THE INFLUENCE OF WORK-LIFE BALANCE ON FAMILY CONFLICT IN SINGLE PARENTS IN JELBUK, JEMBER

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ABSTRACT

Work-life balance (WLB) is an individual's ability to balance the demands of work and personal life. For single parents, this balance is a big challenge considering that they have to carry out the dual role of being the breadwinner as well as the main caregiver in the family. The imbalance between work and personal life often triggers stress that has an impact on family conflict. This study aims to analyze the influence of work-life balance on family conflict in single parents in Jelbuk District, Jember. This study used a quantitative approach with a correlational design to measure the relationship between work-life balance (Variable X) and family conflict (Variable Y). The study population consisted of single parents who have lived as single parents for at least two years. The sampling technique used stratified random sampling, with 10% of respondents taken from each age category of single parents. Data collection was conducted through interviews, observation, documentation, and questionnaires. The results of the study are expected to provide scientific insight into how work-life balance affects conflict in single-parent families. The findings are also expected to be a reference for intervention programs that support the improvement of family welfare through strengthening work-life balance in single parents.
Keywords: Work-life balance, family conflict, single parent, Jelbuk, family well-being.

INTRODUCTION

Work-life balance (WLB) refers to an individual's ability to balance the demands of work and personal life. This concept becomes even more meaningful for *single parents* who often face unique problems in managing time, attention, and resources in their households (Anila & Dr. V., 2017; Ramdhania, 2023).[1] An imbalance between work and personal life is known to increase stress, which in turn triggers conflict within the family (Levine et al., 2023).[2] This balance is also a concern in Islam which

[1] Anila K.P. and Krishnaveni Dr.V., "Study on Work Life Balance," *International Journal of Research in Arts and Science* 3, no. Special Issue, 2017 (May 31, 2017): 33-35; Tesya Ramdhania and Reny Yuniasanti, "The Relationship Between Family Support and Work Life Balance in Working Mothers at PT X," *Wahana* 75, no. 2 (December 3, 2023): 130-137.

[2] Kenneth J. Levine, Melinda Aley, and Fashina Aladé, "Working and Parenting During a Pandemic: Children's and Parents' Perceptions of Work-Life Balance While Working From Home," *Management Communication Quarterly* 38, no. 2 (May 2024): 207-220.

emphasizes the importance of household harmony as reflected in Surah An-Nisa verses 34-35,

اَلرِّجَالُ قَوَّامُوْنَ عَلَى النِّسَاۤءِ بِمَا فَضَّلَ اللّٰهُ بَعْضَهُمْ عَلٰى بَعْضٍ وَّبِمَآ اَنْفَقُوْا مِنْ اَمْوَالِهِمْ فَالصّٰلِحٰتُ قٰنِتٰتٌ حٰفِظٰتٌ لِّلْغَيْبِ بِمَا حَفِظَ اللّٰهُ وَالّٰتِيْ تَخَافُوْنَ نُشُوْزَهُنَّ فَعِظُوْهُنَّ وَاهْجُرُوْهُنَّ فِى الْمَضَاجِعِ وَاضْرِبُوْهُنَّ فَاِنْ اَطَعْنَكُمْ فَلَا تَبْغُوْا عَلَيْهِنَّ سَبِيْلًا اِنَّ اللّٰهَ كَانَ عَلِيًّا كَبِيْرًا

Men (husbands) are responsible for women (wives) because Allah has given some of them (men) more than others (women) and because they (men) have spent some of their wealth. The righteous women are those who obey (Allah) and take care of themselves when (their husbands) are absent because Allah has taken care of (them). Those women whom you fear may be unfaithful, admonish them, leave them in bed, and (if necessary) beat them (in a way that does not hurt). But if they wait for you, do not seek to distress them. Verily, Allah is the Most High, the Most Great.

In Jelbuk, Jember, single parents face a range of issues that increase the risk of family conflict. As breadwinners and primary caregivers, they often struggle to meet the emotional and material needs of their family members. Research shows that individuals with good *work-life balance* tend to have more stable and harmonious family relationships (Hawa & Nurtjahjanti, 2020).[3] Therefore, understanding the influence of WLB on family conflict in single parents is a relevant and urgent topic to research.

Work-life balance plays a significant role in reducing the potential for family conflict, even in single-parent households. Work-life imbalance often leads to stress and emotional exhaustion in single parents, which has a direct impact on their ability to build healthy relationships with their family members.

In this context, family conflict can be caused by several factors such as the inability to meet children's emotional needs, economic pressures, and lack of quality time with family. This problem is more often experienced by single parents because they have to fulfill multiple roles. In Surah Al-Qashash verse 77 Allah Subhanahu wa ta'ala says,

وَابْتَغِ فِيْمَآ اٰتٰىكَ اللّٰهُ الدَّارَ الْاٰخِرَةَ وَلَا تَنْسَ نَصِيْبَكَ مِنَ الدُّنْيَا وَاَحْسِنْ كَمَآ اَحْسَنَ اللّٰهُ اِلَيْكَ وَلَا تَبْغِ الْفَسَادَ فِى الْاَرْضِ اِنَّ اللّٰهَ لَا يُحِبُّ الْمُفْسِدِيْنَ

And seek in what Allah has bestowed upon you (the reward) of the Hereafter, but do not forget your share in the world. And do unto others as Allah has done unto you, and do not cause corruption in the earth, for Allah does not love those who cause corruption."[4]

Allah Subhanahu wa ta'ala reminds us of the importance of maintaining a balance between the world and the hereafter, which is in line with the principle of *work-life balance*. By maintaining the balance, individuals can create a more harmonious family relationship even in the midst of heavy pressure.

[3] Mollinda Aginza Hawa and Harlina Nurtjahjanti, "THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND LOYALTY AT PT. HANIL INDONESIA IN BOYOLALI," *EMPLOYEEEMPATI Journal* 7, no. 1 (June 26, 2020): 424-429.

[4] QS. Al-Qashash verse 77

Research shows that single parents face a greater risk of work-life imbalance compared to two-parent families (Deski, 2024).[5] Here are some of the main issues faced:

1. Time Management
   Single parents often struggle to manage time between work and family. The inability to attend children's school events or provide quality time for them increases guilt and worsens family relationships.
2. Economic Pressure
   As the sole breadwinner, they often face high financial pressures. This affects emotional balance and increases the potential for conflict over basic family needs.
3. Lack of Social Support
   Social support is crucial to the well-being of single parents. However, many of them feel less supported by extended family or the community, increasing their emotional and physical burden (Hawa & Nurtjahjanti, 2020).[6]
4. Technology and Remote Work
   During the COVID-19 pandemic, many single parents who work from home have difficulty maintaining boundaries between work and personal life. This situation exacerbates the tension in the family and adds to their mental burden.

In Islam, the principle of world-afterlife balance is the basis for living a household life and deliberation in resolving conflicts. These guidelines are relevant for single parents who must carry out dual roles wisely. The Messenger of Allah (peace and blessings be upon him) also emphasized the importance of maintaining family harmony as narrated by 'Aisha Radhiyallahu 'anha that the Messenger of Allah (peace and blessings be upon him) said:

خَيْرُكُمْ خَيْرُكُمْ لأَهْلِهِ وَأَنَا خَيْرُكُمْ لأَهْلِي

> *"The best of you is the one who is best for his family. And I am the best for my family." At-Tirmidhi no: 3895 and Ibn Majah no: 1977 from the Companion of Ibn 'Abbas. It has been authenticated by al-Albani in Ash Shahihah no: 285.*[7]

This principle teaches that care and affection in the family is the main foundation for creating harmony, including in stressful situations such as those faced by single parents.

Support from the work environment and family is essential for single parents to achieve *work-life balance*. Some effective forms of support include flexibility in work schedules to meet family needs, provision of childcare facilities in the workplace, and training programs on time management and stress management.

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[5] Adelia Mutiara Deski and Ahmad Chusairi, "Organizational Support for Workers' Work-Life Balance: A Systematic Review," *Journal of Psychology: Scientific Journal of the Faculty of Psychology, Yudharta Pasuruan University* 11, no. 1 (March 31, 2024): 126-135.

[6] Hawa and Nurtjahjanti, "THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEE LOYALTY AT PT. HANIL INDONESIA IN BOYOLALI."

[7] Abi Isa Imam Hafidz, *Sunan At-Tirmidzi Jami'us Shohih*, vol. 2 (Beirut: Dar Ihya At-Turots, 1992), 3895. "Sahih Sunan Ibn Majah Book 1 / Muhammad Nashiruddin Al-Albani; Translator: Iqbal, Mukhlis BM; Editor: Abu Fahmi, Titi Tartilah, Taufik Abdurrahman | Library of Sultan Syarif Kasim Riau State Islamic University," 1977, accessed January 31, 2025, https://inlislite.uin-suska.ac.id/opac/detail-opac?id=5622.

In addition, support from extended family or community also plays a significant role. Good communication within the family can help reduce misunderstandings and improve household harmony. Values such as deliberation and helping each other in Islam can be the foundation for building a supportive environment.

The concept of *work-life balance* in Islam is in line with the teaching of maintaining a balance between relationships with Allah Subhanahu wa ta'ala (*hablumminallah*) and relationships with fellow humans (*hablumminannas*). Surah Al-Qashas verse 77 reminds humans not to forget the afterlife when seeking worldly happiness. Single parents can apply this principle through effective time management in setting priorities between work and family, improving the quality of worship to strengthen spiritual relationships and gain peace of mind, and open communication with family members to reduce potential conflicts.

Work-life balance has a major influence on family conflict in single parents in Jelbuk, Jember. By understanding the problems faced and applying Islamic principles in daily life, single parents can reduce stress and create more harmonious family relationships. Further research is needed to explore specific strategies to support work-life balance in single parents. This study is also expected to make a practical contribution in improving individual and family well-being in Jelbuk, Jember or society in general.

The results of the search for several related previous studies include: Enjelita Putri Sabanari, et al (2025) which discusses "Resilience and *Work-Family Conflict* in *Single Parent Parents*."[8] Franty Feby Amatullah (2024) which discusses "The Role of *Self-Efficacy* on *Work-Life Balance* in Working *Single Mothers*."[9] Azizah Nur Apriani, et al (2021) which discusses "Overview of Work-Life *Balance* in Working Mothers."[10] Angel Gracia Florin Loupatty, et al (2024) which discusses "Overview of *Work-Family Conflict* in *Single Parent* Mothers*."*[11] Nathaniela Esterina, et al (2023) which discusses "The Relationship between *Work-Life Balance* and *Parenting Stress* in Mothers who Work in Companies."[12] Firizqiana Wira Swesty, et al (2024) which discusses "*The Influence of Big Five Personality Types and Family Social Support on Work-Life Balance in Single Working Mothers.*"[13]

[8] Enjelita Putri Sabanari and Arthur Huwae, "Resilience and Work-Family Conflict in Single Parents," *G-Couns: Journal of Guidance and Counseling* 9, no. 2 (December 10, 2024): 1004-1014.

[9] FRANTY FEBY AMATULLAH, Angeline Hosana Zefany Tarigan, and Muhammad Fadhli, "THE ROLE OF SELF-EFFICACY ON WORK-LIFE BALANCE IN WORKING SINGLE MOTHER" (undergraduate, Sriwijaya University, 2024), accessed February 4, 2025, https://repository.unsri.ac.id/159431/.

[10] Azizah Nur Apriani, Sulis Mariyanti, and Safitri Safitri, "OF WORK-LIFE BALANCE IN WORKING MOMS," FINDINGS 2, no. 04 (2021), accessed February 4, 2025, https://jca.esaunggul.ac.id/index.php/jpsy/article/view/178.*JCA of Psychology*

[11] "FINDINGS OF WORK-FAMILY CONFLICT IN SINGLE PARENT MOTHERS | Journal of Scientific Horizons," accessed February 4, 2025, https://bajangjournal.com/index.php/JCI/article/view/7979.

[12] Natahniela Esterina and Devi Jatmika, "The Relationship between Work-Life Balance and Parenting Stress in Corporate Working ," *MothersScientific Journal of Psychology MIND SET* 15, no. 01 (June 30, 2024): 1-17.

[13] Firizqiana Wira Swesty, Alimatus Sahrah, and Nina Fitriana, "The Effect of Big Five Personality Types and Family Social Support on Work-Life Balance in Working Single Mothers," *Spiritual Healing: Journal of Tasawuf and Psychotherapy* 5, no. 2 (December 6, 2024): 99-113.

RESEARCH METHODOLOGY

This study uses a quantitative approach to analyze the effect of work-life balance (Variable X) on family conflict (Variable Y) in single parents in Jelbuk, Jember. Quantitative research is inductive and objective, where the data obtained in the form of numbers or scores are analyzed using statistical methods (Hemawani, 2019).[14] This research is included in the type of correlational research, which aims to measure the extent of the relationship between the balance between work life and personal life with the level of family conflict in single parents (Kurniati et al., 2015).[15]

The population in this study were single-parent families in Jelbuk Subdistrict, Jember, with the criteria that respondents had lived as single parents for at least 2 years. The research sample was taken using Stratified Random Sampling technique, which is a method of random sample selection based on certain categories in the population. From the existing population, 10% of each age category of single parents will be sampled in order to obtain more representative research results.

Data collection techniques were conducted through interviews, observation, documentation, and questionnaires. Interviews were conducted with single parents to find out how they manage the balance between work and family life. Observation was used to assess interactions within the family in relation to emerging conflicts. Documentation involved related literature regarding family conflict and work-life balance, while questionnaires were used to measure the level of family conflict based on aspects of communication, emotional distress, and the quality of parent-child relationships (Purwanto, 2019).[16]

RESULTS AND DISCUSSION

Data analysis in this study used the Pearson Product Moment correlation test, which aims to determine the relationship between work-life balance (Variable X) and family conflict (Variable Y). This statistical test will obtain a correlation coefficient, which shows the level of relationship between the two variables. Data processing was done using SPSS (Statistical Package for the Social Sciences) version 26.0 for Windows. The results of this study are expected to provide scientific insight into how the balance between work and personal life can affect the level of conflict in single-parent families in Jelbuk, Jember.

Table 1. Validity Test Results of Variable X

[14] Iwan Hermawan and M. Pd, .*Educational Research Methodology (Qualitative, Quantitative and Mixed Method)* (Hidayatul Quran, 2019), accessed January 31, 2025, https://booksgoogle.com/books?hl=en&lr=&id=Vja4DwAAQBAJ&oi=fnd&pg=PP10&dq=info:1PIvksr-VY4J:scholar.google.com&ots=XwEqk6W2mw&sig=80ivpbh8fWd8lDnei043QM9pQbg.

[15] Nurdyansyah and Moch. Bahak Udin By Arifin, .*Textbook of Educational Research Methodology* (Umsida Press, 2018), accessed January 31, 2025, https://press.umsida.ac.id/index.php/umsidapress/article/view/978-602-5914-19-5/801

[16] Nfn Purwanto, "VARIABLES IN EDUCATION RESEARCH," *Teknodik Journal* (April 4, 2019): 196-215.

Correlations						
		X.p1	X.p2	X.p3	X.p4	X
X.p1	Pearson Correlation	1	.587**	.394*	.783**	.881**
	Sig. (2-tailed)		0.001	0.031	0	0
	N	30	30	30	30	30
X.p2	Pearson Correlation	.587**	1	0.285	.499**	.727**
	Sig. (2-tailed)	0.001		0.127	0.005	0
	N	30	30	30	30	30
X.p3	Pearson Correlation	.394*	0.285	1	0.33	.671**
	Sig. (2-tailed)	0.031	0.127		0.075	0
	N	30	30	30	30	30
X.p4	Pearson Correlation	.783**	.499**	0.33	1	.840**
	Sig. (2-tailed)	0	0.005	0.075		0
	N	30	30	30	30	30
X	Pearson Correlation	.881**	.727**	.671**	.840**	1
	Sig. (2-tailed)	0	0	0	0	
	N	30	30	30	30	30
** Correlation is significant at the 0.01 level (2-tailed).						
* Correlation is significant at the 0.05 level (2-tailed).						

Table 2. Y Variable Validity Test Results

Correlations						
		Y.p1	Y.p2	Y.p3	Y.p4	Y
Y.p1	Pearson Correlation	1	.374*	0.247	0.343	.656**
	Sig. (2-tailed)		0.042	0.189	0.063	0
	N	30	30	30	30	30
Y.p2	Pearson Correlation	.374*	1	0.275	0.319	.618**
	Sig. (2-tailed)	0.042		0.141	0.086	0
	N	30	30	30	30	30
Y.p3	Pearson Correlation	0.247	0.275	1	.764**	.813**

	Sig. (2-tailed)	0.189	0.141		0	0
	N	30	30	30	30	30
Y.p4	Pearson Correlation	0.343	0.319	.764**	1	.845**
	Sig. (2-tailed)	0.063	0.086	0		0
	N	30	30	30	30	30
Y	Pearson Correlation	.656**	.618**	.813**	.845**	1
	Sig. (2-tailed)	0	0	0	0	
	N	30	30	30	30	30

* Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

From the validity test results above, the significance value for all question items is less than 5%. So that all questionnaire question items are declared valid and can be used as research instruments.

Reliability test which aims to determine whether the questionnaire has consistency if measurements are repeated. The results of the work-life balance (X) and family conflict (Y) variables reliability test can be seen in table 3 and table 4 below.

Table 3. Reliability Test Results of Variable X

Reliability Statistics	
Cronbach's Alpha	N of Items
0.778	4

Table 4. Y Variable Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
0.718	4

The questionnaire is said to be reliable if the Cronbach alpha value is greater than 0.60. From the results of the reliability test calculation above, the reliability coefficient value of the X variable questionnaire is 0.778 and the Y variable questionnaire is 0.718. Based on the reliability coefficient value, it can be concluded that the questionnaire in the study is reliable or consistent, so it can be used as a research instrument.

The normality test is carried out to determine whether the research data is normally distributed or not. Good regression requirements if the research data follows a normal distribution. From the results of the normality test using the One Sample Kolmogorov-Smirnov Non-Parametric Statistical technique, the results are as shown in table 5 below.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			30
Normal Parameters A,B	Mean		0
	Std. Deviation		2.23571747
Most Extreme Differences	Absolute		0.21
	Positive		0.125
	Negative		-0.21
Test Statistic			0.21
Asymp. Sig. (2-tailed)			.002c
Monte Carlo Sig. (2-tailed)	Sig.		.125d
	99% Confidence Interval	Lower Bound	0.117
		Upper Bound	0.134
a Test distribution is Normal.			
b Calculated from data.			
c Lilliefors Significance Correction.			
d Based on 10000 sampled tables with starting seed 2000000.			

From the results of the Kolmogorov-smirnov normality test above, the significance value is 0.125 which is greater than 0.05. So it can be concluded that the independent variables, namely work-life balance (X) and family conflict (Y), come from a normal population at the 0.05 significance level. Both variables are statistically normally distributed and suitable for use as research data.

The classic assumption test in this study is the Heteroscedasticity test. Heteroscedasticity test is conducted to determine whether in the regression model there is an inequality of variance from the residuals of one observation to another. The results of the heteroscedasticity test can be seen in table 6 below.

Table 6. Heteroscedasticity Test Results

Coefficients A

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.829	0.642		4.404	0.000
	WORK-LIFE BALANCE	-0.088	0.051	-0.309	-1.718	0.097
a Dependent Variable: Abs_RES						

Based on the results of the heteroscedasticity test above, the significance value is 0.097 which is greater than 0.05. So it can be concluded that there are no symptoms of heteroscedasticity. The linearity test is conducted to determine the form of the relationship between the work-life balance variable (X) and family conflict (Y) whether it has a linear relationship or not. The results of the linearity test between the two variables can be seen in table 7 below.

Table 7. Linearity Test Results

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
FAMILY CONFLICT IN SINGLE PARENTS * WORK-LIFE BALANCE	Between Groups	(Combined)	102.867	15	6.858	1.98	0.105
		Linearity	6.412	1	6.412	1.851	0.195
		Deviation from Linearity	96.455	14	6.89	1.989	0.105
	Within Groups		48.5	14	3.464		
	Total		151.367	29			

Based on the results of the linearity test above, the significance value of the Deviation from Linearity is 0.105 which is greater than 0.05. So it can be concluded that there is a linear relationship between the work-life balance variable (X) and family conflict (Y). The results of simple linear regression analysis can be seen in table 8 below.

Table 8. Simple Linear Regression Analysis

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.014	1.172		1.113	0.275
	WORK-LIFE BALANCE	0.105	0.094	0.206	14.516	0.000
a Dependent Variable: FAMILY CONFLICT IN SINGLE PARENTS						

Based on the results above, it is known that the significance value of 0.000 is smaller than 0.05. This indicates that there is a significant influence between work-life balance variables on family conflict variables in single parents in Jelbuk District, Jember. To determine the magnitude of the influence of work-life balance on family conflict in single parents in Jelbuk District, Jember, it can be seen the coefficient of determination in table 9 below.

Table 9. Results of the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.206a	0.42	0.008	2.275
a Predictors: (Constant), WORK-LIFE BALANCE				

From the above results, it is known that the coefficient of determination (R Square) is 0.420, which indicates that the effect of work-life balance on family conflict in single parents is 42%. While the remaining 58% is explained by other variables not discussed in this study.

CONCLUSIONS AND SUGGESTIONS

Based on the results of research and discussion, it can be concluded that the influence of Work-Life Balance has a significant effect on Family Conflict in Single Parent in Jelbuk, Jember. The magnitude of the influence of work-life balance on family conflict in single parents in Jelbuk, Jember is 42%.

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