

Midlife-Aged Woman: The Effect of Work-Family Conflict on Life Satisfaction in Dual-Earner Families

Harita Julie Zefanya^{1*}, Megawati Simanjuntak¹, Lilik Noor Yulianti¹

¹Department of Family and Consumer Science, Faculty of Human Ecology, IPB University, Jl. Kamper, IPB Dramaga Campus, Bogor, West Java 16880, Indonesia

*) Corresponding author: fanya.harita@gmail.com

Abstract

A dual-earner family is a condition where the husband and wife work outside the home and also take care of the children at home simultaneously to fulfill the family's needs. Families in middle age undergo significant transitions, affecting both their external and internal dynamics. This research aims to analyze the impact of work-family conflict on the life satisfaction of working middle-aged families. This research was conducted using a purposive sampling with a questionnaire in Greater Jakarta. This study was conducted from July to August 2024. Data analysis was performed using SMART-PLS 3 to investigate the influence between variables. This research involved 99 women aged 46-50 years (middle age), and worked outside the home with productive working hours (7-8 hours a day). The results show that the majority of wives who work in middle age can handle work-family conflict and have good life satisfaction. The SEM analysis reveals that the higher the work-family conflict, the lower a person's life satisfaction in the family will be. This research strengthens the structural-functional theory which states there must be a homeostasis principal to maintain their respective roles in the family. This study implies that working families need to maintain a balance between work and life to enhance overall family well-being.

Keywords: dual-earner family, life satisfaction, midlife-aged woman, work-life balance, working woman

Abstrak

Dual-earner family adalah kondisi dimana suami dan istri bekerja di luar rumah dan juga mengurus anak di rumah secara bersamaan untuk memenuhi kebutuhan keluarga. Keluarga usia paruh baya merupakan tahap yang mengalami masa transisi baik dari sisi eksternal maupun internal. Penelitian ini bertujuan untuk menganalisis pengaruh work-family conflict terhadap kepuasan hidup keluarga paruh baya yang bekerja. Penelitian ini menggunakan purposive sampling dengan kuesioner di Jabodetabek. Penelitian ini berlangsung dari bulan Juli hingga Agustus 2024. Analisis data yang dilakukan dalam penelitian ini adalah analisis pengaruh antarvariabel menggunakan SMART-PLS 3. Penelitian ini melibatkan 99 orang wanita yang berusia 46-50 tahun (paruh baya), dan bekerja di luar rumah minimal 7-8 jam sehari. Hasil penelitian ini menunjukkan bahwa sebagian besar istri yang bekerja di usia paruh baya sudah dapat menangani konflik kerja-keluarga dan memiliki kepuasan hidup yang baik. Hasil analisis pengaruh SEM menunjukkan bahwa work-family yang semakin tinggi akan mempengaruhi kepuasan hidup seseorang dalam keluarga menjadi semakin rendah. Hasil penelitian ini juga dapat menjadi referensi serta memperkuat teori struktural-fungsional dimana dual-earner family dituntut untuk tetap menjaga peran masing-masing dalam keluarga agar tidak

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terganggu oleh hal lainnya. Implikasi penelitian ini adalah keluarga harus mampu melakukan work-life balance supaya kepuasan hidup seluruh anggota keluarga meningkat.

Kata kunci: keluarga bekerja, kepuasan hidup, konflik kerja-keluarga, wanita bekerja, wanita paruh baya

Introduction

An increase in the number of workers in Indonesia always occurs from year to year. The total workforce or Labor Force Participation in Indonesia was 149.38 million people in February 2024 and experienced an increase of 2.76 million people (050%) compared to February 2023 (Badan Pusat Statistik, 2024). The number of women participating in public work is increasing annually. Badan Pusat Statistik Indonesia survey in February 2023 also showed that the number of working women was more than 54 million, which was higher than in August 2022, which was 52 million people (Badan Pusat Statistik, 2023b). In February 2024, the number of working women is increased 0.99 percent than 2023.

The structural-functional theory by Parsons explains that the family is a system in which each member performs a function to achieve balance (homeostasis), such as the husband working to earn a living or the wife doing housework (Ormerod, 2019). However, there are many considerations that make wives decide to work, such as fulfilling the family's economic needs and self-actualization (Ginanjari et al., 2020). This condition changes the situation of the family from a single-earner family to a dual-earner family. The wife decided to work of course to increase the satisfaction of her own life and her family (Nahari, 2024).

Life satisfaction is a dimension in measuring the happiness of Indonesian people (Badan Pusat Statistik, 2021). The life satisfaction index score for the Indonesian population was 75.16. The life satisfaction index for residents of DKI Jakarta, West Java was 74.17, and Banten was 75.25, 74.17, and 72.61, respectively. Badan Pusat Statistik data show that in several large cities on the island of Java, such as Jakarta, Bogor, Depok, Tangerang, and Bekasi (Greater Jakarta), life satisfaction is lower than that in provinces outside Java, such as North Kalimantan and North Sulawesi where all provinces in Kalimantan and Sulawesi are above average.

Life satisfaction is a process of accepting one's life circumstances as a whole towards desired goals that have been achieved consciously based on predetermined criteria (Wahyuni & Maulida, 2019). A person's life satisfaction in the family can be interpreted from the extent of a or person's general satisfaction with family and the relationship patterns embedded within it, such as between parents and children and between siblings. The dimensions used to assess a person's life satisfaction in the family are general satisfaction with family life and family members, which explains that a person is satisfied with his or her family. Then, affection and acceptance dimension which means that a person feels satisfied because someone feels loved and each member of family can accept each other. Another life satisfaction's dimension is consistency and fairness, which explains that a person feels satisfied because there are

rules and consequences that are consistent and fair for all family members, especially if someone breaks these rules. The last dimension is family commitment, which can be interpreted as someone who feels satisfied in the family will be able to commit to do anything for the good of his family (Carver & Jones, 1992).

Life satisfaction between husband and wife in a dual-earner family is a big challenge, because family members must be able to balance marriage, family, and work (Ginanjari et al., 2020). In addition, research has shown that the level of life satisfaction of housewives is greater than that of working mothers (Yustari & Sari, 2020). This can happen because the responsibilities and sources of stress for working mothers are greater than those for housewives. High levels of conflict between work and family will result in lower life satisfaction among working mothers (Permatasari & Mulyana, 2023). The lower of working mother's life satisfaction can happen because working mothers have difficulty managing their time and balancing their roles, so that their life satisfaction becomes low. Another previous research is also in line with the results of other studies that state that low self-employed life satisfaction is a result of work-family conflict, which was found to be high (Yucel, 2016).

Balance between work and family is difficult to maintain in today's modern industrial society due to increasing demands at work and arrangements within the family (Obrenovic et al., 2020). Work-family conflict can occur due to marital dissatisfaction, which is usually caused by communication, financial management, equal roles, and personality (Trifani & Hermaleni, 2019). Work-family conflict is a form of inter-role conflict that occurs within a person due to role pressure from work that conflicts with role pressure from the family. Work-family conflict can occur because of limitations in a person's space, time, and energy, resulting in role conflict. The dimensions that can form this problem are work-to-family and family-to-work conflicts (Haslam et al., 2014). Work versus family conflict (work-to-family conflict) occurs due to work intervening with the family. In other words, work is a source of conflict, which disrupts family harmony. Several factors in the work environment that can interfere with the family are long and irregular working hours, long journeys, interpersonal conflicts in the work environment, and superiors who lack support. Apart from that, there are also family conflicts regarding work (family-to-work conflict), namely, conflict that occurs when something in the family affects work life. Some of the things referred to could be having children at an early age, being responsible for caring for parents or the elderly at home, interpersonal conflicts with other family members, and a lack of support from family members for work.

Besides that, the longer the marriage period, the greater the satisfaction with family life. The results of previous research show that married couples with a marriage age of 0-15 years have higher life satisfaction in family compared to couples who have been married for more than 15 years (Susanti et al., 2024). Middle age is indeed a transition period where someone who is mature becomes elderly. Maturing to middle age really affects many things, especially adult women. During this period, changes occur starting from menopause, careers that are at their peak, husbands who are equally busy, and children who already have their own circle of friends (Eqbal & Sharma, 2023). Therefore, if work-family conflict cannot be managed well it will have an impact on daily behavior in the family. One example is the relationship between

parents and children feels more distant when the child goes to college out of town and the mother can no longer control the child's food directly, even though the mother's food choices for children will change as the mother gets older (Fauziah & Yuliati, 2017). Family conflict can be increased when a mother continues to force her child to eat a certain food menu when living outside the home.

To date, research examining the relationship between work-family conflict and life satisfaction among middle-aged working families in Greater Jakarta is still limited compared to previous studies. This research offers a new perspective on life satisfaction among working families in middle age and the factors that influence it. This research is important to examine the factor that influence life satisfaction for dual-earner families, whose numbers are increasing. It is hoped that the results of this research can be used by dual-earner families as a reference to serve as reference material and information in resolving work-family conflicts to improve the quality of life in the middle-aged family.

Methods

Participants

The Greater Jakarta has become a powerful draw for people migrating from across Indonesia. Currently, the rising cost of living and increased life demands have led many wives in metropolitan cities to seek employment outside the home to support their families. Therefore, the population and sample in this study are working mothers who live in the Greater Jakarta, aged 40-65, who work at least seven hours a day outside the home, have a fixed monthly income, and have a husband who works. This research is in July until August 2024 uses non-probability sampling with a purposive sampling technique. This age range (40-65 years) covers the transition from late reproductive years to late post-menopause, marking significant stages in reproductive aging (Harlow & Derby, 2015). This research involved 99 respondents because this number are required to use SEM analysis. middle-aged women that meet the criteria can fill out this research instrument. The design used in this study was a quantitative and cross-sectional study using an online questionnaire.

Measurement

Work-family conflict is a form of conflict that occurs within an individual due to conflicting role pressures from work and family. Work-family conflict has two dimensions: work-to-family conflict and family-to-work conflict (Haslam et al., 2014). Life satisfaction is the process of accepting one's life circumstances in relation to desired or achieved goals based on established criteria. Life satisfaction has four dimensions: general satisfaction with family life and family members, affection and acceptance, consistency and fairness, and family commitment (Carver & Jones, 1992).

This research's instrument had 30 questions that used a Likert scale in the form of an ordinal scale. The questionnaire in this research was used to obtain data related to the variables studied, work-family conflict and life satisfaction. This research instrument uses a Likert Scale with 5 answer choices (strongly disagree, disagree, neutral, agree, and strongly agree). The questionnaire regarding work-family conflict was modified from the work-family conflict scale (WAFCS) (Haslam et al., 2014) and

adapted in Indonesia context (Cronbach Alpha = 0.879) contains 12 questions with two dimensions, namely work-to-family conflict and family-to-work conflict. Then, the life satisfaction questionnaire modified from the family satisfaction scale (Carver & Jones, 1992) and adapted in Indonesia context (Cronbach Alpha = 0.892) contains eighteen questions with four dimensions, namely general satisfaction with family life and family members, affection and acceptance, consistency and fairness, and family commitment.

Analysis

The data used in this study were primary data. Primary data were obtained from questionnaires filled out by respondents online using Google Forms, which was distributed via social media. Data processing was performed through the stages of data collection, data cleaning, coding, scoring, data entry, editing, data analysis, and interpretation. Data were processed and analyzed using Microsoft Excel 2019, IBM Statistical Program for Social Sciences (SPSS) 25, and SMART-PLS 3. Data analysis included descriptive analysis and structural equation Modeling (SEM). Reliability and validity tests were conducted before distributing the questionnaire to determine the quality of the item used.

Findings

Participant Characteristics

In this study, most of the respondents were aged 46-50 years (69.7%). Respondents had varying lengths of marriage, but most were married at 21-25 years (26.3%). Apart from that, most of the respondents in this study also had 1-2 children (51.5%). Then, even at middle age, wives and husbands still have productive working hours. This research shows that wives' working hours are still mostly in the range of 7-8 hours (67.7%) and their husbands' working hours are mostly in the same range, namely 7-8 hours (56.6%). The following is the distribution of characteristics based on respondents' answers in Table 1.

Table 1. Description analysis of participant characteristics

Characteristics	n	%
Age		
40-45 years old	41	41.4
46-50 years old	28	28.3
51-55 years old	24	24.2
56-60 years old	6	6.1
Marriage Age		
0-5 years	2	2.0
6-10 years	10	10.1
11-15 years	18	18.2
16-20 years	25	25.3
21-25 years	26	26.3
26-30 years	16	16.2
>30 years	2	2.0

Table 1. Description analysis of participant characteristics (Continue)

Characteristics	n	%
Number of Child		
No child	5	5.1
1-2 child	51	51.5
3-5 child	41	41.4
5-10 child	2	2.0
Wife's Working Hours		
7-8 hours	67	67.7
9-10 hours	24	24.2
11-12 hours	5	5.1
>12 hours	3	3.0
Husband's Working Hours		
7-8 hours	56	56.6
9-10 hours	31	31.3
11-12 hours	6	6.1
>12 hours	6	6.1

Work-Family Conflict

The results show that all respondents have low work-family conflict. This means that all respondents can manage family and work conflicts well. However, the results found that there were two respondents who felt that work was quite disruptive to family life. These results show that the average and standard deviation have values that tend to be the same because almost all respondents are in the same category. The following is the distribution of categories, averages and standard deviations of the work-family conflict variable and its dimensions based on respondents' answers in Table 2.

Table 2. Distribution, means, and standard deviations of work-family conflict

Category	Variable Work-Family Conflict		Work-to Family Conflict Dimension		Family to- Work Conflict Dimension	
	n	%	n	%	n	%
Low (<60)	99	100.0	97	98.0	99	100.0
Moderate (60-80)	0	0.0	2	2.0	0	0.0
High (>80)	0	0.0	0	0.0	0	0.0
Total	99	100.0	99	100.0	99	100.0
SD	0.000		0.000		0.000	

Life Satisfaction

The results also show that half of the respondents already have good life satisfaction with the current condition of their families. However, there are seven people who overall still have low life satisfaction in their families. Then, if you look at the answers per dimension, there are five people who are not satisfied with family life, six people are not satisfied with love and acceptance in the family, six people are not satisfied with justice in the family, and nine people are not satisfied with being committed to the family.

The following is the distribution of categories, averages and standard deviations of the life satisfaction variable and its dimensions based on respondents' answers in Table 3.

Table 3. Distribution, means, and standard deviations of life satisfaction

Category	General									
	Life Satisfaction Variable		Satisfaction with Family Life and Family Members Dimension		Affection and Acceptance Dimension		Consistency and Fairness Dimension		Family Commitment Dimension	
	n	%	n	%	n	%	n	%	n	%
Low (<60)	7	7.1	5	5.1	6	6.1	6	6.1	9	9.1
Moderate (60-80)	35	35.4	26	26.3	35	35.4	35	35.4	37	37.4
High (>80)	57	57.6	68	68.7	58	58.6	58	58.6	53	53.5
Total	99	100.0	99	100.0	99	100.0	99	100.0	99	100.0
SD	0.628		0.579		0.611		0.611		0.658	

The Influence of Work-Family Conflict on Life Satisfaction

The analysis in this research uses Structural Equation Modeling (SEM) analysis with the Partial Least Square (PLS). The model that has been created will produce output in the form of standardized factor loadings which show the relationship of each indicator in the latent variable (work-family conflict and life satisfaction). Validity and reliability measurements were carried out by looking at the Cronbach Alpha (CA), Composite Reliability (CR), Average Variance Extracted (AVE) values. The SEM model is presented in Figure 1.

This model can be used for analysis if all factor loading values are >0.5. The model above shows that the indicator that contributes most to work-family conflict is a statement that shows that respondents find it difficult to concentrate at work because they are too tired from family responsibilities (WFC11) with a factor loading value of 0.840. Furthermore, the indicator that contributes most to life satisfaction is a statement showing that the respondent finds extraordinary satisfaction in his family (KH3) with a factor loading value of 0.920.

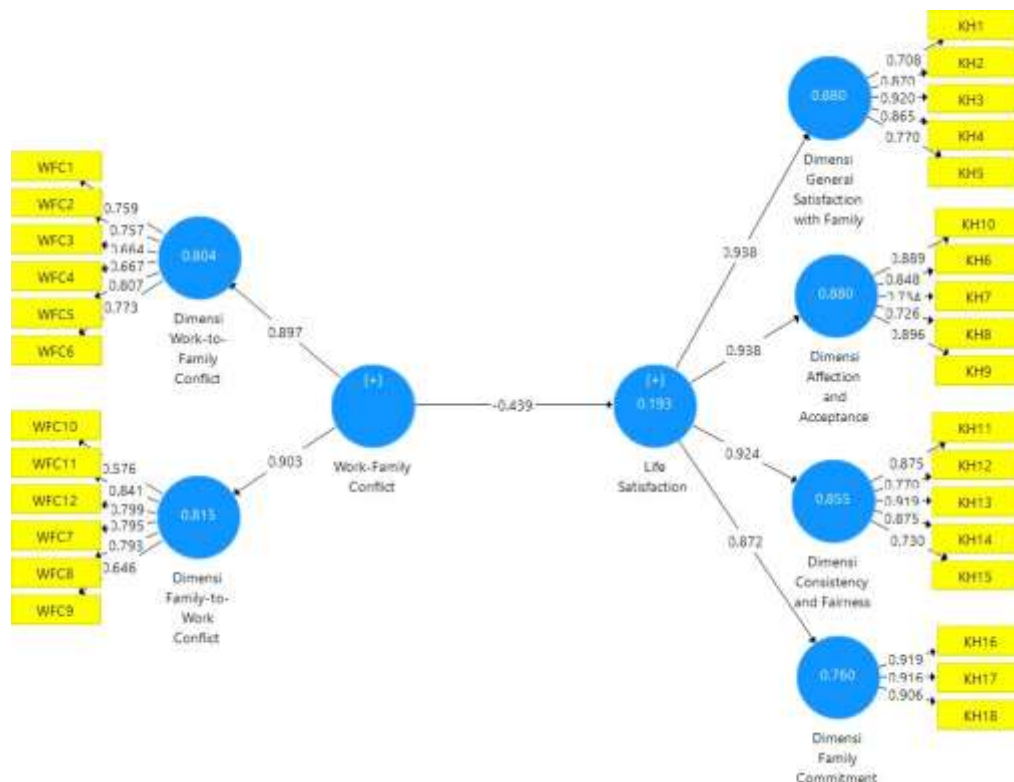


Figure 1. SEM Models to examining the influence between variables

After that, the item's validity and reliability testing were carried out by looking at Composite Reliability (CR) with the requirement of a CR value of ≥ 0.7 , Cronbach Alpha (CA) with the requirement of a CA value of ≥ 0.6 , and Average Variance Extracted (AVE) with an AVE value of ≥ 0.5 . The results are presented in Table 5 which shows that all variables and dimensions are valid and reliable.

Table 5. Results of validity and reliability values

Dimension and Variable	Composite Reliability (CR)	Cronbach Alpha (CA)	Average Variance Extracted (AVE)
Work-Family Conflict	0.90	0.88	0.45
Work-to-family Conflict	0.87	0.83	0.55
Family-to-work Conflict	0.88	0.84	0.56
Life Satisfaction	0.96	0.96	0.60
General Satisfaction with Family Life and Family Members	0.91	0.88	0.69
Affection and Acceptance	0.91	0.88	0.68
Consistency and Fairness	0.92	0.89	0.70
Family Commitment	0.93	0.90	0.83

Inner model evaluation analysis was carried out to be able to describe and see the correlation between endogenous latent variables and exogenous latent variables and their influence. This can be seen using the coefficient of determination (R^2) parameters and overall model fit. The research model for the life satisfaction variable has an Adjusted R Square value of 0.18. This shows that the life satisfaction variable

can be explained by the work-family conflict variable of 18% and the remainder (82%) is influenced by other variables not examined in this research.

Testing is carried out based on the t-statistics value of each latent variable which must be ≥ 1.96 so that the hypothesis can be accepted at the 95% confidence level (p-values ≤ 0.05). In this study, a variable is declared to have a significant effect if the t-statistic value is greater than the t-table value (5% significance = 1.96) and the p-value is less than 0.05. Information and conclusions from the results of the influence test between variables are presented in Table 6.

Table 6 shows the results that there is a significant negative relationship between the work-family conflict variable and the life satisfaction variable. This can be seen from the path coefficient value of -0.439 which shows that the work-family conflict variable contributes 43.9% to life satisfaction. Apart from that, the t-statistics has a value of 4.932 which means more than 1.96 with p-values < 0.05 which states that these two variables have a significant effect with a confidence level of 95%. This means that the lower the work-family conflict in a person, the better his life satisfaction will be. This also happens the other way around, which means that the higher the work-family conflict in a person, the lower his life satisfaction will be.

Table 6. Path coefficients, t-statistics, and p-values between variables

Variable	Path Coefficients	t-statistics (≥ 1.96)	p-values (≤ 0.05)
Work-Family Conflict → Life Satisfaction	-0.439	4.932	0.000*
Work-Family Conflict → Dimension Work-to-Family Conflict	0.897	44.216	0.000
Work-Family Conflict → Dimension Family-to-Work Conflict	0.903	44.427	0.000
Life Satisfaction → Dimension General Satisfaction with Family Life and Family Members	0.938	72.113	0.000
Life Satisfaction → Dimension Affection and Acceptance	0.938	53.706	0.000
Life Satisfaction → Dimension Consistency and Fairness	0.924	43.001	0.000
Life Satisfaction → Dimension Family Commitment	0.872	30.152	0.000

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

Discussion

This research was conducted to analyze the relationship between the characteristics of respondents and the work-family conflict experienced by middle-aged working wives on their perceived life satisfaction with their family conditions. Apart from that, this research also analyzes the influence between the two latent variables, namely work-family conflict and life satisfaction. Working wives are faced with two realities, namely challenges in their work in the domestic sector (inside the

home) and the public sector (outside the home). Previous research results show that wives who work and have dual roles have a positive and significant influence on their performance at work (Flora et al., 2021). That research shows that the wife's persistence in earning a living also helps the family economy greatly. If this happens in a family, of course it can increase the potential for conflict between family and work. The demands of taking care of the house and children are very large for a mother. Therefore, when a mother decides to work outside the home, this can increase the dual role felt by the mother as a professional worker but also must be able to be a good mother in the family.

The results in this study show that the level of work-family conflict is in the low category. This category means that the conflict between work and family experienced by the respondent can be managed and the respondent can still resolve problems in a good way so that it does not become a big problem in the family. Work-family conflict within the family can be resolved by applying the principle of work-family balance, such as not missing important family moments or telling your husband and children about what happened during the day. Trying to balance work life and family life is a challenge that must be faced not only by parents, but also by other family members (Eynde et al., 2020). The challenge can be achieved by continuing to set a priority scale by not mixing work matters with home and vice versa. Job demands can be a mental distraction, interfering with family time and making it hard to fulfill family responsibilities (Ramadhanti et al., 2022). Therefore, the balance in managing work and family matters also results in good childcare (well-being parenting).

This result is also supported by the results of previous research, which state that great work pressure and an unsupportive environment will cause feelings of anxiety, worry, and even depression in someone who works (Pratiwi & Nurtjahjanti, 2014). The negative impact of work-family conflict on working wives' life satisfaction can be minimized by having good self-compassion (Keshky & Sarour, 2024). Self-compassion is an attitude that is open to suffering or negative emotions but can be accepted and regulated well. In other side, when parents cannot overcome work-family conflict, children will believe and imitate what they are exposed to on social media because they are very vulnerable to (Aulia & Yuliati, 2018).

When viewed from the measuring instrument indicators, several respondents agreed that they did not have time to relax at home after working all day outside home. The less of relax time at home will reduce a person's life satisfaction because they do not have time for themselves, which should be a special time to refresh their mind and energy after work. However, previous research results are inconsistent and state that people who consider work as a source of well-being will assume that heavy work demands are normal, so that this is normal and does not interfere with their life satisfaction (Lestari et al., 2021). Husband and wife have to work together to maintain harmony and stability in the household, including in planning children and other household matters (Yuliati et al., 2019). Previous research also shows that the highest level of satisfaction in the social dimension is communication with children. The impact of communication conflict was most felt during the last Covid-19 pandemic (Simanjuntak et al., 2024).

Life satisfaction theory by Beutell explains that life satisfaction is a comprehensive assessment of a person's positive feelings and attitudes towards life (Beutell, 2006). That comprehensive assessment means that life satisfaction is not only felt from a person's internal factors, but also from external factors such as the family and work environment. The result in this study show that work-family conflict influences life satisfaction. The result strengthens the theory because low work-family conflict will increase a person's life satisfaction.

Working midlife-aged women also have to adapt to physical and hormonal changes. When women enter menopause, working women will begin to experience things that make them more sensitive, sleep disturbances, and the appearance of hot flashes (Hardy et al., 2018). However, previous research shows that menopause does not diminish middle-aged women's enthusiasm for working. On the other hand, middle-aged women who work also have better cognitive abilities than middle-aged women who don't work (Madhavan et al., 2022). Even though they are at a very mature age in working, middle-aged women will of course still experience conflict. Good cognitive abilities will make someone more-able to think logically and wisely in solving a problem.

The results of the study show that being busy with work causes several things in the family to be missed. The conflict experienced by working wives in the family is not only about lack of time to take care of children, but can also be related to family financial management issues. The results of previous research show that motivation and financial literacy influence the investment decisions made by families in each different generation (Putri & Simanjuntak, 2020). When someone has poor financial management and financial insecurity, it can be increases conflicts within him (Ode-Dusseau et al., 2018). Another previous research has linked the dual-earner family to materialism. Individuals in dual-earner families who are too money-oriented will actually have a negative impact on family welfare because they will continue to prioritize work to earn more income (Promislo et al., 2010). Another example that can be seen are the need for motivation and the influence of a sense of security that positively influences family financial planning to purchase life insurance (Istikhamah & Yuliati, 2016).

Previous research also shows that working in middle age can be driven by the motivation to develop opportunities and also efforts to prove to society that they can buy a house, car, or other goods before they enter retirement (Jane & Abidin, 2020). The motivation to buy the desired expensive asset certainly encourages someone to work harder. The hard work must be balanced by remembering that work stress that is too high and not getting enough rest will make the body more susceptible to disease. If the pressure at work is too high and attention to family decreases, then a person's life satisfaction in the family will also decrease.

Respect for middle-aged women's careers in the form of salary and employment status influences middle-aged women to gain new strengths at work as they age at 40-50 years (Khan et al., 2015). The strength can happen because children are getting older and the costs of children's education are increasing, making working mothers have to work hard so that their children can still have a good life. The results of this research can also occur in husbands and wives with a large age gap with their children.

As they enter middle age, dual-earner families will increasingly think about preparing savings for their children before entering retirement. Therefore, salary and certainty in a job can also increase a person's life satisfaction. In other side, the dynamics of family interactions play a significant role in shaping the overall well-being of family members, regardless of whether they belong to single-earner or dual-earner households, highlighting the importance of nurturing positive relationships and communication within the family unit (Angraini et al., 2024).

This research can be a reference and strengthen the structural-functional theory by Parsons which states that in the family there must be a principle of homeostasis or balance (Ormerod, 2019). Families with working husband and wife (dual-earner family) are required to maintain their respective roles in the family so as not to be distracted by other things. The research results show that work-family conflict's negative effect on life satisfaction strengthens this theory. These results prove that work-family conflict will disrupt the balance within the family so that life satisfaction will also decrease if it is not immediately resolved work-family balance.

Furthermore, the theory of life satisfaction by Beutell explains that life satisfaction is a comprehensive assessment of a person's positive feelings and attitudes towards life. Life satisfaction is not only felt from a person's internal factors, but also from external factors such as the family and work environment. This concept strengthens the theory because work-family conflict will increase a person's life satisfaction.

This study implies to increase dual-earner family's life satisfaction through doing the work and family balance. Balancing work and family is not easy, but it's not impossible to do. To implement work and family balance, the families can practice good time management, such as waking up earlier to prepare meals for the family before heading to work. Additionally, when returning home from work, dual-earner families can build communication and quality time with family without being distracted by work, such as sharing stories about today's events and tomorrow's plans, and having dinner together with their children.

The limitation in this research is that this research not using probability sampling so the results cannot be generalized to the population as a whole and this research tends to have respondents who have the same working hours and income so that it can be a suggestion for further research for wives with non-permanent jobs. Last, this research does not look at the husband's perspective so it also can be a suggestion for next research with the complete point of view of the family members (husband, wife, and child).

Conclusion and Recommendation

Conclusion

This research involved 99 women aged 46-50 years (middle age), most married in the range of 21-25 years, and worked outside the home with productive working hours (7-8 hours a day). The largest number of children in the families of respondents was 1-2 people. The result shows that the majority of wives who work in middle age can handle conflicts between work and family pressures well. Then, the research results

also show that more than half of wives who work in middle age have good life satisfaction with the current condition of their families. Despite challenges, over half reported high life satisfaction. The result shows that increased work-family conflict was linked to decreased life satisfaction. The research results also show that middle-aged wives find it difficult to concentrate at work because they are too tired from responsibilities in their family. Furthermore, the working middle-aged family's life satisfaction is high because they feel a great satisfaction in their family, both from the relationships between family members and the way they interact within the family.

The implication of this results is achieving work-family balance can be done through effective time management, such as waking up early to prepare family meals and then going to work. Upon returning home, prioritize quality time with family, engage in activities like sharing daily experiences and plans, and enjoying dinner together without work-related distractions.

Recommendation

Advice for working wives to be able to adopt a lifestyle that can encourage them to achieve work-life balance while still paying attention to their own needs while dividing their time to complete work demands and responsibilities in the family. Every working wife must be able to find her own way from the work she has because each job has a different system and activities. Examples of what can be done are setting aside time on weekends or special holidays to spend time with family, doing hobbies and self-care in between busy schedules, and trying not to continue working at home until late at night so that you don't pay attention to your family. The advice for working husbands is to continue to pay attention to each other, remind each other and exchange ideas with their wives so that family life satisfaction increases.

The suggestion for companies is to carry out a compressed work-week where the company reduces the number of working days and increases the number of working hours in one day from the current system. The suggestion for the government is to hold an educational program for working wives regarding work-life balance through seminars or workshops. Suggestions for future researchers are to use other variables that have not been studied in this study to look at the life satisfaction of working wives and also to conduct other research from the perspective of working couples with husband and wife as respondents.

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