

Dual Roles and Work Stress in Female Police

Aurora Risqika Azzahra, Bunga Dahlia, Dania Salsabilah Azzahra.

daniazaahra@gmail.com, risqikara34@gmail.com, bngadhlia09@gmail.com

Fakultas Psikologi Universitas Bhayangkara Jakarta Raya

Abstract

This study examines the dual roles and work stress experienced by female police officers in Indonesia. Women's participation in the police force has increased due to motivations such as gender equality, education, and community involvement. However, female police officers often face conflicts between their professional duties and responsibilities at home. These dual role conflicts lead to stress, depression, and decreased performance. The lack of support and workplace discrimination further exacerbate these issues. By exploring the factors contributing to work stress, such as psychological and behavioral symptoms, and understanding the challenges faced by female police officers, this study aims to promote a balanced and supportive work environment. The findings highlight the importance of gender equality and the need for effective stress management strategies to improve the well-being and performance of female police officers. Addressing these challenges can help in building a more inclusive and equitable police force, ultimately enhancing public safety and organizational commitment.

Keywords: Dual role conflict, Work stress, Female police officers

Introduction

In this era, earning a living is not only done by men, but women can also replace men in earning a living and not infrequently a family, both parents work to earn a living together. Women are already able to develop their abilities and skills to work. Married women have various reasons to work, such as helping financially, increasing knowledge and insight, giving a sense of pride, making the individual independent, and the woman being able to actualize her basic personal aspirations (Mayang & Ahmad Mardalis, 2015). Women's participation in the police force has become a phenomenon that has undergone significant development over the past few years. There are a lot of motivations that women get so that they want to be part of the police, examples include gender equality,

the call to service and interests and justice, the improvement of education and skills, involvement in community empowerment, the encouragement to change community stereotypes, career opportunities and self-improvement, contributions to security and law enforcement (Wardhani & Hartono, 2021). For police officers who have families, they are often faced with conflicts related to their responsibilities as police officers and housewives.

In this problem, many female police officers have struggles in their jobs. As a woman, her natural nature is to take care of her children and husband at home, but as a policeman she also cannot put aside her responsibilities as a servant of the state. With a high intensity of dual role conflict, a working mother will experience a decrease in her performance because working mothers will experience depression, increased stress, increased physical complaints and low energy levels (Riskasari, 2016). In addition, the lack of support for female police is also a problem for them. Some women may feel a lack of support from colleagues or superiors, especially if the work environment does not support diversity and gender equality, as well as when police officers are assigned out of town, which usually takes 2-3 days and has to leave their children and husband at home. It can be concluded that work and family time becomes less and unbalanced (Satya et al., 2021). So, we need to study the problem of this phenomenon to find out and start a positive change to the stigma of women in the police force in Indonesia.

Work stress is a transaction between the sources of work stress and self-capacity, which affects whether the response is positive or negative (Bachroni & Asnawi, 2023). By understanding and addressing the workload and stress experienced by female police officers, it can create a more balanced and supportive work environment for all police officers, which in turn will make a positive contribution to public safety. Studying the dual roles and work stress of female police officers can help identify whether there is a gender disparity in terms of duties, responsibilities, or treatment in the workplace. Efforts to achieve gender equality

are very important in building a fair and inclusive work environment, therefore it would be very wise if gender equality and equality could be realized, considering that police officers are specifically part of the National Police whose position is inseparable from the institution itself (Aristiani Safitri & Agustin, 2023). An understanding of these issues helps in identifying the factors that cause stress and allows the development of strategies to deal with such stress. Thus, we can find out the problematization of the phenomenon of stress and burden experienced by female policemen.

The problematization of the phenomenon of workload and stress experienced by female police officers is important to understand and overcome in the context of professionalism and employee welfare (Bachroni & Asnawi, 2023). The existence of different roles triggers dual role conflicts because individuals are not able to adjust at home because they are carried away by workplace behavior, dual role conflicts in police officers due to pressure from conflicting jobs (Anwar & Fauziah, 2019). Some aspects of police work, such as the need for physical strength, may pose extra challenges for female police officers, handling violent incidents or emergencies can create significant psychological distress, prolonged stress can contribute to mental health problems, such as fatigue, anxiety, or depression, stress can negatively impact physical health, including the cardiovascular system and immune system, Female police officers may face discrimination or stereotypes based on gender, both from colleagues and society, which can increase stress levels. Stereotypes are the giving of a standard image or stamp to a person or group based on a misguided assumption, this labeling is generally done in two or more relationships and is often done to justify the actions of one group of people against the other group. For example, the statement that women are weak, whiny and easily stressed about something or work (Edi Saputra Hasibuan, 2022). Therefore, we need to know the purpose of this phenomenon to be able to build a positive environment for the police.

Studying women working in the police world aims to increase awareness about the role of women in the police and to know about the job demands that they will get. Because, it is not uncommon for the roles of the two to influence each other and the occurrence of conflicts that will affect their performance (Markuwati et al., 2015), also to change the gender nature of the police institution, as well as to improve their best performance in carrying out police duties. For women who work in the world of the police, it is believed that they will have very important abilities and competencies with male policemen, not only to join to hold strategic positions, but also to help change the gender nature of the police institution itself. Women are expected to bring positive changes in women's issues, such as increasing and changing the gender nature of the police institution itself (Dewi, 2014). Women are also believed to have the same important abilities, knowledge, and skills as male policemen, it is possible that female police officers cannot do so, so they are given the opportunity and trust to hold these strategic positions.

Literature Review

No	Heading	Author's name	Issues raised	Theories used	Result
1.	The use of Kumpfer's resilience framework in understanding the breastfeeding experience of employed mothers	Honghua Guo ^{1†} , Rong Zhou ^{1†} , Minxiang Li ² , Siqi Zhang ¹ , Huanying Yi ¹ , Linjie	Triggers of personal stress in female police who are in the breastfeeding phase	Sulaiman et al. (2015)	Stress triggers in mothers who are breastfeeding can also be triggered by factors such as the workplace environment, human factors, and so on. Therefore, midwives

	after returning to work: a qualitative study in China (Guo et al., 2022)	Wang1, Tong Li1, Caihong Zhang1* and Hong Lu3			need to assess Mothers who work individually and continuously during breastfeeding to identify which factors need to be moderated to increase maternal resistance to continue breastfeeding.
2.	Konflik Peran Ganda Dan Dukungan Suami Hubungannya Dengan Kesejahteraan Subjektif Polwan Yang Sudah Menikah (Sitorus et al., 2022)	Pesta Gresela Sitorus, Anizar Rahayu, Nugaan Yulia Wardhani	Subjective well-being, dual role conflicts and husband support.	Diener , dkk (1999), Greenhaus dan Beutell (1985), House (Winnubst dkk, 1988; Sarafino, 1990) dalam Smet (2019;136).	In (Sitorus et al., 2022) there are 2 dimensions of subjective well-being: <ol style="list-style-type: none"> 1. The cognitive dimension is the evaluation of life satisfaction. ● The affective dimension, subjective well-being is

					<p>affective, which includes pleasant and unpleasant moods and emotions</p>
3.	<p>HUBUNGAN ANTARA KESEJAHTERAAN PSIKOLOGIS DENGAN KONFLIK PERAN GANDA PADA WANITA YANG BEKERJA SEBAGAI POLISI DI POLRESTABES SEMARANG (Anwar & Fauziah, 2019)</p>	<p>Danang Pramudit o Anwar, Nailul Fauziah</p>	<p>Dual role conflict and relationship with psycholog- ical well-being</p>	<p>Sukanto (1992)</p>	<p>Working mothers often feel a lack of time with their husbands, children, and themselves. Disciplined behavior at work is often carried away at home, which triggers problems or dual role conflicts due to pressure from 2 sides.</p>
4.	<p>GENERAL PROBLEMS FACED BY THE WOMEN POLICE (Jamil & Mohyuddin, 2015)</p>	<p>Adnan Jamil , Anwaar Mohyudd in</p>	<p>Problems with female police in Islamabad.</p>	<p>(Gupta, 2004)</p>	<p>In (Jamil & Mohyuddin, 2015) there are 6 stressful problems for female police officers: 1. There are co- police</p>

						<p>officers who share offices at the same time.</p> <p>2. Vehicle and fuel shortages</p> <p>3. Flattering excessively or privilege to male policemen.</p> <p>4. Married female policeman.</p> <p>5. Lack of a proper work schedule.</p> <ul style="list-style-type: none"> ● Lack of proper facilities.
5.	KONFLIK PERAN GANDA STRESS KERJA PADA ANGGOTA POLISI WANITA (POLWAN)	Bella Saviera, Amalia Juniarly	The role of work involvement in dual role conflict in female	Greenhaus dan Beutell (1985), Wahyuningty as (2011), Thompson	This study was carried out by means of a hypothesis test conducted using a simple linear regression technique	

	(Markuwati et al., 2015)		police officers.	(1993), Stoner (1990)	which showed an R square value of 0.301 and a significance value of 0.000 ($p < 0.05$), thus the hypothesis in this study was accepted.
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Stress triggers in mothers who are breastfeeding can also be triggered by factors such as the workplace environment, human factors, and so on. Therefore, midwives need to assess mothers who work individually and continuously during breastfeeding to identify which factors need to be moderated to increase maternal resistance to continue breastfeeding. This journal also mentions that some working mothers have problems with breast milk production. In the event of a conflict between work and breastfeeding, some working mothers talk to their employers about flexible work schedules. Some working mothers also feel "hesitant" about weaning.

In the 2nd table, it can be explained that dual role conflict has a significant negative relationship with the subjective well-being of married female police officers. That is, the higher the dual role conflict experienced, the lower their subjective level of well-being. Husband's support is also important to help the working wife have a significant positive relationship with subjective well-being. In addition, subjective well-being is also

In the 3rd table, it can be explained that female police have limitations in space, time and energy which are the basis for conflicts between roles. In the discussion (Anwar & Fauziah, 2019) the results of this study found that there are no female police officers in the Semarang Police who have a very high and high level of dual role conflict, as many as 70% have a low level of dual role, and 30% have a very

low level of double role conflict. The low level of dual role conflict is also due to the psychological well-being possessed by female police officers. The higher the psychological well-being, the lower the role conflict in the Police Officer, and vice versa.

In table 4, it is explained that female police officers who are married and live with their families, often experience problems in transportation facilities. Lack of public transportation or transportation at night and lack of fuel in office facilities so that they cannot be used properly. Male police officers can use office transportation even for personal needs. The gap faced by female police officers between married and unmarried is such as the conditions of the workplace and the accommodation obtained. The gap faced by female police officers between married and unmarried is such as the conditions of the workplace and the accommodation obtained. The uneven schedule of police stations results in disruption of their households and personal lives. During the study it was reported that women who carried out their duties outside the station faced housing problems.

In the 5th table, the results of research conducted by Thompson (1993) which showed that the higher the work involvement, the more time and energy will usually be spent in work, then there is only a small amount of time for the family. However, the results of the hypothesis test show that the role of the work involvement variable in dual role conflict is only 30.1%, while the rest is influenced by other factors, namely 69.9%. In this journal, it is also mentioned that in addition to dual role conflicts, there are other factors such as boredom, the use of violence, and work pressure also affect work stress.

Research Methods

In this discussion, we use the literature study method, namely by searching, reading, and understanding relevant written works. Choose a clear data source. Conducting in-depth identification. In modern times like today, there are a lot of

developments in all things, both in the context of economics, education, and gender. Currently, more and more women are having careers in various fields, even fields that are generally mostly done by men, but now they are also done by women. It also has a great influence on her development, both in improving the quality and value in herself because it can give a sense of pride, make the individual independent, and the woman can actualize her basic personal aspirations.

Results and Discussion

The results of the study (Sulastri & Al Murhan, 2019) show that there is a problem of dual role conflict and work stress at a moderate level. Based on the findings of previous research, it can be concluded that the higher the dual role conflict that occurs, the greater the impact on the level of work stress. The researchers recommend that health workers provide education about the prevention and control of work stress in order to improve the quality of work. It is also recommended to hold a coordination meeting to overcome various obstacles that arise so that there is no dual role conflict that has an impact on stress and reduces performance.

The results of the study (Psychology et al., 2020) show that there is a negative relationship between the variables of dual role conflict and organizational commitment. This means that if dual role conflicts increase, dual role conflicts decrease, and vice versa. Dual role conflicts can occur when female police officers are unable to balance roles in the organization and roles in the family. So, this can affect the commitment that female police members have. In this case, female police members do time management to reduce the dual role conflicts experienced. Female police members who can manage their time well will have a good organizational commitment.

In the results of the study (Siswatiningsih & Wening, 2021), dual role conflicts have a negative impact on police performance. To reduce these negative impacts, it is recommended to share complaints, provide annual leave rights, and provide holidays during national holidays so that police officers can spend time with their families. More attention is also needed to workplace stress management, although research shows that stress can improve performance if managed properly. Proper stress management is very important because excessive stress can have a negative impact. Regularly scheduled recreational activities and open communication between leaders and police officers are also needed to overcome the various obstacles faced.

The results of the study (Utari & Arisandy, 2024) show that there is a very significant relationship between dual role conflict and work stress. Researchers concluded that married female police officers in the South Sumatra Regional Police have high work stress and have high dual role conflicts.

Starting a new era, the work of women in the Police Institution is experiencing challenges of dual roles and work stress, based on data from the National Police Human Resources Division quoted from the article antaranews (Chandra Hamdani Noor & Rahmawaty, 2022), the number of police officers in the last 2 years in 2019-2021 is 24,722 personnel members in terms of rank, currently there are three police officers as high-ranking officers (Brigadier General and Inspector General), 19,830 were non-commissioned officers, 3,412 were first officers (Pama) and 1,477 personnel were intermediate officers. The dual roles faced by some policemen in Indonesia are increasingly having a struggle in their work. Like they must remain connected in their nature as women where she also has the duty to take care of children and husband at home, but also must remain focused so as not to put aside her duties as a policeman to carry out her responsibilities as a servant of the state.

The definition of work stress according to experts (Vanchapo & MKes, 2020) is an emotional state caused by a mismatch between the workload and the individual's ability to handle the pressure he or she faces. According to Waluyo (2009) in (Utari & Arisandy, 2024) said that the symptoms of work stress are divided into three categories: physiological symptoms, psychological symptoms, and behavioral symptoms. It can be said that many cases of work stress due to dual role conflicts due to the workload as a married policeman feel stressed and pressured in carrying out their duties well as mothers and wives.

The workload itself is a job demand that must be met by a person. Usually there will be deadlines, achievements and rules that must be met while doing a job (Gawron, 2019). In this period of fulfilling the demands of work, there will be a workload that must be fulfilled (Supriyadi et al., 2020). Basically, the most suitable workload is the balanced one, when the workload is balanced, a person's productivity in their work will also be good (Batubara & Dharmastiti, 2017). In this excessive workload greatly affects the work of police officers and their activeness in carrying out their duties and serving the community, this condition can trigger work stress (Safitri, 2020).

Robins and colleagues (2013) in a journal (Purnamasari & Setiawan, 202) stated that the aspects of work stress include three aspects, namely, physiological aspects that can be seen from several characteristics, such as headaches, difficulty falling asleep, irregular sleep, waking up too early, back pain, digestive disorders and others. Furthermore, there are psychological aspects that can be seen from several characteristics, such as anxiety, sadness, irritability, anxiety, decreased self-esteem, feeling insecure, ineffective communication and others. Finally, there are aspects of behavior that can be seen from its characteristics, such as losing trust in others, easily getting into trouble with others, liking to find fault with others, being too defensive or defensive and so on.

Work stress can result in decreased performance, job dissatisfaction, increased levels of burnout, and the risk of burnout in female employees. Therefore, it is important to understand and manage the work stress faced by female workers. By reducing work stress levels and providing appropriate support, companies can help female workers strike a balance between their dual roles, improve their well-being, and in turn, improve overall job performance (Aristiani Safitri & Agustin, 2023).

Edi Saputra Hasibuan (2022) stated in his journal that the role of women has actually emerged in various fields, and has existed for a long time. Therefore, it would be very wise if gender equality and equality could be realized, considering that police officers are specifically part of the National Police whose position is inseparable from the institution itself. Gender equality and protection for women are things that must be considered in urban life, this ultimately refers to the improvement of gender equality in all fields both political, social, and cultural. Therefore, to overcome the problem of criminality against women in society, it is necessary to be concerned and actively participate from women in the government and institutions. This stigma in social reality then needs to be addressed, that equality of rights for women is not something that can be taken lightly, even in this case as a policeman, women have a very important role. In practice, the Police must be required to be professional and always ready to handle any symptoms in society, and must be able to become a flexible agency by following the times and adjusting to it.

According to (Hutahaeon & Fitriadi, 2023) Dual role conflicts occur due to a clash between roles performed by a person, which is generally a woman. Dual role conflicts can put pressure on psychological aspects and can reduce the productivity performance of women who have these dual roles. This is because female police must prioritize the interests of the service rather than personal or group interests. Therefore, women who choose to work as police need to be

appreciated for their efforts and responsibilities not only as police but also as housewives.

Stress factors in female police are also triggered by organizational factors or where the individual works. However, stress factors also do not only come from within the company, because household problems that are brought to the company can also be a cause of work stress. In a study conducted by Markuwati et al (2015), it can be found that the determination coefficient is 0.397 which means that 39.7% of dual role conflicts have an influence on the work stress of the police in Banyumas, while the rest (60.3%) is influenced by other factors that are not examined by the article. We must understand the source of work stress as an interaction of several factors, namely external factors and internal factors. Internal factors that can be triggered from the character and perception of the employee itself, and external factors that are triggered by the stress of the job itself.

O'Driscoll and Michael (1997) also stated that other factors that can be related can be factors of work stress, including factors that characterize respondents such as age, length of work, and the number of children are factors for work stress. The effects are the emergence of anxiety, family conflicts, the number of children and low involvement in family and work roles.

Conclusion

The dual role of female police officers often results in stress and burden on the job so that there are two factors such as internal factors and external factors, internal factors such as a decrease in the quality of performance, imbalance in the role they have as well as a lack of satisfaction in the results of the work so that it can also come from individual characteristic factors such as age, The length of work and the number of children, which have an effect on anxiety, family conflicts, the number of children as well as low involvement in family and work roles. Another external factor that causes a female police officer to experience work stress and

the burden of work in a dual role is because there is still a stigma in social reality that needs to be addressed, this is because equality of rights for women is not something that can be taken lightly, even in this case as a policeman.

Women have a very important role, but sometimes there is still a gap between female and male police and also inadequate facilities in the workplace. An understanding of these issues can help in identifying the stressors and allow for the development of strategies to cope with such stress. So, we can find out the problemality of the phenomenon of work stress experienced by female police and avoid these things that can trigger work stress in female police who have a dual role, especially in the police environment.

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