

THE EFFECT OF FULFILLMENT OF FAMILY DEVELOPMENTAL TASKS AND WORK-FAMILY BALANCING STRATEGIES ON MARITAL QUALITY IN DUAL-EARNER FAMILIES

Dwi Andini¹, Tin Herawati², Defina^{2*})

^{1,2} Department of Family and Consumer Sciences, Faculty of Human Ecology, Bogor Agricultural University, Jl. Raya Darmaga IPB Campus Darmaga, Bogor, 16680, Indonesia

^{*)E-mail:} defina@apps.ipb.ac.id

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Abstract

The critical point for dual-income families with school-aged children lies in the prioritization between occupational responsibilities and caregiving roles. The decision of both husband and wife to engage in paid work may contribute to an improved economic condition of the family. Simultaneously, school-aged children are in a developmental phase characterized by the growth of academic performance as well as social and emotional competencies. Therefore, this study investigates the fulfillment of family developmental tasks and work-family balance strategies, as well as their influence on marital quality. This research employed a cross-sectional design and purposive sampling method, involving 42 working wives whose husbands work in the formal sector and have first school-aged children (elementary level) in Margasari Village, Tigaraksa Sub-district, and Kaduagung Sub-district, Tangerang Regency. The results show that the fulfillment of family developmental tasks falls into the high category, while work-family balance strategies and marital quality are in the moderate category. The Pearson correlation test indicated a significant positive relationship between the age of elementary school children and work-family balance strategies. The fulfillment of family developmental tasks also showed a significant positive correlation with work-family balance strategies. Results from the multiple regression test revealed that the fulfillment of family developmental tasks had a significant positive effect on marital quality. Future researchers are encouraged to broaden the geographic scope to ensure more representative findings.

Keywords: balancing work and family, dual-earner wife, fulfillment of family development tasks, marital quality.

INTRODUCTION.

According to Sussman and Steinmetz (1987, as cited in Puspitawati, 2012), family is defined as a concept of principles containing harmony through various stages, fulfilled by various actions and interventions from its members, and forming a unit that functions as a place of return for individual life. In line with the legal basis stated in Law No. 16 of 2019 concerning marriage, husband and wife are obliged to love each other, respect each other, remain faithful, and provide physical and emotional support to one another. In an effort to fulfill family needs based on the Law, the decision of husband and wife to work can improve the family's financial condition (Haddock & Rattenborg, 2003). According to BPS data in February 2024, the Female Labor Force Participation Rate reached 55.41 percent, increasing by around one percent compared to the previous year. Nevertheless, the male labor force participation rate was still higher, at around 83.98 percent. However, this still indicates a shift in gender roles in economic participation, although the number of male and female population is almost balanced. This condition reflects that women now play an active role in the public sphere as workers (Sabila, 2024). The high involvement of women in the labor force has resulted in an increasing number of dual-earner families.

According to Milkie (1999), there are a number of factors causing disharmony between work roles and family roles for women, including long working hours, unfair division of domestic tasks, dissatisfaction in marital relationships, and the presence of young children. Childcare burdens are often uneven, where working mothers are more involved in childcare than fathers, even though both are employed. Research by

Craig and Brown (2017) states that responsibilities in childcare are often not equally shared, where working mothers tend to be more involved in childcare than fathers, although both have jobs. In the modern context, strategies for balancing work and family roles have become important, because they allow individuals to manage public and domestic roles in balance (Puspitawati, 2021). This reflects a shift from traditional family patterns toward a social order that is more adaptive to modern challenges. The influence of work-family balance on marital quality shows that the ability of couples to effectively manage the demands of these two domains is very important in determining happiness and stability in marriage (Allen et al., 2000). Work-family balance is defined as a person's ability to fulfill work and family demands harmoniously, without causing excessive conflict in either aspect.

Imbalance between work and family can cause dysfunction that potentially damages the quality of marital relationships. Problems often occurring in maintaining marital quality can be triggered by lack of time together, work pressure, and difficulties in balancing work responsibilities with household life. Supported by research by Herawati et al. (2018), one factor that can cause divorce is declining satisfaction in marriage between husband and wife. According to data from the Central Statistics Agency (BPS) released on February 28, 2024, the number of divorce cases in Indonesia in 2023 reached 463,654 cases. Families with working wives face pressure and vulnerability in creating marital quality (Sunarti, 2015). Marital quality itself consists of the dimensions of happiness and satisfaction of husband and wife in carrying out marriage (Conger et al., as cited in Sunarti et al., 2005).

Based on research by Bradbury et al. (2000), marital satisfaction includes aspects such as effective communication, emotional support, constructive conflict management, harmony, and emotional attachment between husband and wife. The husband-wife relationship becomes an important foundation and influences the overall dynamics of marital quality (Izmah, 2014). The quality of the relationship between husband and wife can also be influenced by the presence of children in the lives of couples who are just starting to build a family. The presence of the first child at the family stage can be a factor that strengthens or reduces harmony in the husband-wife relationship because there is a shift in relationships and roles within the family (Hurlock, 1999). Based on Duvall's family development theory (1971), the main problems in the phase of parents with school-age children include various aspects related to the parental role in supporting children's growth and development. At this phase, parents are responsible for ensuring children receive appropriate education and supporting academic achievement, helping children develop independence in completing school tasks and other responsibilities, families need to adjust to school demands and children's extracurricular activities, and maintain relationships with the school community.

The success of families in completing developmental tasks will create happiness and support success in completing developmental tasks at the next life stage (Duvall, 1971). However, work busyness can reduce quality time with children. In Handayani's research (2017), a working mother with school-age children tends to face greater challenges in achieving balance compared to mothers whose children are already independent. This study will identify that factors such as husband support, level of autonomy at work, and overall family developmental stage contribute to work-family balance.

METHODS

Research Design

This study used a quantitative cross-sectional study design, namely a research design that measures and collects data from a population or sample in one period of time. The research location used a purposive technique. Tangerang Regency was selected considering a population density of around 3,516 people/km² and the number of female workers at 48 percent (BPS, 2024). Tangerang Regency is the area with the largest workforce in Banten Province (BPS, 2024). This research was conducted in Tigaraksa District as the research location considering a population density of 3,306 people/km² and as the governmental center of Tangerang Regency. The research was carried out in three areas, namely Kaduagung Urban Village, Margasari Village, and Tigaraksa Urban Village, each selected as study locations because they were considered to represent the characteristics of dual-earner families. The selection of these locations also considered the diversity of socio-economic backgrounds and family life dynamics in the area, so that it could provide a more comprehensive picture of the phenomenon studied. The study was conducted over four months covering preparation, data collection, data processing, data analysis, and report writing. The study was conducted from January to March 2025.

Sampling

The population of this study was dual-earner families in Tangerang Regency. The sample criteria in this study were formally employed families with the requirement of having a first child of school age (6–12

years) and willing to become respondents. The number of samples taken for this study was 42 working wives.

Measurement

This study measured three main variables, namely fulfillment of family developmental tasks, work-family balancing strategies, and marital quality, which were grouped into two types of variables, namely independent variables and dependent variables. The independent variables in this study consisted of fulfillment of family developmental tasks and work-family balancing strategies. Meanwhile, the dependent variable was marital quality (Table 1). The questionnaires used in this study were as follows:

1. Family characteristics included husband-wife age, length of education, family size, and per capita income.
2. The variable of fulfillment of family developmental tasks was measured using a questionnaire modified from family developmental task theory (Duvall, 1971), consisting of 18 statement items adjusted to research needs by the researcher. The measurement scale used a Likert Scale with answer choices from 1 (never) to 4 (often). The Cronbach’s Alpha value of this instrument was 0.872.
3. The work-family balancing strategy variable measured coping strategies carried out by working husband and wife in balancing work and family. This instrument consisted of four dimensions, namely (1) maintaining, strengthening, and organizing the family system, (2) modifying work-family conditions, (3) managing tension and psychological pressure, and (4) controlling perceptions of life meaning. This variable was measured using the questionnaire by Skinner and McCubbin (1981), namely Dual-Employed Coping Scales (DECS), developed by Rizkillah (2013) and modified again by adding several statement items by the researcher and adjusted to respondents’ conditions as working families in the modern era. This instrument consisted of 29 statement items covering five dimensions, namely defense, strengthening, and organizing the family system; modifying work-family conditions; managing tension and psychological pressure; perceptually controlling life meaning; and developing interpersonal relationships. Measurement was carried out using a Likert scale with answer choices from 1 (never) to 4 (always). This instrument had a Cronbach’s Alpha reliability value of 0.878.
4. The marital quality variable was measured using a questionnaire belonging to Conger et al. (1990), which had been modified and adjusted by Sunarti (2005). This instrument had 40 statement items consisting of two dimensions, namely marital satisfaction and marital happiness. The measurement scale used a Likert Scale with answer choices from 1 (strongly disagree) to 4 (strongly agree) with a Cronbach’s Alpha value of 0.944.

Table 1. Variables, data scales, and data categories.

Variable	Data Scale	Data Category
Family Characteristics		
Husband-wife age (years)	Ratio	Hurlock (1980) [1] Early adulthood (19–40 years) [2] Middle adulthood (41–60 years)
Primary school child age (years)	Ratio	[1] School-age child (6–12 years)
Husband-wife years of education (years)	Ratio	[1] 0–5 years [2] 6 years [3] 7–9 years [4] 10–12 years [5] >12 years
Wife’s working hours (hours)	Ratio	[1] <7 hours/day [2] 8 hours/day [3] >8 hours/day
Distance to workplace (km)	Ratio	[1] 1–5 km [2] 6–15 km [3] 16–30 km [4] >31 km
Travel time to workplace (minutes)	Ratio	[1] 5–30 minutes [2] 31–60 minutes [3] >60 minutes
Length of marriage (years)	Ratio	[1] 2–8 years [2] 9–15 years [3] 16–22 years [4] 23–29 years [5] 30–35 years
Total family income (IDR)	Ratio	[1] < IDR1,500,000 [2] IDR1,500,001–3,000,000 [3] IDR3,000,001–4,500,000 [4] IDR4,500,001–6,000,000 [5] > IDR6,000,000
Per capita family income (IDR)	Ratio	Tangerang Regency poverty line (BPS 2024) [1] Non-poor (> IDR632,941) [2] Poor (< IDR632,941)
Number of children	Ratio	BKKBN (2008) [1] 1–2 children [2] 3–5 children [3] >5 children
Family size (persons)	Ratio	BKKBN (2008) [1] Small (≤4 persons) [2] Medium (5–7 persons) [3] Large (≥8 persons)

Variable	Data Scale	Data Category
Family Developmental Tasks		
Parent dimension	Ordinal (Likert)	[1] Never [2] Sometimes [3] Often
Work-Family Balance Strategies		
1. Maintaining, strengthening, and organizing the family system	Ordinal (Likert)	[1] Strongly disagree [2] Disagree [3] Agree [4] Strongly agree
2. Modifying work-family conditions	Ordinal (Likert)	[1] Strongly disagree [2] Disagree [3] Agree [4] Strongly agree
3. Managing tension and psychological pressure	Ordinal (Likert)	[1] Strongly disagree [2] Disagree [3] Agree [4] Strongly agree
4. Controlling perceptions of the meaning of life	Ordinal (Likert)	[1] Strongly disagree [2] Disagree [3] Agree [4] Strongly agree
5. Building interpersonal relationships	Ordinal (Likert)	[1] Strongly disagree [2] Disagree [3] Agree [4] Strongly agree
Marital Quality		
1. Marital satisfaction	Ordinal (Likert)	[1] Yes [2] No
2. Marital happiness	Ordinal (Likert)	[1] Yes [2] No

Data Collection

The data obtained from interview results were further processed to the data processing stage. In the questionnaire, various types of data scales were used, namely nominal, ordinal, and ratio scales, each adjusted to the characteristics of the variables studied.

Data Analysis

The type of data collected in this study was primary data. The primary data collected included family characteristics, fulfillment of family developmental tasks, work-family balancing strategies, and marital quality. Primary data were obtained through questionnaire completion that had previously been tested. The data collection process was conducted offline by involving respondents through direct interviews. In data processing, two software programs were used, namely Microsoft Office Excel and Statistical Product and Service Solution (SPSS) 25.

RESULTS

Family Characteristics

Based on the research results, the average age of wives was 36.7 years with an age range of 26–49 years, while husbands had an average age of 39.2 years with a range of 27–58 years, and the average age of elementary school children was 9 years. The average length of education for both husbands and wives was 14 years. The average monthly income found in all families was above the poverty threshold at the Tangerang Regency level, namely >Rp632,941 (BPS, 2024), with an income range of Rp2,950,000–Rp37,000,000.

Fulfillment of Family Developmental Tasks

Table 2 shows that more than half of families, with the highest percentage (57.4%), were included in the high category with an average index of 82.5. The high fulfillment of family developmental tasks was seen from the indicators of maintaining family health and welfare (83.6%) and reminding family members to worship (80.3%).

Table 2. Distribution of respondents based on category, minimum and maximum values, mean, and standard deviation of the family developmental task fulfillment variable

Variables	Category (%)			Min-Max	Mean ± Std.
	Low	Moderate	High		
Fulfillment of Family Developmental Tasks	4.9	37.7	57.4	55.56–100	82.54 ± 12.7

Note: Std. = standard deviation.

Work-Family Balancing Strategies

The results show that several dimensions had the highest percentage in the moderate category, namely the dimension of maintaining, strengthening, and organizing the family system (42.6%), the dimension of managing tension and psychological pressure (44.3%), the dimension of perceptually controlling the meaning of lifestyle (48.4%), and the dimension of developing interpersonal relationships (41.9%). Meanwhile, in the dimension of modifying work-family conditions, more than half (58.1%) were classified as low. This dimension concerns managing the fair division of tasks between work and family.

The lowest mean index was found in the dimension of modifying work-family conditions with an achievement of 55.4. Modifying work-family conditions can be interpreted as adjustments made to balance work or family conditions with the aim of reducing conflict so that it can provide positive impacts. One example is child-friendly office facilities or remote working. In addition, the highest mean index was in the dimension of perceptually controlling the meaning of lifestyle with an achievement of 78.8. This dimension measures the extent to which work experience helps family roles and believes that benefits still exist despite carrying out both roles (Table 3).

Table 3. Distribution of respondents based on category, minimum and maximum values, mean, and standard deviation of the work-family balancing strategy variable

Dimensions	Category (%)			Min-Max	Mean ± Std.
	Low	Moderate	High		
Maintaining, strengthening, and organizing the family system	21.3	42.6	34.4	27.7-100	71.7 ± 18.2
Modifying work-family conditions	59.0	31.1	9.8	28.5-100	55.4 ± 16.3
Managing tension and psychological pressure	37.7	44.3	18.0	33.3-96	64.9 ± 14.2
Perceptually controlling the meaning of lifestyle	16.4	34.4	49.2	25-100	78.8 ± 18.4
Developing interpersonal relationships	21.3	42.6	36.1	22.2-100	73.2 ± 20.4
Total Work-Family Balance Strategies	29.5	63.9	6.6	40.23-89.6	64.7 ± 11.2

Marital Quality

Based on the research results, the highest percentage (59%) of marital quality was in the moderate category with an average index of 75.9 (Table 4). Based on the marital satisfaction dimension, less than half were included in the moderate category (45%), while in the marital happiness dimension, more than half were included in the moderate category (52.5%).

In the marital satisfaction dimension, the highest indicator was seen in the feeling of satisfaction because the partner still loves me until now (63.9%). Meanwhile, the high result in the marital happiness dimension was marked by the indicator of always maintaining marital commitment (65.6%). Overall, more than half of marital quality was classified in the moderate category (59%).

Table 4. Distribution of respondents based on category, minimum and maximum values, mean, and standard deviation of the marital quality variable.

Marital Quality	Category (%)			Min-Max	Mean ± Std.
	Low	Moderate	High		
Marital satisfaction	9.8	45.9	44.3	45-98	75.9 ± 12.5
Marital happiness	9.8	52.5	37.7	35-152	76.4 ± 16.6
Overall marital quality	6.6	59.0	34.4	41.6-100.8	75.9 ± 12.6

Relationship among Family Characteristics, Fulfillment of Family Developmental Tasks, Work-Family Balancing Strategies, and Family Quality

The results in Table 5 show the correlation test results between family characteristics, fulfillment of family developmental tasks, work-family balancing strategies, and marital quality. The correlation test results indicate that the higher the age of elementary school children, the higher the work-family balancing strategy ($r = 0.28, p < 0.05$). This means that as children grow older, their independence increases so that physical demands and intensive supervision decrease, and parents can manage time and work-family responsibilities more evenly.

Other results show that fulfillment of family developmental tasks was positively related ($r = 0.527, p < 0.05$) to work-family balancing strategies, meaning that families able to carry out developmental tasks tend to have better adaptive skills in managing dual roles between work and family. In addition, fulfillment of family developmental tasks was also positively related ($r = 0.574, p < 0.05$) to marital quality.

Table 5. Correlation coefficients between family characteristics, fulfillment of family developmental tasks, and marital quality

Variables	Fulfillment of Family Developmental Tasks	Work-Family Balance Strategies	Marital Quality
Wife's age (years)	.045	.021	-.052
Child's age (years)	.094	.280*	-.082
Wife's education (years)	.064	-.081	.205
Husband's education (years)	-.125	-.192	.031
Family size (persons)	.145	.042	-.087
Per capita income (rupiah)	-.011	-.243	.122
Fulfillment of family developmental tasks (index)	1	.527**	.574**

Note: * = significant $p < 0.05$; ** = significant $p < 0.01$.

Effect of Family Characteristics, Fulfillment of Family Developmental Tasks, and Work-Family Balancing Strategies on Family Quality

Based on the results of multiple linear regression analysis, the Adjusted R^2 value for the family resilience variable was 0.337. This shows that 33.7 percent of marital quality was influenced by the variables studied, while the remaining 66.3 percent was influenced by other factors outside the research model. In Table 6, fulfillment of family developmental tasks was found to have a significant positive effect ($\beta = 0.671$) on marital quality. This can be interpreted that every increase in the fulfillment of family developmental tasks will increase marital quality by 0.671 points (Table 6).

Table 6. Multiple linear regression coefficients on family characteristics, fulfillment of family developmental tasks, and marital quality

Variables	Unstandardized Coefficients		Standardized Coefficients (β)	Sig.
	(β)	Std. Error		
Wife's age (years)	0.635	0.491	0.264	0.203
Husband's age (years)	-0.646	0.401	-0.326	0.114
Primary school child's age (years)	0.105	0.964	0.016	0.914
Wife's education (years)	0.913	0.693	0.207	0.194
Husband's education (years)	-0.070	0.660	-0.017	0.916
Family size (persons)	-2.639	1.892	-0.197	0.170
Per capita income (rupiah)	-5.799E-8	0.000	-0.007	0.956
Fulfillment of family developmental tasks (index)	0.666	0.143	0.671	0.000*
Work-family balance strategies (index)	-0.166	0.714	-0.147	0.818
Adjusted R Square			0.333	
F			4.336	
Sig.			0.000	

DISCUSSION

The research results showed that the age range of wives and husbands was between 26–58 years, which falls into early adulthood and middle adulthood. Based on Hurlock's developmental theory (1986), early adulthood, which lasts between the ages of 18 to 40 years, is the stage of life when a person begins to build a family and transitions into parenthood. Middle adulthood (41–60 years) is also a period when individuals still have responsibilities as parents, including accompanying children who are in elementary school age (6–12 years). The average age of elementary school children was around 9 years within the range of 6–12 years. Meanwhile, the length of education of wives and husbands showed that respondents had an average of 14 years of education or equivalent to a diploma (D4) or bachelor's degree (S1).

The fulfillment of family developmental tasks was mostly in the high category. This indicates that parents strive to optimally meet children's developmental needs even though both have work responsibilities outside the family. The fulfillment of family developmental tasks consisted of 18 statement items. The statement item regarding maintaining family health and welfare became the highest indicator. In line with family health development theory, Feinberg et al. (2022) showed that warm relationships, emotional support, and attachment within the family can encourage individuals to engage in self-care behaviors, such as maintaining a healthy diet, exercising regularly, and complying with preventive measures such as vaccination and regular health checks. This shows that family health is viewed as a basic need that must be fulfilled to achieve overall well-being. This was followed by the statement item regarding reminders to worship. This is consistent with the study by Sulastri (2024), which emphasized the important role of parents in shaping worship values in elementary school children, especially in dual-earner families.

Overall, work-family balancing strategies were in the moderate category. In the dimension of maintaining, strengthening, and organizing the family system, less than half of respondents were included in the moderate category. This indicates that working families often face difficulties in maintaining family routines and habits because of limited time together due to work busyness. In addition to carrying out routines, working families still experience limitations in conducting activities that strengthen family bonds, such as joint activities or better communication, due to limited time and energy. In the dimension of modifying work-family conditions, most were in the low category. Yusuf and Hasnidar (2020) revealed that limitations in time, energy, and resources are the main factors affecting families' ability to adjust their work and family demands. In addition, in the dimension of managing tension and psychological pressure, the average results were in the moderate category. This dimension reflects how individuals (especially parents or couples in families) deal with stress arising from dual demands of work and family roles. Its main focus is the ability to manage internal stress and regulate self-expectations realistically so that emotional exhaustion or burnout does not occur. This approach is in line with Hobfoll's Conservation of Resources (COR) theory (1989), which states that individuals try to protect resources (time, energy, health, relationships) when facing stress. Managing psychological stress becomes crucial so that prolonged conflict between work and family roles does not occur. According to Adila (2024), this indicates that mothers who bring work home while also acting as study companions for elementary school children experience considerable psychological pressure, but it is still at an acceptable or normal level.

Meanwhile, in the dimension of perceptually controlling the meaning of lifestyle, overall it was included in the high category. In line with research by Milkie et al. (2014), researchers observed that parents who feel able to regulate and control the time they spend with their children tend to have a more positive view regarding the balance between work and family life. Families believe that time spent working has benefits for the family. In the dimension of building interpersonal relationships, overall it was included in the moderate category. This shows that working families with school-age children often face challenges in building strong and consistent interpersonal relationships.

The findings showed that marital quality was mostly in the moderate category. Most of the marital satisfaction results were included in the moderate and high categories, while more than half of the marital happiness dimension results were included in the moderate category. According to Bedir Akpınarlı and Eryücel (2024), this condition is marked by relationship stability, fairly efficient interaction, increasing equality between partners, increasing income, and the continued strong influence of traditional marriage norms. In line with research by Tyas (2018), it was found that most working wives with school-age children felt that their marital quality was high. Nevertheless, husband-wife interaction in those families was in the moderate category. In the correlation test, it was found that child age positively affected work-family balancing strategies. In line with research by Craig and Sawrikar (2008), parents with school-age children tend to feel more balance between work and family roles compared to those with preschool children. This indicates that the child's developmental stage affects parents' perspectives and approaches in managing work and family responsibilities. Supported by findings from Narayanan and Savarimuthu (2013), differences in child age affect various factors causing work-family conflict, so strategies to balance both tend to be adjusted according to the child's developmental stage. The correlation test results also found that wife's education length positively affected husband's education length. According to Badi (2023), couples with balanced educational levels tend to have a more harmonious household life.

The correlation test results also found that the variable of fulfillment of family developmental tasks was positively related to work-family balancing strategies. In a study conducted by Sunarti et al. (2014), it was revealed that conflict between work and family life negatively affects individual performance in carrying out core tasks and family development. These findings indicate that effective strategies to balance work and family demands can help individuals fulfill family developmental task responsibilities. Rahmaita et al.

(2016) also revealed that fulfillment of developmental tasks reflects the stability of family functioning, which becomes a strong basis in implementing work-family balancing strategies.

The correlation test results also showed that fulfillment of family developmental tasks was positively related to marital quality. This is in line with research by Tyas and Herawati (2017), which underlined that maximum fulfillment of developmental tasks in the family through equal role distribution and effective communication plays an important role in increasing satisfaction in marriage. This occurs because well-structured role distribution, smooth communication, and mutual emotional support from both partners are factors in maintaining household harmony.

The regression test results found that wife's age had a positive value toward marital quality, while husband's age had a negative value toward marital quality. Older husbands tend to be more sensitive to conflict dynamics in the household, so declines in marital satisfaction are felt more significantly in this group (Wilmoth, 2015). Meanwhile, family size showed a negative value toward marital quality. This proves gender role theory in the findings of Kowal et al. (2021), namely the dominance of caregiving burdens by wives, especially in household and child matters, causing high psychological pressure and indicating reduced marital relationship quality.

The regression test also found that husband's length of education had a negative value toward marital quality. In research by Theunis et al. (2018) regarding inequality in education levels between husband and wife, the condition where the husband's education level was higher than the wife's was indicated by the lowest level of marital stability, contrary to the common assumption that higher education is always a protective factor in marital relationships. With this educational difference, husband and wife may have differences in opinions, decision-making, and other matters that can affect marital quality.

The regression test results found that fulfillment of family developmental tasks had a significant positive effect on marital quality. Based on Family Development Theory (Duvall, 1971), increasing fulfillment of family developmental tasks means that every family experiencing developmental stages, starting from the formation of husband-wife relationships and the presence of children, achieving success in completing tasks at each stage plays an important role in maintaining family harmony so that it positively affects marital quality. This is in line with findings by Karananeethi et al. (2024), which stated that parents' success in fulfilling family developmental tasks, including communication, parenting, and role sharing, will encourage constructive and mutually strengthening interactions among family members. Likewise, research conducted by Kapinus and Johnson (2003) showed that fulfillment of family developmental tasks, through carrying out processes such as parenting, effective communication, and role sharing, significantly contributes to mothers' marital satisfaction, thereby supporting the success of the next family developmental stage.

At the same time, this study also revealed that work-family balancing strategies showed a negative value toward marital quality. Theoretically, both variables can have a positive effect. However, in reality, these results indicate that the strategies used by families in balancing work and family were not effective enough to influence marital quality. This may occur because of external factors outside the study such as work pressure, social support, or non-optimal communication patterns in the family. Sunarti et al. (2021) stated that ineffective strategies can hinder role fulfillment and reduce the quality of marital relationships. In line with findings by Steenbergen (2014), balancing strategies focused on resolving conflict by sacrificing one role tend to negatively affect marital quality. In contrast, strategies oriented toward improvement between both roles provide positive benefits and foster harmonious role sharing.

This study has several limitations that need attention. Data were only obtained from wives as respondents, so it does not reflect the husband's perspective, who also plays an important role in family dynamics and marital quality. The selection of wives as respondents was based on the central role of women in parenting and household management, especially in Indonesian society. However, this limitation reduces the representation of the husband's perspective and the potential for gender bias, as revealed by Milkie (1999), that women bear more dual-role burdens in working families.

Although fulfillment of family developmental tasks was classified as high, work-family balancing strategies and marital quality were in the moderate category, which may indicate other factors not examined, such as social support or work-family conflict. In addition, only a significant effect was found between family developmental tasks and marital quality, as well as positive relationships between developmental tasks with balancing strategies and marital quality, while balancing strategies were not directly related to marital quality. This shows that the strategies used were indicated to be not effective enough. Furthermore, because

the approach in this study was contextual and limited to certain groups, the results of this study cannot be generalized widely.

CONCLUSION AND SUGGESTION

The age distribution of wives and husbands was in the early adulthood and middle adulthood groups, ranging from 26–58 years. The average length of education for both husbands and wives was around 14 years. The average monthly income of respondents' families was above the poverty threshold at the Tangerang Regency level, namely >Rp632,941 (BPS, 2024), with an income range of Rp2,950,000–Rp37,000,000. Family size among working families was included in the small family category. The fulfillment of family developmental tasks was in the high category, while work-family balancing strategies and marital quality were in the moderate category.

The Pearson correlation test showed a significant positive relationship between the age of elementary school children and work-family balancing strategies. The fulfillment of family developmental tasks was also significantly positively related to work-family balancing strategies. The results of multiple regression tests showed that the fulfillment of family developmental tasks had a significant positive effect on marital quality.

Based on the findings of this study, work-family balancing strategies were in the moderate category. Therefore, working families are expected to actively implement effective time management strategies, such as creating daily schedules together, setting activity priorities, and sharing household responsibilities and childcare fairly. In addition, it is important for couples to maintain open communication regarding each other's needs.

For other parties such as companies or related institutions, more concrete support can be provided, such as a family-friendly work environment in the form of family-supportive supervision, child-friendly office facilities (such as daycare or special pumping rooms), or remote working arrangements.

Meanwhile, since the marital quality variable was in the moderate category, it is recommended that future research explore more deeply the factors influencing marital quality beyond this study, such as conflict management, economic pressure, gender roles, family interaction, social support, and stress symptoms.

Companies are advised to provide flexible work policies, one of which is remote working, which is one of the indicators in the balancing work and family instrument. Furthermore, especially in this postmodern era where all aspects are undergoing massive digitalization, daycare facilities or pumping areas and other family-supportive supervision are highly recommended. This is in line with the findings of Allen et al. (2000), which emphasized that organizational support can reduce work-family conflict and improve employee well-being.

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