

PSYCHOLOGICAL WELFARE OF CAREER WOMEN WHO ALREADY HAVE A HOUSEHOLD

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Abstract. This research has a background in career women, especially married women to achieve psychological well-being. According to (Ryff, 1989) psychological well-being is the result of a person's evaluation or self-assessment which is an evaluation of his life experience and is used to describe an individual's psychological health condition based on meeting the criteria for positive psychological functioning. In addition, (Ryff, 1989) also describes a multidimensional approach to measuring a person's psychological well-being which consists of six dimensions, namely self-acceptance, positive relationships with others, autonomy, control environment, life goals, and personal growth, especially for married career women. Even though they are married, women can still continue their careers. This is caused by the presence of gender equality, which can fill job positions that can be carried out by men. Being a woman is not easy which will cause a woman to have a career and reduce time with her family. Based on these conditions, we seek to find out about how married career women can achieve psychological well-being in their lives. This study uses descriptive analysis by conducting cross-cultural literature review studies on facts that occur in married career women. Through cross-culture, it is expected to be able to accept and increase public awareness of career women to achieve psychological well-being.

Keywords: Psychological well-being, career women and household.

INTRODUCTION

The presence of gender equality in the world puts women in an equal position to men, especially in the world of work. In certain fields or positions that are usually placed that are dominated by men can be done by women. Based on research from the International Labor Organization (ILO) in 2021, gender equality in the work environment can increase company profits by 5-10%. Moreover, gender equality in the world of work was able to increase employee performance, productivity, innovation and creativity by 66%. For example, gender equality in work shows the role and potential of women that cannot be underestimated. This gives men and women equal opportunities, rights, and responsibilities in matters of work and daily life equal position and authority.

Gender equality makes the role of women a career woman. According to Juwairiyah Dahlan (Qomar, 2015), career women are the role of women in addition to being housewives are also still active career and work at an agency in accordance with the ability. In another sense, a career woman is a woman who plays a double role, namely in addition to being a mother or wife in the household, as well as an employee who is actively working on tasks outside of household matters. In this case, a woman has a double role, this double role is carried out simultaneously with the role of women as wives and mothers in the family, such as being a husband's partner in fostering a household, providing household needs, and caring for and educating children. (Suryadi, 2004).

Working career women must leave the household within a certain time to supplement family income, avoid boredom, or fill free time. In the psychological factors of career women work because they want to avoid dependence on her husband, dissatisfaction in her marriage, and develop themselves in a certain place. Based on the Central Statistics Agency (BPS) in 2021,

39.52% or 51.79 million people aged 15 years and over who work are women. A total of 28.6% of female workers are business workers, then 24.38% are farmers, orchards, fish farms, while 20.51% are production workers, transportation equipment operators and manual workers. A total of 10.48% are professionals, technicians and other personnel. Then 8.65% as a service business. And while 0.7% of female workers are in leadership and governance and 0.12% of female workers are in other types of work.

Many career women who already have a family can successfully carry out their dual roles. But career women who already have a family are very prone to experiencing unhappiness. This is due to career women who have a family have a variety of responsibilities. Responsibilities such as being responsible for the equipment of the husband, children and household needs, and the obligation to complete work outside the home. Therefore, being a career woman can have an impact on her psychological well-being.

(Ryff, 1989) psychological well-being as a result of an evaluation or self-assessment of a person which is an evaluation of his life experience and is used to describe the psychological health condition of the individual based on the fulfillment of the criteria of positive psychological functioning. In addition, (Ryff, 1989) also describes a multidimensional approach to measuring a person's psychological well-being which consists of six dimensions, namely self-acceptance, positive relationships with others, autonomy, mastery of the environment, life goals, and personal growth.

Psychological well-being is a positive psychological concept that has value on the positive side of people. The positive side of society can improve the development of people's lives so as to produce aspects of people's lives and can change the negative aspects into positive aspects of society. (Huppert, 2005) defines that psychological well-being is a positive and sustainable life in which the individual can grow and develop. If a career woman has a low psychological level condition, it is feared that she will not be able to live a life due to prolonged stress, unable to establish good relationships with others, and unable to set goals for her future life so that it has an impact on Career Women on psychological well-being.

RESEARCH METHOD

The research method used is literature analysis, by collecting data from various information from theories, journals, and various news and information related to the subject. Sources used include information and data from google Scholar and elsevier.com by keyword career woman, and subjective well-being. We use 16 journals and 3 books to conduct and analyze data to answer research problems.

Tabel 1.

	Author	Year	N	Variable	Location
1	Ria Mardiana Yusuf a, Hasnidarb	2020	38	Work Family Conflict Performance Career Development Married- Woman Employee	Indonesia
2	Uswatun Hasanah Harahap, Mizanul Hasanah	2021	1	Carrier Woman Perspective, Family, And Society	Sumatra Utara, Indonesia

3	Foluso Philip Adekanmbi , Steve Olusegun Adegok , Wilfred Isioma Ukpere, And Lovlyn Ekeowa Kelvin-Iloafu	2021	300	Sustenance, Marriage, Career, Women, Influence, Psychological Wellbeing,	Ibadan, Nigeria
4	Jasmin E. Rosa, Carol K.H. Hon, Bo Xia , Fiona Lamari	2017	53	Women, Construction, Career Development	Australia
5	S. G. Anjara, L. B. Nellums ² , C. Bonetto And T. Van Bortel	2017	183	Stress, Health And Quality Of Life Of Female Domestic Workers	Singapore
6	Kati Kuitto, Janne Salonen And Jan Helmdag	2019	62.687	Gender And Health Systems, Health Managers, Health Leadership,	Nairobi, Kenya.
7	Satu Viertiö , Olli Kiviruusu, Maarit Piirtola , Jaakko Kaprio, Tellervo Korhonen , Mauri Marttunen And Jaana Suvisaari	2021	96.668	Psychological Distress, Work-Family Conflict, Gender	Finlandia
8	Helen Kowalewska, Agnese Vitali	2021	20	Female Breadwinners, Gender, Breadwinning, Earnings, Household	Inggis
9	Okulicz-Kozaryn, Adam; Valente, Rubia R	2017	33,291	Life Satisfaction, Career Women And Housewives	As
10	Marina Dwi Mayangsari, Dhea Amalia	2018	2	Work-Life Balance, Career Woman	Indonesia
11	Ardea Sri Pramesti ¹ , Felantika Klaudina ² , Faqih Purnomosidi ³	2022	7	Psychological Well-Being, Dual Role, Female, Housewife	Indonesia
12	Danang Pramudito Anwar, Nailul Fauziah	2019	40	Psychological Well-Being, Conflicts, Working Women	Indonesia
13	Dian Bagus Mitreka Satata Dan Methania Aris Shusantie	2020	4	Motherhood, Career, Family Life	Indonesia

14	Irham 1, Delfia Herwanis 2	2021	10	Working Mother, Housewife, Quality Of Life	Indonesia
15	Ni Made Wiasti, Ni Luh Arjani	2021	7	Women's Careers , Shadows Of Violence, Household	Indonesia
16	Laudita Frida Amelia, Rahmatika Kurnia	2021	4	Dual Role Conflict, Psychological Distress, Career Women	Indonesia
17	Siti Sa'adatul Kutsiyah, Ach.Faisol, Khoirul Asfiyak	2019	13	Career wife, gender equality, Islamic law.	Indonesia

RESULT AND ANALYSIS

1.1 Gender Equality

Gender well-being is influenced by historical, cultural, economic and religious factors that are deeply rooted for generations among the people. This reality has an impact on the lives of women and men in everyday life, both in the domestic sphere (household) and in the public sphere (society, the world of work, education)(Widaningsih: 2014: 3).

Discrimination against women continues to occur around the world. Strong patriarchal culture that positions women on stereotypes, roles and marginalized positions. Whereas a balanced relationship (gender equality) between men and women in all aspects of life can encourage the acceleration of the development process based on high human values without the imperiority of one sex on one side and gender superiority on the other (Widaningsih: 2014: 3).

Thus the importance of a new paradigm to provide a framework and explain gender equality in various levels of society, formal institutions and informal institutions, including the family institution.

(Papalia, Olds, & Feldman: 2009) said that the combination of work and family roles is equally good for the physical health and mental health of women and men, it is also good to strengthen the relationship between husband and wife. In addition, working women can contribute to family income, thus making women more independent, and can strengthen the family economy. The dual role of women does not necessarily have a negative side, but the dual role can be an important asset for women's self-development. Self-development is related to the psychological well-being of a person, where the individual basically has the ability to develop himself.

1.2 Career Women's Psychological Well-being

Career women more psychological pressure, multiple roles experienced by career women. As a worker and as a housewife. The quality of life of non-working mothers was more positively responded than the quality of life of working mothers. Some other research results that give a negative response to women work.

Factors affecting the inability of work-life balance in women, among others, on the personality characteristics found professionalism, responsibility, and feelings are easily changed, on the characteristics of the family found less attention to children, on the characteristics of the work found to have targets that must be achieved, and on the attitude found focused work that causes stress and conflict at home. Family conflicts significantly, jointly and independently affect psychological well-being. The higher the psychological well-

being, the lower the dual role conflict experienced. Vice versa, the lower the psychological well-being, the higher the dual role conflict experienced. The importance of the role of the family in understanding the changing times as well as the existence of support and work, personal strengthening character development will be very useful for women's career development. That way career women will assume work is an expression to actualize themselves physically and psychologically to socialize with the environment, in addition to getting rewards in the form of salary so that they can be independent in the economy. In addition, by working women who play a dual role are able to regulate work-life balance so that satisfaction and well-being can be achieved in life. The most important thing for a career woman who has a family is the ability to balance both roles (Hanne: 2016). If a woman is not able to balance both roles, whether in physical involvement or time, it can trigger a conflict. The conflict in question is a dual role conflict.

(Greenhaus & Beutell: 1985) defining dual role conflict between work and family is a form of conflict between roles in which there is pressure from work and family are conflicting, causing a person to feel more difficult when running a role in the family because it is also running a job role, and vice versa, running a role in the work becomes more difficult because running a family role.

CONCLUSION

Based on this research, a career woman who has a family is important to have the ability to balance both roles, the higher the psychological well-being, the lower the dual role conflict experienced. Vice versa, the lower the psychological well-being, the higher the dual role conflict experienced and the dual role can be an important asset for women's self-development. Self-development is related to the psychological well-being of a person, where the individual basically has the ability to develop himself.

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