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## Work The Influence of Resilience And Work-Family Conflict on The Stress of Working Mothers in Long-Distance Marriages

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**Abstract:** Women are afforded the same opportunities as men in the workplace; however, they are confronted with particular challenges, one of which is the conflict between work and family demands, which is commonly referred to as work-family conflict (WFC). WFC is regarded as a significant source of stress, particularly for women in long-distance marriages. The physical absence of a spouse, coupled with the emotional challenges of a physical and emotional distance, can precipitate an increase in stress levels. It is hypothesised that resilience is a supportive factor in the management of stress. This study examines the impact of resilience and work-family conflict (WFC) on stress levels among working mothers. The research employed purposive sampling technique with a non-probability sampling approach, involving 354 respondents who were working mothers residing in the Indonesian provinces of Sumatra and Java. The measurement tools employed were Connor-Davidson Resilience Scale (CD-RISC), Work-Family Conflict Scale (WFCS), and Perceived Stress Scale (PSS-10), with data analysis conducted using JASP 0.19.1.0 for Windows. The findings of this study indicate a significant influence of resilience and WFC on stress levels among working mothers in long-distance marriages. These results provide scientific evidence that resilience plays an essential role in mitigating the effects of WFC on stress.

**Keywords:** Resilience, Work-Family Conflict, Stress, Long Distance Marriage

### INTRODUCTION

Indonesia currently has a goal that is being pursued together. Carrying a vision of an Advanced Indonesia 2045, Indonesia is currently focusing on human resource development. According to data from the Badan Pusat Statistik (BPS), the total percentage of formal labor in 2021 was 43.39% male labor and 36.20%. This number increased from 2020, where the male workforce was 42.71% and the female workforce was 34.65%. Based on this data, the role of women in the world of work is needed.

Women have the same opportunities as men in the workplace in management and leadership. Moreover, in the current era, employers, communities and the media pay more attention to the concept of gender equality and justice. So far, the role of women begins with

giving birth, caring for, and raising children to become the next generation of superior, moral, creative and active nations. In building a family, the role of women is considered very important for family resilience (Wutsqah & Mukaddamah, 2023).

The conflict between work and family demands that disturbs the balance is called workfamily conflict. Kahn (in Wardani & Hapsari, 2022) explains that work-family conflict is a form of inter-role conflict where role pressures from the work environment and family environment often conflict. Work-family conflict is also seen as a source of stress that threatens the organization (Nelson, Fuchs & Kurtz-Cohen, 2022). Research by Khairunnisa and Darmawanti (2024) states that dual role conditions as mothers and employees cause limited time with children as well as physical and emotional fatigue. It also requires a balance between work and family roles by managing time effectively. Not only playing a role in the family and work environment, working mothers must also foster relationships with other people such as partners and the social environment. This is in line with research by Widya and Zona (2021) which found an influence on work-family conflict on burnout. Working mothers who experience stress often feel that their lives are difficult and heavy (Noor, Rahardjo, & Ruhana, 2016). In the previous explanation, it can be concluded that the stress factors of working mothers can arise from the home and work environment. This is supported by Akbar's research (2017) which states that working mothers are not able to manage time for affairs and work, which will lead to dual role conflict. These factors, if not addressed immediately, will have an impact on problems, both in the work environment and family (Wilson, 2010).

Mothers who undergo Long Distance Marriage (LDM) face emotional and physical challenges due to separation from their spouse. This separation often increases stress, especially when the dual role of mother and worker must be carried out without the presence of a partner. According to Putra (2017), Long Distance Marriage (LDM) is when couples are physically separated because one of them has to go elsewhere for certain reasons, while the other partner stays at home. Factors that lead to long-distance marriage include economic demands, maintaining employment, cultural reasons or customs such as the obligation to take care of elderly parents (Naibaho & Virilia, 2016). Ideally, marriage should be able to create closeness, friendship, fulfillment of sexual needs, togetherness, and emotional development between partners (Papalia, Olds, & Feldman, 2009). Physical separation is an experience that can cause difficulties and disrupt all aspects of a wife's life, and can even cause stress (Mijilputri, 2014).

One factor that can help individuals deal with stress is resilience. Resilience is an individual's ability to overcome and recover from adversity, which is part of the process of adaptation and positive development despite facing risks and threats (Masten, 2014). Resilience affects the ability of working mothers to face and manage stress. Connor and Davidson (2003) say resilience is a person's ability to overcome anxiety, stress, reactions to stress and even depression. In addition, resilience is the most appropriate competency in addressing the severity of life's challenges (Olson & Defrain in Hendriani, 2022). In general, resilience is seen as a basic strength that is the foundation of various positive characters in a person, including the ability to deal with adversity, resilience in the face of stress, and rise from the trauma experienced (Luthar in Hendriani, 2022).

Resilience is thought to help increase individual resilience, including in working mothers. A study from Griffin and Sun (2018) found that resilience has a negative relationship with workfamily conflict, stress and emotional exhaustion. In line with that, Wayne, Matthews, Crawford, and Casper (2019) said that resilience is also negatively related to work-family conflict. Resilience reduces the adverse effects of work pressure by improving their work-life balance (Johnson, Willis, & Evans, 2019).

## METHOD

The research method used was purposive sampling with non-probability sampling techniques, involving 354 working mother respondents living on the islands of Sumatra and Java. The measuring instruments used were Connor Davidson Resilience Scale (CD-RISC), Work-Family Conflict Scale (WFCS), and Perceived Stress Scale (PSS-10), with analysis using JASP 0.19.1.0 for Windows. The results of the data obtained are then analysed to find the conclusions of this study.

## RESULT AND DISCUSSION

The subjects of this study are working mothers who are involved in long-distance marriage in two main geographical areas in Indonesia, namely Sumatra Island and Java Island. This research uses non-probability sampling technique with purposive sampling type, that is, sampling is not done randomly but based on certain considerations relevant to the research objectives. Out of 354 respondents, 180 respondents from Sumatra Island (50.85%) and 174 respondents from Java Island (49.15%) were obtained.

The first hypothesis test was carried out by simple regression analysis regarding the effect of resilience on stress, which then obtained the results of the calculated t coefficient value of  $11.453 > t \text{ table } 1.960$  and  $p \text{ of } 0.001 < 0.05$ , so it can be said that there is an effect of resilience on stress. In the second hypothesis test still uses simple regression analysis techniques on the effect of work-family conflict on stress, which then obtained the results of the calculated t coefficient value of  $26.375 > t \text{ table } 1.960$  and  $p \text{ of } 0.001 < 0.05$ , so it can be said that there is an effect of work-family conflict on stress.

The third hypothesis test uses multiple regression analysis techniques regarding the effect of resilience and work-family conflict on stress, which then obtained the results of the calculated F coefficient value of  $367.518 > t \text{ table } 1.960$  and  $p \text{ of } 0.001 < 0.05$ , so it can be said that there is an effect of resilience and work-family conflict on stress in a positive direction.

**Tabel 1. Hypothesis Test**

X1 and Y	$11,453 > 1,960$	$0,001 < 0,05$
X2 and Y	$26,375 > 1,960$	$0,001 < 0,05$
X1 and X2 with Y	$367,518 > 1,960$	$0,001 < 0,05$

The results of this study suggest that as resilience increases, so does the stress experienced by working mothers in long-distance marriages. This is supported by the findings of Putri and Daliman (2018), who used resilience strategies to overcome emotional distress while living their daily lives without a partner nearby. High resilience is often associated with high stress due to complex interactions between biological, psychological, and environmental factors. Resilience allows individuals to adapt to stressors, but the adaptation process itself can be stressful because it requires significant cognitive and emotional resources. Resilient individuals often demonstrate cognitive flexibility, which allows them to adjust their thinking in response to stress (Iacoviello & Charney, 2020).

For the work-family conflict variable, the analysis shows a significant effect in the positive direction on stress. This means that the higher the work-family conflict, the higher the stress experienced by working mothers in long-distance marriages. This is supported by the research of Zulkifli, Saidon and Abd Aziz (2022) who also found that stress is significantly experienced by individuals who experience work-family conflict. In addition, the findings of Ahar, Annisafa and Sukandar (2022) found that work-family conflict is positively correlated with stress.

## CONCLUSION

Based on the results of the research, the following conclusions can be drawn; there is a positive and significant influence between resilience and stress of working mothers who undergo long distance marriage. This means that the higher the resilience, the higher the stress of working mothers who undergo long distance marriage. And vice versa.

In the work-family conflict variable, there is a significant positive effect between the effect of work-family conflict on the stress of working mothers who undergo long distance marriage. It is known that if the higher the work-family conflict owned, the higher the stress of working mothers who undergo long distance marriage.

There is a positive and significant influence between resilience and work-family conflict on the stress of working mothers undergoing long distance marriage. This means that working mothers who undergo long distance marriage have high resilience and high work-family conflict tend to have high stress. Conversely, working mothers who undergo long distance marriage have low resilience and low work-family conflict tend to have low stress.

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