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An Overview Of The Work-Life Balance Among Working Single Mothers With Adolescent Children at PT. Sinar Pure Foods International In Bitung City

Gloria Patria Makasiahe[1], Tellma Mona Tiwa[2], Sinta Elisa Jelita Kaunang[3]

[123]Psychology Study Program, Manado State University

CorrespondingAuthor:22101194@unima.ac.id,tellmatiwa@unima.ac.id, sintakaunang@gmail.com

Abstract

The increasing participation of women in the workforce has led to an increasing number of single mothers taking on dual roles as breadwinners and caregivers. Working single mothers face challenges in fulfilling their dual roles as breadwinners and caregivers, particularly when they have adolescent children. This occurs because the dual roles they undertake require active participation and equally strong performance, making the ability to balance work and family responsibilities highly important. This study aims to understand role involvement and conflicts in work and non-work domains among working single mothers with adolescent children at PT. Sinar Pure Foods International in Bitung City. This is a qualitative study using a phenomenological approach conducted with two single mother respondents who have adolescent children aged 13–17, through semi-structured interviews. The results of this study indicate that both respondents are highly engaged in their work and non-work roles; however, differing levels of role conflict and social support result in varying levels of work-life balance. A new finding from this study reveals a unique aspect: adolescents are not always a source of conflict that prevents the achievement of work-life balance; rather, they can also serve as a source of support for single mothers because, at this age, children begin to develop independence and have their own income.

Keywords: Single Mothers, Adolescents, Work-Life Balance

INTRODUCTION

The phenomenon of women performing dual roles is no longer new in contemporary society. The role of women has undergone a significant transformation, particularly with the

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increasing participation of women in the workforce. Women are no longer confined to domestic responsibilities but are also actively engaged in public and professional domains. Soelistiyono & Fei Chuan (2023) state that *"the modern world has created new roles for women, gradually approaching traditional male social functions such as working and earning money."* This reflects a gap between normative expectations and the realities of women's roles in modern society. Working women are not limited to those who are single but also include married women, mothers, and single mothers.

Women who undertake dual roles are expected to balance work responsibilities while fulfilling their roles within the family. This condition becomes more complex for single mothers, who must act as both primary caregivers and breadwinners without the support of a partner. Data from PT. Sinar Pure Foods International, a company engaged in tuna processing and canning, indicate that out of 636 employees, 417 are women and 15 of them are single mothers. Although this number is relatively small, the presence of single mothers in the workplace remains significant, as they must balance their dual roles while facing various role demands. At the national level, this phenomenon is increasingly evident in Indonesia, where approximately 12.75% of households are headed by women, with the number of single mothers reaching 7.9 million in 2022. Furthermore, in 2024, data from the Badan Pusat Statistik (2024) show that 15.6% of women in Indonesia lead households with 2–3 members, while 13.2% lead households with 4–5 members.

This situation makes single mothers a vulnerable group prone to psychological distress, emotional exhaustion, and a decline in quality of life (Nomaguchi & Milkie, 2003). According to Sengkey et al. (2021) Single mothers must possess the ability to adapt and persevere in the face of life's difficulties, including when they must raise children while fulfilling the role of head of the household. Therefore, the issue of work-life balance has become increasingly important to examine due to its relationship to individual well-being and work.

Work-life balance refers to the balance between the demands of work and personal life, where employees are ideally able to allocate time proportionally to themselves, their families, friends, and careers (Kapahang et al., 2022)The benefits of achieving work-life balance have been described in previous research by Weerakkody & Mendis (2017) who concluded that the implementation of effective work-life balance strategies can not only reduce stress levels but also enhance employee well-being, both in the workplace and in their personal lives.

Saina et al. (2021) also state that when employees successfully align their time and commitment between work and personal life, they become more motivated, focused, and

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improve the quality of their work. Conversely, if employees feel they have failed to balance the two, they tend to feel exhausted and create a poor work environment that can be detrimental to both themselves and the company. Therefore, researchers believe the topic of work-life balance warrants further study.

Several studies have examined work-life balance among working mothers and single parents. For example, Megumi et al. (2022) found that single mothers with children in early to middle childhood were able to achieve work-life balance due to external childcare support. Meanwhile, single mothers with children in adolescence struggled to achieve work-life balance. This occurs because adolescents begin to exhibit rebellious and unruly behavior, forcing single mothers to take a more active role in raising their children.

Most studies on work-life balance have primarily focused on working mothers who have partners. For instance, Syahirah & Hendriani, (2023) examined the dual roles of mothers with preschool-aged children who receive support from their partners, while Pertiwi & Wulandari (2024) emphasized the importance of fathers' roles in maintaining family balance. In addition, Ivana & Partasari (2023)investigated work-life balance among working mothers with children aged 3–5 years during the pandemic.

These findings indicate that research specifically addressing work-life balance among single mothers with adolescent children remains limited. In fact, characteristics of adolescents, who require more complex supervision, attention, and emotional support, have the potential to increase the pressure single mothers face in managing their work and family roles. This issue is particularly critical because adolescents are a group highly vulnerable to various negative influences, thereby requiring a strong parental role, especially from mothers, in providing guidance and supervision to prevent deviant behavior (Siregar & Usiono, 2023). Therefore, further research is needed to gain a deeper understanding of the work-life balance in the context of single mothers with adolescent children.

Therefore, this study was conducted with the aim of examining the dynamics of work-life balance among working single mothers with adolescents children, specifically examining role involvement in both work and non-work domains, as well as the conflicts that arise between these roles. This study focuses on employees of PT. Sinar Pure Foods International, a company with high production demands and a shift work system that can further complicate single mothers' ability to manage their dual roles.

METHOD

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This study uses a qualitative approach with a phenomenological design to deeply understand the experiences of working single mothers with adolescents children in achieving work-life balance. Sugiyono (2018) states that qualitative research is generally known as a naturalistic research approach because it is conducted in situations without specific arrangements. The subject of qualitative research develops organically, as it is, without the researcher's intervention, and the researcher's presence does not disrupt the subject's dynamics. Meanwhile, the phenomenological approach was chosen because it allows researchers to explore the subjective meanings constructed by individuals based on their life experiences (Herdiansyah, 2010).

The study was conducted at PT. Sinar Pure Foods International in Bitung City from March to April 2026, because the company has a number of female employees who are single mothers and are relevant to the research focus.

The research subjects were selected using purposive sampling, which involves selecting participants based on specific criteria aligned with the research objectives. This study involved two single mothers who work at PT. Sinar Pure Foods International has adolescents children aged 13–17, and, based on preliminary studies, they experience various challenges related to their dual roles. To enhance data credibility, the study also involved supporting informants consisting of the participants' children, family members, and coworkers as sources of triangulation to gain a more comprehensive understanding of the respondents' work-life balance experiences.

The primary instrument in this study was the researcher, who served as the human instrument responsible for collecting, processing, and interpreting data Sugiyono (2018)**.** Data were collected through semi-structured interviews, non-participatory observation, and documentation, with guidelines based on the work-life balance dimensions outlined by Sirgy & Lee (2018). Data analysis was conducted using the Miles et al. (2014) model, which includes data condensation, data display, and drawing and verifying conclusions. To ensure the validity of the findings, the study employed triangulation of sources, techniques, and time to enhance the credibility and scientific validity of the data obtained (Sugiyono, 2018).

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RESULTS AND DISCUSSION

Role Involvement in Work and Non-Work Domains

1. Respondent 1 (KA)

Table 1 KA attendance data (Dec-Mar 2026)

Period (2026)	JK	JHP
Dec-Jan	11.85	12
Jan-Feb	18	21
February-March	17.5	18
Note: Number of Attendance (JK) Number of Production Days (JHP)		

Based on table 1 above, in the period of December-January 2026, the absence of KA only had a difference of 0.15 of the total 12 production days which could mean delays. In the period of January-February 2026, there were 3 days of absence recorded out of 21 production days, while for the period of February-March 2026 the difference was only 0.5 days, which means that out of 18 working days there was 1 day where KA only worked half a day. This data illustrates that R.1 (KA) carried out his work responsibilities optimally despite having other responsibilities outside of work.

On the other hand, in her role as a mother, KA also continues to fulfill her role with full commitment. This is evident in KA's daily routine, such as preparing her children's school supplies, preparing breakfast, and cooking before she leaves for work. And when this research was conducted during Ramadan, the fasting month, KA revealed her routine:

> *"If I wake up early during that month, we have suhoor at 3:00 a.m., and after that, I don't go back to sleep because I have to perform the dawn prayer and get ready for work. First, I make sure my children are ready for school, as two of them are still in school, so I help them get ready while also preparing myself to go to work"* (R1.W1.006).

KA revealed that she has a definite schedule of activities that she will do in the morning before going to work so that she can continue to carry out her role as a mother for her children in addition to her duties as a worker, *"Every morning, I make breakfast for the kids, wake them up, and get their school uniforms ready; those routines are always there" (R1.W2.149).*

KA also tries to still be able to take her children to school when she hasn't left for work, but KA admits that when she has to go to work before her children, her children will walk to school or be taken by their brother-in-law (the husband of her first child). "*Yes, I always make time to take them. For example, right now during Ramadan, I start work at 6:30 a.m., but they*

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don't start until 7:00 a.m., so sometimes while they're still showering and getting ready for school, I have to leave first, so they have to walk" (R1.W3.380).

2. Respondent 2 (EM)

Table 2 EM attendance data (Dec-Mar) 2026

Period (2026)	JK	JHP
Dec-Jan	11.97	12
Jan-Feb	18.85	21
February-March	15	18
Note: Number of Attendance (JK) Number of Production Days (JHP)		

The data from this table shows that in the period of December-January 2026, EM's attendance rate reached 11.97 out of a total of 12 production days. This very small difference indicates that EM was almost always present, with the possibility that the difference was caused by lateness. In the period of January-February 2026, EM had an attendance rate of 18.85 out of a total of 21 work days, indicating absences for approximately 2 days. Meanwhile, for the period of February-March 2026, EM's attendance rate was 15 days out of a total of 18 production days, meaning there were absences for 3 days. This aligns with the results of an interview with EM, who explained that she had taken several days of leave to accompany her parents to the hospital: *"When my mother was sick, until she returned home, I had to take care of her… "At first, I was granted leave, but later it was counted as an absence"* (R2.W2.431), *"At that time, I was granted leave three times"* (R2.W2.433).

Meanwhile, in her role within the family, EM also carries out various domestic responsibilities. As the primary caretaker of the family's needs, EM plays a crucial role in meeting every need at home, "*Since I'm an only child, whatever needs arise at home automatically become my responsibility"* (R2.W1.174). Apart from that, EM is also still involved in tasks such as cleaning the house, cooking and trying to accompany her children, such as helping to study or taking her children to activities when she is not working, *"Yes, sometimes I take my child to practice for school activities..."* (R2.W2.195).

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Conflict Between Social Roles in Work and Non-Work Domains

1. Respondent 1 (KA)
   a. Work conflict

Conflict in R.1 (KA)'s life arose due to various challenges she experienced both in her work and non-work roles. KA revealed that her work was not always smooth. She could not avoid having people who disliked her, *"…sometimes there are people who don't like us, not everyone at work always likes us"* (R1.W1.053). However, she is still able to handle it by not overthinking it and continuing to work professionally in accordance with established procedures.

In addition, in her status as a single mother, KA admitted that compared to other employees, she might be late or ask for permission more often because of child matters, which makes her boss angry, *"Because we have to take care of the children first in the morning to get them ready for school, prepare their breakfast, so I'm late"* (R1.W2.159). This was also confirmed by KA's co-worker, who said that *"Yes, because we leave at 7:30, the children come in at 7. So that's why she is late"* (I1.W1.024). This condition makes KA have to endure the shame when she is scolded in front of many people. *"Yes, that's true. I often feel embarrassed but remain self-aware. Sometimes I get scolded by my boss for being late"* (R1.W2.163).

Another challenge that KA experienced at work was also related to her duties as a mother, namely that she felt unfocused at work because she often thought about her children at home. KA said, *"I often can't fully focus on my work because I'm constantly thinking about what's going on at home; if something happens, I immediately ask for time off, go home early, or even skip work altogether" (R1.W2.147).*

   b. Family conflict

In addition to challenges at work, KA also faces challenges in carrying out her role as a mother in the midst of her family. One of the main challenges she feels is the limited time with her children due to high work demands of her job. KA revealed that her long working hours, which last about 9 hours, keep her busy and force her to spend a lot of time at work. KA even explained that when she gets a second shift schedule that starts at 8 am, she often has to go home late because the working hours are pushed back to adjust to the targets that must be achieved that day, so that time with her children is reduced because when she gets home from work, sometimes her children are already asleep. This makes KA feel unbalanced in terms of dividing her time, especially for her

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family, "*When I get home, they're already asleep, so I feel sad because we can't talk or ask about their day"* (R1.W1.070). This is also supported by the statement of KA's neighbor, who also saw KA coming home from work at night, "Well, if she starts work in the morning, she's already home by the afternoon, but if she starts work in the afternoon, it's only on nights like this that we get to see her" (I4.W1.020).

The challenges KA faces are not only limited by time constraints, but also related to the family's economic challenges. KA is the sole breadwinner in her family and has to bear a large financial burden because her children are unemployed. Although KA has a son-in-law who works, his work as a casual laborer does not guarantee daily work. Therefore, all household responsibilities remain KA's burden alone. What makes this even more challenging is the numerous needs that must be met simultaneously. Each month, KA must cover various needs such as daily living expenses, children's school fees, children's pocket money, electricity and water bills, and support the needs of her two grandchildren when her son-in-law is not working. KA also has a larger nominal liability, namely vehicle installments, *"if the vehicle is 1 million, 1 month" (*R1.W3.307), and she also has to pay the loan she took to pay for the house, *"For example, when I bought this house, I took out a loan and borrowed money from others to pay for it, so I'm still making payments on it" (R1.W3.339).*

So with the many financial burdens, KA felt quite a lot of economic pressure, KA revealed that with conditions like this, it was not uncommon for the salary she got from her work in the factory to be insufficient *"there are other needs that i can 1358ulfil, the salary is sometimes appropriate or maybe the expenses and the salary are enough to cover"* (R1.W2.172) so KA had to take steps by borrowing money from his friends as a tempor"ry solution to cover the shortfall, "*Yeah, that's right, hehe, there's a loan…that's why sometimes there isn't enough to cover everything, paying off the loan and then making the deposit (R1.W3.331)"*.

2. Respondent 2 (EM)
   a. Work conflict

Meanwhile, for R.2 (EM), the picture of conflict in her work and non-work life was minimal and did not appear dominantly. EM revealed that in her work, she faced challenges related to interpersonal relationships in the workplace. These challenges were in the form of disputes and misunderstandings with coworkers. EM said, *"… yes, it still*

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happens. Especially in a factory like this, misunderstandings sometimes arise" (R2.W1.156).

However, EM admitted that this was part of her daily work, which is factory work, so she would definitely face things like this. *"At most, it's just a work-related issue; it doesn't get to the point of getting really angry. It's just something that gets resolved internally. At most, it's just a matter of a can or, well, that's just a common occurrence at work there are always arguments"* (R2.W4.658).

This statement is supported by the answer of the supporting informant, namely EM's co-worker, who explained that in their work, miscommunication often occurs, *"For example, aah, that's the same as miscommunication. For instance, those working on the front lines set product limits, but then the EM doesn't hear those instructions clearly; it's just a miscommunication like that"* (I2.W1.045).

b. Family conflict

Meanwhile, in carrying out her role as a mother, especially in the task of caring for and educating children, EM admitted that she did not experience any difficulties because of her mother's presence, *"I don't think so, because my mom is here, hehe (R.2 chuckled)"* (R2.W2.262). EM's mother has helped care for and educate EM's children since they were small, making EM feel that carrying out her role as a mother does not feel heavy, *"Because I have my parents to support and help me, it's not too difficult for me to fulfill my role as a mother"* (R2.W1.080).

However, it turns out that this condition also creates a dependency effect on parental assistance which makes EM feel that it will be difficult for her to divide her time if she no longer gets help from her parents, she also admits that if there is no help from her parents, she might not be able to work because she has to take care of her children, "*Yeah, it's still hard. For example, I have to go to work early in the morning, so who's going to take care of the kids? I start work at 6:30 a.m., so it wouldn't be possible without Grandma's help. I probably wouldn't be able to work otherwise, hehe."* (R2.W2.281).

This also has an impact on the child's emotional closeness, where the child becomes closer to their grandmother than to their own mother. *"The kids are probably closer to their grandmother. As for me, well, it's probably just like, 'Mom, give me some money,' that's about it"* (R2.W4.572). This closeness is also increasingly built because the child spends more time with their grandmother than with EM herself. This is also supported by the results of interviews with EM's parents that EM's children prefer to live

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with their grandmother because they have lived together since childhood, *"Yes, they've been with Grandma since they were little, when the girl was just 2 years old, and her older brother was 4, they were already living with Grandma. So, they really do prefer living with Grandma, hehe"* (I5.W1.032).

In terms of the economy and financial burden borne by EM, it is not a source of conflict because EM admitted that she still gets help from her parents for daily needs at home, *"Sometimes, when there's a specific need at home, they say, 'Oh, that's enough, Mom will take care of it,' something like that"* (R2.W1.174).

In addition, the financial burden borne by EM is also not heavy and is still under control. She meets his daily living needs and has vehicle installment obligations, *"As for other expenses...just my motorcycle payments"* (R2.W4.644), but these are still covered by the salary she gets from work. Meanwhile, the house is her own. So EM explained that there are no unmet needs, *"So far (R.2 shook her head), everything has indeed been met"* (R2.W3.555).

DISCUSSION AND FINDINGS

1. High Involvement in Work and Non-Work Domains

Based on interviews and observations, both respondents demonstrated high levels of engagement in juggling work and family roles. This was evident in their consistency in working and maintaining domestic responsibilities.

The observation results corroborated the interview findings, indicating that both respondents were able to clearly describe their daily routines, demonstrate their contributions to their work, and actively interact with colleagues when facing difficulties. Within the family context, both respondents remained involved in childcare, albeit with varying intensity and forms of involvement.

Respondent KA is directly and intensively involved in family roles. KA is fully involved in domestic activities such as preparing children's school needs, accompanying them in their studies, and taking them to school. She carries out all of these tasks independently without relying on assistance from others. Meanwhile, respondent EM tends not to be directly involved in childcare tasks, but is heavily influenced by support from her parents, particularly her mother (grandmother). In daily life, the caregiving role is mostly carried out by the grandmother, so the child's interactions are more dominant with the grandmother. This indicates that role involvement can remain high even though not all activities are carried out directly by the individual, but rather through the distribution of roles within the family.

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2. The Existence of Work and Non-Work Role Conflicts

Based on the interviews and observations, both respondents demonstrated role conflict in their work and non-work lives, but to varying degrees. This conflict arose as a consequence of the demands of simultaneously juggling multiple roles, particularly in dividing time, attention, and energy between work and family. The observations corroborated the interview findings, as both respondents were able to discuss the challenges they faced without avoiding the topic, yet exhibited varying emotional responses.

KA demonstrated stronger role conflict, both situationally and emotionally. This was evident when she discussed limited time with her child and the pressures of being a single mother, as evidenced by emotional expressions such as a flushed face, watery eyes, and a trembling voice. This indicates a significant psychological burden resulting from overlapping role demands.

In contrast to KA, EM demonstrated minimal and controlled role conflict. This was evident in the emotional stability demonstrated during the observation process, where EM was able to discuss life's challenges with a calm expression, even laughing in some situations. EM's minimal conflict was attributed to family support, particularly from her parents, who assisted with childcare, thus reducing the burden of the roles she had to bear directly.

Table 3 Results of Work-Life Balance Overview

Respondents	Role Involvement	Role Conflict	Support	WLB Results
R.1 (KA)	Tall	Tall	Low	Not yet reached WLB
R.2 (EM)	Tall	Low	Tall	Can reach WLB

Based on the results and discussion outlined above, the two respondents in this study demonstrated varying levels of work-life balance. KA was unable to achieve work-life balance, while EM was. This difference suggests that high role involvement does not automatically result in work-life balance but is instead influenced by other factors such as the level of role conflict and the social support an individual receives.

KA has not been able to achieve work-life balance due to the high level of role conflict she experiences, which is a major factor hindering it. This conflict is evident in the imbalance

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in time allocation between work and family, particularly limited time with children, as well as the financial burden she must bear independently.

Meanwhile, EM can achieve work-life balance due to the low level of role conflict experienced, supported by the assistance from parents in carrying out childcare duties and the minimal financial burden she bears, because EM also receives support from her parents and first child who are already working for household needs.

This is in line with the opinion put forward by Sirgy & Lee (2018) that work-life balance can be achieved when individuals demonstrate high involvement and commitment in various roles and when there is little or no role conflict. This is what the two respondents experienced, namely both had a good level of involvement and demonstrated high commitment in both roles they play, but the difference in the level of role conflict in their lives made their work-life balance achievement not the same.

Furthermore, with these results, it was found that life satisfaction is an important indicator in seeing the success of work-life balance in single mothers. For KA, satisfaction is more dominantly felt in the work role because work is the main source of fulfilling family needs. This satisfaction arises because work allows KA to support and send her children to school, *"The feeling of satisfaction because this work can provide for the children, I can provide for the children's school. That's why I'm very satisfied with this job, because if I didn't work, it would be hard for me"* (R1.W2.157). So the satisfaction felt by KA is partial, because it does not include satisfaction in the family role, because it is still colored by high conflict.

In contrast, for EM, the life satisfaction felt is more comprehensive because it includes work and family life. Low role conflict and the presence of social support make EM feel balanced satisfaction. In work, EM feels that her income is able to meet her living needs, *"from that salary we can fulfill our needs, so it's sufficient"* (R2.W1.090). In addition, EM also does not feel pressure in both roles so that overall she stated, *"Not satisfied... (EM pauses and seems to think for a few seconds) there are no..."* (R2.W1.096), *"Overall I'm still satisfied and there are no other issues"* (R2.W1.102).

NEW FINDINGS

This study yielded unique new findings that differ from previous research. The uniqueness of this study lies in how the presence of adolescents influences the two respondents ability to achieve work-life balance. Previous research conducted by Megumi et al. (2022) has shown that single mothers with children in early childhood and middle childhood can achieve work-life balance because they can still leave their children with relatives or trusted individuals

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while they work. Meanwhile, single mothers with children in the adolescent phase struggle with childcare because this is when children begin to develop rebellious tendencies, making them difficult to manage.

This study, which has a direct focus on single mothers with adolescent children, found that what was found in the study of Megumi et al. (2022) was also found in this study, but only in adolescent boys. Where KA has one adolescent daughter, while EM has two adolescent children, namely a boy and a girl. This study found that adolescent boys have a closed nature, are easily angered and difficult to manage and have a poor social environment which causes influences such as the emergence of smoking behavior, drinking alcohol, and also dropping out of school*, "... the older one is a boy, and he hung out with kids who liked to smoke and drink alcohol until he got caught up in it and started smoking and drinking himself, until he became addicted to smoking and drinking"* (R2.W3.527).

This was also confirmed by the adolescent girl, who is the younger sister of the adolescent boy and who also served as a supporting informant in this study: *"Yes, my brother often skips school like that, so when he skips, Mom has to come to school"* (I6.W1.042).

This is in accordance with the theory of adolescent characteristics put forward by Hurlock (1993) namely adolescence as a problematic age and the threshold age of adulthood, which often makes adolescents want to give the impression that they are almost or already adults, which ultimately makes them try various things that are often associated with adult status, such as smoking, drinking alcohol, sex, and so on.

However, this was not found in adolescent girls. Both respondents who both had adolescent daughters gave the same answer that adolescent girls have an independent nature, have good social skills, and can be relied upon to help with housework. As expressed by KA *"As for her, she does help because once she gets home, she can help with the housework, take care of and look after her younger brother, and also help her older sister"* (R1.W2.214). The same thing was also stated by EM that *"She is so independent.. so she washes her own clothes, cooks, washes dishes... so she works in the house"* (R2.W2.363).

The results of the interview with KA's adolescent daughter also revealed that she helped with housework so that her mother would not get tired, *"because if there's work to be done at home, it's so Mom doesn't get too tired"* (I3.W1.115). Similarly, EM's adolescent daughter explained that, "*because it was a pity for Grandma to clean the house herself, she's taken care of us since we were little, and she's the one who has to keep doing all the work."* (I6.W1.088). This finding is in accordance with the developmental tasks of adolescents, which were also put

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forward byHurlock (1993) namely, achieving emotional independence and leaving behind childish attitudes/behavior.

Interestingly, despite the characteristics of the adolescent boys identified in this study, EM, who has an adolescent son, stated that her work-life balance was not affected by these factors. This is because, despite his characteristics, EM's adolescent son is now employed and has his own income. *"Now he is able to help, since he works on a ship, we don't have to buy fish anymore because when he comes home from work, he often brings fish and rice, which helps with our household expenses"* (R2.W4.650). So that its influence in the lives of single mothers changes from being a source of difficulty, to now can help single mothers with tasks such as meeting household needs.

So this study resulted in the finding that single mothers with adolescent children do not always face difficulties in terms of caring for children during the adolescent phase, but receive support from adolescents in various forms that can support and ease the burden of carrying out dual roles.

CONCLUSION

This study shows that work-life balance in working single mothers with adolescent children is influenced by the interaction between role involvement, level of role conflict, and social support received. Both respondents demonstrated high involvement in carrying out work and family roles, but the achievement of work-life balance differed due to differences in the level of role conflict and sources of support available. Respondents who experienced high role conflict due to limited time with family, financial pressures, and independent caregiving responsibilities were unable to achieve optimal work-life balance. Conversely, respondents who received strong support from their families, especially in childcare and meeting household needs, demonstrated lower role conflict and were able to achieve work-life balance.

This study also found that an individual's life satisfaction can reflect the degree to which they have achieved work-life balance. For respondents who had not yet achieved work-life balance, life satisfaction was felt only in their work role, whereas for respondents who had achieved work-life balance, satisfaction was felt more comprehensively in both roles. Thus, it can be concluded that the success of work-life balance among single mothers is determined not only by their engagement in their roles but also by their ability to manage conflicts, the availability of social support, and the achievement of overall life satisfaction.

Furthermore, this study found that the presence of adolescent children is not always a source of difficulty for single mothers. Adolescent girls tend to provide support through

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independence and involvement in housework, while adolescent boys can contribute in the form of economic support once they have their own jobs and income.

RECOMMENDATIONS

Based on the results of this study, the recommendation is that companies pay closer attention to work-time management to minimize overtime beyond established regulations. Better work-time management is expected to help employees, particularly single mothers, have sufficient time to rest and fulfill their family roles, thereby supporting the achievement of a more optimal work-life balance.

In addition, future researchers are advised to include a more diverse sample of respondents, particularly single mothers with adolescent sons who are not yet employed, to gain a broader understanding of the dynamics of work-life balance among single mothers with adolescent children. Future research could also explore the impact of financial burdens on achieving work-life balance among single mothers in greater depth.

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