

Problems in Working Mothers in Early Children's Care

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Abstract

A mother is seen as the main actor in taking care of children and household chores. Currently there has been a shift in values that provide opportunities for women to enter the world of work. These conditions can potentially cause problems in parenting for working mothers. This study aims to explore the problems in parenting experienced by working mothers. This study uses a qualitative phenomenological method to find out what problems working mothers experience in raising children. The participants in this study were eight working mothers (work as lecturers) aged 20-40 years, have toddler and lived with their husbands and children in one house. The motivation of mothers who continue to work even though they are caring for children include: economic factors, hobbies, and self-development. These conditions contain benefits and risks that must be faced by working mothers. From the results of research and discussion, it can be seen that the biggest problems in caring for working mothers are: 1) Time management, working mothers experience challenges such as managing time, having difficulty fulfilling their responsibilities as a mother, and managing workplace issues. The average informant works as a lecturer for at least 8 hours per day in the office and returns to do additional assignments at home for which there is no definite time limit. Mothers also still have duties to serve the family at home including caring for children and resting. This division of time is considered difficult by working mothers. 2) Managing emotions, fatigue from serving work and family makes the mood unstable. If support from the environment is minimal, this can trigger stress and burnout in working mothers. This condition can cause excessive anger, sadness and anxiety. 3) Health problems, connected from the problem of managing emotions, health problems can also arise when the mother is too tired and lacks rest. some of the health problems that often occur in working mothers: dizziness, fever, pain in the bones, stomach ulcers, stress and depression. 4) Family conflicts, the busyness of the mother outside the home makes the mother's duties at home not carried out perfectly. the need for support from people around so that conflicts in the family do not occur. Conflicts that can occur include: misunderstandings, ambiguity in the duties of family members, and attachment problems between mother and children.

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INTRODUCTION

At an early age, children need proper care so that their growth and development can be optimal. Parenting is given by parents to their children from an early age so that children are able to live independently, both mentally and financially. Providing educational stimulation, compassion and fulfilling nutrition and health is something that needs to get attention in caring for a family.

The family is the smallest unit and one of the fundamental building blocks of society, which supports the growth and development of individuals during the period that extends from birth to death (Zeteroglu & Basal, 2016). The biggest responsibility in early childhood education lies with the family. Another important thing is that parents motivate, accompany and facilitate children to develop gradually. Within the family, a mother is seen as the main actor in taking care of children and household chores, while men play the role of breadwinner. The role of women is still synonymous with the main caregiver, which is very important when they have preschool-age children (Aini & Hernawati, 2016).

However, currently there has been a shift in values that provide opportunities for women to enter the world of work (Apriani & Risnawaty, 2020). Judging from data from the Indonesian Central Bureau of Statistics (BPS, 2022), especially in Sleman Regency, the number of female workers from 2019 to 2022 has increased from 298,174 to 325,381. According to data collected by the Ministry of Women's Empowerment and Child Protection and BPS, 49.26% of married women choose to work (Ministry of Women's Empowerment and Child Protection, 2016). The data shows that a woman's workforce is much needed and is able to contribute to the economic sector.

Factors that cause a housewife to choose to work and take care of the household include having a higher education, increasing household income, and getting recognition from her environment. A working mother is a mother performing an activity to earn a living (Purwadar Minta, 2003; Parlele, 2016). Research has shown that a working mother can have a positive impact. Economically, working mothers provide financial security for their children, such as benefits provided by their workplace (Yadaf & Kumar, 2018). Working mothers also have a higher sense of satisfaction and well-being compared to housewives from the challenges they face and overcome. This resulting positive mental condition will create a pleasant environment in their household (Apriani & Risnawaty, 2020).

On the other hand, working mothers also face the risk of difficulty in determining priorities between work demands and family demands. Working mothers have bigger challenges than working fathers (Cudy & Wolf, 2013). Working mothers are more vulnerable to stress because they are not having enough time to do everything (Rout et al., 1997). The efforts of working women to integrate, organize and balance various problems and activities in their different roles simultaneously have an impact on various aspects (Deepa, 2018). When it comes to achieving a positive Work-Life Balance, women must be efficient and plan their professional and personal schedules well in advance so that they are both balanced and fulfilling for her. A working mother, especially one who can balance work and home, enjoys the stimulation a career provides. A successful career adds to the perfection of being a woman along with motherhood. For this, major adjustments are needed at the individual level and at work, which helps mothers fulfill the dual responsibilities of career and mother (Deepa, 2018).

A mother, even though she works, still has a big responsibility for the growth and development of her child. Moreover, early childhood still depend on their parents, especially their mother. Children's dependence during preschool years, especially in terms of: feeling safe and happy (Aini & Hernawati, 2016). This can potentially cause problems in parenting for working mothers. Therefore, this study aims to explore the problems in parenting experienced by working mothers

METHODS

This study uses a qualitative phenomenological method to find out what problems working mothers experience in raising children. Qualitative methods are used with various considerations as follows; first, this method connects directly between respondents and researchers. Second, this method is more sensitive and can adjust well to the value patterns encountered. Third, adjusting qualitative methods will be easier when dealing with existing facts. The research was conducted in the city of Yogyakarta. The participants in this study were eight working mothers (work as lecturers) aged 20-40 years, only had one toddler aged 1-3 years, and lived with their husbands and children in one house. Data collection methods in this study using observation and interviews. Observations were made when the mother worked until she finished working and caring for the child. The interview was conducted openly by asking several opening questions, such as: 1) Identity, 2) Occupation, 3) Daily routine, 4) Problems that occur daily, 5) Child's condition.

The sampling technique used in this study was purposive sampling because researchers wanted to find participants who fit the criteria to meet the objectives of this study. Interview guidelines were made prior to data collection. In addition, the researcher prepared an informed consent form which was used to state the participants' willingness to participate in this study and be responsible for all data provided. The data analysis technique used is an interactive model which includes: 1) data collection, 2) data reduction, 3) data presentation, 4) drawing conclusions. The validity of the data used is source triangulation, method triangulation and observation extension

RESULTS AND DISCUSSION

The family is one of the most critical institutions in the upbringing, development and knowledge of children. Every family is unique in carrying out education and care for early childhood. The first years of childhood are when children acquire most of the behaviors and habits that will affect their lives throughout their lives. The importance of the mother-father-child relationship influences the development of a healthy child's personality and its adaptation to the environment (Cagdas A, 2006; Zeteroglu & Basal, 2017). Developmental theories and approaches emphasize the role of parents by considering these periods in determining a child's first physical and social environment. Therefore, parents' attitudes should be evaluated especially in the preschool period (Zeteroglu & Basal, 2016). Therefore, the attitude of parents must be evaluated especially in the preschool period (Zeteroglu & Basal, 2016). There are several motivations for working mothers, including: 1) Because of the economic necessity, To improve the family economy. This happens because of the family economy that demands the mother to work. For example, if the family's economic life is less, the husband's income is less to meet the daily needs of the family so that the mother must work. 2) Because want to have or build a job, this happens as a form of self-actualization of the mother, for example, if the mother of a scholar would prefer to work to build a job. 3) Due to the awareness that development requires manpower both men and women labor.

In addition, working mothers are motivated by hobbies and for self-development reasons. Some mothers choose to work because they feel useful. Maslow (Schultz, 1991) states that mentally healthy humans are humans who are able to utilize and develop their potentials. The ability to develop oneself to achieve an ideal state of existence is found in Those with potential will be productive and functioning when they have the belief that they can do something with their potential. As a person, working mothers have the right to actualize themselves. Work is considered as work trying to prove his potential to the family that he is a real person In addition, working mothers need social support from the family, especially from their husbands and children. By working, the mother gives all her energy as a manifestation of devotion, love, affection, respect, and

all this is done sincerely as a form of dedication to her family. It can be concluded that the motivation of mothers who continue to work even though they are caring for children include: economic factors, hobbies, and self-development. These conditions contain benefits and risks that must be faced by working mothers.

Problems in Parenting Early Childhood

As previously discussed, being a working mother must be prepared to face the problems and risks that can occur. By knowing the problems and risks, it is hoped that in the future working mothers will be better prepared and be able to avoid adverse risks, increase physically, mentally and financially. The following are the problems experienced by working mothers in caring for early childhood.

1. Time Management

Time management is a problem because of the demands of your work which requires a lot of time to complete. Mothers whose jobs as lecturers work outside the home for more than 8 hours, mothers work for 5 working days. This means that one-third of working mothers' time is spent at work locations. A mother certainly needs time to rest for approximately 8 hours per day, so time to be together with family is also 8 hours per day. Working mothers enable him to optimize the quality of time he has with his son, especially in terms of interaction (Aini & Hernawati, 2016). The average informant works as a lecturer for at least 8 hours per day in the office and returns to do additional assignments at home for which there is no definite time limit. Mothers also still have duties to serve the family at home including caring for children and resting. This division of time is considered difficult by working mothers. Another problem is that mothers claim to be able to finish work after the child is asleep, so that the mother's rest time is also reduced. Working mothers experience challenges such as managing time, having difficulty fulfilling their responsibilities as a mother, and managing workplace issues. They need to spend more time and energy on child care and household chores. Most of the time, they have to sacrifice their free time or even sleep to do this (Apriani & Risnawaty, 2020),

2. Emotion Management

Emotions play a very important role in a person's life. It is important to know how emotions influence a person's personal and social adjustments. Mothers admit that when they feel tired they sometimes get out of control, giving rise to negative emotional expressions (angry, crying, etc. Mothers experience emotional exhaustion due to the multiple roles they play (Greaves, et.al, 2017). Working mothers also having to take care of the house has little time to sleep. According to Akersted Nilsson, in Kompier et al (2012), states that stress and sleep have a close relationship. Poor sleep quality can be associated with mental health such as emotional stress in the elderly. Carpenito (2000) said sleep is one of the physiological needs for humans. Sleep is a natural state that occurs due to changes in the status of consciousness, characterized by a decrease in awareness and response to stimuli. Each individual has a different time to rest according to the stage of development and daily activities undertaken. Adequate sleep can help individuals to concentrate, make decisions and carry out activities. Sleep is a physiological process that has alternating cycles with longer periods of wakefulness (Gusmao et al., 2018). Emotional reactions to stress are fear, phobias, anxiety, depression, feelings of sadness and anger (Suliswati, 2010).

For women, they define motherhood as the main goal in life through which one achieves womanhood (Christler, 2013), they also define mothers as the main person responsible for caring for children and are obliged to devote themselves to this task, placing the needs of children above them. of their own needs (Hays, 1996; Liss et al., 2013a; Newman and Henderson, 2014). Pressure to be a perfect mother has a direct positive relationship with career ambition and a negative indirect relationship through experiences of lower work-family balance.

3. Health Problems

Due to the intensity of busyness which is also supported by an unhealthy lifestyle, it is not uncommon for working mothers to fall sick more quickly. The following are some of the health problems that often occur in working mothers: 1) dizziness, 2) fever, 3) pain in the bones, 4) stomach ulcers, 5) stress and depression. A mother tends to put the interests of the family above her own. Burnout work and commitment to continuing to prioritize family interests can cause pressure for working mothers, this of course will affect the psychological well-being of working mothers. As working mothers say, that they often neglect. High commitment will involve oneself fully to achieve goals and be able to take risks for it.

4. Family Conflict

Mothers who carry out two dual roles are vulnerable to Work-Family Conflict (WFC) (Maretih, 2013). is one of the forms, namely pressure or role imbalance between roles at work occurs when individuals try to fulfill the demands of roles in work and these efforts are influenced by the individual's ability to meet the demands of his family or vice versa. Fulfillment of role demands in the family is influenced by the person's ability to meet demands with pressure originating from excessive workload and time such as work that must be completed in a hurry and deadlines, while family demands relate to the time needed to handle household tasks. World-Family Conflict occurs when an individual's home life clashes with his/her responsibilities at work, such as getting to work on time, completing daily tasks, or working overtime. Likewise, the demands of home life prevent a person from taking time for his work or activities related to his career. It has two components, namely family affairs interfering with work and work affairs interfering with family affairs. Stones and Charles (1990) reveal the factors that influence multiple role conflict, including: 1) Time Pressure, the more time spent working, the less time for family, 2) Family size, the more family members, the c) Job satisfaction, the higher job satisfaction, there is an assumption that Working women have negative consequences, namely the more conflict, the more family support, the less conflict, 3) Job satisfaction, the higher job satisfaction, the less conflict is felt, 4) Marital and live satisfaction, there is an assumption that women work has negative consequences, 5) Size of firm, namely the number of workers in the company may affect multiple role conflict. The second big problem is emotional management (Apriani & Risnawaty, 2020). The busyness of the mother outside the home makes the mother's duties at home not carried out perfectly. the need for support from people around so that conflicts in the family do not occur. Conflicts that can occur include: misunderstandings, ambiguity in the duties of family members, and attachment problems between mother and child. The conflict caused by taking on both roles can lead to tension, guilt, burnout, and frustration. Negative emotions experienced by working mothers can affect their parenting self-efficacy

The active role of parents in the development of their children is needed, especially when they are under the age of five or toddlers. One of the parents is the mother, who is a central figure in the developmental stages of a child. The mother acts as the first and main educator in the family so that the mother must be aware of parenting properly and in accordance with the stages of child development. The role of the mother in development (Astarani & Werdiningsih, 2012). The formation of the character of children in the family is adopted from the father or mother. There are alternate roles in imitation giving, as in other extended families. Grandparents often play a surrogate role in childcare (Sari, 2015).

CONCLUSION

From the results of research and discussion, it can be seen that the reasons or motivations for working mothers are financial needs, hobbies and self-development. The biggest problems in

parenting working mothers are: 1) Time management, 2) Emotional management, 3) Health problems and 4) Family conflicts. When mothers are required to carry out their obligations in the office, but at the same time mothers are also required not to forget their nature as mothers and wives, working mothers still try to make ends meet and provide the best service for their husbands and children. Mother's expertise in managing tasks and time management between domestic roles and public roles helps so that stress can be avoided and creates a balanced work family effective coping strategy.

As a person, working mothers have the right to actualize themselves. Work is considered as work trying to prove one's potential to the family that he is a productive person. Working mothers need social support from their families, especially from their husbands and children. By working, the mother gives all her energy as an embodiment of devotion, love, affection, respect, and all of this is done sincerely as a form of dedication to her family.

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