The Conflict Analysis of Balinese Women on Equality in Work, Family and Social Life

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Abstract— Currently, women play an active role in operational implementation. Therefore, women are also required to spend most of their time working. Of course this will create a dual role conflict for women as a housewife and also as a person who works. Apart from that, social life also has its own demands in daily life. This research was conducted at the Secretariat Office of the Traditional Village of Legian. This office is located at Jl. Legian No. 447, Kuta District, Badung Regency, Bali Province. The method used in this research is a qualitative research method with case studies. The informants in this study were the Head of the Traditional Village of Legian, the Head of Governmental Affairs for the Traditional Village of Legian and 8 Balinese women workers who were married and had children. Data analysis conducted in this study was to analyze the results of observations, interviews, and documentation obtained from the study. The results showed several things that could lead to multiple role conflicts experienced by female employees, including the lack of or even no time for family which ultimately resulted in neglect of household chores, neglect of children and even husbands; the absence of time to socialize which results in women not socializing with neighbours and can make relations with neighbours not harmonious; the use of holidays for work so that when the holidays that should be used and spent with the family are instead used for work which makes all preparations for the holidays not optimal; problems in work that often carry over to the house; problems in the family, and complaints from family members regarding the work undertaken by female employees and the absence of support from the closest people, either husband, parents-in-law or parents.

Keywords— Balinese Women, Conflict, Triple Roles, Work, Family, Social Life

1. Introduction

The view of gender equality has increasingly eroded traditional opinions that consider the taboo of a woman to have a career. The continued flow of women into managerial positions has good implications for women's career development. Career demands provide ample opportunities for women to develop themselves at work so that it promises to get a better position (position) or a bigger income. The emergence of problems in the role conflict that she must live through can trigger the work stress level of these women. Job stress in general can happen to anyone individually due to many factors such as the amount of work, demands for results in a short time, conflicts between co-workers, and uncomfortable work situations. Job stress is a condition of tension that creates a physical and psychological balance that affects the emotional thought process and condition of an employee (Rivai & Sagala, 2010).

Women in the 21st century according to (Moser, 1993) do not only carry out two roles but three roles at once. The three roles include family roles, economic roles and social roles. Social roles are roles in the community environment and the implementation of these three roles is called triple roles. The balance of the presentation of triple roles in women will affect the behavior of women themselves because the suitability of the presentation of women's roles is expected in society, while the mismatch of roles is highly undesirable because it can lead to conflict, both internal and external. The incompatibility of the implementation of the

role in the community will also be sanctioned as a form of evaluation of the role mismatch. Where sanctions are the method used by the community in maintaining the implementation of the role to match the expected role.

Multi roles in the life of modern women with all the busy activities must be dealt with by being able to divide time for career and personal life. Women who work and uphold their profession will be more likely to experience conflict, because indirectly these female employees will have more attachments or concentrate more on work and ignore their role as housewives. Conditions like this will create conflicts that arise because they feel neglecting to work as a housewife. In particular, Balinese women who are married are required to participate in PKK (Empowerment of Family Welfare) activities in their neighborhood as a form of community service. (Komalasari, 2017a) states that role conflict is the simultaneous emergence of two or more role pressures. The pressure felt by married women was higher. Because besides they have to work hard they are also faced with the responsibility of being housewives. This will cause problems between family duties and work duties that are borne by the employee.

Bali relies on the tourism industry as the main income for the region, and has been able to survive until now. Therefore, Balinese career women also ensure the sustainability of tourism in Bali. Balinese career women have multiple roles. According to (Komalasari, 2019) the role of women / their wives everyday can be said to be doing value-added activities for 24 hours. They wake up early in the morning to cook, wash, clean the house, carry out religious activities at home, in the banjar (RT / RW) and in the village. Apart from doing these activities, many Balinese women also help the family economy. This study analyzes how to understand the perceptions of the role of Balinese women towards work, social life and family relationships experienced by Balinese female workers and aims to understand more deeply about the triple role conflict experienced by female workers, especially Balinese women who are married and have children in the office. The Secretariat of the Traditional Village of Legian and interpret gender equality and justice within the scope of Balinese society.

2. Literature Rievew

A. Role Conflict

According to (Wahyudi, 2015) conflict can be defined as a process that begins when a party has the perception that the other party has influenced negatively, something that becomes the concern or interest of the first party. From this definition, it includes various conflicts that people experience in organizations such as misalignment of goals, differences in interpretation of facts, disagreements caused by behavioral expectations and so on. Roles are the parts played by individuals in every situation and how they behave to balance themselves with the situation (Akbar, 2017). When the term role is used in the work environment, someone who gets a position is also expected to carry out his role in accordance with the expectations of his job. The term role is also used in the family circle. When someone has decided to get married, it will definitely have a different role than before. According to (Akbar, 2017), in general, the main duties of women in the household are adjusted to the socio-cultural conditions that have grown and developed in Indonesia so far, namely; first, as a wife whose aim is to accompany her husband as a lover and a friend to jointly guide a happy family. Second, as educators whose aim is to nurture the younger generation so that children are provided with spiritual and physical strength that is useful for the nation. Third, housewives who aim to have safe and regular friends for all family members.

Role conflict is a form of role confusion that must be done (Rosally & Jogi, 2015). (Greenhaus & Beutell, 1985) states that role conflict is the simultaneous emergence of two or more role pressures. The same thing was also expressed by (Ahmad & Taylor, 2009) that role conflict is the implementation of various roles that give rise to conflicting role requirements or expectations. So it can be concluded that role conflict in general is a balance between various different roles at the same time and can have negative effects on individuals and the environment.

B. Triple Role Conflict

The definition of triple roles conflict is the level of interference or incompatibility in women's efforts to carry out roles in the work, family, custom / religion domain (Komalasari, 2018). From the experts' understanding, it can be said that triple roles conflict is a conflict due to the imbalance or inability of women to divide roles between family, work, and customs / religion.

According to (Greenhaus & Beutell, 1985), there are three types of role conflict, namely as follows:

1. Time-based Conflict

The time required to carry out one demand (family or work) can reduce the time to carry out other demands (work or family). Time-based Conflict occurs as a result of workers both physically and in time unable to meet the demands of other roles, workers only focus on one role, but remain physically present in other roles to meet demands.

2. Strain-based conflict

Occurs when pressure from one role affects the performance of another role. This can cause workers to experience tension, dissatisfaction and anxiety. As well as negative psychological pressure, a person tends to spend more time and ability in one role so that he cannot satisfy other roles.

3. Behavior-based conflict

Related to the mismatch between the behavior pattern and what the two parts want (work / family). Aggressive behavior, confrontation that is needed at work is not what is needed in a family where what is needed in the family is warmth, understanding, and mutual love.

Work pressure includes workload, lack of freedom and role confusion. The second pressure comes from the family describing individuals who act as parents and husband and wife. Meanwhile, the third pressure comes from the customary environment which demands that women always take the time to interact socially. These three roles lead to the quality of their respective roles, namely the relationship between parent-child, husband-wife relationship and relationship with the general public (socio-culture).

C. Balinese Women

Balinese women who have careers in presenting roles can be categorized into three roles, namely family, economic roles, and the role of religious customs by strengthening the application of culture through their daily activities (Komalasari, 2017b).

1. The role of the family is the role of women as homemakers who serve their husbands, children, parents and in-laws. As mothers, women always educate their children by teaching them culture, behavior, morals, and spirituality. When becoming wives and partners in running a household, Balinese women also instill a culture of serving, respecting and supporting their husbands in all circumstances.
2. The economic role is the role of women as supporting the economic welfare of the family. While working they apply a culture of integrity and hard work without forgetting their nature as real women. This is where, often Balinese women who have a career in work face various obstacles such as role conflicts, socio-cultural barriers, history, and strong gender stereotypes.
3. The role of religious customs is the role of women who are part of a socio-cultural community, women also instill cultural preservation in the implementation of religious activities, by working on the needs of religious ceremonies from the beginning to the end of the event.

According to (Barokah & Hermawati, 2019)) a description of the life of Balinese women who are very strong with their traditional and cultural rules. In this case, the life of women in Balinese customs and culture can have a positive and negative impact. Negative impacts arise when in life Balinese women accept injustice caused by social, cultural and religious rules. Balinese women are also required to participate in the Family Welfare Empowerment Movement (PKK).

3. Methodology

This research was conducted at the Secretariat Office of the Traditional Village of Legian. This office is located at Jl. Legian No. 447, Kuta District, Badung Regency, Bali Province. The reason for conducting this research at the Secretariat Office of the Traditional Village of Legian is because the researcher found an interesting phenomenon, namely the existence of native Balinese female workers who are married and have children with problems regarding triple roles conflict.

The method used in this research is qualitative research methods. because it is based on the philosophy of realism and phenomenology. The approach model in this research is a case study model. A case study is a detailed qualitative research model about a certain person or social unit over a certain period of time (Herdiansyah, 2015). This research is classified as multi-case because the researcher found more than one subject with the status of native Balinese female workers who are married and have children at the Secretariat Office of the Traditional Village of Legian. This research intends to explore more deeply the

triple role conflict among Balinese female workers who are married and have children at the Secretariat Office of the Traditional Village of Legian.

The sampling technique or informant in this qualitative research was used, namely the purposive sampling technique. In this purposive sampling the researcher has certain criteria to determine research sources. Purposive sampling is a sampling technique with certain considerations (Sugiono, 2018). The informants or subjects to be interviewed in this study were the Head of the Traditional Village of Legian, the Head of Governmental Affairs for the Traditional Village of Legian and 8 Balinese female workers who are married and have children. Data analysis conducted in this study was to analyze the results of observations, interviews, and documentation obtained from the study. Techniques used in data analysis in this study are data analysis techniques in the model field (Miles & Huberman, 1994) namely data collection, data condensation, data display, and conclusions. drawing). Data verification using triangulation and audit trail.

4. Result and Discussion

A. Times-Based Conflict

Time-based Conflict occurs as a result of workers both physically and in time unable to meet the demands of other roles, workers only focus on one role, but remain physically present in other roles to meet demands. Based on the results of interviews with several informants about how to divide time so that they can play three roles simultaneously. The results of the interview also stated that no woman can play all three roles at once. There must be people nearby who help ease the workload.

The findings in the field are known and it is concluded that Balinese women who have three roles as housewives, office workers and PKK always have difficulties in dividing their time although there are also some informants who are able to share their time. Many of the informants felt it was hard to leave their children, most of the informants still had babies who were still babies. However, even though they are overwhelmed in overcoming and dividing their time, they already know what consequences they have to accept for playing several roles at once, especially as career women who still have babies. Their role is lightened when they share their duties with their closest people, such as their husbands, parents-in-law or parents.

B. Strain-Based Conflict

Strain-Based Conflict, namely the tension due to the pressure of implementing the role of the job comes simultaneously with the pressure of implementing the family role and vice versa. The results of the interview resulted in the statement that conflicts at home would sometimes be carried over to work and vice versa that conflicts in work would be carried into the house. Although there are some women who do not bring conflict or constraints into the home or vice versa. There are some women who do not confuse family problems with work.

There is a lot of evidence to explain that the pressure between family and work roles can lead to physical and psychological decline in female employees. Pressure to develop these two roles can lead to stress. Work-family conflict is a form of conflict between roles where pressure from work interferes with the implementation of family roles. Previous research stated that 38% of men and 43% of women who are married and have jobs and children reported experiencing work-family and family-work conflicts over work stress and the results obtained indicate that the pressure to balance work stress but also job dissatisfaction, depression, absenteeism and heart disease.

The findings in the field about how to carry out the dual role are known and it can be concluded that there is nothing that is compatible or comparable between the role in the office and the role at home. Problems at the office will tend to be brought home and vice versa. Although there are some informants who are able to withstand the emotions and stress of their work and do not bring them into the house and vice versa. It is undeniable that the role as a mother and at the same time as a career woman is indeed difficult, not to mention the status as a Balinese woman who has to take care of prayers (mbaten) every day.

C. Behaviour-Based Conflict

Related to the mismatch between the behavior pattern and what the two parts want (work / family). Aggressive behavior, confrontation that is needed at work is not what is needed in a family where what is needed in the family is warmth, understanding, and mutual love. Based on the results of interviews with several informants, it can be stated that the role of Balinese women at home is the same as taking care of the house, husband, children and prayer (mbaten). Apart from working women or career women, Balinese women are also ordinary women who need to be supported and assisted in lightening their daily homework.

Work conflicts can affect employee performance in a company. Conflict is unhealthy competition based on ambition and emotional attitudes to win which can cause tension, confrontation, quarrels, stress and frustration if their problems cannot be resolved. This will certainly be detrimental to the company in the form of reduced performance due to stress and conflict in the work environment. This is important for the company to know so that it can take precautions. Likewise with the dual role conflict of working women which consists of family work conflicts and family-work conflicts.

The findings in the field regarding their constraints as women with multiple roles and constraints can be concluded that there are always obstacles in every role either as housewives or as working women. the role of being a housewife requires you to always be ready to take care of the house, be it taking care of the children, cooking, taking care of the husband and so on. There is no harmony between work and family. Where at work they are required to always be disciplined and perfect, but at home a mother must be gentle and warm to the family.

5. Conclusion

Based on the results of research and discussion, it can be concluded that several things can lead to multiple role conflicts experienced by female employees, including lack of or even no time for family which ultimately results in neglect of household chores, neglect of children and even husband; the absence of time to socialize which results in women not socializing with neighbors and can make relations with neighbors not harmonious; the use of holidays for work so that when the holidays that should be used and spent with the family are instead used for work which makes all preparations for the holidays not optimal; problems in work that often carry over to the house; problems in the family, and complaints from family members regarding the work undertaken by female employees and the absence of support from the closest people, either husband, parents-in-law or parents.

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