

Quality of Marriages of Husband-Wife Families Working in the Formal Sector During the Covid-19 Pandemic as well as Work-Family Conflicts and Family Interactions That Occur

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Abstract

The COVID-19 that has occurred has changed all human routines. COVID-19 has also prompted countries to issue work from home (WFH) policies. With this policy, the line between office work and homework is invisible. This condition triggers conflict, especially between husband and wife working, namely between work and family. In this regard, the study aims to analyze family interactions and the effect of work-family conflict on the quality of marriage for husband and wife working families during the COVID-19 pandemic. The design of this research is a cross-sectional study and was carried out in the city of Bogor in March 2021. Research respondents are wives who work in the formal sector and have school-age children, and the number is 65 families. The method in this study was self-administered, and an online questionnaire was used. As a result, during the COVID-19 pandemic, marriage quality was in the high category, with work-family conflict in the low category and family interactions were in the moderate category. Based on the regression test results, it is known that the quality of marriage is positively and significantly influenced by the length of the marriage and negatively significantly by work-family conflict. The research implication is that work-family conflicts can be overcome with good interactions between family members during the pandemic.

Keywords: covid-19 pandemic, dual earner families, family interaction, marital quality, work family conflict

Abstrak

COVID-19 yang terjadi telah membuat semua rutinitas manusia berubah. COVID-19 ini juga membuat negara-negara mengeluarkan kebijakan *work from home* (WFH). Dengan kebijakan ini, batas antara pekerjaan kantor dan pekerjaan rumah tidak terlihat. Kondisi ini memicu konflik, terutama suami-istri bekerja, yakni antara kerja dan keluarga. Sehubungan dengan hal itu, tujuan penelitian menganalisis interaksi keluarga serta pengaruh konflik kerja-keluarga terhadap kualitas perkawinan keluarga suami-istri bekerja selama pandemi COVID-19. Desain penelitian ini adalah *cross sectional study* dan dilaksanakan di Kota Bogor pada Maret 2021. Responden penelitian adalah istri bekerja di sektor formal yang memiliki anak usia sekolah dan jumlahnya 65 keluarga. Metode dalam penelitian ini adalah *self-administered* dan digunakan kuesioner *online*. Hasilnya, selama masa pandemi COVID-19, kualitas perkawinan berkategori tinggi dengan konflik kerja-keluarga berkategori rendah, serta interaksi keluarga berkategori sedang. Berdasarkan hasil uji regresi diketahui bahwa kualitas perkawinan dipengaruhi secara positif signifikan oleh lama menikah dan secara negatif signifikan oleh konflik kerja-keluarga. Implikasi penelitian adalah konflik kerja-keluarga selama pandemi dapat diatasi dengan interaksi yang baik antar anggota keluarga.

Kata kunci: interaksi keluarga, konflik kerja-keluarga, kualitas perkawinan, pandemi covid-19, suami-istri bekerja

Introduction

One of the MDGs or Millennium Development Goals programs is the existence of gender equality. As a result, women are allowed to be active in the public sphere. As a result, many women have worked in all formal and informal sectors. That is, women are given the opportunity in a career. The role of women is not only in the domestic sphere but also in the public and social spheres (Puspitawati, 2017). Working women are increasing in Indonesia, especially in the formal sector. In the last two years, women working in the formal sector were 34.65 percent in 2020 to 36.20 percent (BPS, 2022). The percentage of professional female workers has also increased in the last two years, from 47.46 in 2019 to 48.76 in 2020 (BPS, 2022). It means that the number of Indonesian female professional workers is almost the same as that of men.

Before Covid-19 alone, working and married women faced problems. The problem is not only at home but also work. The time between office work and homework there is a clear limit. Working women face problems in carrying out tasks at home and work on the one hand, working women do not have enough time to take care of the housework and their children at home. On the other hand, in the workplace, they must be able to deal with career problems, such as promotions and coworkers who have different behavior. Furthermore, Rahman (2018) revealed that career women have limited time, so it becomes an inhibiting factor for them in carrying out their roles as mothers, wives, and workers. Lack of time for family and self is also expressed by Ramadhani (2016) as a negative impact. The phenomenon of active women in the public sphere turns out to risk marriage, namely work-family conflict. According to Chandler (2021), work-to-family conflict (WFC) is a vital source of stress for American workers. Moreover, career calling influences WFC (Yang & Chen, 2020). However, if the atmosphere in the workplace is getting better, the WFC will be lower (Öge, Çetin, & Top, 2018). Furthermore, work-family conflict experienced by those financially responsible for other family members was positively related to poor health (Eshak, Kamal, Seedhom, & Kamal, 2018). That is, working wives have risks. Therefore, the activeness of women in the public sphere has a positive impact, such as increasing financial income, and has a negative impact, such as on their health.

The current coronavirus disease has occurred in 2020 and has changed the routines of each family member. The Large-Scale Social Restriction Policy (PSBB) contained in PP No. 21 of 2020 during the COVID-19 pandemic has limited all social and economic activities outside the home in Indonesia. Most government and private institutions have also implemented work from home (WFH) policies for their employees. Working from home eliminates the temporal and spatial boundaries between work and family matters so that it becomes a challenge for families, especially working married couples (Craig & Churchill, 2020). The loss of boundaries between work and family life causes work matters to interfere with family life quickly and vice versa. A work-family conflict is a form of role conflict between work and family domains that arise from opposing role pressures so that there is a mismatch between several things (Greenhaus & Beutell, 1985). Conflicts that continue to arise and are allowed to drag on can make marital happiness challenging to obtain and allow husband and wife to experience separation and even divorce. One of the impacts if a person is not satisfied in living his marriage is the end of marital life in divorce (Larasati, 2012). Satisfaction is like an economic perspective, so the divorce lawsuit filed by the wife during this pandemic is due to economic factors (Wijayanti, 2021). Mothers who work and study also face financial and childcare

problems (Bilodeau, Quesnel-Vallée, Beauregard, & Brault, 2021). The Religious Courts (2020) recorded 1.960 lawsuits and divorce requests in the Bogor area. The dominant factors causing divorce are household disharmony, husband and wife leaving one party, and economic factors (Pengadilan Agama, 2020)

According to good relationships between partners and communication within the family can be used as mediators for couples who experience a high level of work-family conflict. Excellent and harmonious relationships and communication between family members, especially husband and wife, indicate positive interactions in the family. Family interactions include interactions between husband and wife and interactions between parents and children. This pandemic period puts parents at high risk for experiencing psychological stress. It can lead to an increase in negativity and a weaker relationship between husband-wife and parent-child (Prime, Wade, & Browne, 2020).

In connection with the occurrence of a pandemic period full of stress and uncertainty, it is necessary to have positive interactions within the family so that the quality of marriage is maintained. It is supported by the research of Herawati, Kumalasari, Putri, and Tyas (2018), which states that with positive interactions, the quality of marriage will be higher because close and harmonious relationships reflect forms of marital happiness and satisfaction. The quality of marriage has a close relationship with maintaining marital relationships and emotional bonding, which is shown by not being shy to show love and self-sacrifice for partners (Stafford, 2016). Prime *et al.* (2020) stated that the COVID-19 pandemic, which has changed all basic mechanisms of daily life, can increase negativity and stress, but if the family has strong relationships and can maintain closeness between members, the quality of marriage can be maintained. On the other hand, the low marriage quality can be shown from high work-family conflict and low positive and harmonious family interactions. This condition can trigger a divorce. As is known, divorce data in Indonesia has almost doubled, from 291.677 in 2020 to 447.743 in 2021. A total of 337.343 of the 447.743 divorces are contested divorces. The highest cause of divorce is dispute or quarrel 279.205, and the second factor is an economic factor, which is 113.343 (BPS, 2022).

From these studies, no one has investigated the existence of work conflicts that interfere with the family, or the family interferes with wives working in the formal sector during the pandemic in Indonesia. Based on the explanation above, there are two objectives in the study, namely 1) identifying family characteristics, conflicts between work and family, family interactions, and the quality of marriage in families whose husbands and wives work during the COVID-19 period; 2) analyzing the influence of family characteristics, conflicts between work and family, family interactions, and the quality of marriage in families whose husbands and wives work during the COVID-19 period.

Methods

Participants

The design used in this research is a cross-sectional study. Meanwhile, the data collection method is self-administered using an online questionnaire. This research was conducted in Bogor's city because the city of Bogor has a relatively high number of labor force participation rates (TPAK) in the West Java region, reaching 63.73% (BPS, 2019). The population in this study is a family whose husband and wife work in Bogor. The

criteria that become an example of this research are a family with a wife who works in the formal sector, one of her children is in school-age (6-15 years), and lives in Bogor. Sampling was done by non-probability sampling, which used the voluntary sampling technique. The samples involved in this study were 73 wives, then after doing the cleaning process to see the suitability of the samples with the criteria, a total of 65 respondents were found. The research was conducted from January to May 2021 Data collection is carried out for a month, namely March 2021. This study has three main variables: the conflict between work and family, family interactions, and the quality of marriage.

Measurement

A work-family conflict is a form of conflict or role conflict between two domains, namely the work and family domains, that arise from opposing role pressures so that there is a mismatch between several things (Greenhaus & Beutell, 1985). The work-family conflict and family-work conflict scales instruments belonging to Netemeyer, Boles, and McMurrian (1996) were used to measure variables. This instrument has ten statement items and uses a semantic scale with an interval of measurement starting from score 1—5: 1=strongly disagree and 5=strongly agree. Cronbach's alpha for this work-family conflict questionnaire was 0.934.

Family interaction can be defined as a relationship. This relationship is established between family members to understand better carrying out tasks and involving emotional control (Waldinger & Schulz, 2006). Family interactions consist of husband and wife interactions between parents and their children. The instrument developed by Chuang (2005) was used to measure the interaction between husband and wife with 22 statement items. This interaction questionnaire between husband and wife has a Cronbach's alpha value of 0.875. In addition, the Revised Parent-Child Interaction Questionnaire (PACHIQ-R) developed by Lange, Evers, Jansen, and Dolan (2002) was used to measure the interaction between parents and children with a total of 15 statement items. Cronbach's alpha for the mother-child interaction questionnaire was 0.714. The total of all statement items of the family interaction instrument reached 37 statement items, and this instrument has been modified according to need. The measurement scale used is a Likert scale with choices of never =1, sometimes=2, often=3, and always= 4.

The quality of marriage can be defined as a degree of marriage that can provide a feeling of happiness and prosperity to a husband and wife pair to maintain the sustainability of the marriage (Puspitawati, 2017). The instrument developed by Sunarti, Tati, Noorhaisma, and Lembayung (2005) from a questionnaire belonging to Conger et al. (1990) was used to measure marital quality. There are two dimensions in this questionnaire, namely marital satisfaction with 17 statement items and marital happiness with a total of 22 statement items. This instrument has been modified according to need and has answer choices 0 = no, 1 = yes. Cronbach's alpha for the marital quality questionnaire was 0.789.

Analysis

The Microsoft Excel 2016 application and the Statistical Package for Social Sciences (SPSS) version 23.0 were used for data processing. The three variables in this study (conflict between work and family, family interaction, and quality of marriage) were scored and grouped into three categories, namely a score <60 (low), a score of 60-80 (moderate), and a score of 80 (high)—analysis and interpretation of the data obtained through descriptive analysis and multiple linear regression tests. Descriptive analysis was

used to determine the description of the variables studied, namely identifying the average value, standard deviation, minimum value, and maximum value. A regression test is used to analyze the effect between variables, and a regression test is used.

Findings

Family Characteristics

Based on the study results, it is known that the wife's age ranges from 26 to 58 years with an average age of 40.34 years, while the age of the husband ranges from 28 to 60 years with an average age of 43.08 years. The education of the wife and husband starts from high school to postgraduate (S2). The highest level of education achieved by wives and husbands is a diploma (D4) or bachelor (S1). Private employees are the dominant jobs carried out by wives and husbands. The rest, the wife works as an employee of BUMN/BUMD, civil servant and teacher or lecturer, while the husband works as an employee of BUMN/BUMD, teacher or lecturer, POLRI/TNI AD, and formal sector entrepreneur.

Furthermore, the average family income per capita per month is IDR 3.203.525.00. More than half of the respondents' families are small family types. More than one-third are middle-class families, and none of the respondents families have a large family type. The average number of respondents' family members is four people. So, based on the study results, it is known that the respondents' length of marriage ranged from 8 to 35 years. The average has been married for 15.22 years.

Work-Family Conflict

The results showed that almost all respondents experienced work-family conflict in the low category, namely 9 out of 10 respondents. Very few respondents experienced work-family conflict in the high category. Furthermore, based on the dimensions of work conflict that disturbs the family, 8 out of 10 respondents are in a low category. During the pandemic, nearly half of the respondents did not feel that a significant amount of time spent at work made it difficult to fulfill family responsibilities. Almost half of the respondents, namely 9 out of 10 respondents, also do not feel that their work is stressful so that it is not difficult to fulfill family duties. As a result, they do not feel that work demands interfere with family life. Then, based on the dimensions of family conflict that interfere with work, almost all respondents are in a low category. During the pandemic, more than half of the respondents did not feel that family demands interfered with their work and did not feel that domestic life interfered with their responsibilities in carrying out work (Table 1).

Table 1. Distribution of examples by category and dimensions of work-family conflict

| Dimensions of Work-Family Conflict | Category | | | | | | Minimum-Maximum Index | Average of Insex±Standard Deviation |
|--|----------|------|--------|------|------|-----|-----------------------|-------------------------------------|
| | Low | | Medium | | High | | | |
| | n | % | n | % | n | % | | |
| Work conflict disrupts family (WFC) | 52 | 80 | 9 | 13.8 | 4 | 6.2 | 0-100 | 38.5±23.9 |
| Family conflict interferes with work (FWC) | 59 | 90.8 | 4 | 6.2 | 2 | 3.1 | 0-100 | 32.5±20.4 |
| Total work-family conflict | 58 | 89.2 | 5 | 7.7 | 2 | 3.1 | 0-100 | 35.5±21.2 |

Family Interaction

Based on the study results, it was also known that more than half of the respondents felt that family interactions were classified as moderate, namely 6 out of 10 respondents. However, there is still low family interaction even though it is not more than 10 percent. Furthermore, this family interaction consists of husband-wife interaction and mother-child interaction. More than half of mother-daughter interactions are categorized as high. On the other hand, the interaction between mothers as wives and their husbands is only one-fifth in the high category. The husband-wife interaction is more than half in the moderate category.

It is supported by several statements that almost half of the wives raise their voices to their husbands, and husbands answer the same thing, and more than half of wives sometimes prefer to be silent when they disagree with their husbands. However, almost two-thirds of wives show affection for their husbands, and more than two-thirds always discuss with their husbands about family life. Furthermore, almost two-thirds of respondents fall into the high category based on mother-child interaction. It is supported by more than two-thirds of the behavior of mothers who always show genuine appreciation when their children do fun things. In addition, they always want to hear children talk about things that have been done. They do not neglect their children (Table 2).

Table 2. Distribution of examples by category and dimensions of family interaction

| Family Interaction Dimension | Category | | | | | | Minimum-Maximum Index | Average of Insex±Standard Deviation |
|------------------------------|----------|------|--------|------|------|------|-----------------------|-------------------------------------|
| | Low | | Medium | | High | | | |
| | n | % | n | % | n | % | | |
| Husband-wife interaction | 18 | 27.7 | 33 | 50.8 | 14 | 21.5 | 33.33-95.45 | 68.6±14.1 |
| Mother-daughter interaction | 1 | 1.5 | 22 | 33.8 | 42 | 64.6 | 57.78-100 | 84.0±10.7 |
| Family interaction | 5 | 7.7 | 40 | 61.5 | 20 | 30.8 | 50.45-97.30 | 74.8±10.9 |

Marriage Quality

The results showed that more than respondents felt that the quality of their marriage was in the high category, namely 6 out of 10 respondents. Judging from the dimensions of marital satisfaction, only a small proportion of respondents are in the low category, less than one tenth. On the other hand, most of the respondents (6 out of 10 respondents) felt that marital satisfaction was high. The existence of respondents whose marital satisfaction is low because there are still under twenty percent of wives revealed that (1) wives and partners do not always hold deliberations in all respects, (2) wives feel dissatisfied because they are not sure their partners love them until now, (3) the wife is not happy because the partner does not express his satisfaction in having sex. In fact, there are still ten percent of respondents who are dissatisfied with their free time filled with activities with their partners.

Likewise with marital happiness, more than half of the respondents are in the high category, and almost none are in the low category (Table 3). This is supported by almost all of the respondents' statements, namely being open to financial problems. Another statement is that they don't feel belittled by their in-laws and in-laws in building a household, and they don't feel that their partner is having an affair. Therefore, conflicts are rare, and always keep the marital commitment. Even so, there are still less than ten percent who say "no" to the statement "I and my partner always keep our marital

commitment”; who say “yes” to the statement “I feel that my partner is having an affair, so there are often conflicts between us.”

Table 3. Distribution of examples by category and dimension of marital quality

| Dimensions of Marriage Quality | Category | | | | | | Minimum-Maximum Index | Average of Insex±Standard Deviation |
|--------------------------------|----------|-----|--------|------|------|------|-----------------------|-------------------------------------|
| | Low | | Medium | | High | | | |
| | n | % | n | % | n | % | | |
| Marital satisfaction | 5 | 7.7 | 16 | 24.6 | 44 | 67.7 | 41.18-100 | 83.9±14.9 |
| Marital happiness | 3 | 4.6 | 18 | 27.7 | 44 | 67.7 | 45.45-100 | 83.8±12.9 |
| Total marital quality | 3 | 4.6 | 21 | 32.3 | 41 | 63.1 | 53.85-100 | 83.9±11.7 |

Family Characteristics, Work-Family Conflict, and Family Interaction on Marital Quality

Based on the regression test results, the adjusted R square value is 0.189. This figure shows that the variables in the study only affect the quality of marriage by 18.9 percent. At the same time, the rest are influenced by other variables, and in this study, these variables were not examined. Furthermore, the results of this study also showed that length of marriage ($\beta=0.363$; $p=0.064$) had a significant positive effect on marital quality. It means that an increase in one unit of length of the marriage will increase marriage quality by 0.36 points. Findings in the field that the average length of time respondents are married is 15.22 years, and this means that the longer the marriage, the higher the quality of marriage. On the other hand, work-family conflict ($\beta=-0.282$; $p=0.041$) had a significant adverse effect on marital quality (Table 4). It also shows that an increase in one unit of work-family conflict will reduce marriage quality by 0.28 points. Findings in the field that almost all respondents whose work-family conflict is in the low category. It shows that there was no decline in marriage quality during the pandemic.

Table 4. Effect of family characteristics, work-family conflict, and family interactions on marital quality

| Variable | Non-standardized Coefficient (B) | Standard Error | Standardized Coefficient (β) | Sig. |
|-----------------------------|----------------------------------|--------------------|--------------------------------------|---------------|
| Constant | 74.266 | 20.964 | | 0.001 |
| Wife's Age | -0.053 | 0.290 | -0.034 | 0.856 |
| Wife's Education | 0.511 | 1.731 | 0.036 | 0.769 |
| Husband's Education | 3.006 | 1.832 | 0.238 | 0.106 |
| Family Income | -6.185E-7 | 0.000 | -0.074 | 0.596 |
| Big Family | -0.275 | 1.867 | -0.019 | 0.884 |
| Long married | 0.697 | 0.369 | 0.363 | 0.064* |
| Work-Family Conflict | -0.156 | 0.075 | -0.282 | 0.041** |
| Husband-Wife Interaction | 0.113 | 0.111 | 0.136 | 0.315 |
| Mother-Daughter Interaction | -0.221 | 0.150 | -0.202 | 0.146 |
| F | | 2.653 | | |
| Sig | | 0.004 ^b | | |
| R Square | | 0.303 | | |
| Adjusted R Square | | 0.189 | | |

Note. *significant at $p<0.1$; **significant at $p<0.05$

Discussion

Based on the research results, it is known that the average wife is in early adulthood and the husband is in middle adulthood (Hurlock, 1980). Furthermore, the average family income per capita per month is above the Bogor City poverty line in 2020. It shows that the family is in the non-poor category because the average family income per capita per month is above the Bogor City poverty line in 2020 of IDR 547.399.00 (BPS, 2020).

The results also show that the wife and husband's average monthly income is above the regional minimum wage (UMK) for Bogor. One of the factors that can increase the income of husbands and wives is education. The higher the wife's education and income, the higher the quality of marriage and family income per capita (Rizkillah, Sunarti, & Herawati, 2015). The education level of the husband and wife in this study had reached the university level. Most of the wives and husbands in this study had an education level of diploma four (D4) or bachelor (S1). Research data also shows that the average number of family members is four. According to the BKKBN, a family with four members is small. The age of married couples in this study ranged from 8 to 35 years, with an average of 15.22 years.

The results showed that work-family conflict was in a low category. During this COVID-19 pandemic, working from home can reduce the work-family conflict experienced (Dockery & Bawa, 2020). It happens because someone who works from home feels they can better balance work and family matters. Parents feel they have complete responsibility for the childcare process without any limitations related to work matters. Based on the dimensions of family conflict that interferes with work, almost all respondents are in a low category. This condition occurs because the primary obligation is to carry out responsibilities in her family or household, so the wife will prefer to carry out responsibilities in the family compared to other commitments such as work. A wife will feel more guilty when she cannot carry out her family responsibilities well than when she feels less focused on her work commitments because duties and responsibilities in the family are a wife's top priority (McLellan & Uys, 2009; Sunarti, Rizkillah, Muktiyah, 2020). It is different from the findings of other studies. An employee who lacks balance in his family life causes unfavorable perceptions about not spending enough time on their work, which leads to job stress (Karabay, Akyüz, & Elçi, 2016). Likewise, the general blurring of boundaries between work and family also creates severe problems for employees, namely between professional and personal interests and families (Sarbu, 2018). Work-life conflict during the pandemic decreased among those without children at home, but not the other way around for those with children under 12 (Schieman, Badawy, Milkie, & Bierman, 2021)

In general, in this study, family interactions were categorized as moderate. The family interactions studied consisted of interactions between husband and wife and interactions between mothers and children. Based on the study results, it is known that most of the respondents have an interaction between husband and wife in the medium category, and there are only a tiny proportion of the respondents who have the interaction between husband and wife in the high category. This finding is similar to Rachman, Sunarti, and Herawati (2020) that husband and wife interactions are in the moderate category. This husband-wife interaction can be shown by joint activities between wife and husband, such as discussions and watching TV together. This finding is different from Rizkillah, Krisnatuti, and Herawati's (2021) finding which compares the interaction between husband and wife with low and high education. As a result, more than half of

husbands and wives with low education have high interactions, while the interactions between husbands and wives with high education are in the medium category. Various kinds of disturbances, changes, and uncertainties that occurred during the COVID-19 pandemic had triggered the emergence of stress for couples (Pietromonaco & Overall, 2021). The stress that arises can cause a person to feel annoyed, tired, irritable, and overwhelmed so that the husband or wife tends to be colder, blames the partner, and does not support each other. This attitude can reduce the couple's satisfaction with their relationship and the intensity of the interaction between husband and wife. It is different from the results of Sunarti's (2021) study, which stated that during the pandemic period, husband-wife interaction increased.

Meanwhile, this study's interaction between mother and child was generally categorized as high. This finding is the same as the findings of Uzun, Karaca, and Metin (2021), which state that the emergence of the PSBB policy that requires people to quarantine and limit mobility makes the home the only place for children and parents to communicate and interact. During this pandemic, good communication and interaction play an essential role in family life so that the parent-child interaction process becomes more effective in the family. The pandemic is also an opportunity for parents and children to spend more time together. Sunarti (2021) also stated that during the COVID-19 period, communication conditions within the family were good. It happens because families have to do various other activities while working from home increases, and communication becomes more open.

The quality of marriage in this study is in the high category. The quality of marriage will impact mental and physical health (Liu, Zhang, & Zhang, 2021). The quality of a stable marriage is determined by religion and love. The quality of marriage can be seen from the dimensions of happiness from marital and economic commitment. It can be seen from the dimensions of marital satisfaction, such as aspects of love, intimate relationships, and parenting (Tyas & Herawati, 2017). According to Sunarti *et al.* (2005), the high quality of marriage is reflected in marital happiness and satisfaction and is characterized by a close and harmonious relationship between partners. In general, marital satisfaction and happiness in this study are in the high category. According to the results of Blair's (1998), research, high marital satisfaction and happiness tend to appear among working husbands. It happens because substantially, the wife's assessment of the quality of marriage is related to perceptions of justice in the household and a sense of satisfaction and happiness at work. Wives who feel satisfied and happy doing their work have a high sense of happiness and satisfaction with their marriage.

Work-family conflict is considered more problematic than family-work conflict because of the higher frequency of experiencing work-family conflict than family-work conflict (Turliuc & Buliga, 2014). In contrast, the findings of Muis *et al.* (2021) is that dual role conflict at home makes women's performance disrupted in the office. According to Turliuc and Buliga (2014), work-family conflict can trigger high levels of stress and low satisfaction levels. If a person's satisfaction with his marriage is low, the quality of his marriage will decrease. The existence of family conflicts interferes with the work faced by married women who work because they have to pay attention and carry out their functions as mothers and wives at home (Nikmah, Indrianti, & Pribadi, 2021).

Based on the regression test results in the study, it can be seen that the length of marriage has a significant positive effect on the quality of marriage. This finding is similar to namely length of the marriage is one of the demographic factors that influence marriage, namely the quality of marriage. Furthermore, couples who have been married

for a long time have gone through the adjustment and adaptation stages, so they tend to experience problems and low psychological stress. It can increase the confidence and self-esteem of each partner. High self-esteem and confidence can affect marital satisfaction and happiness. High cohesion in marriage can help couples get through difficult adjustment periods and balance flexibility in the marital relationship. It affects a person's sense of happiness and satisfaction with his marriage (Olson, Waldvogel, & Schlieff, 1983). The longer a person's marriage, the higher the cohesion in the marriage. So, this can improve the quality of marriage, which consists of the happiness and satisfaction of each partner.

The regression test results in the study also showed that the quality of marriage was significantly negatively affected by work-family conflict. It means that the work-family conflict experienced by the family will negatively affect the quality of the marriage they have. It is in line with the research results by Li, Cao, Curran, Fang, and Zhou (2020) which states that the high level of work-family conflict experienced can reduce the quality of marriage felt by couples. Work-family conflict is correlated with income (Li, Guo, & Zhou, 2021). Work-family conflict makes women sick (Erdamar & Demirel, 2014). Women are more likely to face work-family conflict (Koura, Sekine, Yamada, & Tatsuse, 2017). Women take sleeping pills in dealing with work-family conflicts and work-family conflicts (Lallukka et al., 2013). Stress caused by work-family conflict can drain a person's energy, time, and emotions to reduce the partner's energy and time to devote themselves to maintaining the relationship. Therefore, it can reduce the perceived quality of marriage.

Furthermore, Meliani, Sunarti, and Krisnatuti (2014) revealed that one dimension of marital quality in marital satisfaction and work-family conflicts influence this. Wives who are satisfied with their marriages tend to handle work-family conflicts well. Matthews, Conger, and Wickrama (1996) state that a person with psychological pressure caused by high work-family conflict can make an emotional and irritable partner feel less attractive to other partners. It can reduce the quality of marriage.

From the aspect of family interaction, it is known that family interaction does not affect marriage quality. It contradicts the results of research, which states that family interactions have a significant adverse effect on marital quality. Furthermore, it is said that low family interaction can cause stress in family members, which has an impact on the quality of marriage. Puspitawati and Setioningsih (2011) also state that the problems experienced by couples are caused by low husband-wife interaction, so this can impact the quality of marriage. This study has limitations; namely, data collection is done online by distributing questionnaires and allowing respondents to fill out independently so that researchers cannot ask about the actual situation felt by respondents. Not only that, the respondents who participated in the study were only wives, so there was no point of view from their husbands or other family members.

Conclusions and Recommendation

Conclusions

Research shows that the average age of the wife is in early adulthood and the average age of the husband is in middle adulthood. The dominant work done by the wife and husband is a private employee. In general, someone who works as a private employee has a high level of education. It can be proven by the education level of the husband and

wife in this study, which is at least a diploma (D-4) or bachelor (S-1). Someone with a high education tends to have a significant income, so most husbands and wives in this study have incomes above the regional minimum wage (UMK) of Bogor City. In addition, with an average age of marriage of more than 15 years, it shows that the husband and wife working in this study are already well-established from an economic point of view. Hence, the families in this study are in the non-poor category. In general, the respondent's family is small. The results showed that work-family conflict was in a low category, family interaction was in the medium category, and marriage quality was in the high category. Based on the regression test results, it was found that the length of marriage has a significant positive effect on the quality of marriage. The results also show that work-family conflict has a significant negative effect on marital quality.

Recommendation

Furthermore, it was found that work-family conflict influences marriage quality so that working wives are advised to balance work and family matters. As a result, work and family do not interfere with each other and can avoid work-family conflicts to maintain the quality of marriage. Suggestions for government agencies and private offices to continue creating a comfortable and family-friendly work environment to avoid work-family conflicts.

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