in the workplace.

In addition, to ensure individual health to improve job performance, it is also important to understand the importance of family involvement in supporting the success of individual WLB. Several studies have stated that family involvement, especially members of family involvement, such as provide psychological support, financial support, and a healthy environment will support worker productivity and minimize the possibility of conflicts between families, conflicts between workers and other co-workers/supervisors, as well as minimizing stress and burnout both in the workplace and home [6].

Stress and burnout are not new things in the field of industrial and organizational psychology, and it was found from several studies that demands/loads that obtained from the family (demands to always satisfy other family members with promotions of job, receive rewards and salaries, time demands for family members) can be triggers and occurrence of stress and burnout. Huge intense family involvement can become a stressor for the workers and have an impact on decreased their work abilities, conflicts that cannot be resolved at home become conflicts that can continue and have an impact to create new conflicts in the workplace caused by workers who are unable to express themselves and their feeling at home [6].

On the other hand, research conducted by [7] found that work demands can affect the quality of workers' relationships with their families WIPL (*Work Interference Personal Life*) this is also happen caused by the big job demand could trigger stress and *burnout* that also could family life (causing conflict with a spouse, not being able to take care of parents and children, not have enough time for quality time). Researchers' suggestions related to the conflicts faced by workers are strongly influenced by time management and the ability of workers to manage and determine priorities. The family, according to [8], has great potential in providing support for workers to be able to achieve WLB and at the same time be able to increase self-efficacy for workers. If social and family

support can be provided consistently, it can affect workers' confidence in completing their tasks and responsibilities and prevent stress and depression. Jensen (2017) also argues that at the organizational level, when families are unable to provide support to workers, it also has an impact on organizational satisfaction with the performance of its members, which has an effect on the level of innovation and organizational productivity, which can also be decreased [9]. However, this research has not been able to explore that the work environment is also a predictor in providing support and positive energy to the workers.

Discussing WLB in a more specific context is described in several previous studies conducted by Adisa et al. (2020) & Uddin (2021) stated that the pandemic period became a very difficult situation for workers, especially women [10,11]. Several things influenced this; namely, the challenges and demands of female workers were influenced by social construction in society, especially in the patriarchal point of view, which considers that women must be fully involved in all household matters but must also continue to work. Furthermore, working from home (WFH) makes it difficult for female workers to divide their roles well. It can trigger a conflict of roles because of the difficulty in separating the work and personal domains when working from home. In addition, there are conflicts with other family members in this study when the partner (husband) is not cooperative to help them carry out household responsibilities.

Another conflict is when female workers have children who conduct online school; most children depend more on their mothers to do their homework than their fathers. The workers interpret this role of conflict as a 'rollercoaster' because the tension comes from the family and at work. The analysis that is still lacking from these two research does not describe the conflicts that occur in the workplace due to tension from the family environment; this is related to the social construction of gender. Noted female workers have a bad stigma in the company because they are considered more likely to leave their job for the sake of their families, so these findings indicate that women have a big challenge in achieving WLB amid the Covid-19 pandemic.

Jamadin et al. [11], Rabenu et al. [13], Karakaş & Tezcan [14] explain that minimizing the conflicts occuring in the family can ensure productivity and pursue better career paths for workers. However, it is undeniable that conflict is difficult to avoid in the context of WLB so that self-confidence such as reflecting the statement of "I believe", "I invest" and the existence of self-direction encourage workers to have positive personal values to provide positive

energy optimally in carrying out their work, this is also emphasis and provides intrinsic motivation to believe that what is being done is something that will benefit and contribute into the worker's life [15].

This study provides an overview of several review results which show the dimension of WIPL, a job that obtained huge workload have an impact on the job stress and burnout that also this unresolved problem can be impacted into a personal environment (family). Then the PLIW dimension also creates another conflict, it is found that the family has a role as a stressor with all the demands that exist. The PLEW dimension shows that family involvement in improving the quality of work can occur if the family plays its role as a supportive agent and applies positive involvement. However, from the WEPL dimension, it was found that what motivates individuals to work is the motivation to reward or just to get a salary, of course this has not been able to explain the psychological processes that contribute to the organization's contribution to individuals and families of workers, these results can be seen in Table 1.

Table 1. Result of literature review based on WLB dimensions

No.	WLB Dimensions	Result of Literature Review
1.	WIPL (*Work Interference Personal Life*) **Impact to family** **Impact on the workers**	Heavy workloads trigger burnout, which impacts family conditions (lose quality time, trigger more conflict with family). Heavy workloads impact physical and mental health (stress, burnout, low resilience) at individual level.
2.	PLIW (*Personal Life Interference Work*)	Family demands (financial demand, career paths expectation) make it difficult for workers to run their job optimally and affect their performance in the workplace.
3.	PLEW (*Personal Life Enhancement of Work*)	The involvement such as support of family members (spouse, parents, and children) affects the individual's psychology in working optimally (such as psychological support and financial support) affect productivity and individual confidence in a workplace.
4.	WEPL (*Work Enchancement of Personal Life*)	Motivation to get a salary (reward) can improve worker's personal life.

4. DISCUSSION

This research explains that the family has a big influence and role to help the workers achieve their WLB. WLB is a situation in which workers are able to create and maintain a balance between work environment and personal life. Personal life consists of several environments, but especially in this research, focuses on examining how the family as an important entity and a system could affect the individual's ability. It was found that the non-work aspect of the family can consistently improve the ability or performance of individuals in the workplace. This study government can provide better policies in dealing with work-family conflict problems, companies can pay more attention to psychological well-being because the results of the data found that workers are more prone to stress and burnout if they get less support from their circumstances.

It was found from several studies that load/demands that obtained from the family (demands to always satisfy other family members with job promotions, receive rewards and salaries, pressure to have quality time to family members) can trigger stress and burnout. Huge intense family involvement could be a stressor for workers and impact decreased work abilities; conflicts that cannot be resolved at home can actually become conflicts in their office and affect their management relation.

An important result was also found that in a pandemic Covid-19 situation, workers, especially female, were affected by several things, namely the challenges and demands of female workers were influenced by social construction in society, especially in patriarchal values, which assumes that women must be fully involved in all household responsibilities but also need to keep working. Furthermore, WFH makes it difficult for female workers to divide their roles optimally, even could trigger a conflict of role because of the difficulty in separate work and personal domains when they're

working from home. In addition, there is a conflict with other family members in this study when a partner (husband) cannot be cooperative in carrying out household matters, which could affect the well-being of female workers.

AUTHORS' CONTRIBUTIONS

The authors' contribution is to provide an overview of the role of the family, especially to the active workers, with explanations collected through the results of a critical literature review that subsequent researchers have carried out. This research is useful in providing an understanding for the community about the importance of maintaining harmony and WLB in various situations. Work and family are an inseparable part, but basically, both are in different domains. What has been found is that families contribute more in terms of causing more role of conflict, especially for the active female workers during pandemics. The authors suggest the government can provide better policies in dealing with work-family conflict problems. Companies can pay more attention to psychological well-being because the results of the data found that workers are more prone to stress and burnout if they get less support from their circumstances.

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