

Work-Family Conflict, Emotional Stress, and Mindful Parenting Based on Parents' Occupational Characteristics: A Cross-Sectional Study in Indonesia

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Abstract:

Background: Work-family is prevalent among working parents. The conflict is associated with various factors including the parental mental health, and stress levels, all of which influence children's caring and parenting behavior. This study explores the work-family conflict, emotional distress (anxiety and depression symptoms, and parenting stress) of working parents with children.

Method: A cross-sectional study was conducted among 224 working parents with children and adolescents aged 1 to 19 years old. Data were collected at Children Education Institutions during August 2022 by filling out sociodemographic forms for parents and children, including age, education, length of the marriage, job characteristics, gender, number and age of children, measurement of work-family conflict, anxiety/depression symptoms, parenting stress, and mindful parenting.

Results: The study found that the majority of parents who had been married for an average of 6.85 years had an average number of children of 2.53 with pre-school and school age (32.2%), fathers had an average age of 38 years with tertiary education (32.1%), working hours of an average of 40.14 hours per week, type of full employment (21%), permanent job schedule (24%), and earn 3 million per month (37.5%), while mothers had an average age of 33 years with tertiary education (43.8%), working hours of an average of 38.38 hours per week, type of part-time job (20.1%), shift work schedule (24.1%) and earn < 3 million per month (37.1%).

Conclusion: Parents' occupational characteristics contributed to work-family conflict and emotional pressure, namely anxiety, depression, and parenting stress, which impact the practice of caring and parenting to their children.

Keywords: Family Work Conflict, Psychopathology, Mindful Parenting

of family life. (Moreira et al., 2019). Work-family conflict is a big challenge for parents today to carry out caring activities related to the time and quality of care given to children, especially for working parents, so attentive parenting cannot be realized (Cooklin et al., 2015). Stressful parental working conditions and high job stress are associated with poorer mental health and negative parent-child interactions (Turpyn & Chaplin, 2016; Moreira & Canavarro, 2018).

Ljubeti and Rei Ercegovic (2020) showed in their research that caring parenting and the cognitive awareness of parents correlated significantly with children's subjective well-being. Nobre-Trindade, Caçador, Canavarro, and Moreira (2021) reported in studies that working parents experienced clinically significant levels of anxiety and depressive symptoms. This study shows the indirect impact of depressive symptoms on caring parenting. Moreira et al. (2019) said in their research that work-family conflict could affect caring parenting behavior, which is also influenced by emotional pressure, namely depression and anxiety, and parenting stress.

Parents who present attentive awareness in their interactions with children can promote higher-quality parent-child relationships (Duncan, Coatsworth, & Greenberg, 2009). One of the important aspects of caring for parents is their mental health and parenting stress levels. Parental psychopathology and parenting stress are among the strongest risk factors for negative parenting behavior (Goodman & Garber, 2017). In another study, MJ Gouveia, Carona, Canavarro, and Moreira (2016) also showed that higher levels of parenting stress were associated with lower levels of parenting. Research related to the characteristics of parents' work that impact childcare in Indonesia still needs to be completed. Research on parenting done by working parents has yet to be widely explored. This study examines work-family conflict, emotional stress (anxiety/depressive symptoms and parenting stress), and caring parenting that varies according to the job characteristics, namely the occupation, type of income, schedule, and working hours of parents.

II. METHOD

This cross-sectional study was conducted among 224 working parents, consisting of 112 fathers and 112 mothers at Children

I. INTRODUCTION

Working parents today face the challenge of balancing the dual demands of work and childcare. This is because the labor market is becoming increasingly competitive and insecure, which requires parents to commit to their work and dedicate most of their family and personal time to it (Moreira, Fonseca, Caiado, & Canavarro, 2019).

Working parents, whether both or one parent, greatly impact the child's caring parenting behavior and overall quality

Education Institutions in the city of Lhokseumawe of Indonesia. Data collection was carried out during August 2022. Data collection used five questionnaires, namely the sociodemographic data sheet; the Work-Family Conflict Scale (WAFCS) developed by Netemeyer, Boles, and McMurrian (1996) to measure work-family conflict; the Hospital Anxiety and Depression Scale (HADS) developed by Zigmond and Snaith (1983) to measure depression and anxiety; the Parental Stress Scale (PSS) developed by Berry and Jones (1995) to measure parenting stress; and the Interpersonal Mindfulness in Parenting (IM-P) Scale developed by Duncan (2009) to measure caring parenting. Sociodemographic data includes the length of the marriage, number of children, education, and occupation. For children's data, one can fill in the sex of the child and the age of the child, while the characteristics of the parents' work include the type of work, work schedule, and working hours per week. The ethics committee of a local university approved the study, and parents agreed to participate in the research voluntarily.

III. RESULTS AND DISCUSSION

The majority of parents with an average length of the marriage of 6.85 years have an average number of children of 2.53 people with an average gender of women with an average age of children 4 to 11 years (32.3%), an average father's age of 38.10 years most have higher education (32%), work as private employees (19%), father's working hours are an average of 40.14 hours per week with the majority of full-time jobs (21%), most of the work schedule is fixed (54%) and most have income <3 million/month (37.5%) while the majority of mothers are, on average, 33-34 years old, almost half have higher education (43%), work as contract employees (22%), working hours of mothers are on average 38.18 hours per week with the majority of types of part-time work (20%), almost half of shift work schedules (24%) and most have an income of <3 million/month (37.1%).

The average value of family work conflict has a mean value of 22.12, where the value of the conflict range is in the range of 7 to 34. The level of anxiety and depression in parents has a mean value of 13.88 and 14.45, respectively, with a mean value range of 5 to 20 for anxiety and 4 to 20 for depression. Parenting stress found a mean of 62.68, ranging from 37 to 85. Caring parenting found a mean of 21.46 with a range of 12 to 40. Details of sociodemographic characteristics and study variables are presented in Table 1.

Table 1 Sociodemographic Characteristics, Conflict, Emotional Pressure and Mindful Parenting

Characteristics of parents			
Age (years)	M	SD	Range
Father	38.10	7.79	25-95
Mother	33.07	6.23	24-48
Length of Marriage (years)	6.85	5.97	1-25
Working Hours (weekly)			
Father	40.14	4.29	30-48
Mother	38.38	6.52	30-56
Job type	N	%	
Father			Mother
Full	47	21	36 16.1

Part-time	32	14.3	45 20.1
Occasionally	33	14.7	31 13.8
Work schedule			
Permanent	54	24.1	22 9.8
Shifts	28	12.5	54 24.1
Flexible	30	13.4	36 16.1
Work			
PNS/TNI/POLRI	23	10.3	10 4.5
Contract employees	21	9.4	49 21.9
Private employees	42	18.8	23 10.3
Businessman	7	3.1	19 8.5
Farmers/Fishermen/ Laborers	19	8.5	11 4.9
Education			
Base	3	1.3	5 2.2
Intermediate	37	16.5	9 4.0
Tall	72	32.1	98 43.8
Income (monthly)			
< 3 Million	84	37.5	83 37.1
> 3Million	28	12.5	29 12.9
Child characteristics			
Gender			
Man	50	22.3	
Woman	62	27.7	
Age			
Toddlers (1-3 years)	22	9.8	
Preschool and school (4-11 years)	72	32.2	
Youth (12-19 years)	18	8.0	
Number of children	M	SD	Range
	2.53	.986	1-4
Variable			
Work conflict			
Family	22.12	6.48	7-34
Worry	13.88	3.31	5-20
Depression	14.45	3.12	4-20
Parenting stress	62.68	8.03	37-85
Mindful Parenting	21.46	6.64	12-40

The results of this study show that the average age of fathers is 38.45 years old and the average age of mothers is 32.87 years old, with an average number of children of 2.45 people. Chang and Fine (2017) explain that mothers' socioeconomic status is related to the level of parenting stress they feel. Younger mothers with their first child experience higher levels of parenting stress than older mothers with more than one child because of their lack of experience and knowledge of parenting experiences and psychological and psychosocial immaturity.

Enriched family relationships promote optimal, warm, and consistent parent-child interaction and are associated with high-quality partner relationships (Cooklin et al., 2015). In line with this study, the average length of marriage for parents is 6.7 years. Mindfulness can be a way to meet some of the mental health needs of parents and their families and improve the relationship between parents and children (Alexander, 2017).

The findings in this study indicate that parents with higher education experience work-family conflict. Most respondents have higher education than their father (32.1%) and mother (43.8%). This research is in line with Notten et al. (2016). Fathers with higher education may experience more work-family conflicts because they feel more pressure to be involved in work and family roles than men with lower

education. Financial incentives and job security explain social differentiation in reducing the impact of family policies on work-family conflict. Leave policies may be particularly beneficial for those who are better off financially, such as those with more educated parents.

Quality work will also include extended leave and flexible start and finish times. Part-time work will minimize work-family conflict. This is particularly relevant for women in lower socioeconomic positions who work in low-skilled or menial jobs and tend to experience high work-family conflict caused by workload or inflexible working hours (Cooklin et al., 2015). In this study, it was found that most fathers were full-time workers (21%), and most mothers had shift work schedules (24.9%). This shows that full-time work and shift work are causes of work and family conflicts, ultimately affecting the optimization of care provided to children.

According to the findings of this study, the majority of fathers' jobs (18.8%) were as private employees with an average working hour of 40.20 hours per week, while the majority of mothers' jobs (21.9%) were as contract employees with 38.49 hours of work. Significant differences in the work-family conflict were found for work schedule, type of job, and the number of hours worked weekly. Parents who worked full-time and 40 hours or more reported higher levels of work-family conflict than those who worked part-time and less than 40 hours per week (Moreira et al., 2019).

This work and family conflict will affect children's mental health and the family environment (Leach et al., 2020). The results of research conducted by Kusnier (2022) state that parents who have children under 12 years of age and are female are prone to experiencing work and family conflicts, family and work conflicts, and mental health and welfare problems. Based on the results of this study, it was found that the majority of respondents had children of the female sex (27.7%), pre-school age (32.2%), and school age (32.2%).

Balancing roles between work and care is challenging, and working parents are more likely to experience difficulties carrying out their role as caregivers (Sitimin et al., 2017). Low parental attendance is caused by too busy parents (Chaplin et al., 2021). In addition, the satisfaction and comfort obtained at work can strengthen the interaction between mothers and children (Cooklin et al., 2015). High work intensity and a relatively low salary level result in high work stress (Liu et al., 2020). In this study, it was found that the father's income was \$3 million per month (78.1%), and the mother's income was \$3 million per month (78.7%). For some families with increased incomes, some of the usual household tasks can be outsourced, reducing stress. Satisfying, high-quality work conveys competence, optimism, motivation, and self-worth. These qualities support increasing parental trust and competence (Cooklin et al., 2015).

IV. CONCLUSION

Several job characteristics contribute to the existence of work-family conflict, emotional stress such as anxiety,

depressive symptoms, and parenting stress which impact the caring care of children. However, further investigation is necessary to understand how this relates to caring for children.

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