

## Work-Family Conflict of Women Entrepreneurs and Women Employees

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The aim of this study was to discover differences in work-family conflict among women who work as employees and women who worked as entrepreneurs. The samples of this research were 189 women (98 employees and 91 entrepreneurs.) This quantitative comparative design used an incidental sampling technique. The measuring instrument was the work-family conflict (WFC) translated from Greenhaus and Beutell. The data collected was analyzed using Mann Whitney-U Test. The results show no difference in WFC among women who work as employees and women as entrepreneurs. However, the data shows that the majority of entrepreneur women has very low WFC in all aspects (time, strain, and behavior), while women who work as employees tend to have medium WFC. The results of cross tabulation show that there are indications of an association between revenue and WFC (time and strain aspects) in employee respondents. While the entrepreneur women show indication of an association between the ages of marriage, and duration of work with WFC.

*Keywords:* women, entrepreneur, employee, work-family conflict

Tujuan penelitian ini adalah untuk mengetahui perbedaan konflik kerja-keluarga atau *work-family conflict* (WFC) antara perempuan yang bekerja sebagai karyawan dan perempuan yang bekerja sebagai *entrepreneur/wiraswasta*. Partisipan dalam penelitian ini 189 orang (98 karyawan dan 91 wiraswasta.) Penelitian kuantitatif dengan desain komparatif ini menggunakan teknik sampling insidental. Alat ukur adalah *work-family conflict* (WFC) diterjemahkan dari Greenhaus dan Beutell. Analisis data menggunakan uji beda *Mann Whitney-U Test*. Hasil menunjukkan tidak ada perbedaan WFC antara perempuan yang bekerja sebagai karyawan dan perempuan wiraswasta. Namun, data menunjukkan mayoritas wanita wiraswasta memiliki WFC yang sangat rendah pada semua aspek (waktu, ketegangan, dan perilaku), sedangkan perempuan yang bekerja sebagai karyawan mayoritas WFC-nya sedang. Hasil tabulasi silang menunjukkan bahwa pada karyawan ada indikasi asosiasi antara pendapatan dan WFC (aspek waktu dan aspek ketegangan.) Adapun pada perempuan wiraswasta terdapat indikasi asosiasi antara usia pernikahan dan WFC dan lama waktu bekerja dan WFC.

*Keywords:* perempuan, wiraswasta, karyawan, konflik kerja-keluarga

The modern woman is very different from the traditional woman. Higher levels of education enabled women to pursue careers in the public field. Many women hold positions of power such as being a mayor, president, minister, and other important positions. The changes occurring to women are linked with the gender equality movement suggested du-

ring the period of R. A. Kartini. The Ministry of Women's Empowerment and Child Protection (Kementerian Pemberdayaan Perempuan dan Anak, 2012) stated that there has been an increase of women workers in the labour force. In 2004, the percentage of working women is 38.16%, and it increased to 45.75% in 2011. This is pioneered by the education access equality between men and women. Statistics from the Center of Statistics (Badan Pusat Statistik, 2014) showed that the number of female entrepreneur is 5,590,638, with a majority of them located in Java and Bali. This number showed a bigger increase compared to male entrepreneur. In 2012, there was only

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