



## The Impact of Work-Family Balance on Marital Satisfaction

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### ABSTRACT

Individuals who are married and work have multiple roles and often find it difficult to manage balanced time for work and family. An imbalance in carrying out the roles of employee/worker and father/mother will harm daily life. One of the effects is dissatisfaction with the marriage which results in divorce. Therefore, it is important to achieve work-family balance in life to achieve satisfaction in the marital relationship. This study aims to determine whether there is an effect of work-family balance on marital satisfaction in individuals who are married and work in Ponorogo Regency. The subjects used in this study were individuals who were married and worked in Ponorogo Regency as many as 50 respondents. This study uses 2 scales as research measurement tools, namely the work-family balance scale and the ENRICH marital satisfaction scale. Research variable data were then analyzed using linear regression analysis. The results of this study obtained results of significance = 0.00. So it can be concluded that there is a significant effect of the work-family balance variable on marital satisfaction.

**Keywords:** marriage, marital satisfaction, work-family balance

### 1. Introduction

Marriage and relationships are the beginning of starting a family. Marriage has survived in all known cultures (Abamara et al., 2018). In general, people marry for certain reasons such as looking for the meaning of life and love for a better quality of married life (Abamara et al., 2018). Regarding the concept of marriage, someone who is married has the desire to have a better life in terms of happiness, finances, and children. (Asak&Wilani, 2019). Every married couple tries to get satisfaction in their marriage.

For married couples, marital satisfaction is an important part of marriage. Marital satisfaction is a husband and wife's subjective assessment of their current romantic relationship (Fincham et al., 2018). Marital satisfaction is one of the most important goals in marriage (Heshmati et al., 2016). Dissatisfaction in marriage can lead to divorce (Fallahchai et al., 2019). However, things that are planned to achieve satisfaction in the marriage do not always go as expected. The divorce rate in Indonesia has increased, especially in Ponorogo Regency.

The Ponorogo Regency Ministry of Religion said that there were nearly 2,000 divorce cases in 2021. This figure is a high rate of divorce cases compared to the previous year. Divorce occurs when each partner is reluctant to maintain their marriage relationship. Previous research revealed several factors causing the marriage to take place to satisfaction in marriage.

The continuity of a marriage can depend on many factors such as the marital relationship; because marriages are more successful when partners develop a sense of satisfaction with each other (Abamara et al., 2018). Family life and marital satisfaction are known as the main predictors of overall quality of life (Stutzer& Frey, 2006). Marital satisfaction can affect not only the physical and mental health of both partners, but also child development, well-being, academic achievement, social skills, and relationships (Fairuz &Satriadi, 2022).

Research on marital satisfaction has resulted in the identification of many factors that contribute to a satisfactory marital union. These factors include the balance between work and family (Ginanjari et al., 2020). The imbalance between family life and work can make couples experience excessive fatigue and stress. If individuals cannot balance these roles, these individuals will be vulnerable to stress due to role conflict (Widiningtyas, 2022). Many studies have proven that in aspects of family life, the demands of various roles can affect family satisfaction, life satisfaction, and marital satisfaction (Suswanto et al., 2022).

The many impacts of marital satisfaction make it important to find out what factors play a role in achieving marital satisfaction, especially for wives who have dual-career families because their focus and attention are divided between marriage, family, and work. If you cannot balance these roles, the wife will be vulnerable to stress due to role conflict (Widiningtyas, 2022). Large-scale research conducted by Yucel (2017) shows that family enrichment, namely how work has a positive effect on the family and vice versa, is positively related to marital satisfaction. So, work does not always harm married life. Besides that, balanced roles between work and family can also prevent role strain which leads to stress and decreases marital satisfaction (Ginanjari et al., 2020). Therefore, it is important to maintain a balance between work and family roles, which is known as work-family balance.

Success in meeting these expectations is due to negotiation and a good division of labor between individuals and partners and co-workers (Ferguson et al., 2012). The negotiation in question is discussing the responsibilities that must be carried out. Responsibilities in family and work need to be discussed with related colleagues so that individuals can adjust between abilities and responsibilities that must be carried out (Pluut et al., 2018). In the family domain, work-family balance plays a role in family functioning and satisfaction. This is because marital satisfaction is a component of family satisfaction. Therefore, it is believed that work-family balance also has a relationship with marital satisfaction. This is supported by research conducted by Widiningtyas (2022) and Asak&Wilani (2019) that role balance is positively associated with marital satisfaction.

Based on the description above, it can be concluded that the imbalance between work and family harms marital satisfaction. This research is focused on married couples who work in Ponorogo Regency. This study aims to determine the effect of work-family balance on marital satisfaction in working couples in Ponorogo Regency. The hypothesis to be tested in this study is that there is an effect of work-family balance on marital satisfaction in working couples in Ponorogo Regency.

## 2. Method

The research method used in this research is quantitative. The research subjects were married individuals in Ponorogo Regency. The sampling technique used is the non-probability sampling method, namely convenience sampling. This sampling method is used when the researcher does not know the exact number of adolescents whose parents work as migrant workers. This sampling technique was also used based on the convenience of researchers in reaching participants and people who were selected to be participants based on their willingness and willingness to be involved in this study (Gravetter&Forzano, 2009). The number of subjects in this study was 50 subjects.

This study used two instruments, namely the ENRICH marital satisfaction scale developed by Fowers& Olson (1993) and translated into Indonesian by the researchers. A total of 15 items were designed to assess how satisfied individuals are with their married life. The ENRICH marital satisfaction scale consists of 10 aspects; (1) personality issues, (2) equalitarian roles, (3) communication, (4) conflict resolution, (5) financial management, (6) leisure activity, (7) sexual relationship, (8) children and marriage, (9 ) family and friends, (10) religious orientation. Each item is assessed using a Likert scale of 4 points starting from 1 (strongly disagree) to 4 (strongly agree). The second instrument is the Work-family balance scale developed by Zhang et al, (2012) and translated into Indonesian by researchers. A total of 13 items were designed to assess the extent to which individuals balance carrying out roles in work life and family life. Work-family balance scale consists of two aspects; (1) Work-family conflict and (2) Work-family enrichment. Each item was assessed using a Likert scale of 4 points starting from 1 (strongly disagree) to 4 (strongly agree).

The research procedure is divided into the preparation stage and the implementation stage. In the preparatory stage, the researcher determines the research theme along with the theory and measurement tools. Then the researcher translated the measuring instrument into Indonesian. At the implementation stage, data collection was carried out for three weeks using Google form which was distributed using social media. Researchers ensure that the subject meets the criteria with the initial form before filling out the questionnaire. The data in this study will be analyzed using the linear regression analysis method using IBM SPSS Statistics 23.

Based on the results of the validity and reliability tests on the marital satisfaction scale, the item validity coefficients ranged from 0.474 to 0.775 and the reliability coefficient was 0.92 which, when referring to the Guildford reliability coefficient criteria, was included in the high category (Sugiyono, 2013). While the work-family balance scale obtained item validity coefficients ranging from 0.276 to 0.749 so that 1 item was dropped because it had an item validity coefficient <0.3. Then a reliability coefficient of 0.82 is obtained which, when referring to the Guildford reliability coefficient criteria, is included in the high category (Sugiyono, 2013).

## 3. Result and Discussion

The general description of the research subject is as follows:

**Table 1 - General Picture of Research Subjects.**

Demographic Data	Category	%
Gender	Woman	86%
	Man	14%
Age	<30 years	40%
	>30 years	60%
Work	Teacher	48%
	Self-employed	52%
Marriage age	1-5 years	44%
	6-10 years	28%
	> 10 years	28%

Based on table 1, it can be seen that out of a total of 50 subjects, most of the subjects were female (86%) with the most age range > 30 years (60%). The subject's occupation is dominated as an entrepreneur (52%) and the age of the subject's marriage is between 1-5 years of marriage (44%).

The results of data collection are then categorized into 3 categories, namely low, medium, and high. The categorization results can be seen in table 2 as follows:

**Table 2 - Subject Categories of Marital Satisfaction Variables**

Category	Amount	%
Low	10	20%
Currently	28	56%
Height	12	24%

**Table 3 - Subject Categories of Work-family Balance Variables**

Category	Amount	%
Low	7	14%
Currently	3	6%
Height	40	80%

In the marital satisfaction variable, the most number of subjects are in the medium category, namely 28 people (56%). Whereas in the work-family balance variable, most subjects were in the high category, namely 40 people (80%).

Then the researcher conducted a prerequisite test and carried out a hypothesis test using the normality test and homogeneity test. In carrying out the normality test the researcher used the Kolmogorov-Smirnov technique which was calculated using the IBM SPSS Statistics 23 application. Both the marital satisfaction and work-family balance scales have a significance value of 0.00, which means that the data is normally distributed. Then the linearity test was carried out, the results were to form a linear line between variables, namely a significance linearity value of  $0.00 < 0.05$ . From the results of this study, it can be concluded that there is a significant linear relationship between work-family balance variables and marital satisfaction. After the prerequisite test, the next step is the hypothesis test. Based on the results of the prerequisite test, it is known that the data has a normal and linear distribution. The results of the normality and linearity tests can be seen in Table 4 and Table 5 as follows:

**Table 4 – Normality Test**

Variable	Asymp. Sig (2-tailed)
Marital satisfaction	0.00
Work-family balance	0.00

**Table 5 – Linearity Test**

Marital satisfaction*work-family balance	Sig
Linearity	0.00

Furthermore, researchers conducted correlation tests and regression analysis using IBM SPSS 23 to determine the relationship and influence of the work-family balance variable on marital satisfaction variables. The score is based on the results of the correlation test between the 2 variables, namely work-family balance and marital satisfaction with a significance value of 0.00. From the results of the correlation test, it can be interpreted that there is a positive relationship between the two variables, namely work-family balance and marital satisfaction. The results of the regression test using SPSS version 23 show that there is an effect of work-family balance on marital satisfaction indicated by the sig value = 0.00 and the value B = 0.977. This means that work-family balance affects marital satisfaction by 97% and the rest is influenced by other variables. The results of the correlation test and regression analysis can be seen in Tables 6 and 7 below:

**Table 6 - Correlation**

Variable	Marital satisfaction	Work-family balance
Sig. (1-tailed)	0.00	0.00

**Table 7 - Coefficients**

Model	B	Sig
Work-family balance	0.977	0.00

*\*Dependent Variable: Marital satisfaction*

The results of the research on work-family balance and marital satisfaction variables show that there is a positive and significant relationship between the work-family balance variable and marital satisfaction. The results of the regression analysis also show that there is a significant effect of the work-family balance variable on marital satisfaction. So the research hypothesis which states that there is an effect of work-family balance on marital satisfaction is proven and this is corroborated by previous research conducted by Widiningtyas (2022). Where the results of his research show that individuals who can balance their roles in the world of work and family will have high marital satisfaction. The imbalance of time that couples have for work and family can trigger conflict in the household and work. The negative impact that can arise due to conflict is that there is no satisfaction in the

marriage relationship and can even have an impact on divorce. Therefore, individuals who are married and working need to achieve work-family balance so that time for work and family can be balanced and of course, this will have a positive impact on work and family life.

Individuals who are married and work are faced with various role responsibilities that must be carried out, namely family roles and being responsible for work. Often the demands and pressures in the work and family domains conflict with each other, making participation in both domains even more difficult (Ginanjar et al., 2020). Success in balancing the demands and pressures of roles will facilitate participation in the domain and have a positive impact on the marriage.

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#### 4. Conclusion

The balance between work and family roles is very important for married and working individuals. If individuals can balance their roles in the world of work and family, the individual will have high marital satisfaction and vice versa. Individuals who are unable to balance roles in the world of work and family will have low marital satisfaction. For example excessive stress, poor communication with spouse and children, emotions that soar at home, and so on. Therefore it is important for individuals who are married and work to have a balance in managing life in the world of work and family to achieve satisfaction in marriage which has a positive impact on their physical and mental health.

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