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Balancing the Scales: Strategies and Challenges of Women Workers Managing Dual Roles in Manufacturing Industries

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ABSTRAK

The increasing presence of women in a manufacturing industry, highlights a significant shift in traditional gender roles while underscoring the challenges of balancing domestic responsibilities and professional obligations. This study investigates the dual-role conflicts experienced by female workers and explores the strategies they employ to achieve balance. Using a qualitative approach with a case study methodology, the research delves deeply into the dual-role phenomenon. Data were collected through observations, interviews, and documentation, utilizing purposive sampling for informant selection. Data validity was ensured through triangulation and analyzed using the Miles, Huberman, and Saldana model. The study identifies two primary dimensions of conflict: time-based conflict and pressure-based conflict. Female workers implement five strategies to manage these conflicts: coping mechanisms for stress relief, leveraging social support from family and colleagues, effective time management through prioritization, ensuring meaningful quality time with family, and delegating domestic responsibilities to their children and spouses. However, the effectiveness of these strategies is often hindered by inconsistent delegation and insufficient support from the company and colleagues. The study concludes that enhanced support from both family and the workplace is essential to help female workers achieve a sustainable balance between their personal and professional lives.

Introduction

In traditional societies, there is a clear dichotomy between the roles of men and women. This division extends beyond domestic responsibilities to include access to employment opportunities. Such dichotomy has given rise to a gender ideology that positions men as inherently superior and women as naturally inferior (Khotimah, 2009). Women often face limited access to the same job opportunities as men, particularly in male-dominated sectors. Social norms frequently constrain women's choices regarding

the types of jobs they can pursue (Das et al., 2019). However, the increasing presence of women in the public sector today marks a significant turning point in the journey toward gender equality.

This transformation is increasingly evident with the phenomenon of women participating in the workforce becoming a norm in modern society. Women's decision to work is often seen as a means of self-actualization, supporting family economics, fulfilling personal aspirations, and seizing available opportunities. Hastuti (2018) highlights that the role of women has undergone significant changes in the modern era. Historically, women were predominantly expected to serve as wives (Mojumder, 2020). Sekscinska et al. (2016) further elaborate that the role of women in the family was traditionally confined to domestic responsibilities as homemakers. However, women now have more opportunities to participate in the public sector and to develop themselves as working professionals.

Working women are defined as adult women who perform productive roles to earn wages, contributing to their progress and improving their quality of life through employment (Rini, 2002). Rizkia (2018) also argues that working women are not motivated by a desire to fill free time but by the intention to enhance their well-being. According to data from the Central Statistics Agency (BPS), the number of female workers has seen a significant increase. In 2022, BPS reported that the number of female workers in Indonesia reached 52.74 million, equivalent to 38.98% of the total workforce. This increase in female workforce participation is expected to improve their welfare through the provision of conducive employment opportunities (BPS, 2016). The Sakernas survey conducted by BPS in 2021 revealed that approximately 66.36% of women in Indonesia work in the informal sector, while 33.64% are employed in the formal sector. Bonnet et al. (2019) note that in developing countries, the dominance of women in the informal sector is significantly high, reaching 92%, compared to 87% for men.

The phenomenon of women in the workforce is not only visible at the national level but is also evident at the local level, such as in Bogor Regency. The presence of working women in this region has become commonplace and easily observed. Cileungsi District, as the largest industrial area in East Bogor, relies heavily on contributions from various demographics to support industrial growth in the region. The increasing number of female laborers in Bogor Regency is illustrated in the following data from the Central Statistics Agency (BPS).

Table 1. Employment Status of Workers/Employees 2020-2021 Bogor Regency

Status	2020		2021	
	Male	**Female**	**Male**	**Female**
Labor	743.438 (69,24%)	329.887 (30,76%)	815.590 (67,98%)	384.664 (32,02%)

(Source: BPS Bogor, 2020-2021)

Based on the data presented, in 2020, the total number of laborers or employees in Bogor Regency reached 1,073,332, comprising 743,438 male workers (69.24%) and 329,887 female workers (30.76%). This data highlights the dominance of male workers during that period. However, in 2021, the total workforce increased to 1,200,254, with the proportion of male workers slightly decreasing to 67.98%, while the proportion of female workers rose to 32.02%. This growth in the number of female workers reflects a positive trend in female participation in the public sector, even though the overall workforce remains predominantly male.

In the context of female labor participation in Bogor Regency, there was a significant increase of 16.6% from 2020 to 2021. This growth aligns with the national trend as *indicated* by the Central Statistics Agency (BPS) in its 2022 publication on Decent Work Indicators in Indonesia. One of the key findings in the report is the distribution of female employment across various industrial sectors. According to BPS, the manufacturing sector

ranks third, employing 20.24% of the total female workforce. This sector provides substantial opportunities for female labor, emphasizing its critical role in creating jobs for women. The manufacturing sector encompasses diverse industrial activities, from product manufacturing to processing, often requiring technical and operational skills that can be learned and mastered without formal certification.

In addition to manufacturing, the sales and marketing sector occupies the top position, contributing 28.44% of female employment. This sector involves direct engagement in the marketing and sale of goods and services, often requiring intensive customer interaction. Like manufacturing, it plays a significant role in absorbing female labor. Meanwhile, the second position is held by agriculture, forestry, fisheries, and related activities, accounting for 24.6% of female employment. This traditional sector heavily involves women, particularly in rural areas.

Overall, the data demonstrates that while manufacturing holds a key position in female employment, other sectors such as sales and agriculture also play crucial roles in providing job opportunities. This diversity highlights the multifaceted roles of women in various economic sectors and underscores the need for adequate policies and support to ensure decent and productive employment for female workers across all industries.

A manufacturing company in Bogor Regency exemplifies an industry that actively promotes the inclusion of women as the majority of its production workforce. Female workers in this company play vital roles in various production stages, including sewing, cutting, assembling, preparing, and packing. Women are highly valued in these processes due to their exceptional attention to detail and discipline (Irlana, 2020). Female workers are often perceived as meticulous, compliant, and accepting of their circumstances (Putriyani & Listiyandini, 2018). Companies also regard female workers as easier to manage and less demanding, making them more suited to dynamic and structured work environments. This perception makes female workers more desirable as they are seen as capable of contributing optimally in such settings.

The involvement of women in the workforce, as observed in this company, facilitates the equitable development of human resources. However, the increasing participation of women in the public sector also brings about a shift in women's roles within the social structure, commonly referred to as dual roles. Balancing life as a working woman, particularly for those who are married and have families, is no easy task. It requires effective strategies to manage both roles simultaneously (Mayangsari & Amalia, 2018).

Rhodes (2002) asserts that the growing opportunities for women to work can lead to internal conflicts. Women's roles are becoming increasingly complex as they are burdened with the choice between work and family. Traditionally, society has viewed women as being primarily responsible for reproductive functions, such as childbirth and childcare. Additionally, in certain situations, women also contribute to productive economic activities to support family income. As Moser (in Mosse, 2004) notes, women have three primary roles: reproductive, productive economic, and community management.

Cultural structures within society still demand that women juggle dual roles. Balancing these roles requires substantial time, energy, and attention. Without adequate preparation, neglecting one aspect can lead to role conflict within families, known as Work-Family Conflict (WFC). Many working women struggle to balance these roles effectively, often finding it challenging to allocate time across their various responsibilities.

Asbari et al. (2020) emphasize that family and work have an important reciprocal relationship, but this relationship often negatively impacts individual well-being, particularly for women. Conflicts between work and family prevent women from focusing optimally at work due to the pressures of managing demands from two distinct environments. This phenomenon is increasingly relevant given the rise in women's workforce participation, particularly in the manufacturing sector. According to the

International Labour Organization (ILO), the number of women employed in manufacturing has grown significantly in recent decades, especially in developing countries. However, this increase in participation is often accompanied by a dual burden that exacerbates physical and psychological pressures.

Studies reveal that women's working lives are associated not only with higher stress levels but also with health issues such as depression, weight gain, muscle tension, and headaches (Lakshmi & Prasanth, 2018). These challenges are compounded by the demanding nature of manufacturing jobs, which require significant time and effort, as well as the lack of support from social systems and employers in managing dual roles. The World Bank (in Huriani et al., 2021) reports that despite rising female participation in manufacturing, women frequently face gender discrimination, lower wages compared to men, and limited access to training and promotion opportunities. Furthermore, studies by Azeem & Akhtar (2014) indicate that women in this sector are more vulnerable to dual-role conflicts due to inflexible job demands and societal expectations to maintain domestic roles. These factors have a significant negative impact on their well-being, including an increased risk of chronic illnesses and mental health issues. Therefore, this phenomenon warrants special attention from various stakeholders, including governments, companies, and communities, to create a more supportive work environment that balances work and family life for women.

This study aims to analyze the dual-role conflicts experienced by working women, particularly in the manufacturing sector in Bogor, and to explore strategies employed to balance domestic and professional responsibilities. In the context of increasing female participation in the public sector, the study also seeks to understand the dynamics of changing women's roles within traditional social structures that continue to influence perceptions of women's roles in family and work. By focusing on Work-Life Balance (WLB), this research aims to provide insights into how women navigate the challenges of dual roles and how balancing strategies can support their overall well-being. The findings are expected to serve as a reference for more inclusive and supportive policies for women in the workforce.

Method

This study adopts a qualitative research methodology, specifically employing a case study approach, to provide a deep and contextual exploration of the phenomenon of women's dual roles (Moleong, 2017). The case study design allows the researcher to focus on specific instances, enabling a comprehensive understanding of the challenges and strategies experienced by women balancing work and family responsibilities. Data collection was conducted through multiple methods, including interviews, observations, and documentation, to ensure a holistic perspective. Primary data were gathered directly from participants, capturing firsthand experiences, while secondary data were obtained through an extensive review of relevant literature to support and contextualize the findings.

The study employed purposive sampling, selecting participants who met specific criteria: women employed as laborers at a manufacturing company in Bogor who are both married and have children. This targeted approach ensured that the informants' experiences were directly relevant to the research objectives. Based on these criteria, five primary informants were chosen, providing detailed insights into their dual-role experiences. The validity of the data was ensured through triangulation techniques, which cross-verified findings across multiple sources and methods, enhancing the credibility of the results. The data analysis process followed the three-phase model proposed by Miles et al. (2014): data condensation, data presentation, and conclusion drawing/verification. Data condensation involved organizing and simplifying the raw data to identify key themes and patterns. Data presentation utilized visual and narrative formats to make the information accessible and interpretable. Finally, the conclusions were drawn and verified, ensuring they were grounded in the data and aligned with the research

objectives. This rigorous process highlights the reliability of the findings and underscores the study's commitment to methodological integrity.

Results and Discussion
Profile of Female Workers in the Company
    Female workers play a crucial role in the growth of modern industries. Exploring the profile of female workers within a company provides deeper insight into the broader dynamics of women in the workforce. Key aspects such as age, educational background, work experience, marital status, and family structure significantly impact female workers' participation in the labor market. Understanding these factors offers a broader perspective on the dual-role dynamics faced by female workers.

    The female workers in this study range in age from 34 to 45 years, with work experience spanning 2 to 15 years. According to Indonesia's Central Statistics Agency (BPS, 2019), the productive working age is defined as between 15 and 64 years. Thus, all five informants in this study fall within the productive age range, although the company sets a maximum age limit of 35 years for hiring new employees. Age is a critical factor influencing women's workforce participation. Sipayung (2013) notes that as women age, their tendency to work declines, often due to health issues that may reduce their capacity and motivation to work.

    The five female informants in this study share various factors that drive their decision to work. These factors interrelate and collectively provide insight into their motivation for managing dual roles as working women and homemakers.

    The female workers generally have secondary education backgrounds, such as junior and senior high school, with some only having primary education. They have not received specialized training for their current roles. Instead, their primary skill development comes from adaptation, on-the-job learning, and experience. This adaptive process enables female workers to directly acquire the skills and techniques required in production through observation or guidance from colleagues.

    The ability of female workers to adapt and learn is a valuable asset, particularly when they lack formal skill certifications. Chaudhuri et al. (2020) emphasize that adaptation and learning enhance productivity and efficiency among female workers. This demonstrates that with proper guidance and opportunities, female workers can make significant contributions to their companies despite their limited educational backgrounds.

    Before marriage and starting families, the female workers in this study had already spent considerable time in the workforce. They gained work experience in various sectors such as garment factories, shoe factories, small businesses, and clothing stores. Their long-standing employment not only provided them with skills and experience but also boosted their confidence. They view work not only as a source of income but also as an avenue for developing adaptability and learning skills—assets that enhance their productivity and efficiency in the workplace.

    After marriage, the support and approval of their husbands play a pivotal role in helping them navigate the challenges of dual roles. The five informants in this study have been married for an average of 10 to 23 years, with husbands working as construction workers, badminton coaches, online drivers, or factory laborers. Husbands' support goes beyond granting "permission" and includes providing active assistance in managing dual roles. This proactive support helps reduce role conflicts arising from the demands of work and family life.

    Economic needs are another strong motivator for these female workers. Simanjuntak (as cited in Abdul et al., 2023) notes that the larger the number of family dependents, the greater the likelihood of someone entering the workforce. Among the

informants, family sizes range from 3 to 5 members. By deciding to work, these female workers contribute directly to the family's financial income. This additional income helps meet basic needs more adequately through dual-income households. While women are not positioned as the primary breadwinners, their earnings serve to support and balance the family's financial well-being.

The monthly wages earned by these female workers range from IDR 1,800,000 to IDR 2,880,000, which falls far below Bogor's minimum wage of IDR 4,579,541. Despite the inadequate compensation, they continue to work, primarily to cover basic daily expenses, childcare services, school fees, vehicle installments, and housing rent. These financial priorities reflect the challenge of managing family budgets on limited incomes.

Beyond economic needs, financial independence is another crucial factor. Female workers value having their own income for various reasons, including fulfilling personal needs without relying on their husbands. This financial independence grants them greater freedom, enabling them to purchase personal items without restrictions. Financial independence also boosts their confidence, allowing them to participate more actively in family financial planning. Mastufatul et al. (2023) further argue that financial independence reduces women's dependence on their spouses, increasing their control over household economic decisions. Financial independence is a vital step toward gender equality and women's empowerment.

Thus, in the context of dual roles, female workers not only face challenges in managing both public work and domestic responsibilities but also highlight the significant potential of women in contributing socially and economically. Recognizing their economic value, providing adequate social support, and ensuring equal opportunities are key to enabling women to successfully navigate these dual roles and positively impact their families and society while advancing gender equality.

Dual-Role Conflicts Among Female Workers in the Company

A working woman managing dual roles significantly impacts both her personal life and her family's well-being. Generally, the demands or expectations of various roles undertaken by an individual arise and are fulfilled separately. However, there are instances where the expectations of one role conflict with those of another, ultimately leading to role conflict (Heslin, 2005).

According to Newman & Newman (as cited in Wardhani, 2016), dual-role conflict refers to a condition in which an individual is confronted with conflicting demands or expectations from two social roles that occur simultaneously. While dual-role conflict is not inherently gender-biased, it is often experienced more acutely by working women as they navigate their dual responsibilities. In this case, the dual roles of female workers result in substantial burdens due to a division of labor that is frequently unplanned and unacknowledged.

The success of a working woman is generally evaluated not only by her achievements in the public sphere but also by her ability to manage domestic responsibilities. On the domestic front, in addition to handling household chores and childcare, working women are also expected to fulfill their obligations as compliant and devoted wives. Faced with these multiple demands, female workers often struggle to prioritize their roles within the family and the workplace. The dual-role conflicts experienced by female workers in the company reflect the practical application of the dual-role concept in real-life scenarios. In this context, female workers encounter significant pressures arising from the demands of balancing these dual roles.

Greenhaus & Beutell (1985), in their study Sources of Conflict Between Work and Family Roles, identified three dimensions of dual-role conflict: time-based conflict, strain-based conflict, and behavior-based conflict. However, in the practical context of this study,

the dual-role conflicts experienced by female workers in the company are primarily characterized by two dimensions: time-based conflict and strain-based conflict.

Time-Based Conflict

Time-based conflict refers to situations where female workers struggle to allocate their time, energy, and opportunities optimally between public and domestic roles (Greenhaus & Beutell, 1985). This conflict arises when the demands of these two roles are contradictory and difficult to meet simultaneously. In this study, long working hours and high production targets are identified as the primary causes of time-based conflict. The company in question operates with a standard 10-hour workday from 7:00 AM to 5:00 PM, during which female workers are required to meet demanding production targets. For instance, informants such as Mrs. S, LS, EN, and RA are tasked with producing at least 1,000 pieces per day, while Mrs. DA is assigned an even higher target of 1,500-2,000 pieces due to her dual responsibilities in production.As highlighted in an interview with Mrs. LS:

> *"If the weekly target of 1,000 pieces per day isn't met within six working days, we have to work overtime until 8:30 PM to compensate."*

This scenario illustrates the heavy workload borne by female workers, who, in addition to their regular 10-hour shifts, must extend their working hours to meet production demands. Such extended hours exacerbate the physical and mental strain on workers, particularly for those who also face significant domestic responsibilities after work. Although these women recognize the importance of meeting production goals, the additional overtime often intensifies their stress levels and leaves little time for rest or family obligations.

The nature of their production tasks further compounds these challenges. For instance, Mrs. S, who works in sewing, requires meticulous attention to detail to avoid errors that could necessitate redoing entire pieces. Similarly, Mrs. DA, working in the cutting department, handles the physically demanding task of operating heavy machinery with high precision. According to a staff member, Mrs. MSN, the cutting department is one of the most challenging and hazardous roles in production, requiring both accuracy and the ability to manage heavy machinery.

In addition to their demanding professional roles, these women must also manage domestic chores such as cooking, cleaning, laundry, and ironing, which further deplete their time and energy. As Mrs. RA noted:

> *"With so much overtime, I barely have time for my family. Sundays are the only chance, but my children, now grown, are often busy with their own lives."*

This statement highlights the diminishing time available for family interaction as work demands increase, negatively affecting the quality of familial relationships. The dual burden of work and domestic responsibilities often leads to emotional strain, making it challenging for female workers to balance their roles as mothers and wives effectively.

These findings align with the concept of time-based conflict proposed by Greenhaus & Beutell (1985), which arises when time spent on one role reduces the time available for another. Research by Nambisan & Barnon (2021) also supports these results, indicating that long working hours contribute to reduced family time. High work targets and overtime demands exacerbate time-based conflict, as previously identified by Rahayuningtyas (2013). Consequently, effective time management strategies, as emphasized by Liu et al. (2014), are essential for balancing these dual roles.

Strain-Based Conflict

Strain-based conflict refers to the tension arising from the pressure female workers face in managing their multiple roles and demands. In this study, such conflict is evident

in the high production targets imposed on workers, which often lead to physical and emotional strain. As Mrs. RA explained:

> *"Yes, the targets are quite high. When we're pushed to meet them, it can be stressful and overwhelming."*

The physical fatigue associated with meeting these targets not only affects individual health but also reduces productivity and work quality. This strain is particularly pronounced for informants such as Mrs. LS and Mrs. EN, who have young children requiring constant care. Their emotional exhaustion often diminishes their ability to provide physical and psychological support to their children, as illustrated by Mrs. EN's comment:

> *"It's exhausting. Coming home to a messy house and children fighting only adds to the stress."*

This emotional fatigue manifests in heightened sensitivity, irritability, and unexpected anger, as noted by informants like Mrs. S, LS, and RA. Mrs. S described how workplace stress sometimes translates into negative interactions with her children and colleagues:

> *"Sometimes I just lose it, snapping at the kids at home or getting unfocused at work. If my heart isn't in the right place, it affects my work, and I end up making mistakes."*

Such emotional strain underscores the profound impact of dual-role conflicts on both personal well-being and professional performance. Prolonged stress not only affects the workers' mental health but also their ability to maintain a harmonious home environment, increasing the risk of familial tensions.

Research supports these findings, with Asih et al. (2018) noting that dual-role strain often leads to emotional exhaustion, guilt, and heightened sensitivity. When female workers feel unable to meet the expectations of both roles, they experience significant internal conflict, resulting in a sense of failure in their domestic and professional responsibilities. This strain also negatively influences parent-child interactions, as children may perceive inconsistent or negative responses from their parents, further contributing to familial discord.

Overall, the extended working hours and high production targets in this company contribute significantly to the dual-role conflicts faced by female workers, impacting their ability to balance work and domestic responsibilities effectively. Addressing these challenges requires targeted interventions, such as providing flexible working arrangements, emotional support, and stress management resources, to ensure the well-being and productivity of female workers.

Strategies for Balancing Dual Roles Among Female Workers at Industry

A deeper understanding of dual-role conflict is essential for developing sustainable strategies to support female workers in improving their overall quality of life and well-being. Strategies for balancing work and family are considered the most effective means to achieve the multi-faceted goals of female workers' families, ensuring that both domains function smoothly. These strategies aim to prevent family dysfunction, which can lead to breakdowns in family structure when one aspect of life, whether work or family, is neglected, causing tension and conflict. The strategies focus not only on fulfilling female workers' responsibilities in the public sphere but also on ensuring the needs and aspirations of their families are met.

Given the unique situations of each female worker, balancing strategies must be tailored to individual perceptions and circumstances. This study identifies several

strategies employed by female workers in the company, including coping strategies, leveraging social support, time management, ensuring quality time, and task delegation.

Coping Strategies

Coping is defined as deliberate or subconscious actions taken by individuals to reduce or manage psychological tension caused by stress (Caltabiano et al., 2002). According to Maryam (2017), coping strategies are designed to help individuals navigate situations and demands that exceed their resources.

The five informants in this study employed various coping strategies to address the stress and challenges they encountered. For instance, Mrs. S and Mrs. EN managed stress by maintaining a calm mindset and confronting problems methodically:

"I just try to be patient and strong, and regulate my thoughts better." - Mrs. S
"I just let it flow *and find solutions as I go. As long as I stay calm, I know solutions will come."* - Mrs. EN

By contrast, Mrs. LS and DA adopted acceptance as their primary coping strategy, recognizing work-related challenges as a natural consequence of their decision to work:

"I just accept it because this was my own decision to work, so these challenges are part of the package." - Mrs. LS

Mrs. RA, however, opted for enjoyable activities to alleviate stress, such as spending time with her nieces:

"I try to cheer myself up, like joking around with my nieces. If I dwell on stress, it only gets worse." - Mrs. RA

These approaches highlight the diverse coping strategies female workers employ, emphasizing patience, mental regulation, and acceptance as critical tools for navigating dual-role conflicts. Coping strategies not only help manage stress but also foster a sense of resilience, enabling women to adapt to challenges effectively (Muslim, 2015).

Leveraging Social Support

Social support is a key component of balancing dual roles. According to Goldberger and Breznitz (as cited in Apollo, 2007), social support systems, including childcare services, family members, spouses, coworkers, and employers, play a vital role in facilitating the success of dual-role strategies. This aligns with Handayani's (2021) findings, which suggest that women's workplace happiness is closely tied to the social support they receive. In this study, childcare support emerged as a crucial form of social assistance. Female workers often relied on neighbors, family members, or hired caregivers to look after their children while they were at work. For example, Mrs. EN entrusted her infant to a neighbor because her elderly mother was unable to manage childcare, while Mrs. LS relied on her sister for her four-year-old child.

The informants also highlighted challenges in childcare, particularly when children were ill or needed additional attention, which added to the stress of balancing work and family responsibilities. Despite these challenges, social support in childcare helped alleviate some of the burdens of dual roles, allowing female workers to focus on their jobs without excessive worry about their children's well-being. Spousal support also played a pivotal role in managing dual-role conflicts. This included emotional encouragement, assistance with household chores, and mutual understanding. For example, Mrs. LS and Mrs. DA's husbands regularly helped with tasks such as cooking, cleaning, and childcare, demonstrating proactive involvement in household responsibilities. However, for some

informants, such as Mrs. EN and Mrs. S, spousal support was limited due to their husbands' demanding work schedules.

Time *Management*

Time management was a fundamental strategy for female workers in balancing their dual roles. Informants employed various methods, such as waking up earlier than other family members to complete household chores and meal preparation. Workers like Mrs. LS and RA also utilized their lunch breaks to return home and perform tasks like folding laundry or tidying the house.

Another practical approach was food preparation, where workers pre-planned and prepped meals to save time during the workweek. For example, Mrs. LS prepared ingredients for two to three days in advance, streamlining the cooking process and reducing time spent on daily meal preparation. Scheduling specific household tasks, such as laundry or ironing, also helped female workers manage their time efficiently. For instance, Mrs. S reserved weekends for ironing, ensuring that time-intensive tasks did not interfere with her work-life balance during the week.

Ensuring Quality Time

Despite their limited time, female workers prioritized quality interactions with their families. This involved maintaining open communication, engaging in family activities, and creating moments of connection during evenings or weekends. For example, Mrs. DA emphasized the importance of understanding her teenage children's needs and interests by fostering open conversations:

> *"Sometimes we just joke around, talk about what they want, or where they want to go. It helps me stay connected to them."* - Mrs. DA

Maintaining such connections was particularly challenging for mothers of older children, who often spent more time on personal interests or with friends. Nevertheless, female workers strived to foster positive relationships with their children through active engagement.

Task Delegation

Delegating household responsibilities to spouses and children was another strategy employed by female workers. In families where husbands had flexible schedules, they played an active role in managing household chores, such as cleaning and cooking. Similarly, older children contributed by performing tasks like washing dishes or tidying up.

For instance, Mrs. S's son helped with laundry and cooking rice, while Mrs. RA's children assisted with ironing and cleaning. However, in some cases, such as Mrs. EN, younger children were not yet able to contribute, leaving the bulk of household responsibilities to the mother. Task delegation allowed female workers to share their domestic burdens, fostering a collaborative family environment and enabling them to focus on both work and family responsibilities effectively.

The findings of this study highlight the diverse strategies employed by female workers to balance dual roles, including coping mechanisms, social support, time management, quality time allocation, and task delegation. These strategies align with previous research, emphasizing the importance of time management and social support in achieving work-life balance (Gautam & Jain, 2018; Rini, 2023). While challenges remain, particularly in the consistency of spousal and organizational support, these strategies demonstrate the resilience and adaptability of female workers in navigating dual-role conflicts. Strengthening social support systems and fostering flexible workplace policies are essential to enhancing the well-being and productivity of working women.

Conclusion

The decision of female workers in the company to enter the workforce comes with the inevitable consequence of dual roles, requiring them to balance workplace responsibilities with domestic duties. This dual-role phenomenon reveals how work pressures and household responsibilities create an ongoing cycle of social and psychological challenges for female workers, making it difficult to break free from these conflicts. The complexity of dual-role conflicts is reflected in time-based and strain-based conflicts. Time-based conflicts arise when female workers struggle to allocate sufficient time between work and home, reducing their capacity to perform both roles effectively. On the other hand, strain-based conflicts stem from the emotional and physical burdens of meeting the demands of these dual roles, often resulting in stress, anxiety, and psychological distress. Despite implementing strategies to balance their dual roles, such as task delegation and social support, these efforts have yet to yield optimal outcomes, largely due to cultural barriers like entrenched patriarchal norms that place the primary domestic burden on women and discourage equitable task-sharing within families.

The lack of support from the company further exacerbates these challenges, as highlighted by Marx's theory of alienation. Female workers experience alienation in several forms: from the work process, as they are excluded from decision-making regarding their tasks; from the product of their labor, as their wages fail to reflect the full value of their efforts; and from their social and economic needs, due to job instability and insufficient workplace support. This alienation diminishes workers' motivation and sense of belonging, contributing to feelings of dissatisfaction and disconnection. To address these issues, companies must consider implementing flexible work arrangements, realistic production targets, and robust social support systems to mitigate the impact of dual-role conflicts and foster work-life balance for female workers. Future research should expand beyond a single manufacturing company, adopting a broader scope and more comprehensive methodologies to better understand dual-role balancing strategies among female workers across various sectors.

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