



The Relationship between the Dimensions of Family Characteristics, Job Characteristics and Work-Family Conflict on Women Entrepreneurs

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Abstract

This study aims to examine the relationship between family characteristics, job characteristics, and work-family conflict on women entrepreneurs in Yogyakarta, Indonesia. This study using a Pearson correlation analysis to examine the relationship between the dimensions of the three variables studied.

The results found that the strongest correlation was found in the relationship between the dimensions of stress and work-family conflict, were also found in the relationship between the dimensions of time pressure with work-family conflict, and also on the relationship between the dimensions of the number of children with work-family conflict. Relationships are the weakest on the dimension of family support with work-family conflict.

The study also found a low intensity on work-family conflict and time pressure dimension. Higher intensity found in the dimensions of stress and the dimensions of the power of family support. These findings failed to find a significant relationship between age of the child with work-family conflict that results showed differences with previous findings

Key Words: *family characteristics, job characteristics , work-family conflict , entrepreneurship, female entrepreneur, small-scale industries*

ENHANCING THE ROLE OF WOMEN IN EDUCATION AND EMPLOYMENT

Increasingly recognized that women have been able to donate a substantial contribution to improving the welfare of future generations .The struggle and emancipation of women began to lunge Raden Ajeng Kartini in education so as to align the education of women to men in all areas, including employment in the formal sector and informal sector. Women have rights, obligations and opportunities as men to participate in all development activities (Muljaningsih & Rofiati, 2000).

The woman has undergone many changes in the role, not only as a housewife with domestic activity, but also they are actively involved in a variety of jobs outside the home. For women, involvement in both work independently and as a member of society, this



involvement can affect things are interlinked in themselves, such as self-confidence, attitude and its role in decision-making in the family (Muljaningsih & Rofiati, 2000).

Contribution of women to the economy of Indonesia can be seen through a pattern of labor force participation rate (LFPR) of women which is the ratio between the number of labor force to total labor force. From the table below, can still be seen patterns of labor force participation rate of women in Indonesia in 2006 was lower than the level of labor force participation of men.

Quality of labor force of men and women are shown in Table 1. In 2006, the percentage of female workforce primary education is much more than male labor. Similarly, the percentage of women who are educated workforce junior high school and senior high school only 17 percent of the workforce than men with the same education level, however, the percentage of the female workforce are educated and university. Diploma has reached 2 and 3 percent.

Table 1

Working Age Population Based on Education and Gender

Education	Male	Female	Total
< Elementary School	38,818,188	45,728,659	84,546,847
Yunior High School	19,969,026	17,613,216	37,582,242
Senior High School	17,306,693	12,955,736	30,262,429
College	1,392,763	1,539,111	2,931,874
University	2,373,092	1,561,196	3,934,288
Total	79,859,762	79,397,918	159,257,680

Source : BPS/Sakernas, 2006

Table 1 shows the demographic conditions of the working age population according to educational background between men and women. Emancipation movement has resulted seen that the number of educated women is almost equal to men. Whereas in the past, women only act as housekeeper, while men are seen as the main breadwinner in the family, today more and more women are working. With higher levels of education, the more likely women have a dual role as a housewife and worked both in the formal and informal sectors.



The pattern of labor force participation rate of men increased significantly from age group 15-19 years and 20-24 years. The low labor participation rate of men in the age group 15-19 years, which because they are in their school and still graduated. The low quality of labor also has implications for the type and status of the limited employment for women. In other words, women workers can only work as skilled workers with low skills. Based on the results Sakernas in 2006, statistics show that the number of female workers who are not paid much higher than male workers are not paid. They do not receive a salary and do not receive remuneration in producing goods and services.

Table 2

Work Force Based on Age and Gender

Age	Gender		Total
	Male	Female	
15 -24	13.328.148	9.125.932	22.454.080
25-34	17.768.050	9.852.243	27.620.293
35-44	16.292.911	8.965.890	25.258.801
45-54	11.545.800	6.181.374	17.727.174
55+	8.737.649	4.483.798	13.221.447
Total	67.672.558	38.609.237	106.281.795

Source : BPS/Sakernas 2006

There is increase in labor force participation rates of men ages 20-24 years has been estimated for the completion of secondary school education plus a good college graduates or university diploma. The pattern of increased female labor force participation rate was not significant overall, the labor force participation rate of the age group 15-19 years increased only slightly in the labor force participation rate of the age group 20-24 years. Similarly, subsequent patterns of female labor force participation rate increased only slightly with age. There are still gaps labor force participation rates of men and women.



Table 3

Major Work Type and Gender

Occupation	Gender		Total
	Male	Female	
Professionals	1.780.759	1.831.281	3.612.040
Leader/Manager	211.317	38.471	249.788
Adminitration	2.827.579	1.410.985	4.238.564
Sales Administration	8.570.005	7.685.919	16.255.924
Service	2.784.366	2.455.636	5.240.002
Agricultural	27.244.145	14.795.105	42.039.250
Manufactur	18.067.157	5.083.323	23.150.480
Other	378.999	12.055	391.054
Total	61.864.327	33.312.775	95.177.102

Source : BPS/Sakernas 2006

Data in the table shows the number of women working as professionals more than men. It shows the increasing number of women working in the formal sectors, skills and educational background are not inferior to men. In the formal sector, such as the sales and service unit also showed the same phenomenon. Many factors affecting the change is due to increased female education and cultural shift as a result of globalization, these changes can be seen by the number of women participating in the labor market. In 2006, there was 36.33 percent of the workforce is female, and the rest is labor of male. This figure recorded increases if we compare the female labor force in the previous years.

The table 4 provides information that most women work, but do not get a salary or paid for the work they do, their job is volunteering to help others or be a chore every day as a housewife, most women also entered the informal sector who do they work independently (alone) and assisted by members of the family, however, very few women working as entrepreneurs. Women with major employment status "of their own" has 29.29 percent, employment status "trying to help households" at 19.5percent, have a profession as an entrepreneur by 13.2 percent, worked as a laborer as much as 32.79 percent, to work as a freelancer in the agricultural sector 34.89 percent, to work as a freelancer outside the agricultural sector amounted to 16.5 percent and the workers are not paid at 70.99 per cent.



Table 4

Working Population According to Main Job Status and Gender

Main Job Status	Gender		Total
	Male	Female	
freelance	12.956.601	5.345.060	18.301.661
Employer assisted households	16.604.840	4.028.144	20.632.984
Entrepreneur	2.442.297	371.472	2.813.769
Workers / laborers	17.455.666	8.517.279	25.972.945
Workers in agriculture	3.834.436	2.051.930	5.886.366
Workers in non-agricultural	3.543.824	700.306	4.244.130
Unpaid Workers	5.026.663	12.298.584	17.325.247
Total	61.864.327	33.312.775	95.177.102

Sumber : BPS/Sakernas 2006

WORK-FAMILY CONFLICT

A number of previous studies on the role and involvement of women in employment or start work focuses on the study of women's career development within the organization mainly deals with various kinds of obstacles faced by women working in the workplace, research conducted by Soetanto (2003), also indicate the presence of obstacles structural and social culture experienced by women working in developing their careers in the workplace. Constraints in the form of socio-cultural or culture should also be faced by working women.

Barriers in the form of socio-cultural or culture should also be faced by working women as a form of persistence to the view that till now people often assume that women do not have a dual role. They assume that women serve only as house wives only. Judging from the social aspect, people still see women and men have different strata, in which women are considered to have a lower position than men. Sometimes women are considered not necessary to pursue a career working in the company to the fullest. Judging from the cultural aspect, there are many people who argue that the primary function of women is the guardian of the children and take care of homework. But other people's view showed the multiple roles of women in society and in the family is working



with the company. These conditions often force women to be able to divide the concentration in a variety of roles.

Dilemma of family and work can be a serious problem for women, including women who decide to pursue a career as an entrepreneur. They are responsible for managing the business being operated. This dilemma is also experienced by women who have multiple roles as housewives and working women. This dilemma creates a conflict later known as work-family conflict or work-family conflict. Family-work conflict arises because each role demands attention, responsibility and time spent as much among the many activities.

Women entrepreneurs have a dual role as a career woman and a housewife, which will take up the dual role and the role of their time at home. Although supported by a husband who also works, but usually more domestic workload borne by the woman or wife. Conflicts that arise in employment and household couples who have dual-career. The conflict was also fueled by the various obstacles that arise both structural and socio-cultural enabling the emergence of work-family conflict. This conflict also then raises the potential for reduced life satisfaction of women entrepreneurs that include job satisfaction, life satisfaction and satisfaction with the marriage.

Dilemma of family and work can be a serious problem for women, including women who decide to pursue a career as an entrepreneur. They are responsible for the success of their business and manage employee benefit, while on the other hand, they should be responsible for the future of the family cultivated. Dilemma experienced by women who have a dual role creates a conflict that came to be called as a work-family conflict or work-family conflict based on the above background. This study aims to find out more about how the characteristics of family relationships and job characteristics with work family conflict of women entrepreneurs lived in Yogyakarta.

METHOD

The research was conducted in the area of Yogyakarta. Determining the location selected based on the consideration that in this region there are a number of women who work as entrepreneurs in the informal sector with the roots of the culture and social life. A non probability sampling used in this study was purposive sampling is the basic sampling use is considered to conform to the criteria of research to improve the accuracy of the sample (Cooper & Emory, 1995). Criteria for the study's respondents are women entrepreneurs who are married and live in Yogyakarta.



Data collected through the survey by distributing a questionnaire that is then filled by the respondents as a research subject. Besides extracting the data is done through unstructured interviews with some of the selected respondents. Secondary data were obtained from literature studies and other publications.

SAMPLE

Survey respondents totaled 127 women entrepreneurs consisting of 31 women entrepreneurs aged 20 to 30 years, as many as 45 women entrepreneurs aged 31 to 40 years, 42 of those women entrepreneurs aged 41 to 50 years and 9 women entrepreneurs aged over 50 years. Most respondents educated high school/secondary school as much as 42.6 percent, 39.5 percent much Diploma educated, educated elementary and junior high schools respectively by 7 percent and a minority of respondents (3%) with a background of university education and the equal.

TESTING RESEARCH INSTRUMENTS

The test results above indicate that the questionnaire instrument includes time pressure, perceived stress and family support partially demonstrate the value of $r > 0.6$. Therefore it can be concluded that the instrument used in this study is reliable because it has a Cronbach's alpha greater than 0.6 (Hair, et.al, 1998) for the dimensions of locus of control or greater than 0.7 (Sekaran, 1992) for the dimensions of need for achievement and risk taking. Based on the results of testing on the instrument used in this study can be said to have a high level of consistency which can be analyzed further.

PERCEPTIONS OF WORK FAMILY CONFLICT

Most respondents did not feel the stress experienced during the managing company. Only sometimes they are exhausted physically and psychologically because of the difficulty delegating tasks and jobs to others. They do not feel emotional stress when having to compete with other similar companies, and when it has been cooperating with people inside and outside the company. Managing the company's activities in the career choices of respondents did not allow them to increase the intensity of the conflict in a conflict with his life partner. But sometimes they are not agree to link the problems that occur in the family with a job. Dissent even much happening with other family members such as parents, children and in-laws.



DIMENSIONAL PRESSURE AND TIME SCHEDULE FLEXIBILITY

One of the characteristics of work-family conflict triggers work is time pressure. Time pressure is related to the amount of time spent by each role. Time is a limited resource that nature, because of the time of day is only 24 hours, which is plenty of time spent on running the business and the rest is used for domestic chores as a housewife. Most women entrepreneurs do not feel any pressure when in fact they are able to manage the two roles should be adopting the profession as a corporate leader and a good housewife because of the flexibility in arranging daily activities schedule. This condition is different from the women who work as employees of companies that tend to feel the pressure of time and the schedule set by the company.

There is flexibility in the timing of which is owned businesses often make women be able to maintain a balance between meeting together with family and running the company's daily management activities. Difficulties often at the beginning they were managing the business of having to provide a lot more time and concentrate to make the company's growth. The tendency to keep working on a holiday is not experienced by all women entrepreneurs, but they often have to come early or stays late if required in the completion of the work. They also are still able to maintain the flexibility of working hours if at any time should run the affairs of the family that are sudden.

DIMENSIONS OF FAMILY SUPPORT

Family support from family members can help reduce work-family conflict experienced by many working women. Such support may include attitudes, emotions and other support instruments. Attitude is meant here is the attitude that comes from couples who can reduce work-family conflict. Emotional support is meant indicating sympathetic activity and behavior such loving attention, willingness to listen and give advice. Instrumental support is meant is the presence of another person who can assist in household chores included in parenting and household chores.

Most of the respondents said getting enough support from family has been good in the form of emotional support and physical support. Although 24 hours is not owned , they devoted to the care of household activities, but they say getting enough attention by their respective spouses. They have husbands who are ready to listen to complaints about the problem of work and family issues, so it was getting a reliable partner in maintaining domestic harmony. Support also comes from the people who ready to help if you get in trouble doing household activities.



PARENTAL DEMAND

Parental demand could affect the presence of family-work conflict. Someone who has been a parent will have the experience of work-family conflict are more than those who have not had children. There is a tendency for those who are married and have children will spend more time on domestic chores. Parental demand is measured by the number and age of children .

REALTIONSHIP BETWEEN CHARACTERISTIC WORK WITH FAMILY CONFLICT WORK

The results of testing the relationship between job characteristics include flexibility of time and schedule pressures, stress and work-family conflict appears in the following table. Overall, the relationship between variables produces a highly significant correlation value because it has a p-value of less than 5 percent (0.05). The power of a positive and significant at moderate levels with the highest correlation value at 00:56 on the relationship between the variables are time pressures and schedule flexibility with the level of stress experienced by women entrepreneurs in running two roles at once. Increasingly strict time schedule facing the higher perceived stress, and the higher the perceived time pressure, the higher the perceived stress women entrepreneurs. So the hypothesis I stated a positive and significant relationship between the variables of time pressure and the schedule flexibility with stress has been shown in this study.

Hypothesis II, which suggested a positive and significant relationship between the variables of time pressures and schedule flexibility with work-family conflict is supported by the results of this study.. Given that there is a moderate correlation between the variables of time pressure and schedule flexibility with work-family conflict variables for 0335 with a p-value less than 0.05. This shows a significant relationship between the two variables. Increasingly strict time schedule facing the higher the perceived work family conflict, and the higher the perceived time pressure, the higher the perceived family conflict entrepreneurs working women.

Characteristics include time pressures of work and schedule flexibility and stress have different levels of strength of association with variable working families. But overall relationship between the study variables were significant. The linkage between the pressures of time and schedule flexibility with stress had a stronger association than the association between relationship variables and time schedule flexibility with work family conflict.



Schedule time and less flexible jobs can affect the amount of time that can be used by married couples. Several previous studies showed that women who had a schedule working time and flexible working will have a lot more time with her husband and children (Barling, 1990). Scarcity of time and togetherness with your spouse to be the main cause for the destruction of marriage experienced by women who work as entrepreneurs (Carter and Canon, 1992).

Variable work stress had a moderate strength relationship with work family conflict perceived by women entrepreneurs. Job stress have a tendency to destroy the harmonious relationship husband and wife if not managed properly. Perceived job stress will directing the mental and emotional conditions such as anxiety and other negative irritation, and if the stress is brought back it will affect the emotional stability of the family members also harmonious marital relationship. Marital relationship depends upon the lines of communication between husband and wife (Cutrona, 1996). Research conducted by Suchet and Barling (1986) showed a positive relationship between marital satisfaction with communication fabric.

The results of this study showed a positive relationship between job stress variables with work family conflict. The higher the level of perceived stress, the higher the intensity of the conflicts that arise between two roles to be borne by women entrepreneurs. Stress that arise are usually caused by a very large responsibility for the company's progress and welfare for its employees. Stress also triggered by demands to provide the best service to its customers, the intensity of competitive rivalry and limited resources.

RELATIONSHIP BETWEEN CHARACTERISTICS OF FAMILIES WITH FAMILY CONFLICT WORK

The results of testing the relationship between family support for families, the number of children the child's age and family-work conflict appears in the following table. There is a positive and significant relationship strength at moderate levels with a correlation value of 0.32 found in the relationship between work family conflict with the number of children they have. It shows a lot of possession as children, the more likely they feel the work family conflict. These findings are consistent with research findings Kim and Ling (2001) that showed a significant relationship. This finding is also supported by other studies showing that the more the number of children that are owned by women entrepreneurs, the more amount of time and effort should be devoted to taking care of domestic chores, especially the children.



The high cost of education and living costs are likely to be contributing factors why have a relatively large number of children that would allow high conflict faced. Limited time to take care of the family also owned a cause of the inability to take care of children with higher numbers. The high criminality and the modern social environment also requires married couples to spend a lot more time to give better attention to the educational development of their children. Increasingly low employment and high unemployment as demand more attention from parents to equip their children with the knowledge, insight, emotional state and a positive mental attitude. Demands like these are very difficult to meet when they have more number of children.

The hypothesis states a negative relationship between the variables of family support work-family conflict is supported by the results of this study. It is known from the test results that produce the correlation coefficient of -0,234 to 0,008 above the significance level of p-value of 0.05. It shows higher family support for his career as an entrepreneur, the lower levels of work family conflict faced in carrying out the two roles at once, which is to become a housewife and a career to manage the business. Emotional support and attitudes that support from family is very supportive family harmony and is expected by women entrepreneurs. Dilemma of work family conflict can be reduced at least by the support and attention from her partner. Love, empathy and attention will improve closeness, understanding and agreement of marriage both parties (Cutrona, 1996). Marriage relationship is good at least to reduce stress including the conflicts experienced by married couples, especially for women entrepreneurs, emotional support from family life to its main asset (Carter and Cannon, 1992).

Hypothesis that the relationship between the age of the child with the family-work conflict was not supported by the results of this study because it has a correlation coefficient of -0.12 with the level of 0,895 with p-value of 0.05. This finding is inconsistent with the findings of research from Kim and Ling (2001) which showed a negative and significant relationship.

MANAGERIAL IMPLICATIONS

This study shows the work family conflict experienced by women entrepreneurs are actually almost the same as the work family conflict experienced by women in other work. Only a mother who worked as both employers and employees will have a slightly different kind of conflict they face in the workplace. The findings of the study have several implications.

1. Family support, especially couples (husband)



Women experiencing family conflict work because they have to manage their role in the household and its role in the work, while the husband is often delegate responsibility to his wife's family maintenance. Husbands tend to concentrate fully on his career achievements in the workplace so that the responsibility for education of children and family well-being charged more on his wife. If your husband is willing to provide the time and attention on the activities of the household work family conflict will decrease its presence.

There are several obstacles that arise that cause low spousal support to the decrease of work family conflict. The first obstacle is a cultural factor that has been demanded of women to provide more time in the care of the household and provide greater opportunities for career men in their work at once, increasing the work-family dilemma faced by women entrepreneurs. The nature of masculinity of men who will go down if they contributed to the running of domestic activities every day .

The second barrier, gender socialization explanations perceive that household work and take care of children is women's work and will change the masculinity of men if they are involved in jobs like that. Therefore, a more egalitarian ideas of gender (equality of rights and obligations) if implemented will help reduce family conflict work.

Other obstacles arise because men are very likely not to help such activities because they do not have the required skills or do not know how to run the event properly. Repairing curricula at all levels of education is necessary to equip the ability of both men and women to have the same ability in running the household and domestic activities in their work activity. The company was also able to actively participate by encouraging husbands to participate actively in educating our children and used to run the activities of domestic households.

2. More flexible work scheduling

More flexible work scheduling will provide an opportunity for women entrepreneurs to manage a better job and personal life more effectively. This condition allows working mothers to have more time to take care of the children, as well as household chores, reduce time pressure in making time for family and work together.



Flexible work schedules or flexible to be useful for companies to recruit and hire potential employees who can not work full-time, especially for married women. So it is important for companies to consider the implementation of a more flexible work scheduling.

3. Full-day school

Today, a growing number of schools that offer a full day of school package that can be a solution for women who face family work conflict . Such schools offer a curriculum that ensure education combine with mental health for children and students. The cost for such a facility is not cheap so it becomes an obstacle for them to put their children in these types of schools.

4. The harmony of the marital relationship

Conflict experienced by a husband and wife will have major implications for employment, marital satisfaction and life satisfaction of women-owned businesses. Therefore, an important factor for women entrepreneurs not to let work interfere with activities of harmonious marital relationship. Women entrepreneurs often also have relatively little time to spend on their partners because most already spent to take care of the kids and work.

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