
The Relationship Between Work-Family Conflict and Parenting Self-Efficacy with Parenting Stress Among Working Mothers Who Are Civil Servants in Surabaya

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ABSTRACT: *This study aims to determine the relationship between work-family conflict, parenting self-efficacy, and parenting stress among working mothers who are civil servants in Surabaya. Working mothers, especially those employed as civil servants, face significant challenges in balancing job demands and parenting responsibilities, often leading to increased stress levels. This research employs a quantitative correlational approach with a sample of 239 working mothers. Data collection instruments include three validated scales: the Parenting Stress Scale ($\alpha = 0.929$), the Work-Family Conflict Scale ($\alpha = 0.963$), and the Parenting Self-Efficacy Scale ($\alpha = 0.967$), measured using a Likert scale.*

Regression analysis results indicate that work-family conflict and parenting self-efficacy have a simultaneous relationship with parenting stress ($F = 283.204$). Work-family conflict has a significant positive correlation ($t = 4.582$), meaning that the higher the work-family conflict, the higher the parenting stress. Conversely, parenting self-efficacy has a significant negative correlation ($t = -12.792$), indicating that higher parenting self-efficacy is associated with lower parenting stress levels. These findings highlight the importance of reducing work-family conflict and enhancing parenting self-efficacy to mitigate parenting stress among working mothers.

KEYWORDS: Parenting Stress, Work-Family Conflict, Parenting Self-Efficacy

I. INTRODUCTION

Adult developmental stages include marriage and parenting, which bring new responsibilities for individuals. In many families, husbands act as primary breadwinners, while wives manage household affairs. However, an increasing number of women work to support the family economy, pursue careers, or fulfill personal aspirations (Wirawan, Suryadi & Satiadarma, 2004). According to data from the Indonesian Central Bureau of Statistics (BPS), the number of professional women in Indonesia increased by 0.88 points in 2023 compared to the previous year, reaching 49.53% of the total professional workforce (Yonatan, 2024). This increase indicates that women play dual roles as workers and caregivers in their families.

Despite the rising number of working women, they still hold primary responsibility for childcare. Parenting stress occurs when mothers feel unable to meet parenting demands due to work pressure and complex family responsibilities (Abidin, 1990). A study by Minkin and Horowitz (2023) found that 33% of mothers experience parenting as highly stressful compared to 24% of fathers. Additionally, 47% of mothers describe parenting as exhausting, compared to 34% of fathers. Research in Indonesia by Apreviadizy and Puspitacandri (2014) found that working mothers have higher stress levels (35%) compared to non-working mothers (25%).

High parenting stress can negatively impact child development and overall family well-being. Guo, Hao, Wang, & Li (2024) revealed that high parenting stress is linked to children's emotional and behavioral problems, such as anxiety and aggression. In some cases, parenting stress increases the risk of child abuse (Holden & Banez, 1996). Nur (2024) stated that cases of parental violence against children are often triggered by extreme pressure, including financial stress and household conflicts. Nugrahani (2015) found that mothers with high parenting stress tend to commit physical and psychological violence against their children. Several factors influence parenting stress, including work-family conflict (Anna, 2015), parenting self-efficacy (Amalia & Muliasari, 2014), social support (Amalia & Muliasari, 2014), job stress, maternal emotional regulation (Suharti & Pustitasari, 2023), and resilience (Asy-Syifa & Mustikasari, 2023). Work-family conflict arises when job and family demands clash, making it difficult for mothers to balance both (Greenhaus & Beutell, 1985; Both, 2011). Consequently, mothers experiencing such conflicts often feel emotionally and physically drained, leading to increased parenting stress (Voydanoff, 2005).

Apart from work-family conflict, parenting self-efficacy also plays a crucial role in determining parenting stress levels. Bloomfield and Kendall (2012) stated that parents who feel incapable of effectively parenting their children experience more stress. High self-efficacy allows mothers to feel more confident in raising children and better cope with parenting challenges (Coleman & Karraker, 1997). Rahmawati & Ratnaningsih (2018) also found that mothers with high self-efficacy can better manage emotions and are less likely to experience parenting stress.

Based on this background, this study aims to explore the relationship between work-family conflict, parenting self-efficacy, and parenting stress among civil servant mothers in Surabaya. A deeper understanding of these relationships can aid in formulating policies that better support the well-being of working mothers.

II. LITERATURE REVIEW

A. Work Family-Conflict

Work-family conflict occurs when job and family demands are incompatible, making it difficult for individuals to balance both (Greenhaus & Beutell, 1985). This conflict can lead to emotional and physical exhaustion, ultimately contributing to parenting stress (Voydanoff, 2005). Both (2011) explains that work-family conflict often results in mothers losing energy and becoming more emotional, which can increase parenting stress. A study by Rizal and Fikry (2022) found a significant relationship between work-family conflict and parenting stress among working mothers. Mothers who experience work-family conflict often feel guilty for not giving enough attention to their children. This guilt can trigger frustration, negatively affecting mother-child interactions (Greenhaus & Beutell, 1985). Therefore, work-family conflict is a critical factor in understanding parenting stress among working mothers.

B. Parenting-Self Efficacy

Parenting self-efficacy refers to parents' belief in their ability to effectively raise children (Bandura, 1997). Coleman & Karraker (1997) stated that parents with high self-efficacy are more capable of handling parenting challenges without experiencing excessive stress. Bloomfield and Kendall (2012) also emphasized that parents who feel incapable of raising children tend to experience higher stress levels. High self-efficacy helps parents manage emotions and face parenting situations with more confidence and composure. Rahmawati & Ratnaningsih (2018) found that mothers with high parenting self-efficacy are better at balancing work and childcare demands. Thus, parenting self-efficacy is an essential factor in determining parenting stress levels among working mothers.

C. Parenting Stress

Parenting stress is the psychological pressure experienced by parents when they feel unable to meet parenting demands (Abidin, 1990). Deckard (2004) explains that parenting stress creates unpleasant psychological and physiological reactions, negatively impacting parents' and children's well-being. Minkin and Horowitz (2023) found that 33% of mothers reported parenting as highly stressful compared to 24% of fathers. In Indonesia, Apreviadizy and Puspitacandri (2014) found that stress levels are higher among working mothers (35%) than non-working mothers (25%). Guo, Hao, Wang, & Li (2024) also highlighted that high parenting stress contributes to children's emotional and behavioral issues, such as anxiety and aggression. Therefore, understanding the factors contributing to parenting stress is essential in this study.

III. METHODOLOGY

This study uses a quantitative method with a correlational approach to determine the relationship between work-family conflict, parenting self-efficacy, and parenting stress among working mothers who are civil servants. A correlational design was chosen as it allows identification of relationships between these variables without experimental manipulation.

The study population consists of working mothers who are civil servants in Surabaya. The sampling technique used is purposive sampling, where participants were selected based on specific criteria: mothers who work as civil servants in Surabaya, have at least one child, and are willing to participate in the study. The total sample consisted of 239 respondents.

Data were collected using three validated psychological scales. The **Parenting Stress Scale** (Abidin, 1990) was used to measure the level of stress experienced by mothers in childcare. The **Work-Family Conflict Scale** (Greenhaus & Beutell, 1985) was used to assess conflicts arising from competing job and family roles. The **Parenting Self-Efficacy Scale** (Coleman & Karraker, 1997) measured the extent to which mothers believe in their parenting abilities. All scales used a Likert scale format ranging from 1 (strongly disagree) to 5 (strongly agree). Validity testing was conducted using item-total correlation tests, and reliability was tested using Cronbach's Alpha.

Data analysis was performed using multiple regression analysis to determine the relationship between work-family conflict, parenting self-efficacy, and parenting stress. Data analysis was conducted using the latest version of the SPSS statistical software. Hypothesis testing was conducted at a 5% significance level ($p < 0.05$), where the regression results indicate whether there is a significant relationship between the independent and dependent variables.

IV. RESULT AND DISCUSSION

Multiple regression analysis results indicate a significant relationship between work-family conflict, parenting self-efficacy, and parenting stress among civil servant mothers in Surabaya. The regression test results showed an F value of 283.204 with $p < 0.01$, meaning both independent variables simultaneously contribute to parenting stress. Work-family conflict has a significant

positive impact on parenting stress, with a t-value of 4.582 ($p < 0.01$), indicating that the higher the conflict between work and family roles, the higher the level of parenting stress experienced by working mothers. Conversely, parenting self-efficacy has a significant negative impact on parenting stress, with a t-value of -12.792 ($p < 0.01$), indicating that the higher a mother's confidence in her parenting ability, the lower the parenting stress experienced.

These findings align with previous studies showing that work-family conflict is one of the main factors increasing parenting stress. Mothers who experience conflict between work and family often feel overwhelmed, lose quality time with their children, and experience greater psychological pressure in their parenting role (Greenhaus & Beutell, 1985). Additionally, parenting self-efficacy acts as a protective factor that helps mothers cope with parenting challenges. When a mother has high confidence in her parenting abilities, she tends to have better coping strategies for managing stress and is less influenced by external pressures (Coleman & Karraker, 1997).

However, this study also shows that other factors contribute to parenting stress that were not examined in this study. The effective contribution of work-family conflict and parenting self-efficacy to parenting stress was 42.8%, meaning that 57.2% of parenting stress is influenced by other variables. Factors such as social support, economic conditions, and workplace policies may also contribute to the parenting stress experienced by working mothers (Amalia & Muliasari, 2014).

Furthermore, the study found that mothers with high parenting self-efficacy are better able to manage their roles, organize their time efficiently, and experience less excessive parenting stress. This finding aligns with Rahmawati & Ratnaningsih (2018), who found that mothers with high parenting self-efficacy tend to remain calm, do not panic when facing parenting challenges, and can better balance their roles as mothers and workers.

Overall, the findings emphasize the importance of balancing work and family responsibilities for working mothers and the need to enhance parenting self-efficacy as a strategy to reduce parenting stress. By understanding the factors contributing to parenting stress, interventions or policies can be developed to better support working mothers in fulfilling their dual roles.

V. CONCLUSIONS

This study examines the relationship between work-family conflict, parenting self-efficacy, and parenting stress among working mothers who are civil servants in Surabaya. The results show that work-family conflict significantly contributes to increased parenting stress, while parenting self-efficacy acts as a protective factor that can reduce parenting stress levels. In other words, mothers experiencing high conflict between work and family roles tend to have higher parenting stress, while mothers with high confidence in their parenting abilities are better able to manage that stress.

These findings emphasize that balancing work and family responsibilities is crucial in reducing parenting stress among working mothers. Additionally, increasing parenting self-efficacy can be an effective strategy to help mothers face parenting challenges while maintaining their professional roles. However, although the relationship between these variables is significant, other factors, such as social support, economic conditions, and workplace policies, may also contribute to parenting stress.

Therefore, these findings can serve as a foundation for developing policies or interventions that better support the well-being of working mothers. Companies and government agencies may consider flexible work policies and parenting self-efficacy programs to help working mothers manage their dual roles. Further research is recommended to explore other factors contributing to parenting stress for a more comprehensive understanding of this phenomenon.

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