Women Copreneur vs Women Employee;  
How is Their Work Family Conflict Dynamic ?  

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Nowadays women have a lot of choices to actualize themselves in work setting. Some benefits of this situation are opportunities for women to improve their talents, enhance financial income of the family, increase women’s self esteem. However, there are some risks faced by modern family such as work family conflict (time, strain and behavior conflict), especially for women who have already got married. Turning to traditional distinctive family role which man is the head of family and woman is the housewife is a setback. Copreneurship is one of the alternative way to improve work family balance because of the autonomy of time and role. However, copreneur women have risk to work family conflict as well. The aim of this research is to understand the work family conflict dynamic among women copreneur and women employee. This is a preliminary qualitative descriptive study. The sampling technique is using purposive. The subjects are 4 women (2 copreneur and 2 employee). Implications of these findings and directions for research are discussed as follows.

Keywords = women copreneur, women employee, work family conflict

1. Introduction

The family situation nowadays is different from that of in old time. Formerly, there was a distinctive difference between women’s and men’s role in the family. Men played a role as a bread winner of the family, meanwhile women become housewife who take care of the house and raise children. Even the old proverb said that women’s role are house, bed, and kitchen. House means that women’s works are washing dishes and doing laundry. Bed means women’s role are to serve husbands’ sexual need on bed. Kitchen means that women’s role are to cook for the whole family. There are some people who call women with the term konco wingking, which means that a friend whose position is at the back. The one who is in the front position is a husband as the head of the family. In that era, there are limited access for women on work and education field.

However, the era has changed, women emancipation offers women more life choices. According to Ministry of Women Empowerment and Child Protection (Kementerian Pemberdayaan Perempuan & Perlindungan Anak) (2012), it is known that there is a progress on equality and fairness to men and women on education. It was proven from the hike ratio between women and men on education and alphabet literate. On working field, women reach an improvement in the last five years which was from 0.61 in 2007 to 0.65 in 2011. The data showed that women participation in getting a job raised annually. There was also data that showed a percentage rise of women as professionals. In the year of