

Momprenneur: The Effect of Job Satisfaction on Psychological Well-Being of Mother Owing MSMEs

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Abstract

Not a few mothers who work in a formal work environment decide to quit and start a new career and become entrepreneurs, which makes them part of the phenomenon often known as "momprenneur," which is a combination of her mother role and her chosen entrepreneurial role, which adequately illustrates the complexity of the responsibilities and roles that mothers play daily. With the enormous responsibility of being a mother and the center of the family, a mother's job satisfaction and psychological well-being as she goes about her day are very important. This study was conducted on 89 mompreneurs in Bandung City with a quantitative non-experimental approach through a written questionnaire conducted via small groups of mompreneurs. This study proved that job satisfaction significantly affects psychological well-being and found that job satisfaction is negatively related to marital status. In contrast, Psychological well-being is positively related to education. This study suggests that mompreneurs' socioeconomic situation does not significantly affect their job satisfaction and well-being. At the same time, most previous research focuses on the boarder concept of working mothers.

Keywords: job satisfaction, mompreneur, psychological well-being

Abstrak

Tidak sedikit ibu yang bekerja pada lingkungan pekerjaan formal itu memutuskan untuk berhenti dan memulai karir barunya dan menjadi entrepreneur yang membuat mereka menjadi bagian fenomena yang sering dikenal dengan "momprenneur" merupakan gabungan dari perannya mother dan peran entrepreneur yang dipilihnya, yang cukup menggambarkan kompleksitas dari tanggung jawab dan peran yang ibu mainkan sehari hari. Dengan tanggung jawab yang besar dalam menjadi ibu dan pusat keluarga kepuasan kerja ibu dalam menjalankan pekerjaan dan kesejahteraan psikologisnya dalam menjalani hari menjadi sangat penting. Penelitian ini dilakukan kepada 89 mompreneur yang berada di Kota Bandung dengan pendekatan kuantitatif non eksperimental dengan menggunakan kuesioner tertulis pada kelompok kecil mompreneur, penelitian ini membuktikan kepuasan kerja memiliki pengaruh signifikan pada kesejahteraan psikologis dan menemukan hubungan negatif kepuasan kerja dengan status pernikahan serta hubungan positif kesejahteraan psikologis dengan tingkat pendidikan. Penelitian ini menyarankan bahwa kondisi sosioekonomi mompreneur tidak memiliki pengaruh signifikan terhadap kepuasan kerja dan kesejahteraan psikologis mompreneur, sementara sebgaiian besar penelitian sebelumnya fokus pada konsep yang lebih luas tentang ibu yang bekerja.

Kata kunci: kepuasan kerja, kesejahteraan psikologis, mompreneur

Introduction

Nowadays, we are shown equal access to job opportunities; seeing women and mothers working in formal and informal settings is not unusual. According to the Central Bureau of Statistics, the poverty rate in Indonesia is 9.54%, which means that 10% of the Indonesian population is below the poverty line (BPS, 2023). Since 2018, the number of married working women has increased by 60% (BPS, 2023). In general, in Indonesia, a woman who decides to work experiences many problems, including stigma (Sabat et al., 2016), stereotyping (Ridgeway & Correll, 2004; Hebl et al., 2007), and gender discrimination (Purwanto et al., 2021; Sugiharti & Kurnia, 2018), which our culture can cause. Therefore, when talking about working mothers, we can imagine their challenges and problems.

MSMEs in Indonesia are owned and managed by 64.5% of women (BPS, 2022), and for some, they are not just working but also mothering where their daily working experience faces many challenges within themselves, their family, and the work environment are a common thing. From within, mothers who decide to work often experience stress, burnout, and family conflict (Wijayanto et al., 2022). In addition, the mother's role in the center of the family causes - working mothers to experience challenges in mother-child relationships due to the amount of time they spend outside the home to work, leading them to think that their absence at home compared to other housewives causes harm to their children, which creates feelings of mother guilt (Aarntzen et al., 2019; Dehghanizadeh et al., 2020; Maclean et al., 2020; Remya & Geethulal, 2020; Bozkur et al., 2022). The biggest challenge and problem working mothers face is work-family balance; in many companies, the flexibility for mothers to take care of children, family, and work is difficult to obtain (Mehta et al., 2022). Many have found that working mothers decide to quit their jobs and start new jobs at home with more flexibility (Mehta et al., 2022), opportunities to continue to have a career, generate income for finances creatively (Chen et al., 2017), and reduce the motherhood penalty that they can feel as a result of employer discrimination (Yang et al., 2023).

With the various problems people face, the challenges and work done greatly affect their job satisfaction. Job satisfaction is a concept of individuals' positive attitude and emotional state toward their work appraisal that has met and served individual expectations (Locke, 1969; Weiss, 2002). Job satisfaction is long based on the '*Two Factor Theory*' that adapted the *hierarchy of needs*. Maslow (1943) said that satisfaction and dissatisfaction are two non-similar things built by two dimensions: satisfiers, which are *satisfiers*, which characterize how the 'work' that individuals do does not affect their dissatisfaction. At the same time, *hygiene* is the opposite characteristic of the 'work' that does not affect their satisfaction. In other words, a working mother remains satisfied with her job if she can balance the two (Wiens et al., 2023) because most mothers decide to work to have a useful activity in their free time, and by working, mothers can help the family economy by contributing to family education, household needs, and family income (Weiss et al., 1967; Kirana et al., 2023). Thus, when discussing mothers' job satisfaction, it is not only related to the material needs and security provided by their work but also to the social needs and support provided at work and family to reduce work-family conflict that may occur (Kalva & Shirayayev, 2014; Soeharto, 2022). In addition, the job satisfaction felt by the mother greatly affects family dynamics and her function as a mother, where it has been found that job satisfaction is positively related to work-family balance, which can improve family life quality as well as parenting satisfaction (Gopalan

& Pattusamy, 2020; Puspitawati & Atmaja, 2020). Job satisfaction can also influence maternal behaviors and decisions, such as childbirth plans (Lee & Jahng, 2022). Not only is job satisfaction important and influential for the mother's family, but low maternal job satisfaction can also affect the mother's person, where the mother can neglect her personal well-being and physical health, negatively affecting family functioning (Tripathi et al., 2016).

Apart from these problems that can affect job satisfaction, the two major responsibilities also affect the psychological well-being of mothers, where psychological well-being is a condition that reflects the health and complete function of an individual based on the aspects that he has successfully achieved at a certain time (Rogers, 1961; Ryff & Singer, 2008; Rohma & Syah, 2021). The model of the theory that Ryff & Singer (2008) describe as psychological well-being emphasizes the positive functioning of individuals on their psychological aspects. Ryffs & Singer (2008) formulated 6 dimensions that are adopted from a few psychology theories that involved the humanistic theory of self by Rogers (1961), the theory of individuation and complexes by Jung (1969), and Stages of psychosocial development by Erikson (1959). Because psychological well-being is based on life span development, a mother's age greatly affects the level of well-being (Genkova & Wieser, 2016; Rohma & Syah, 2021; Tariq & Ahmad, 2023). A mother's psychological well-being can influence the quality of mother-child interactions, parenting practices, and the overall emotional climate of the family (Chang & Kim, 2016; Jonn-Seed & Weiss, 2005). For example, mothers with high levels of psychological distress may exhibit less positive affect, more criticism of their children, and affect their development (Jonn-Seed & Weiss, 2005). In contrast, mothers with high levels of psychological well-being tend to engage in more positive parenting practices (Chang & Kim, 2016). The psychological well-being of mothers, especially mothers with this job, is also influenced by support systems in the work environment and their families, such as maternal job support and paternal involvement, which have been shown to improve family function (Ng & Lau, 2020).

As mentioned earlier, job satisfaction in mothers is related to how mothers behave towards work, family, and themselves, which means that it is also related to the mother's psychological well-being and physical health (Tripathi et al., 2016). This is also supported by the discovery of a significant positive relationship between job satisfaction and maternal psychological well-being in research conducted by Tanujaya (2014) on 52 employees, Tasema (2018) on 141 respondents, and Farhanna and Tatiyani (2022). The relationship between job satisfaction and psychological well-being, as conducted by Emmanuel and Odusanya (2015), shows a significant positive relationship between the two variables. In Dadras' research (2020), it was found that the involvement of spouses in the relationship between job satisfaction and psychological well-being was not significant, and the challenges and responsibilities that a working mother has influenced her job satisfaction and psychological well-being, both of which play an important role in the sustainability of a family and especially for the mother herself.

Today, Indonesia's number of women entrepreneurs increases yearly (Lim, 2018). Thus, the phenomenon of mompreneurs, or the combination of mothers and entrepreneurs, has become widespread, especially in the micro sector of Indonesia (Wijaya & Layma, 2018). It is common for families with working mothers or, in this context, entrepreneurs need two earners in their family to ensure that their needs are met and to stay out of poverty; in addition, a mother's decision to work - or in this context to start a business - can also be influenced by a desire for self-actualization and leisure

(Hjelle & Butterfield, 2010; Wiese & Stertz, 2021). Indonesia as a developing country, where MSMEs play a crucial role in economic development, where there is 99% in total enterprise and 90% in employment (Tambunan, 2018). Micro sectors of enterprise are characterized by their small size in terms of assets, revenue, and number of employees, and as for Indonesia, this type of enterprise plays a crucial role as a significant contributor to Indonesia's economy (Lim, 2018; Majid et al., 2022), and 64.5% of MSMEs are women-owned (women and/mother) (Agussani, 2020; Kadiyono & Cahyono, 2023).

The combination of the 'mom' and 'entrepreneur' in this phenomenon is not just a label but also a description of the responsibilities that the mother must carry out; one is the responsibility for their family, and the second is the responsibility for their business. Therefore, many of these entrepreneurial mom's experience difficulties getting through the days that occur from within and outside themselves. Motherhood and working are not two things that are quite familiar to most people; the first problem that a mompreneur must face is the stigma that when a woman becomes a mother, she should dedicate all her time to taking care of the family (Sabat et al., 2016). Therefore, when families are not there supporting this mother to work, an additional factor could start a work-family conflict that leads to another challenge that working mothers need to face (Jannah et al., 2022). In addition, mothers who decide to work usually get stereotypical views based on the Stereotype Content Model theory, where women who already have children are seen as having 'reduced' competence in doing work, and women who are carrying children are considered not ideal for work (Ridgeway & Correll, 2004; Hebl et al., 2007). Working mothers' obstacles, not only from external sources, originate from themselves. Not a few of the working mothers feel the work-family dilemma, where they have a desire to be able to balance the two things. However, it is mostly sadness, disappointment, anger, and frustration in balancing the energy and time to be given (Swiss et al., 1993). In the context of mothers with entrepreneurs, the biggest internal problems, apart from the previously mentioned ones, are time management and family-dependent care (Wijaya & Layman, 2018). Time management becomes a major problem because working mothers are also faced with multiple roles, including childcare, child development, career development, and family economy (Ahmed & Aktar, 2022). In this context, Coltrane and Adams (2001) and Doucet (2001) in Dugan (2018) state that women are still expected to care for their families, regardless of how much time they spend in paid work. This dual role raises the question of how women balance their domestic and public roles. Although many working mothers invest much time in their careers, they are still expected to fulfill the traditional role of family caretakers. This creates a complex dynamic between work demands and family responsibilities, posing a major challenge for working mothers to achieve a satisfactory balance. This is also related to the second problem, namely family dependent care, where the mother has a special function in the family to educate, nurture, care, and provide love (Werdiningsing & Astarani, 2012); when the mother decides to do a business or work, she must also think about family members who are still dependent on her, namely children.

Therefore, this research will explore mompreneurs in Bandung, one of Indonesia's provinces with high economic growth. MSMEs play a significant role in fostering regional development and job creation (Juminawati et al., 2021; Lambert & Deyganto, 2023). This study wants to see how mothers with MSMEs, especially those with low income below 5,000,000 a month, assess their satisfaction with their work and how this assessment affects their psychological well-being. In most families in Indonesia, traditional values in gender roles are still quite strong, where women are expected to focus

on the family, thus affecting women's ability, especially mothers, to carry out entrepreneurial activities (Agussani, 2020). Therefore, a mother's view of her entrepreneurial role is closely tied to the culture and values around her. In previous findings, working mothers are significantly influenced by cultural expectations for a mother to balance her work and family, which also affects her assessment of her work (Marinda & Ramadhan, 2020). Research conducted in Iran and Vietnam, countries with similar cultures and collectivistic values, shows that collaborative work environments are needed by working mothers (Dadras, 2020; Cuong et al., 2024). So, it can be imagined that mompreneurs with small-scale MSMEs, most of whom do not have help doing their work, can affect their job satisfaction. Job satisfaction is a positive emotional state resulting from an individual's job experiences (Roselidyawaty et al., 2024). When individuals experience satisfaction in their jobs, they are likely to exhibit a positive attitude towards their tasks, which fosters confidence and enthusiasm. This positive emotional state can contribute to overall psychological well-being, which is characterized by factors such as self-acceptance, purpose in life, environmental mastery, autonomy, personal growth, and positive relations (Kaur et al., 2024). Maternal well-being plays an important role in the family, especially in child development (Lung & Shu, 2012; Ribeiro et al., 2014; Smith et al., 2022).

Working mothers and mompreneurs might have lots of similarities. However, in this study, we will focus more on mompreneurs who have low income and see previous research conducted by Eggleston et al. (2008) that there is a relationship between socioeconomic status, low education, and rural residence toward low level of psychological well-being. It can be said that mompreneurs in this study tend to have low psychological well-being. Based on that, job satisfaction and psychological well-being of working mothers, especially mompreneurs in Indonesia, have not been widely discussed, which prompted this study to be conducted to be able to discuss more about how job satisfaction affects the psychological well-being of working mothers, especially mompreneurs who have low income in Bandung.

Methods

Participants

This study used a quantitative non-experimental approach where the collected data will be presented numerically to portray the phenomenon with narrative. The narrative of this study will result from a simple linear regression model to focus on the proof of the cause-and-effect relationship between the two variables. This study was conducted in March 2024 with one of the capital organizations in Bandung. This organization provides venture capital to any woman interested in starting MSMEs. The population for this study was large and unknown; therefore, this study used purposive sampling with participants candidate of a mother with at least one child and a business that the number of samples is aligned to meet the writer's capability. A total of 95 participants participated in this study, but with outlier analysis performed, it resulted in 89 participants results.

Measurement

Participants were members of a micro group of the capital organization, and each time, the group consisted of 3-11 members. Each participant was given a set of questionnaires with informed consent, demographic data, and questionnaires for the two

variables. *Job satisfaction* is the attitude that people with a job have to evaluate their work experience and environment towards their working expectations and needs (Dawiss & Lofquist, 1984). The Job Satisfaction instruments used in this study were from the Minnesota Satisfaction Questionnaire (Weiss, 1967) adapted into Bahasa by Saepudin and Djati (2019) with a Cronbach's alpha value of 0.885, which shows that the instrument is reliable. The Questionnaire consisted of 20 items on a Likert scale ranging from 1 (strongly dissatisfied) to 5 (strongly satisfied) that participants choose regarding their likeliness. A high level of job satisfaction is demonstrated by the participants being satisfied with their jobs internally and externally. At the same time, the low level of job satisfaction means that the participant still has a gap between their expectations and the reality of the job they do internally and externally.

The second instrument used was the adapted version of Ryff's Psychological Well-Being Scale (Ryff, 1995; Jaelani, 2023). *Psychological well-being* is a state in which someone obtains to be more than free of distress and other mental problems, which extends to how people experience and function as humans, described in six dimensions (Ryff, 1995). This Questionnaire consisted of 42 items on a Likert scale ranging from 1 (strongly disagree) to 6 (strongly agree), with a Cronbach's alpha value of 0.835, which shows that the instrument is reliable. The set of questionnaires was scored by adding the total of each instrument, which was categorized into three categories: low, moderate, and high. A high score of psychological well-being means that the participant demonstrated an overall condition of psychological well-being that is included in the 6 dimensions, and a low level of psychological well-being means that the participant's appraisal of self still needs to be shown within the 6 dimensions. Each participant needs approximately 10-20 minutes to complete the Questionnaire.

Analysis

For this study, descriptive analysis was performed as the initial analysis, as it will show the frequency, mean, and standard deviation (SD) of each data point for each variable and dimension. Data from both questionnaires were added to obtain a total score for each variable and were categorized into low, moderate, and high categories. Following those analyses, a simple linear regression was performed after both data sets complied with the assumption tests (linearity, homogeneity, and heteroscedasticity) to determine the effect of job satisfaction on psychological well-being. Furthermore, this simple linear regression was applied to deepen the analysis of the demographic data and both of the variables in the study. All data analyses were performed using SPSS software (version 26.0).

Findings

Respondent Characteristic

In this study, as seen in Table 1. mothers who participated were in the age range of 22–63 years, which can be categorized into three groups: young adulthood (17%), middle adulthood (45%), and older adulthood (38%), with an average age of the participant in 42.76 years. As many as 52.8 percent of the mothers had their last education at a high school degree, whereas others had in the range from not receiving any formal education to having a diploma degree. All mothers had at least one child, with a mean number of children of 2.72, and their youngest children were of varying ages based on their

educational status, ranging from preschool to employed. Based on their revenue for their MSMEs, most of their revenue is under IDR 3,500,000, which shows how low their income is

Table 1. Characteristic of mompreneur

Characteristic	Total	%
Age		
Young adulthood (18 -29 years)	15	16.9
Middle adulthood (29-48 years)	38	42.7
Older adulthood (>48 years)	32	36
Educational Level		
Non-Educational	2	2.2
Elementary	14	15.7
Secondary	24	27
Highschool	47	52.8
Diploma	2	2.2
Marital Status		
Married	80	89.9
Divorced	1	1
Widowed	8	9
Revenue		
< IDR1,500,000	41	46.1
IDR1,500,000 – IDR 2,500,000	24	27
IDR2,500,000 – IDR 3,500,000	15	16.9
> IDR3,500,000	9	10.1

Job Satisfaction

Based on the result of descriptive analysis in Table 2, most participants have a high level of job satisfaction. A high level of job satisfaction indicates that the participants are satisfied with how the working environment could fulfill the worker's expectations towards themselves (internal job satisfaction) and how the working environment fulfills their working experience needs (external job satisfaction). Moreover, based on the results, none of the mothers had a low level of job satisfaction, which shows that having their business as their daily job gave them job satisfaction that fulfilled internal and external expectations in this study.

Table 2. Level of Job Satisfaction in Mompreneur

Level	Total	Percentage	Mean	SD
High (100 - 60)	86	97%	74.19	8.42
Moderate (60-40)	3	3%	54	2

Note. SD = standard deviation

On Table 3 it shows the result of supporting data for job satisfaction. The results showed that most participants have MSMEs in the fields of Culinary (n = 42) and Others (n = 25), ranging from scavengers to optics owners. From this data, we can also see that nearly all the participants do not have any employees to help them with their business (n=80), which is supported by the revenue characteristics they are made. Most

participants have not started their business for that long, as 40.4% have had their business for only 1 to 3 years.

Table 3. Supporting data for job satisfaction

Question	Category	Total	%
Type of Business	Culinary	42	47.2
	Neighborhood shop	17	19.1
	Cosmetic	1	1.1
	Services	4	4.5
	Others	25	28.1
Employe	Yes	9	10.1
	No	80	89.9
Time of Business	1-3 years	36	40.4
	4-5 years	13	14.6
	6-10 years	13	14.6
	>10 years	17	19.1
	Others	10	11.2

Psychological Well Being

Based on the analysis in Table 4, Most of the participants in this study had a moderate level of psychological well-being (61.8%), which means that most of the participants had generally demonstrated reasonably positive functioning across all 6 dimensions that Ryff Psychological Well-Being described. While the other participants had high levels of psychological well-being (38.1%), the other participants demonstrated highly positive functioning in all 6 dimensions of their everyday lives. As for this study, none of the participants were found to have a low level of psychological well-being, which showed that the participants in this study have a good positive function of the 6 dimensions incl, including self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life and personal growth,

Table 4. Level of psychological well-being

Level	Total	Percentage	Mean	SD
High (> 182)	34	38.1%	195.97	11.06
Moderate (112 – 182)	55	61.8%	166.09	12.12

Note. SD = standard deviation

To enrich the data on psychological well-being, the authors performed a comparative test to see whether there is a difference in each age category, as the life span theory influences psychological well-being theory. However, as seen in Table 5, no significant difference was found in this study by comparing age categories in every dimension that built psychological well-being ($p>.05$).

Table 5. Difference in psychological well-being based on age categories of the respondents.

Dimension	Young Adulthood		Middle Adulthood		Older Adulthood		p-value
	Mean	SD	Mean	SD	Mean	SD	
Autonomy	27.6	3.79	29.8	3.39	28.6	3.13	0.075
Environmental Mastery	29	4.64	29.7	2.83	28.2	4.06	0.205
Personal Growth	29.4	5.61	29.9	4.24	30.15	3.84	0.857

Continue from Table 5

Dimension	Young Adulthood		Middle Adulthood		Older Adulthood		p-value
	Mean	SD	Mean	SD	Mean	SD	
Positive Relations with Others	29.8	5.02	31.6	5.1	32	4.24	0.343
Purpose in Life	30.1	5.59	31.2	5.4	30.3	4.18	0.696
Self Acceptance	26.7	5.81	27.3	4.58	27.3	3.88	0.883

Effect of Job Satisfaction on Psychological Well-Being

A simple linear regression test was performed to examine the effect of job satisfaction on psychological well-being in mothers who worked as entrepreneurs or mompreneurs in Bandung. The data met the prerequisites for assumption tests, which allowed the linear regression test to be performed. Based on the results shown in Table 6, job satisfaction significantly influences psychological well-being in participants as a whole and in each factor.

Table 6. Simple linear regression test of job satisfaction and psychological well-being

Dimension	Unstandardised Coefficients		Standardized Coefficients	r ²	Sig.
	B	Std. Error			
Overall Job Satisfaction	1.147	0.184	0.556	0.309	0.000**
Internal Factor Dimension	1.464	0.277	0.493	0.243	0.000**
External Factor Dimension	2.987	0.452	0.578	0.334	0.000**

Note. (**) significant at $p < 0.001$

The author also performed regression tests on each demographic data to deepen the study. As illustrated in Table 7, only a few demographic data on each variable were significantly affected. As for job satisfaction, the mompreneur's education level affects the result of job satisfaction ($p < 0.05$). With that result, the coefficient determination (R-Square) of the characteristic is 0.047, which means that the effect of education on the level of job satisfaction of mompreneurs is at 4.7%.

Meanwhile, for psychological well-being, two characteristics of a mompreneur affect their level of psychological well-being, which are the level of education ($p < 0.001$) and the amount of revenue gained each month ($p < 0.05$). This analysis also showed the coefficient determination (R-Square) of the characteristics that showed that the level of education has a 13.9% effect on the level of psychological well-being. In comparison, the gained revenue each month only affected 4.5% of their psychological well-being.

Table 7. Simple linear regression test of the mompreneur characteristic

Variable	Job Satisfaction	Psychological Well-Being
Characteristic of Mompreneur		
Age (years)	0.978	0.955
Education (level)	0.042*	0.000**
Length of Business (years)	0.105	0.129
Business Revenue/month	0.878	0.046*
Marital Status (1=Married; 2=Widow)	0.850	0.867
Number of Children(person)	0.602	0.994

Note. (*) significant at $p < 0.05$, (**) significant at $p < 0.001$

Discussion

In general, mothers working or in this study, as mompreneurs, have high job satisfaction. This study proves that most of the mompreneurs had a high level of job satisfaction with a mean score of 74.19, which shows that the efforts made by this participant achieve initial expectations where 1) the mother is satisfied with being able to help the family by utilizing her free time well (Hjelle & Butterfield, 2010), 2) help the family income (Nilakusmawati & Susilawati, 2012), and 3) keep the family away from poverty (Scarr et al., 1989). This is linear with the study that Kelley et al. (2020) conducted, where the study showed the comparison level of job satisfaction of workers that includes working men and women to working mothers, and it showed that working mother has a higher level of job satisfaction than working women. The study argues that it happened due to the social role that mother got even after they had their family.

Moreover, in this study, we are focused on assessing mompreneurs in rural, where most of the participants (46.1%) had a sales turnover below IDR 1,500,000 per month, which shows that the participant's income is below the West Java Minimum Wage Rate, which is at IDR 4,209,309 based on the West Java Governor Decree No. 561.7/Kep.804-Kesra/2023 concerning the Minimum Wage in West Java in 2024:561.7/Kep.804-Kesra/2023 concerning the Regency/City Minimum Wage in West Java in 2024. This proves that the mompreneurs in this study opened MSME businesses because of their shortcomings and that the businesses they do are often businesses with short-term goals (profit) (Tambunan, 2017). Moreover, due to those facts, this study suggests that the mompreneurs in this study are satisfied with their job due to their ability to gain profit and extra income for the family. Moreover, we have seen it from the foundation theory of Herzberg, which is the two-factor theory, where there is a distinct difference between satisfaction and dissatisfaction that someone feels. Satisfaction results from the factor of a 'motivator' that provides psychological fulfillment, and dissatisfaction is the result of 'hygiene,' where this factor cannot affect satisfaction (Tesavrita & Suryadi, 2012; Stemple, 2004). Seeing the characteristics of mompreneurs in this study, where most of them work to be the second earner in the family to prevent them from poverty, therefore the 'motivator' of mompreneurs in this study might have resulted from how this mother found their purpose in contributing to the family 'financially' that boost their personal growth and self-esteem (Alrawahi et al., 2020; Koelbel et al., 1991).

For psychological well-being it was also found that most of these working mothers had a moderate level of psychological well-being, which shows the complexity of working mothers who, in this study, have experienced positive aspects of well-being but still experience some challenges that prevent them from having high outcomes. *Psychological well-being* is defined as a person's condition that reflects full health and functioning (Ryff & Singer, 2008), and when looking at this study that most mompreneurs have a moderate level of psychological well-being, which can be influenced by the factors that support psychological well-being created by Ryffs (Ndunda et al., 2020; Ryff, 1989). When looking at the context of mompreneurs, this could be due to the autonomy and flexibility offered by their work, which is a component of Ryff's environmental mastery and autonomy dimensions (Bogan et al., 2013). Then this is supported by research conducted by Kirwin and Ettinger (2022) which was conducted on 728 working mothers, which shows that workplace policies and benefits greatly affect the well-being of working mothers; when we talk about mompreneurs in this study who are self-employed have the

benefit of flexibility and autonomy regarding their working arrangements so that it can support the work-life balance required by a mompreneur.

Other research also found that the psychological well-being of mompreneurs is influenced by social support and work-life balance issues, where some of the studies suggest that social support correlates with the financial management of family well-being that this study does not discuss (Yulfa & Herawati, 2017; Arfianto et al., 2020; Monika et al., 2023). In this study, the authors tried to see whether the assumption that the age of the mother influences psychological well-being (Rohma & Syah, 2021) and comparative tests were conducted and vice versa; in this study, no differences were found between the age groups of young adulthood (18-29 years), middle adulthood (29-48 years), and older adulthood (>48 years) in each dimension examined by Ryff's psychological well-being. However, this study found that age slightly impacts psychological well-being. This was also supported by the findings of Satbhai et al. (2020), who researched the psychological well-being of working and non-working mothers aged 35 to 55. It was found that there was no significant difference in the level of psychological well-being, meaning that age does not influence psychological well-being. Another study conducted by Dey and Cebulla (2023) found that after controlling for the socio-demographics of the participants, it was not found that age was the sole determinant of psychological well-being.

Thus, this study also analyzed the influence of the demographic data on job satisfaction, finding no influence between education level and job satisfaction. However, it found that education level has a slight influence on the level of job satisfaction because higher formal education leads to greater job satisfaction as it can access jobs with better satisfaction characteristics (greater resources, better compensation, and wider connection), which is associated with greater job demands that increased job stress and decreased job satisfaction. (Fabra & Camison, 2009; Solomon et al., 2021; Thomas & Feldmand, 2009). This study also found a significant influence of the level of education on psychological well-being, which means that lower or higher education impacted the higher or lower level of psychological well-being, which was found in this study. This can occur because of various factors, such as higher levels of education, which can help a person improve individual coping mechanisms and lead to better mental health (Halpern-Manners et al., 2016). Educational attainment has also been associated with better adult mental health (Amin et al., 2023). However, other studies show that the relationship of education level is not linear and is influenced by many factors (Dugan & Barnes, 2014). Not only that, but this study also found the influence of gained revenue on the psychological well-being of mompreneurs. It might have happened because this mompreneur's higher income or revenue affected the household finance experience, influencing the psychological well-being and its dimension (Syrén et al., 2020).

Looking closely at the dimension of Ryff's Psychological well-being, we can see that when mompreneurs gain higher or lower revenue, it could affect their purpose in being mompreneurs. From some of the research that has been done, the idea that mompreneurs can bring income to the family is also pressured by the mother regarding their monthly earnings, possibly increasing financial stress, which also influences their psychological well-being (Bull & Mittlemark, 2009).

This study aimed to examine the effect of mothers' job satisfaction on their psychological well-being, and it is evident that job satisfaction affects the psychological well-being of mothers. *Job satisfaction* is a positive emotional state resulting from work experience (Weiss, 2002; Roselidyawaty et al., 2024). When people experience satisfaction on doing their job, they are likely to exhibit a positive attitude toward their

tasks. This positive emotional state can contribute to overall psychological well-being, characterized by factors such as self-acceptance, purpose in life, environmental mastery, autonomy, personal growth, and positive relations, as outlined in Ryff's model of psychological well-being (Kaur et al., 2024). In line with research conducted by Washinta and Hadi (2021) on 41 employees, a positive effect of job satisfaction on the psychological well-being of these employees was also found. Not only that, but these results are also supported and in line with the findings of Kuo et al. (2023), who found that job satisfaction influences psychological well-being through internal and external factors in job satisfaction in 316 home workers in China. This can be influenced by many things, such as work-family balance (Dadras, 2020) and work motivation (Melati & Rizkillah, 2022) where almost all mothers in this study conduct their business where they live and have flexibility in terms of time to be able to balance both responsibilities (Costin, 2012; Prasartika & Repi, 2021). This study was conducted in rural areas with previously described incomes, which supports the need and motivation of mothers to work in the family to help the family economy (Lim, 2018).

The influence of job satisfaction can be described as an assessment of the work a person does, which can have an impact on many aspects of himself, as stated by Satuf et al. (2016), who stated that job satisfaction has a protective effect in terms of health, pleasure, well-being, and self-esteem. In addition, job satisfaction has a strong and significantly positive influence on well-being, regardless of individual socioeconomic profiles (Sironi, 2019). The effect of job satisfaction on psychological well-being is described through positive work-related experience and fulfillment of personal and professional needs (Olutunde & Odusanya, 2015; Cao et al., 2022), while other studies suggest that the influence of job satisfaction on psychological well-being is influenced by many internal factors such as mental toughness, positive orientation, and emotional intelligence, which contribute to an individual's ability to cope with stress and maintain psychological well-being, which in turn affects job satisfaction (Lee & Kim, 2023; Jena et al., 2016). External factors such as the work environment and specific demands and support systems can moderate this relationship (Janyam, 2011; Park et al., 2020; Kuo et al., 2023).

This study has several limitations, including the small sample to gain a greater insight into this matter and missed open-ended questions to gain more insights on how this mompreneur views their 'job'.

Conclusion and Recommendation

Conclusion

This study examined the influence of job satisfaction on the psychological well-being of working mothers, especially in the Mompreneur category. Participants in this study were low-income people in the city of Bandung. This study proved that job satisfaction significantly affects psychological well-being and found that job satisfaction is negatively related to marital status. In contrast, Psychological well-being is positively related to education. Moreover, this study suggests that mompreneurs' socioeconomic situation, such as age, marital status, and period of business, does not significantly affect their job satisfaction and well-being. At the same time, most previous research focuses on the boarder concept of working mothers.

Recommendation

Several recommendations can be made for future research: 1) For future research discussing the same variables, it is better to provide some open-ended questions to see deep on the motivation and challenges most felt by mompreneurs. 2) The author also suggests doing comparative research to see the difference in job satisfaction and psychological well-being among mompreneurs. Furthermore, family members, coworkers, or companies with mompreneurs should continue to provide support at work and home for mompreneurs. Moreover, the government or NGOs focused on the mompreneurs provide programs that could help mother run and develop their MSMEs.

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