

Relationship of Self management and Social Support with Psychological well being on Working Mother

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ABSTRACT

This study aims to determine whether there is a relationship between self management and social support with psychological well being in working mothers studied in correlational quantitative research. The sampling technique used in this research is accidental sampling. Research subjects were 35 mothers working in the area of Bulak Banteng Urban District Kenjeran City of Surabaya. Researchers developed three measuring instruments: self management scale (X1) using indicators developed by Boyatzis (1999) consisting of 18 valid items (index corrected total moving correlation items of 0.315 s.d. 0.685) with a reliability coefficient of 0.865; the scale of social support (X2) using indicators developed by Taylor (1999) consists of 16 valid items (index corrected total moving correlation items of 0.257 s.d. 0.611) with a reliability coefficient of 0.806; and psychological well being (Y) scale using indicators developed by Ryff (1989) consisting of 11 valid items (index corrected total moving correlation items of 0.289 s.d. 0.628) with a reliability coefficient of 0.789. Data of research variables were analyzed by multiple regression analysis. The results of the analysis include: 1) Value $F = 3.996$ with Sig. Regression = 0,028 ($<0,05$). It means simultaneously there is a relationship between self management and social support with psychological well being in working mother; 2) Value $F = 6.217$ with Sig. Partial = 0.018 (<0.05). This means that there is a relationship between self management with psychological well being in working mother; 3) The value of $F = 5.247$ with Sig. Partial = 0.029 (<0.05). This means there is a relationship between social support with psychological well being in working mother.

Keywords: Self management, Social Support, Psychological well being and Mother Works

A. Introduction

Every man or woman wants prosperity in his life. An assessment of where a person is lacking or is already satisfied with his life refers to the psychological well term being someone.

Previous studies have explained the importance of psychological well being or happiness for the individual. Psychological well being can affect the quality of one's life from social relations, spirituality, health, job satisfaction, comfort to safety.

These days workers are not only from men, but also from women. A woman who works with unmarried status becomes very fun because it can explore various areas of work without much dependence, have a lot of time mingle with colleagues and get a salary for personal needs. Unlike if a woman is already married who already have a husband and child, the change will be seen clearly from the status of single to wife and mother to his children. The bustle and responsibilities of the women workers are increasing.

The transformation of single women workers into working mothers makes a woman experience change and problems in psychological well being. The working mother realizes the importance between family and work so that the psychological well being of the working mother is maintained.

A working mother needs self management in order to balance her profession as a worker and as a housewife to control herself so that her inner problems do not occur. The many tasks in the job as well as the dual role of being a mother make working mothers become tired. In fact there are some working mothers who can not control themselves at work or at home. This makes the mother becomes less likely to control the emotions and feelings when there are negative things beyond expectations.

Another factor that affects psychological well being is social support. A working mother needs social support in order to balance her profession as a housewife and as a worker to remain comfortable in living both. Social support received can be the provision of information, behavioral assistance, mapun material from people around it so that makes working mothers feel cared for, worth and loved.

Psychological well being is a person's feelings about the activities of everyday life. All activities performed by individuals who take place every day where in the process may experience fluctuations in thoughts and feelings that start from a negative mental state to a positive mental state. A working mother is a mother who has a dual role as a housewife and as a worker. The happy working mother is having a strong sense of control. Working mothers also need social support from those around them so as to achieve a psychological well being as expected.

Based on the description that has been mentioned above, it can be drawn a hypothesis to be tested truth, namely:

1. There is a relationship between self management and social support with psychological well being in working mother.
2. There is a relationship between self management with psychological well being in working mother.
3. There is a relationship between social support and psychological well being in working mothers.

B. Theoretical Basis

1. Psychological well being

Psychological well being refers to a person's feelings about the activities of everyday life. Any activity done by the individual that takes place every day where in the process may experience fluctuations of thoughts and feelings that start from a

negative mental state to a positive mental state, such as from trauma to acceptance of life called psychological well being (Bradburn in Ryff & Keyes, 1995).

According to Ryff (1989) man can be said to have good psychological wellbeing is not just free from negative mental health indicators, such as free from anxiety, the achievement of happiness and others. More important things to note are ownership of self-acceptance, positive relationships with others, autonomy, the ability to have a sense of growth and personal development in a sustainable way. Ryff also mentions that psychological well being describes the extent to which individuals feel comfortable, peaceful, and happy based on subjective judgments and how they perceive the attainment of their own potentials.

2. Self management

Self management is defined as an attempt by an individual to control his behavior (Millis in Gerhardt, 2006). Specifically, self management involves solving problems, setting goals, observing time and environmental problems that can hamper achieving goals and using reinforcement and punishment to achieve those goals (Frayne in Gerhardt, 2006).

According to Gie (1996) self management is where after a person set a goal of life for himself, then the person must manage and manage themselves as well as possible to bring it towards the achievement of life goals and it also all activities and steps to organize and manage himself. According to Stewart and Lewis (Nursalim, 2013) suggests that self management refers to an individual's ability to direct his behavior or the ability to do things that are directed even if efforts are difficult.

3. Social Support

Pierce (in Kaul and Cavanaugh, 2000) defines social support as an emotional, informational or advisory source provided by people around the individual to deal with everyday problems and crises in life. Dimatteo (1991) defines social support as support or assistance that comes from others such as friends, neighbors, co-workers and others.

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4. Working Mother

A working mother is a mother doing an activity outside the home in order to earn a living for the family. One of the goals of working mothers is a form of self actualization in order to apply the knowledge that mothers have and social relationships with others in their chosen occupations (Santrock, 2007).

The working mothers referred to in this study focused on the terms expressed by Sigelman and Harjoni, who are married and have responsibilities as wives or mothers of their children as well as working outdoors as career women (Sigelman, 1994) Harjoni (in Sastriyani, 2005) has a double role (double burdon). The dual roles in question include career women (productive tasks), childbirth and child education (reproductive duties), housekeepers while also playing a social role in the family.

C. Research Methods

1. Research Subject

Winarsunu (2004) argues that the population is all individuals who are intended to be studied and will be subjected to generalization. Generalization is a way of making

decisions on a larger group of individuals based on data obtained from a smaller group. The population in this study are the working mothers in the area of Surabaya. Sampling technique in this research use accidental sampling technique. Accidental sampling is accidental sampling by taking a case or respondent who happens to exist or is available somewhere in accordance with the research context (Notoatmodjo, 2010). The number of samples obtained in this study were 35 working mothers who are in the area of Bulak Banteng Urban District Kenjeran Surabaya.

2. Research Measurements

a. Psychological well being

Psychological well being instruments using Ryff's defined indicators (in Ryff, 1989, Ryff and Keyes 1995) include good self acceptance, positive relationships with others, can manage behavior from within, be able to manage the environment, has a purposeful purpose in life.

b. Self management

The Measurement tool of Self management uses the indicators formulated by Boyatzis (in Winarno, 2008) including self control, trustworthiness, conscientiousness, Adaptability (self adjustment), Achievement Orientation (strives to improve results), and Initiative (initiative).

c. Social Support

Social support measures using indicators formulated by Taylor (in Prime, 2014) include: emotional support, award support, instrumental support, and information support.

D. Results of Analysis and Discussion

1. Result of analysis

a. Relationship between variables simultaneously between self management and social support with psychological well being. Data analysis used is multiple linear regression analysis that is by using SPSS version 20. Psychological well being as dependent variable while self management and social support as independent variables that have met the test of distribution normality and linieritas test relationship. The result of multiple linearity regression test of relationship between variables simultaneously obtained $F = 3,996$ with Sig level. = 0.028 (<0.05), it means there is a relationship between self management and social support with psychological well being in working mother. This means that the higher the self management of working mother and the higher the social support of the working mother, the higher the psychological well being of the working mother.

b. Relationship between variables partially between self management with psychological well being. Relationship between variables partially namely self management to psychological well being without social support. Given value $F = 6.217$ with Sig. = 0,018 ($<0,05$), means that there is a partial relationship between self management with psychological well being. This means that the higher the self management of working mothers the higher the psychological well being of the working mother. The lower the self management of the working mother the lower the psychological well being of the working mother.

c. Relationship between variables partially between social support with psychological well being. Relationship between variables partially is social support to psychological well being without self management. Given value $F = 5.247$ with Sig. = 0.029 (<0.05), it means that there is partially a relationship between social support and psychological well being. This means that the higher the social support of working mothers the higher the psychological well being of the working mother.

The lower the social support of the working mother the lower the psychological well being of the working mother.

2. Discussion

a. Hypothesis 1

The first hypothesis states there is a relationship between self management and social support with psychological well being in working mothers. Self management represents the internal factors of the self-employed mother while social support represents the external factors of the working mother's self. The hypothesis in this study is accepted.

Individuals who have a high psychological well being are individuals who are satisfied with their lives, positive emotional states, able through bad experiences that can produce negative emotional states, have positive relationships with others, be able to determine their own fate independently of others, controlling the condition of the environment, having a clear purpose in life, and being able to develop himself (Ryff, 1989).

Self management as a factor of the individual (internal) and social support as a factor from outside the individual (external) proved together have a positive relationship to psychological well being working mother. This is because working mothers who have self management and high social support from their families and those around them have something that encourages working mothers to achieve psychological well being so that working mothers with high self management and social support will be easier to live his life as a woman who plays a double role and also easy in achieving its purpose in life. In contrast to working mothers who have low self management and social support who tend not to be able to manage their daily activities schedule and do not have social support from family and people around them so that the working mother's life becomes less capable in performing role function as wife / housewife and as a worker and unhelpful in achieving her life purpose in the world.

The results of observations and interviews of researchers with the subject that the working mothers who do self control one of them by managing the time between family and work feel happier and feel more meaningful. Mothers are able to determine quality time for their husbands and children on holidays so that working mothers feel a meaningful life. Working mothers also feel that they have a high contribution in their families because they can afford to have their own income to help the family economy.

The above observations are in accordance with the explanation of Gie (1996) which states that self management is where after a person sets the goal of life for himself, the person must manage and manage himself as well as possible to bring it towards the achievement of the purpose of life and that also all activities and steps regulate and manage himself.

Pierce (in Kaul and Cavanaugh, 2000) defines social support as an emotional, informational or advisory source provided by people around the individual to deal with everyday problems and crises in life.

The purpose of life that the individual has set is something that the individual has to accomplish. Regular schedule of activities conducted daily, emotional control for him to be under control and family support that can motivate a working mother will certainly help the working mother to achieve her life goals that make her feel happy.

b. Hypothesis 2

The second hypothesis states that there is a positive relationship between self management with psychological well being in working mother. The higher the self management received by the working mother the higher the psychological well being. The lower the self management received by the working mother the lower the psychological well being. The hypothesis in this study is accepted.

Self management is said to be high if one is able to manage the time of activities in his life and control his emotions in order to achieve a predetermined life goal.

According to Stewart and Lewis (Nursalim, 2013) that self management refers to the individual's ability to direct his behavior or the ability to do things that are directed even if efforts are difficult.

Working mother who tried as much as possible in controlling the behavior and emotions so that the purpose of life is achieved then the working mother will feel happy.

Subjects are able to control their emotional well and stay calm and clear thinking when there are in an atmosphere that is not conducive. The subject also does not waver despite dealing with situations that challenge his endurance so as to make the subject able to solve all the difficulties he faced with cold head.

This is in accordance with the proposed by Ryff & Keyes (1995) that humans have two positive functions to improve their psychological well being. The first is about how the individual differentiates both positive and negative will give effect to the notion of happiness. The second concept is to emphasize the satisfaction of life as the key to prosperity.

The willingness of the subject to continue learning various ways to make improvements in his role as a wife and as a mother in charge of educating his children make the subject has a variety of experiences and knowledge in his life to provide the best for his family so that makes the subject feel satisfied to live his life.

The continuous learning process undertaken by subjects in accordance with those described by Ryff (1989) that humans can be said to have good psychological well being when there is the ability to have a sense of growth and personal development in a sustainable.

c. Hypothesis 3

The third hypothesis states that there is a positive relationship between social support and psychological well being in working mothers. The higher the social support received by working mothers the higher the psychological well being. The lower the social support received by the working mother the lower the psychological well being. The hypothesis in this study is accepted. Social support gained from the family in the form of emotional support, support awards, instrumental support and information support is a provision for a working mother in the double role she lived.

Social support makes working mothers feel responsible for the support they receive so that mothers work more passionately in living their lives. Social support also makes working mothers feel appreciated and feel comfortable in their lives.

The above is in line with the opinion of Sarafino (2006) which states that social support will affect the individual depending on the presence or absence of pressure in the life of the individual, the pressure can come from the individual himself or from outside himself to avoid disturbance both physically and psychologically. Individuals need others around them to provide support for comfort.

Working moms who have social support from family and colleagues both from emotional support are feeling themselves getting affection and attention able to make the motivation in undergoing multiple roles. A working mother who faces problems both in the family and the workplace feels herself not bearing her own burden, but there are still others who pay attention, willing to hear all her complaints, sympathize and empathy to problem faced, even willing to help solve problem faced so that burden felt to be reduced. The support shows that there is a good relationship between the subject and the people around him. This corresponds to the psychological well being aspect found by Ryff (in Ryff and Singer, 2008) that is a positive relationship with others.

The feeling of happiness about the life of the dual role as a housewife and as a worker on the subject shows the ability to master the environment which is one aspect of psychological well being. Subjects although working outdoors do not feel different from other housewives. Mother works to give the meaning of the double role he lived as a natural thing in modern times so that the subject is happy with the life he lived.

According to Devis (in Mami, 2015), individuals who receive social support have high psychological well being levels. Social support itself is defined as a sense of comfort, attention, appreciation, or help perceived by an individual gained from other people or groups. This support can come from various sources including partners, family, friends, co-workers, and social organizations.

E. Finale

1. Conclusion

The dual role that a mother has in working as a married woman who has the responsibility of being the wife or mother of her children while working out of the home as a career woman directs the mother to work on some issues. A mother who works outside the home can not feel together with her children and her function as a housewife in everyday life is reduced. The situation may affect the psychological well being of the working mother.

Working moms who achieve psychological well being are self-organizing working mothers and able to cope with the demands of life. Building self management in working mothers and providing social support from family and co-workers working mothers can help improve the psychological well being of a working mother.

Based on the explanation, the hypothesis in this research is whether there is a relationship between self management and social support with psychological well being in working mother. Subjects in this study were the mothers who worked in the area of Surabaya. The data analysis used multiple regression analysis to examine the relationship between self management and social support with psychological well being in working mother.

Based on the results of data analysis with multiple regression techniques it is stated there is a significant relationship between self management and social support with psychological well being in working mother. This means the hypothesis that there is a relationship between self management and social support with psychological well being in the working mother is accepted.

2. Suggestions

a. For working mothers

The working mother should keep control of her behavior and emotions in a double role as a housewife and as a worker. The other side, working mother must also be

- good at organizing and dividing time in doing work activities outside the home so that the role as a housewife in caring for her children stay awake.
- b. For the working mother's family
The working mother's family is advised to always encourage, reward, advice and problem solving so that the working mother can still take care of the family at home and complete her work at work with a comfortable and happy feeling.
 - c. For the next researcher
For other researchers who want to develop or continue research on psychological well being is expected to use other free variables such as gender and education level.

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