

# Effect of Adult Attachment Style and Work-Family Conflict on Life Satisfaction of Working Women

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## Abstract

This research aims to examine the factors that stimulated life satisfaction, particularly for women working in private organizations, using the adult attachment style approach with work-family conflict. A quantitative method was employed, and a sample of 100 women was collected through a questionnaire. The data analysis was performed using the SPSS software. The results of this study indicate that adult attachment style has a significant negative impact on life satisfaction, while work-family conflict has a significant positive effect on life satisfaction. For respondents, it is suggested that working mothers should strive to minimize activities that may lead to excessive role conflicts. Additionally, researchers recommend that working mothers enhance their life satisfaction by appreciating their current accomplishments and contemplating achievable goals. Furthermore, engaging in enjoyable activities can help prevent undue worry and stress related to their roles.

**Keywords:** adult attachment style, work-family conflict, life satisfaction, working women, working mothers

## 1. Introduction

### 1.1 Introduce the Problem

In the millennial era, economic, social, and cultural changes have significant impact to the lives of individuals and companies. One of the consequences of rapid economic growth is the emergence of new industries, offering opportunities for both male and female workers (Ashar & Harsanti, 2017). The increasing number of women in the workforce is closely related to their higher levels of education, which often lead them to pursue careers in business and the professions (Crawford & Unger, 2004).

Traditionally, in the cultural context of many countries, married women were expected to stay at home. However, many married women, as wives and mothers, still choose to work (Handayani, 2013). There are several reasons motivating wives to work, as identified by Handini et al. (2014), The primary reason is economic necessity, as the rising cost of household expenses and urgent needs often makes it challenging for women to manage the family's finances, prompting them to seek employment. Furthermore, inadequate spousal income is often cited as a reason for women to work (Hoffman, 1986). Another motivation lies in specific aspects of family roles that drive women to seek alternative activities outside the home, such as overcoming boredom. The final reason is to fulfill psychological needs, such as social status, social contacts, self-realization, and a desire to contribute to society. By working, women can demonstrate their social status and the social network they possess through their jobs.

The presence of women in the workforce brings significant benefits and is essential in the professional realm. As partners to men, women contribute their potentials and talents not only at home but also in the workplace. The rapid progress and advancement of women in the workforce are no longer new issues. There is substantial evidence that working women can achieve as much as their male counterparts and, at times, even exceed their contributions (Ashar & Harsanti, 2017). The increasing number of working women in Indonesia can be observed through their rising participation in the labor force.

Challenges and obstacles faced by women in their efforts to work and pursue careers outside the home tend to be more complex compared to men (Anwar, 2015). Women are confronted with high pressures from both the work domain and the family domain and are expected to play significant roles in both areas. Work-related demands often involve pressures arising from excessive workloads and time constraints, such as tight deadlines and

targets. Family-related demands are related to the time required to manage household tasks, serve their husbands, and take care of their children.

Women who struggle to divide or balance their time between family and work may experience conflicts, commonly referred to as work-family conflict (Ashar & Harsanti, 2017). A work-family conflict is a form of role conflict within an individual that arises when work-related pressures clash with family-related pressures (Alam & Chaudhury, 2011). The limited space, time, and energy available to individuals are the main foundations for inter-role conflicts (Rau & Hyland, 2002). Work-family conflict occurs when participation in work and family roles is incongruent with each other (Greenhaus & Beutell, 1985).

### *1.2 Formulation of the Problem*

Based on the background described above, the main issues that will be clarified discussed in this study are :

- 1) Does adult attachment style affect life satisfaction in women working in organizations?
- 2) Does work family conflict affect life satisfaction in women working in organizations?

## **2. Literature Review**

### *2.1 Life Satisfaction*

A comprehensive evaluation of an individual's quality of life based on self-determined criteria. According to the author, one needs to consider life satisfaction both cognitively and holistically (Diener et al., 1985). Life satisfaction is one of the principal components of individual well-being and is defined as an individual's cognitive assessment of global life satisfaction (Pavot & Diener, 1993). Performance on life satisfaction was significantly explained by recourse to the variables of job satisfaction, internal locus of control, regrets regarding life circumstances, sexual satisfaction, and leisure-time activities (Lewis & Borders, 1995). Working women were more satisfied with their life, on stress scale nonworking women have higher level stress as compared to working women (Singh, 2014).

Indicator satisfaction with life in the present with questions :

- 1) I find it challenging to balance roles when I first became a working woman and a homemaker.
- 2) My household is still doing well (harmonious) even though I work (as a career woman)
- 3) If I can't manage this current lifestyle (being a working woman and a homemaker), I will quit my job and choose to take care of my husband and children at home

### *2.2 Adult Attachment Style*

Attachment in adults involves boundless affection between partners to bind with one another in solving problems collectively, encompassing feelings, thoughts, and actions in decision-making processes (Holmes, 2014). attachment style was the unique predictor of positive affect while fearful and preoccupied Attachment styles significantly predicted negative affect (M Engin & Işık, 2010; Mehmet & Yıldırım, 2023; Çikrikçi & Gençdoğan, 2017).

Indicators like secure attachment, insecure ambivalent and insecure avoidant with questions :

- 1) I feel safer, more independent, and less anxious when working and earning my income
- 2) I feel anxious when working because it reduces the time I can spend with my family
- 3) I conceal problems from my family/husband
- 4) I am aware that working takes up a lot of time, so I cannot manage household chores properly

### *2.3 Work-Family Conflict*

The conflict between work-related roles and family can diminish employees' performance (Greenhaus et al., 2003). Work-family conflict partially mediated the negative effects of role ambiguity and conflict on social workers' life satisfaction. Work support from their director, manager, supervisor, and co-workers protectively reduced role stress and work-family conflict. The fsignificance of managing the interference between work and family for social workers' well-being (Jia et al., 2020). Work-family conflict (WFC) on job satisfaction and family-work conflict (FWC) on job and life satisfaction than doctors and engineers; however, engineers experienced more WFC in the case of life satisfaction, with control variables such as gender identification, reported number of children, marital status, education level and adhered religion had significant impact on WFC, FWC, job satisfaction and life satisfaction (Jahan et al., 2022)

Indicator work pressure, task intensity, work density, lack of family togetherness and conflict of commitment and

responsibility to family with questions :

- 1) I am aware that working takes up a lot of time, so I can't manage household chores properly
- 2) I often miss important family activities due to work commitments
- 3) I cannot take care of the house (husband and children) properly because I have to fulfill work obligations
- 4) I feel that I have very little time with my family because my job demands a lot of my time
- 5) I easily get tired when working because I have to take care of the family before leaving for work

#### 2.4 Work Family Conflict

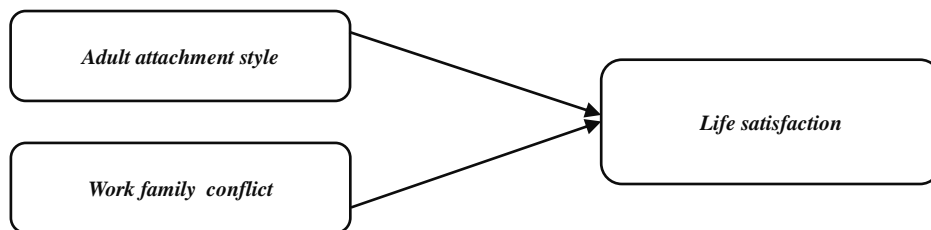


Figure 1. Conceptual framework

Model explanation: life satisfaction of women who work in private organizations or companies is influenced by adult attachment style with work-family conflict.

#### 2.5 Hypothesis

Based on the formulation of the problem that has determined, the hypotheses proposed in this study are as follows:

H1: Adult attachment style affect life satisfaction in women working in organizations.

H2: Work family conflict affect life satisfaction in women working in organizations

### 3. Method

The research method utilized in this study consists of both experimental and survey research. Specifically, it is a multiple linear regression study aimed at examining the impact of adult attachment style and work-family conflict on life satisfaction.

The respondents of this research are employed women working in private organizations/companies in the city of Semarang. The respondents sampled were women who already had their own families or were married. To determine the sample size, the author employed the Lemeshow Formula. The Lemeshow Formula was chosen because the population size is either unknown or infinite. Lemeshow The Lemeshow formula is as follows: (Lemeshow et al., 1997)

$$n = \frac{z^2 p(1-p)}{(d)^2}$$

$$n = \frac{z^2 p(1-p)}{(d)^2}$$

$$n = \frac{1,96^2 0,5(1-0,5)}{0,5^2}$$

$$n = 96,04$$

So the results obtained were that the minimum sample size required in this research was 96.04 respondents but was determined to be 100 respondents.

Kurniawan (2019) states that a questionnaire is a data collection tool consisting of a series of written questions presented to subjects (respondents) to obtain written responses. The questionnaire contains a list of operational questions addressed to respondents to answer the hypotheses developed in line with the research objectives. The questionnaire is administered in the form of a list of questions along with their respective answers to 100 respondents, aiming to obtain feedback regarding adult attachment style and work-family conflict concerning life satisfaction.

## 4. Results

### 4.1 Classical Assumption Test

The examination of classical assumptions is a prerequisite for multiple regression analysis. These tests must be satisfied to ensure that parameter estimation and regression coefficients are unbiased. The classic assumption tests encompass assessments of normality, multicollinearity, and heteroscedasticity. The results of the classic assumption tests in this study are as follows:

To assess the normality of residuals, the non-parametric Kolmogorov-Smirnov (K-S) test is employed with a significance threshold greater than 0.05. In the Kolmogorov-Smirnov analysis, both residual and variable normality will be taken into consideration. The following are the results of the normality test for residuals.

Table 1. Normality test result

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		100
Normal Parameters	Mean	.0000000
	Std. Deviation	1.29147445
Most Extreme Differences	Absolute	.068
	Positive	.063
	Negative	-.068
Kolmogorov-Smirnov Z		.683
Asymp. Sig. (2-tailed)		.740
a. Test distribution is Normal.		

Based on Table 2, the results of the Kolmogorov-Smirnov test indicate that the Asymptotic value of 0.740 is greater than 0.05. Therefore, it can be inferred that the residual data is normally distributed.

The purpose of the heteroskedasticity test is to examine whether there is unequal variance of residuals between different observations in the regression. Heteroskedasticity indicates a varying spread of the independent variable. Random dispersion suggests a good regression model, which means there is no heteroskedasticity. To test for heteroskedasticity, one can observe the scatterplot graph with points that are scattered both above and below the Y-axis.



Figure 2. Heteroskedasticity test result

In the scatterplot graph, it is observed that the data points are scattered randomly and evenly both above and below the zero value on the Y-axis. From this, it can be deduced that heteroskedasticity is not present in this regression model.

The multicollinearity test aims to examine whether there is any correlation among the independent variables in the regression model. A good regression model should not exhibit a correlation among the independent variables. To detect the presence of multicollinearity within the regression model, one should examine the values of

tolerance and Variance Inflation Factor (VIF). If the tolerance value is  $> 0.10$  and the VIF value is  $< 10$ , it can be concluded that there is no multicollinearity among the independent variables in the regression mode.

Table 2. Multicollinearity test result

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Adult Attachment Style	0.843	1.186
	Work-Family Conflict	0.843	1.186

a. Dependent Variable: Life Satisfaction

From the table above, it can be observed that each independent variable has a tolerance value  $\geq 0.1$  and a VIF (Variance Inflation Factor) value  $\leq 10$ . Thus, it can be concluded that there is no multicollinearity among the independent variables in this regression model.

#### 4.2 Linear Regression Analysis

Multiple linear regression analysis was conducted to examine the impact of adult attachment style and work-family conflict on life satisfaction.

The results of the analysis indicate that work-family conflict ( $\beta = 0.656$ ) is the strongest predictor, while adult attachment style ( $\beta = -0.212$ ) is less predictive of life satisfaction. This implies that each unit increase in work-family conflict will lead to a 65.6% increase in life satisfaction, whereas each unit increase in adult attachment style will result in a 21.2% decrease in life satisfaction. More detailed data can be found in Table 4.

Table 3. Linear regression result

Model		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	-.115	1.946		-.059	.953
	Adult Attachment Style	-.212	.092	-.211	-2.311	.023
	Work-Family Conflict	.656	.098	.612	6.701	.000

a. Dependent Variable: Life Satisfaction

The analysis results indicate that the higher the adult attachment style an individual possesses, the lower their satisfaction levels. These findings align with a study conducted by Sherly and Suryadi (2022) which demonstrated that insecure attachment styles lead to lower marital satisfaction. Additionally, this study's outcomes are consistent with research carried out by Vollmann et al. (2019) which revealed that both anxiety attachment and avoidance attachment result in reduced relationship satisfaction.

Involvement in work is considered to be something important for employees, including female employees. This is based on the increasing quality of female employees in the world of work. Several studies show that women's achievements are no different from men, many even have better achievements than men (Failasuffudien, 2003), so it requires high encouragement and trust from the company and awareness from the employees themselves to be fully involved in the work they do. be his responsibility. Individuals who are involved in their work demonstrate the condition of participating in the decision-making process that affects them, so they tend to be satisfied with their work. According to Luthans (2012) and Robbins and Judge (2015) employees who have high job involvement have low levels of work absenteeism and requests to quit. Furthermore, the data analysis indicates that higher work-family conflict will increase life satisfaction. These results are in line with a study conducted by Romadhon (2022) which showed that work-family conflict has a positive and significant impact on life satisfaction.

#### 4.3 Hypothesis Testing (T-test)

The t-test values were determined based on the p-value (found in the "sig" column) for each independent variable. If the p-value is less than the significance level of 0.05, then the hypothesis is accepted. The analysis resulted in a t-value of -2.331 for adult attachment style and a t-value of 6.701 for work-family conflict, both with  $p < 0.05$ , indicating a significant negative influence of adult attachment style on life satisfaction. These results suggest that individuals with higher adult attachment styles tend to have lower life satisfaction levels. On the other hand, work-family conflict has a positive and significant effect on life satisfaction, implying that

individuals with higher levels of conflict between work and family tend to have higher levels of life satisfaction as well. Further detailed data can be found in Table 4.

#### 4.4 Model Fitness Test (F-test)

To assess the adequacy of the linear model, the probabilities from the F-test were compared. If the resulting probability value is  $< 0.05$ , then the regression model is considered fit and suitable.

Table 4. F-test result

ANOVA <sup>b</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	76.667	2	38.334	22.519	.000 <sup>a</sup>
	Residual	165.123	97	1.702		
	Total	241.790	99			

a. Predictors: (Constant), Work-Family Conflict, Adult Attachment Style

b. Dependent Variable: Life Satisfaction

Based on the test results, the obtained F value was 22.519, which is greater than the critical F value (2.70) at a significance level of  $0.000 < 0.05$ . Consequently, it can be concluded that the model is a good fit or an appropriate model.

#### 4.5 Coefficient of Determination

To determine the extent to which work motivation can be explained by the variables “adult attachment style” and “work-family conflict” concerning life satisfaction, the following results were obtained from the SPSS analysis:

Table 5. Coefficient of determination test result

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.763 <sup>a</sup>	.517	.503	1.30472

a. Predictors: (Constant), Work-Family Conflict, Adult Attachment Style

b. Dependent Variable: Life Satisfaction

The multiple coefficients of determination in this study are 0.503. This means that the influence of adult attachment style and work-family conflict on life satisfaction is 50.3%, while the remaining 49.7% is influenced by other factors outside the scope of this research.

## 5. Discussion

Based on the data analysis results, it can be concluded that the adult attachment style harms life satisfaction among women working in private companies. This indicates that individuals with high adult attachment styles tend to have lower levels of life satisfaction. Therefore, the first hypothesis of the study is rejected.

Conversely, individuals with high work family conflict experience higher levels of life satisfaction. Thus, the second hypothesis of the study is accepted.

## 6. Suggestion

For the respondents, it is recommended that working mothers strive to minimize activities that may lead to excessive role conflict. Additionally, it is suggested that they cultivate gratitude for their current blessings and contemplate their achievements. Engaging in activities they enjoy can also help prevent anxious thoughts that may lead to stress related to their role.

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