

# BETWEEN WORK AND FAMILY: MULTIPLE ROLE STRATEGIES OF CAREER WOMEN IN SULTAN AGUNG ISLAMIC UNIVERSITY

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**Abstract:** Career women have their own challenges to manage interests between work and family. However, not all career women are able to answer the demands to execute these two interests optimally. This paper aims to see what is behind the dual role of career women at Sultan Agung Islamic University and how they negotiate these two interests. This study is an empirical study using a gender approach. This paper finds that the dominant factors that place them in a dual role are economics and self-existence. Therefore, the negotiation process by establishing communication and cooperation in the household is the main thing. This strategy has an important impact on how the power of mutual trust and an attitude of responsibility is built in husband and wife relationships. In this position, the dual role chosen by career women does not further corner her position as a woman, but instead strengthens her position as the key holder of harmonious and stable relationships in the household.

**Keywords:** Strategy, Multiple Roles, Career Woman, Household, Family

**Abstrak:** Wanita karir memiliki tantangan tersendiri untuk mengatur kepentingan antara pekerjaan dan keluarga. Namun, tidak semua perempuan karir mampu menjawab tuntutan untuk mengeksekusi kedua kepentingan tersebut secara maksimal. Tulisan ini bertujuan untuk melihat apa yang melatarbelakangi perempuan-perempuan karir di Universitas Islam Sultan Agung berperan ganda dan bagaimana mereka menegosiasi kedua kepentingan tersebut. Kajian ini merupakan kajian empiris dengan menggunakan pendekatan gender. Tulisan ini menemukan bahwa faktor dominan yang menempatkan mereka berperan ganda adalah ekonomi dan eksistensi diri. Oleh karena itu, proses negosiasi dengan membangun komunikasi dan kerjasama di rumah tangga adalah hal utama. Strategi ini berdampak penting pada bagaimana kekuatan rasa saling percaya dan sikap tanggung jawab terbangun dalam hubungan suami istri. Di posisi ini, peran ganda yang dipilih oleh perempuan karir tidak semakin menyudutkan posisinya sebagai perempuan, tetapi justru menguatkan posisinya sebagai pemegang kunci hubungan harmonis dan stabil di rumah tangga.

**Kata Kunci:** Strategi, Peran Ganda, Wanita Karir, Rumah Tangga, Keluarga

## Introduction

In this modern life, especially in the era of development, women are required to continue to develop careers by working outside the home. In various major cities, the number of working women almost equals the number of working men. In addition, women are also required to carry out their careers, women must also be prepared to act as housewives. In carrying out these two roles, of course, they get the perceived difficulties. This will trigger work family conflict in the family.<sup>1</sup>

It is undeniable that her role as a career woman has positive and negative impacts on her family, including increasing financial income in the household. It can also provide opportunities for women to reach their potential opportunity . On the other hand, it can also have a negative impact if they neglect your family. Multiple roles are factors that can affect work attitudes. Especially when it is associated with the division of domestic labor in the household, most of the housework is more likely to be given by mothers than by fathers. Ramadhani explained that in carrying out multiple roles there will definitely be physical and mental fatigue.<sup>2</sup> The best thing to do is dividing the time, even though they feel tired, due to mental deficits that lead to emotional instability and poor relationships with family members.

Sometimes women spend more time taking care of the household than their partners. In addition, the dual role can also cause stress which results in mental disorders. Therefore, we need a strategy to balance responsibilities the roles of man and woman in the household. In this position, what female lecturers of Sultan Agung Islamic University did toward their position as career women and housewives is an interesting case to be observed. Actually, they already have a strategy for balancing the two roles. The dual role makes the female lecturer often have different opinions about her husband, with some wanting them to be more at home taking care of their children. While there are also female lecturers who spend more time working on campus, around 8-9 hours per day.

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<sup>1</sup> WIndah Riskasari, "Konflik Peran Ganda Wanita Berkarir," *Jurnal Psikologi Islam Al-Qalb* 8, no. 5 (2016): 55.

<sup>2</sup> Ninin Ramadhani, "Implikasi Peran Ganda Perempuan Dalam Kehidupan Keluarga Dan Lingkungan Masyarakat," *Sosietas* 6, no. 2 (2016), <https://doi.org/10.17509/sosietas.v6i2.4245>.

One of the roles of the lecturer is to provide optimal service for students or institutions.<sup>3</sup> On the other hand, when women are pursuing their careers as lecturers, women are also required to be able to act as wives and mothers who nurture, care for and pay attention to the development of children's growth. The thing that is most feared in dual roles is triggering conflict in those who are already married. Obstacles that are felt in carrying out the obligations or demands of different roles are carried out simultaneously both in the family and on campus.<sup>4</sup> Meanwhile, it is also required to be able to provide maximum work results.

Several studies related to this issue have been conducted by several researchers. Dharmayanti discussed female lecturers as young mothers who has responsibility for the multiple roles.<sup>5</sup> Haikal and Fitri discussed the performance of a female lecturer during the covid-19 pandemic.<sup>6</sup> On the same topic, Cahyaningrum and firends discussed the dual role conflict due to Covid-19.<sup>7</sup> In broader studies, Cucuani examined coping strategies in the occurrence of conflict in multiple roles.<sup>8</sup>

This research leads to discuss strategies for the dual roles carried out by female lecturers of Sultan Agung Islamic University as career women and housewives. Their efforts to negotiate that role in the household is also the main topic will be analyzed. Moreover, how they apply the values of “*BudAI*” (Islamic Academic Culture) owned by Sultan Agung Islamic University in everyday life will be also discussed.

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<sup>3</sup> Syarif Firdaus, Darmo H Suwiryono, and Fenty Sukmawaty, “Pengaruh Kualitas Pelayanan Akademik Dan Kompetensi Dosen Terhadap Kepuasan Mahasiswa,” *Jurnal Ilmiah Muqoddimah: Jurnal Ilmu Sosial, Politik Dan Humaniora* 5, no. 2 (2021): 320, <https://doi.org/10.31604/jim.v5i2.2021.320-328>.

<sup>4</sup> M.Si Prof. Dr. Eti Nurhayati, *Psikologi Perempuan Dalam Berbagai Perspektif*, Pustaka Pelajar, 2014.

<sup>5</sup> “Putu Ayu, Paramita Dharmayanti, and Universitas Mahasaraswati Denpasar, ‘Strategi Pada Peran Ganda Dosen Wanita Universitas Negeri Yogyakarta Dalam Mempertahankan Keharmonisan Keluarga’, Proceeding Webinar Nasional, 2019.,” n.d.

<sup>6</sup> Muhammad Haikal and Ainal Fitri, “Dilema Peran Ganda Dosen Perempuan Selama Pandemi Covid-19 Di Indonesia,” *JAS-PT (Jurnal Analisis Sistem Pendidikan Tinggi Indonesia)* 4, no. 2 (2020): 171, <https://doi.org/10.36339/jaspt.v4i2.366>.

<sup>7</sup> Widyastuti Cahyaningrum et al., “Konflik Peran Ganda Dan Stres Kerja: Pengaruh Kinerja Dosen Wanita Ubt Di Masa Pandemi Covid-19,” *Akuntabel* 19, no. 1 (2022): 166–75, <https://doi.org/10.30872/jakt.v19i1.10575>.

<sup>8</sup> Hijriyati Cucuani, “Konflik Peran Ganda : Memahami Coping Strategi Pada Wanita Bekera,” *Jurnal Sosial Budaya* 10, no. 1 (2013): 59–68.

Therefore, this study uses an empirical research using gender approach.

## The Role of Women in Islam

Islam is a religion that respects and views women and men in the same position. Due to narratives of discriminating women in the pre-Islamic era, Islam places women in a high position. Although there are differences in roles between men and women, this condition actually strengthens the strengthening of Islam towards women.<sup>9</sup> In this part we have to note some evidences that Islam pays great attention to women and upholds the dignity of women in their roles from an Islamic perspective.

### 1) Woman as Child

As a family, girls must receive the same treatment as boys<sup>10</sup>. A daughter in her family plays a role as a bearer of traditions, values and norms that exist in the family and society. Girls who have a gentle nature play a role in maintaining the glory of their family by taking care of themselves and their honor and studying knowledge to make their parents happy. Even though girls are married, of course, parents still need their children. A child's obedience to parents can increase our obedience to God. Allah said in Luqman, verse 14:

وَوَصَّيْنَا الْإِنْسَانَ بِوَالِدَيْهِ حَمَلَتْهُ أُمُّهُ وَهْنًا عَلَىٰ وَهْنٍ وَفَصَّالَهُ فِي سَامِيٍّ أَنِ اشْكُرْ لِي وَلِوَالِدَيْكَ إِلَيَّ الْمَصِيرُ

“We bequeath humans (to do good) to their parents. His mother had carried him in a state of increasing weakness and weaned him in two years. We are will full “Give thanks to Me and to your parents.” Only to me is the place to return”.

### 2) Woman as Mother

Islam gives women a high and honorable position. Mother is one of two parents who have a very important role in the family of every child. Women as mothers are the main educators who are fully responsible for their children, especially in ethics.<sup>11</sup>The development

<sup>9</sup> “Septi Latifa Hanum, 'The Role of Housewives in Building Family Welfare', Journal of Multidisciplinary Studies, 5.2 (2017), Pg. 1–9.,” nd

<sup>10</sup> “Raisah Surbakti, 'Jurna l Kajian Gender Dan Anak', 04.2 (2020), Hlm. 123–35.,” n.d.

<sup>11</sup> “Siti Ermawati, 'Peran Ganda Wanita Karier (Konflik Peran Ganda Wanita Karier Ditinjau Dalam Perspektif Islam)', Jurnal Edutama, 2.2 (2016), Hlm. 1–11 <<https://Doi.Org/Http://Dx.Do.Org/10.30734/Jpe.V2i2.24>>.,” n.d.

of a child can be influenced by the mother's role model for the child. Mothers can make their children bad and good because of upbringing and morality. So that way, the mother is at the forefront in shaping the character of the child in behavior.

Being a mother is an extraordinary pleasure. In the hands of a mother, every child is raised with unlimited love. Mothers have fought with all their heart and soul for the lives of their children from when they were still in the womb until they grew up. The role of the mother towards the child includes protecting the health of the child, and teaching the child to develop physically and mentally well.<sup>12</sup> A mother's care and affection can keep a child's happiness. Mothers who spend a lot of time with their children can easily control their child's activities and quickly solve their child's problems.

### 3) Woman as Wife

Husband and wife are a couple based on divine love. Both complement each other and need each other. Being a wife is one of the privileged roles of women among others. Having the opportunity to be a wife is a center of merit if they are able to be filial and please their husbands. A pious wife is able to be a helper for her husband in the afterlife because it is a source of happiness for her husband who is able to direct her well. Allah says in QS An-Nisa': 34

الرِّجَالُ قَوَّامُونَ عَلَى النِّسَاءِ بِمَا فَضَّلَ اللَّهُ بَعْضَهُمْ عَلَى بَعْضٍ وَبِمَا أَنْفَقُوا مِنْ أَمْوَالِهِمْ ۚ فَالصَّالِحَاتُ قَنَاطِرٌ حَصِينَاتٌ يُحْفَظْنَ أَنفُسَهُنَّ ۚ وَهُنَّ يَتَذَكَّرْنَ ۚ وَأَطِعْنَ اللَّهَ وَالرَّسُولَ ۚ وَأَطِعْنَ أَهْلَ الْبَيْتِ ۚ وَأَطِعْنَ مَا حَفِظَ اللَّهُ وَاللَّيْلِ لِلْغَيْبِ ۚ بِمَا حَفِظَ اللَّهُ وَاللَّيْلِ تَخَافُونَ نُشُورَهُنَّ مَنَعَهُنَّ عِطْفُوهُنَّ ۚ وَأَهْجُرُوهُنَّ فِي الْمَضَاجِعِ وَاضْرِبُوهُنَّ ۚ فَإِنْ أَطَعْنَكُمْ فَلَا تَبْغُوا عَلَيْهِنَّ سَبِيلًا ۗ إِنَّ اللَّهَ كَانَ عَلِيمًا كَبِيرًا

“Men (husbands) are responsible for women (wives) because Allah has made some of them (men) superior to others (women) and because they (men) have spent part of their wealth. Pious women are those who obey (to Allah) and take care of themselves when (her husband) is not around because Allah has taken care of (them). The women you are worried about give them advice, leave them in bed (separate beds), and (if necessary,) beat them (in a way that doesn't hurt). However, if they obey you, do not look for ways to trouble

<sup>12</sup> “Titin Fatimah, ‘Wanita Karir Dalam Islam Titin Fatimah’, Musawa, 7.1 (2015), Hlm. 29-51.” n.d.

them. Verily, Allah is the Most High, the Most Great.”

#### 4) Women as Individuals and Community Members

Society is a group of people who group and communicate to meet common needs. Everyone must form a family, and the family is a component of society. The majority of community members are occupied by women more than men. This is a form of socialization to establish familiarity with the surrounding environment.

Islam does not prohibit women from playing an active role in society and have the right to express and develop the potential that exists within them.<sup>13</sup> As members of society, women and men have the same rights and obligations. The right to receive special treatment from the community, and the obligation to create a prosperous society.

The role of women in society can include work as lecturers, midwives, traders, laborers, and farmers. However, Islam warns that the activities of working women do not interfere with their main role as wives and mothers. Women are like schools, when they have proper education, it means they have prepared the country well.

Looking at the current position of women, there are 4 strict standards for women in the world of work, that is:<sup>14</sup>

1. The type of woman who is very intelligent and has high qualities is a woman who can manage a household and achieve a successful career.
2. The type of woman who is good at home is a woman who is successful in raising a family and children.
3. The type of woman who can work but neglects household chores. If so, it means that they are only concerned with themselves in pursuing a career, but their family is not taken care of and even homework is seen as an obstacle to progress.
4. The type of woman who fails at home and at work will not be successful either.

The division of roles between men and women influences the

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<sup>13</sup> “At-Tust, ‘Kitab Adab’, Hlm. 272.,” n.d.

<sup>14</sup> “Indah Ahdiah, ‘Konstruksi Makna Istri Tentang Peran Suami (Studi Fenomenologi Tentang Istri Sebagai Wanita Karir Dan Memiliki Pendapatan Yang Lebih Besar Dari Suami Di Kota Jakarta) Wahyu Utamidewi Universitas Singaperbangsa Karawang’, 05.02 (2013), Hlm.,” n.d.

placement of women in the household.<sup>15</sup> As a wife, they not only have to meet their own needs, but also have desires they want to fulfill, such as increasing the existence of women in the career world. So whatever the position is, a woman must be willing to take risks.

### **The Dual Role Female Lecturers**

After interviewing the informants, there are things that underlie female lecturers in Sultan Agung Islamic University deciding to take on a dual role as career women and housewives because of self-existence and economic factors. One of them is Agustin and Warsiyah, who said that the potential thing that women have can increase the opportunity to think and act well.<sup>16</sup> Self-development in women can be in the form of developing talents, realizing dreams, increasing self-confidence, increasing the ability to face challenges, and getting along with other people.

Women's motivation to be involved in the world of work is driven by the emergence of a desire to develop themselves in a social environment. The emergence of this desire causes many women to begin to experience dissatisfaction with their domestic roles, which only do household chores. Thus causing women to begin to develop themselves in the public world, by not leaving an important role in the family and their nature as a wife and mother.

A wife in article 83 of the Compilation of Islamic Law paragraph 2 has an obligation to manage household needs. Then, when they work, who takes care of the house? Based on the research results, four (4) informants; Agustin, Titiek, Erni, and Hida, said that there is a role for household members who help them take care of their homework while they are working.<sup>17</sup> Meanwhile, 5 informants; Muna, Warsiyah, Meilan, Muliatul, and Rinawati said that in taking care of household affairs they work together with their husbands.<sup>18</sup> Because the majority of her

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<sup>15</sup> "Jurnal Al and Others, 'Perempuan Dalam Islam (Mensinerjikan Antara Peran Sosial Dan Peran Rumah Tangga)', Al-Maiyyah, 8.2 (2015), Hlm. 99-179 <<https://Www.Neliti.Com/Id/Publications/285750/>>.No Title," n.d.

<sup>16</sup> Interview with Mrs. Agustin and Mrs. Warsiyah on December 15, 2022 at 15.00 WIB, nd

<sup>17</sup> Interview with Mrs. Agustin, Titiek, Erni, Hida on December 17, 2022 at 10.00 WIB, nd

<sup>18</sup> Interview with Mrs. Muliatul, Warsiyah, Rinawati, Muna, and Meilan on December 20, 2022 at 08.00 WIB, nd

husbands work as a lectures and teachers. Therefore, they have applied mutual understanding to themselves.

Decision making in the household is very important. Regardless, if you already have children, more decisions will be considered. The theory of causality has stated that there is cause and effect. This theory emphasizes that every action must have consequences, including one decision to carry out multiple roles that must be truly agreed upon between husband and child.<sup>19</sup>

The notions of domestic and public become a tool for feminist analysis to identify the root causes of a woman's marginalization and inequality in gender relations.<sup>20</sup> Multiple roles lead to increased demands in the world of work and household. Where both must be carried out equally so that neither party is disappointed. There are many demands in the world of work and family, both of them must pay attention to children and family.

As a form of anticipation of conflict, the wife must ask permission from the family, especially the husband and children, when deciding to work. Because a joint decision will produce a good agreement. Although sometimes children refuse their mother to work. But do not rule out that the child must be given an understanding. There were five (5) informants; Warsiyah, Hida, Muna, Meilan, and Rina who had children under 10 years old. These children often demanded that their mothers stay at home longer. This is different if children is 10 years old who actually know and understand mother position.

Marriage is defined as worship which will become a field of reward and sin if people cannot react wisely. Of course, in marriage, everyone has the goal of becoming a family that is *sakinah, mawaddah, warahmah*.<sup>21</sup> All of the respondents above have their own way of how they maintaining harmony and resilience in the family.

Maintaining harmony in the family is very important. Wives who

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<sup>19</sup> Dr Suharjuddin, *Kesetaraan Gender Dan Strategi Pengarusutamaannya, Naradidik: Journal of Education and Pedagogy*, vol. 1, 2020.

<sup>20</sup> Dwi Edi Wibowo, "Peran Ganda Perempuan Dan Kesetaraan Gender," *Gender* 3, no. 1 (2011): 356-64.

<sup>21</sup> Ayudya Rizqi Rachmawati dan Suparjo Adi Suwarno, "Konsep Nafkah Dalam Keluarga Islam (Telaah Hukum Islam Terhadap Istri Yang Mencari Nafkah)," *Asa* 2, no. 1 (2020): 1-23.



work outside the home have difficulty dividing their time between family and work. Time rules must be considered by the wife in dividing between work and household qualitatively. This can cause an imbalance between the two roles as a mother and a career woman. Balancing time is one of their strategies in maintaining a balance between their two roles as career women and housewives.<sup>22</sup> They have a high level of professionalism in dealing with both times. They position themselves in their place. Like when they are on campus, they are positioned as lecturers as well as when they are at home, they are positioned as mothers for their children and wives for their husbands. Six (6) Respondents Erni, Meilan, Hida, Muna, Warsiyah, and Ida said that being a lecturer is more flexible than being a teacher. Flexibility in question is able to adapt to the circumstances that occur. Meanwhile, four (4) informants; Titiek, Muliatul, Rinawati, and Agustin said that balancing the two roles is by taking time in the midst of being busy. Like taking the time to call with children and husband. Even though it was only for a moment and just news, it was able to increase closeness together in establishing family harmony.

Every decision that a woman makes in taking on 2 roles at the same time is bound to have a spice of conflict that occurs in the family. Like conflict at work and home becomes a big responsibility. Female lecturers are responsible for leading and taking care of their families properly. Meanwhile, as a lecturer, they have the responsibility to educate the nation's life and realize the goals of national education, namely to improve the quality of human resources. Such as faith, noble character, science, technology and art, as well as the realization of advanced human resources.

The majority of informants said that the most important consequence of carrying out multiple roles was that homework could not be conditioned. Finally, it made homework less controllable. One of them, Muliatul, in caring for her child can be done using CCTV monitoring installed at home and monitored easily using a mobile phone anytime and anywhere.<sup>23</sup> UNISSULA female lecturers in carrying out their dual

<sup>22</sup> Mahdia Fadhila et al., "Strategi Work-Family Balance Pada Perempuan Suku Banjar Yang Memiliki Peran Ganda" 6, no. 2 (2018): 184-97, <https://doi.org/10.18592/jsi.v6i2.2562>.

<sup>23</sup> Interview with Mrs. Muliatul on December 20, 2022 at 08.00 WIB, n.d.

roles as career women and housewives are also assisted by caregivers who are selected and trusted to be able to look after their children. The caregiver in question is different from the household member, the caregiver only focuses on their children. While ART focuses on helping with homework. There were three (3) informants (Ms. Muliatul, Mrs. Warsiyah, and Mrs. Rinawati). In addition to the CCTV, the respondents chose to place their child's school in Day Care, because they felt safer under supervision.

### **Time Allocation For Female Lecturers in Performing Multiple Roles**

Busyness sometimes makes the wife forget responsibility, if they can not to balance between work and household. Therefore, there will be an imbalance of responsibility. The time division in family is very important. There are three divisions of time in maintaining family harmony as a career woman who is also a housewife:

#### 1) *Me-Time*

*Me-time* means taking time and space specifically for the self. This step is necessary to maintain mental health. Spending time alone away from the outside world makes us know ourselves and feel calmer and more comfortable. Spending time for ourselves does not mean we become selfish and anti-social. Regarding this concept, four (4) informants; Muna, Ida, Muliatul, and Agustin do Me Time by enjoying cream baths, facials, exercise, cooking and reading books.

#### 2) Family Time

Quality time can be defined as the time when all family members, children, wife and husband are at home without being preoccupied with anything else at the same time. Family time is believed to support mental health. Basically, the whole family can do family time that has been determined. Warsiyah stated that family time is not solely about the quantity of time, but how wisely we use our time.<sup>24</sup> The family time can be done by spending time regularly, for example, setting Sundays as family gathering time at home as Sumarawati did. She spented time with her family by establishing a weekly routine of holding the Qur'an with her children, husband,

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<sup>24</sup> 'Results of Interview with Mrs. Warsiyah' 2022. Interview on December 11, 2022 at 11.00 WIB," nd

parents, and even with family out of town. This activity is conducted virtually and they call it as Al-Qur'an Love Association.<sup>25</sup>

### 3) Social Time

Social time is where they spend time with society. Socializing with the community is one form of establishing intimacy. In between busy times, it is not easy for career women to spend time together with the community, especially neighbors. However, this can be done when they take the time and participate in community events, like joining career women's community, cooking community, and other associations. Moreover, the work can be included as the way to socialize as Agustin said. She stated that work is a time to socialize with other people, not just for work. But work often interacts with many people in a relationship.

Informants directly or indirectly spend 8-9 hours working every 5 days a week. The activity begins with waking up at 4:30 am. After waking up, they pray at dawn, wake their children, clean the house, prepare breakfast and school children's needs, and prepare their husband's needs for work. After that, I continued teaching on campus until 4 p.m. After returning home, they return to activities like mothers and wives in general. These include accompanying children to study, preparing food, cleaning the house, welcoming husbands home from work, and sharing with family regarding their daily activities.

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<sup>25</sup> "Nurhayati Tatiek, "Results of Interview with Ms. Tatiek Nurhayati" 2022. Interview on December 28, 2022 at 08.00 WIB", "nd

Table. 1  
Female Lecturer Time Allocation Every Day

TIME	ACTIVITY
Before going to work	Preparing breakfast, cooking, preparing the needs of husband and children.
While at work	Doing tasks in the office such as teaching
At break time	Take the time to communicate with children and husband
After coming home from work	Bathing, cooking, taking care of children and husband, organizing and cleaning the house, gathering with family, preparing assignments for teaching

The success of a family can be judged from how important cooperation is formed between children, fathers, and mothers. However, most people still regard fathers as the primary subject. While the mother is placed as a secondary subject who is obliged to take care of the child at home. This tradition has survived until now. It means that in the family, the role of women is only in a narrow area, only around the home environment (domestic work). Meanwhile, the role of men is in the public world which is external, such as working for a living.<sup>26</sup>

Meanwhile, the success rate of a female lecturer who takes on a dual role as a career woman and a housewife is seen by how they can balance their time between work and housewives. By wisely managing time, establishing good communication, maintaining a lifestyle by controlling emotions, supporting each other, maintaining parenting styles for children, and managing finances for the family. So that it will create a balance in the two demands carried out.

### The Dual Role Factors of Female Lecturers

In carrying out the dual role of a woman, it is certainly influenced by some factors. In this context, the dual role of female lecturers as career women and housewives can be divided as the follow:

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<sup>26</sup> Rahmah Mu'in, "Tinjauan Hukum Islam Terhadap Istri Sebagai Pencari Nafkah (Studi Kasus Masyarakat Desa Pambusuang Kec. Balanipa Kab. Polewali Mandar)," *J-ALIF: Jurnal Penelitian Hukum Ekonomi Syariah Dan Sosial* 2, no. 1 (2017): 85-95, <https://journal.lppm-unasman.ac.id/index.php/jalif/article/view/451>.

### 1) Economic Factors

The economic factor is the first factor as well as the most dominant to be used as a reason for women to work.<sup>27</sup> This does not mean that a husband's income cannot meet his daily needs. But there is a sense of satisfaction in itself if women have income. The economic conditions that exist in the household often force a woman to work to supplement the family income. Often the household needs are so big and urgent that the husband and wife have to work to be able to meet their daily needs. This proves that the longer a person's needs will increase. Moreover, if it is not supported by a developed economy, it will become a lagging society.

### 2) Self Existence Factor

Self-existence is carried out not solely as a woman who wants to be respected in society. However, this self-existence is done as a form of self-development to become a useful woman in seeking the benefits of knowledge. Higher education requires them to be more present in society.<sup>28</sup> The majority of respondents who perform multiple roles are influenced by self-existence factors. This is a form of developing knowledge. In addition, job opportunities are now wider and more open to women. They can choose to work because they have a high need for social relations. Within them is also stored a need for social acceptance, a social identity that is obtained through the work community.<sup>29</sup>

### 3) Cultural Factors

Culture teaches women that housework is a woman's only job. The culture in society does not all require men to work to meet the needs of the family. There is also a culture that actually requires women to work to meet the needs of the family. This kind of culture is called patriarchal culture.<sup>30</sup> The majority of people say that a

<sup>27</sup> P. Schwarz et al., "Faktor-Faktor Yang Mempengaruhi Wanita Bekerja Sebagai Buruh Harian Lepas Di PT. Inti Indosawit Subur Muara Bulian Kecamatan Maro Sebo Ilir Kabupaten Batanghari," *European Journal of Endocrinology* 171, no. 6 (2014): 727–35, <https://ej.e.bioscientifica.com/view/journals/eje/171/6/727.xml>.

<sup>28</sup> Riska Ariana, *Buku Peningkatan Kualitas Hidup Perempuan*, 2016.

<sup>29</sup> Ery Agus Kurnianto, "PERJUANGAN PEREMPUAN MENCAPAI EKSISTENSI DIRI DALAM NOVEL SINTREN (Women's Struggle in Achieving Self-Existence in the Novel Sintren)," *Kandai* 17, no. 1 (2021): 105, <https://doi.org/10.26499/jk.v17i1.2375>.

<sup>30</sup> Marcos Moshinsky, *Buku Pembedayaan Perempuan*, *Nucl. Phys.*, vol. 13, 1959.

woman's job is just cooking, beautifying, and giving birth. While the husband is the main breadwinner. This thought sooner or later. In this way, all respondents did not agree that the role of women only focused on housework. They They assert that space for expression is necessary.

#### 4) Social Factors

The fourth factor is the social factor. When a woman is married and enters the society, she will be required to socialize in new conditions.<sup>31</sup> If the community environment is a religious society, it is likely that people will become religious too. Likewise, if a woman gathers and most of them are working women, it is possible that they will become working women. Women who are active in their lives will feel less if they do not have a career and have a certain profession. In addition, careers will add to the social environment of women who are active in socializing. Some respondents said social factors can shape the balance related to roles and tasks between husband and wife because if there is an imbalance of roles, it will cause overlapping of them.

#### 5) External Factors

External factors are very important in making decisions to carry out dual roles as career women and housewives. External factors are in the form of support and permission from the family, especially from the husband and children. Husband becomes the first party that contributes the most in support. The biggest support given by the husband is in the form of encouragement and support for the decisions taken, as in taking a job as a lecturer.

### The Dual Role Strategy of Female Lecturers

Strategy is defined as a way to achieve goals in the long term. Harmony is defined as equivalence, harmony and harmony in the household. In this study, several strategies were found for female lecturers of Sultan Agung Islamic University in maintaining family harmony, namely as follows:

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<sup>31</sup> Apollo and Andi Cahyadi, "Konflik Peran Ganda Perempuan Menikah Yang Bekerja Ditinjau Dari Dukungan Sosial Keluarga Dan Penyesuaian Diri," *Widya Warta Jurnal Ilmiah* XXXVI, no. 2 (2012): 254-71, <http://portal.widyamandala.ac.id/jurnal/index.php/warta/article/view/99>.

## 1) Communication and Discussion

Communication is an important strategy in maintaining family harmony because it is often intertwined in the family has the effect of changing behavior, differences of opinion, or social change. For example, if communication between family members is not smooth and there is no openness in the family, it can cause problems in the family. In communication is also able to form characters in children.<sup>32</sup>

Good and smooth communication between family members can strengthen family relationships because it is one of the most important keys for every family who wants peaceful and happy family as was done by the respondent, Arsanti. She often spends her time between activities. Moreover, she lives far away from her husband, having long distance relationship, every day because of the demands of his job as a teacher.<sup>33</sup>

Discussion means the process of exchanging ideas between two or more people about a problem to achieve certain goals.<sup>34</sup> In every decision making or when a problem occurs, it is necessary to have a discussion. In order to create a harmonious family, it is necessary to try to come up with a strategy to solve the problems and try to find the best solution for every problem. In this study it was stated that the strategy used by female lecturers in responding to differences of opinion with their husbands was to discuss with each other so that they could respect one another. Discussions are able to produce decisions that are not mutually detrimental.

## 2) Priority

Family is the most important reason for someone to sacrifice energy, thoughts, and time to provide for the family. A person's activity to work is usually based on the desire to meet needs and carry out the role of the family in earning a living, therefore work is a form of attitude of one's responsibilities when they have a family.

<sup>32</sup> <https://www.cnnindonesia.com/inspirasi/20160315151316-322-117568/pentingnya-komunikasi-yang-efektif-dalam-keluarga>," n.d.

<sup>33</sup> "Arsanti Meilan, Interview Results with Ms. Meilan Arsanti, 2022. On December 22, 2022 at 11.00 WIB," nd

<sup>34</sup> <https://www.merdeka.com/trending/prioritas-adalah-keadaan-saat-sesuatu-atau-seseorang-dianggap-lebih-penting-klm.html>," n.d.

In the midst of busyness, there must be things that need to be prioritized.<sup>35</sup> Making priority scale is important thing that must be done by everyone to make it easier to act and according to needs.

### 3) Sincere and Grateful

Sincere is defined as *ridho* with all His provisions. Including sincerity in the choice to be a mother and wife. While being grateful is the key to one's happiness for what God has given. However, being grateful for what you already have is something difficult to live with. It often happens that people who have abundant wealth, but in reality, never feel enough. Therefore, in everyday life both need to be applied in the family. It aims to overcome work stress<sup>36</sup>

### 4) Commitment

Husband and wife are two different beings. One must be complement each other <sup>37</sup>. The commitment is a way for husband and wife to uphold the principles that have been mutually agreed upon from time to time. One of the goals of commitment is to achieve a harmonious household. Musofiana, one of the respondents, said that facing the twists and turns of domestic life is a natural thing for every married couple. There is a strong foundation in the family in order to achieve harmony in the family.

### 5) Be patient and cooperate

In living a household life, there are times when we disagree and have different opinions. Husband and wife must have the patient nature to maintain the household. Patience is also needed, especially if your partner does something that is not fun. Sholihah, a respondent, emphasized that patience is the key to happiness.<sup>38</sup> Therefore, husband and wife must have to patient in order to achieve the goal of a harmonious household. While cooperation is a form of

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<sup>35</sup> Susatyo Yuwono, "Mengelola Stres Dalam Perspektif Islam Dan Psikologai," *Jurnal Nasional UMP* 8, no. 2 (2010): 16–17.

<sup>36</sup> "https://temanggung.kemendagri.go.id/bimbingan-masyarakat-islam/pasangan-suami-istri-harus-bertekad-menjaga-komitmen/," n.d.

<sup>37</sup> "Sholihah Hidayatus, Hasil Wawancara Dengan Ibu Hidayatus Sholihah, 2022. Wawancara Pada Tanggal 20 Desember 2022 Pukul 14.00 WIB", n.d.

<sup>38</sup> "Sholihah Hidayatus, Interview Results with Ms. Hidayatus Sholihah, 2022. Interview on December 20, 2022 at 14.00 WIB.", nd



effort in achieving certain goals,<sup>39</sup> because the family needs to create collaboration, mutual understanding, to achieve prosperity itself. Cooperation is needed in solving problems in the household and also creating closeness between one another. Without these two things, the roles in the household cannot run properly.

The attitude of cooperation occurs because humans cannot fulfill their own lives, they definitely need the help of others in survival.<sup>40</sup> Meanwhile, according to the respondent, Mrs. Muliatul Jannah said that the husband's involvement in doing household (domestic) tasks is one of the driving factors for creating harmony in the family. Cooperation is very important in the family because if you prioritize cooperation, it will reduce the amount of responsibility that is involved. brought.<sup>41</sup>

### **Obstacles to the Dual Role of Female Lecturers**

Article 33 of the Marriage Law which stated that husband and wife must support each other both physically and mentally, respect, be loyal to each other, and love each other. Furthermore, paragraph (3) described that husband and wife are obliged to provide for and care for their children, both in terms of spiritual, intellectual, religious, physical and educational, paragraph. Moreover, paragraph (4) stated that husband and wife must maintain their honor.<sup>42</sup>

Among the obstacles that are often encountered is a matter of time, where a mother must be wise in dividing her time between work and obligations. Too much time spent to work makes it difficult for mothers to care for and supervise their children, which results in the majority being assisted by household assistants. So that the closeness

<sup>39</sup> "Rina Bastian, 'Perkembangan Sosial Anak Usia Dini Di Masyarakat Desa Koto Lamo Sumatera Barat', *Jurnal Pengaruh Sosialisasi Dalam Keluarga Terhadap Perkembangan Sosial Anak Usia Dini*, 2020,," n.d.

<sup>40</sup> "Jannah Muliatul, 'Hasil Wawancara Dengan Ibu Muliatul Jannah,' 2022. Wawancara Pada Tanggal 27 Desember 2022 Pukul 12.00 WIB',," n.d.

<sup>41</sup> "Jannah Muliatul, 'Results of Interview with Ms. Muliatul Jannah,' 2022. Interview on December 27, 2022 at 12.00 WIB',,"nd

<sup>42</sup> Muhsin Aseri, "Undang-Undang Republik Indonesia Nomor 1 Tahun 1974 Tentang Perkawinan," *Al Qalam: Jurnal Ilmiah Keagamaan Dan Kemasyarakatan*, 2018, 1-15, <https://doi.org/10.35931/aq.v0i0.57>.

between child and mother is reduced. Likewise, a wife who does work outside the home must still pay attention to her family.

In fact, there are also obstacles that are owned by one of the respondents, Rinawati. She has four (4) children and one of them is a child with special needs. Wise time sharing and good cooperation make this couple able to maintain harmony in the family. Even though she teach outside for quite a long time, she still prioritize their family by spending special time with their children and husband at home.

Doing dual roles automatically results in a double burden. When the burden cannot be completed, it will cause work stress. Work stress is an imbalance that occurs between work demands and housewives, which will cause conflict. Because the two responsibilities collide with each other. Not infrequently, they feel the hassle which results in emotional pressure. Lack of time with husband and children, especially children under 10 years old should need more attention and supervision. However, this is one of the obstacles for a woman who takes on a dual role as a career woman because the demands of work make the reduced time for children .

The role played by female lecturers as parents in caring for and educating children is implementing faith and creating the obedience in the family, especially in children. Parents have become role models for their children, especially mothers who are often referred to as *al-Madrosatul al-Ula*, the first school for their children.<sup>43</sup> Likewise, when dressing, a good example must be given, such as giving an understanding to girls when reaching the puberty children are obliged to cover their genitals. As well as providing an example of the application of *BudAI* to maintaining cleanliness, it is very important to provide an example of the habit of disposing trash to its place. And the most important thing is to speak politely to people to everyone. Therefore, parents, especially mothers, need to have a strong foundation and cooperation in implementing the "*BudAI*". It is because, maintaining consistency in educating children wisely by parents, especially mothers, is an extraordinary obstacle that requires tenacity.

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<sup>43</sup> Eva Imania Eliasa, "Pentingnya Kelekatan Orang Tua Dalam Internal Working Model Untuk Pembentukan Karakter Anak," *Developmental Psychology* 33, no. 5 (2011): 806–21.

## Conclusion

Multiple roles are two roles played by a person at the same time. Several factors influence female lecturers to play a dual role as career women and housewives namely; due to economic factors, self-existence factors, social factors, cultural factors, and external factors. While the factors that dominate in carrying out the dual role as a career woman and a housewife are economic factors and self-existence. The strategies carried out by female lecturers are communication and discussion, commitment, sincerity and gratitude, patience and cooperation, and priority. Among these strategies, communication and cooperation are the most important things in the family that must be implemented. Because the two strategies are able to create mutual trust and responsibility, especially for husbands and wives.

Finally, in this position we argued that how the efforts of female lecturers to fight for household harmony by taking on multiple roles are not discriminatory portraits. This actually shows that women have a big role in controlling domestic life. Instead, this article confirms that these efforts are proof that women have a key role to play in building mutualistic and reciprocal relationships.

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