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The Effect of Spousal Social Support on Multiple Role Conflict in Married Early Adult Women

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Abstract.

The conflict between roles and responsibilities in work and marriage has a significant impact on early adult women. Multiple-role conflict is a form of inter-role conflict in which the role pressures from the work and family domains conflict with each other in several aspects. Spousal social support is an important predictor of multiple-role conflict because it can help couples overcome obstacles and become happier. Thus, couples who receive help from friends or family can help reduce the stress and affective difficulties that daily routines produce. The purpose of this study was to examine whether there is an effect of partner social support on multiple-role conflicts in married early adult women. The participants of this study were 150 married early adult women who were working in the Trenggalek district. The multiple-role conflict scale and spousal social support scale were constructed through factor analysis tests to obtain a fit model. Regression analysis showed that social support from spouses plays a significant role in multiple-role conflict, with a contribution of 4.9 percent.

Keywords: kwEarly adults; Married women; Multiple role conflict; Spousal social support

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1. Introduction

Work is an important aspect of a person's life, especially when they enter adulthood. Work refers to one's efforts to realize oneself through exerting energy and ideas to achieve goals. One of the cornerstones of a job is to fulfill psychological needs. Psychological needs are related to requirements for social involvement, obtaining a socioeconomic position, and self-actualization [1]. Work and family are two very important things for adult individuals. Work can make a person able to fulfill needs, namely physical needs, a sense of security, and self-actualization needs. The increase in working couples has led to changes in family responsibilities for men and women [2]. Women's desire to work causes various problems. A woman has to fulfill work obligations while working.

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When it's past working hours and it's time to go home from work, a woman will face demands to take care of her family at home, one of which is to do housework [3].

Every woman generally has the desire to live a family life. An intact family generally includes father, mother and children. Unlike men who have the task of earning a living, women are generally responsible for the home, children and serving their partners. It is very important for women to have commitment in the household to get happiness in a family. The happiness of women in marriage is determined by the ability of each partner to carry out their marital responsibilities well. This commitment determines overall marital satisfaction [4].

Marriage is a legally recognized relationship between a man and a woman involving lawful sexual activity, child care, and a clear division of labor between the man and the woman [5]. When a woman marries, she undergoes various new roles and routines such as taking care of the household and even working to help the family financially. These duties and obligations must be carried out by every married woman, regardless of age, including young women. A woman with multiple roles is a person who works physically and psychologically to advance her business life while acting as mother and wife to care for her family life. Someone will spend more time doing more critical activities, causing them to feel pressed for time to do other work. The conflict between dual roles at work and marriage has a major impact on women, especially those who are married. Women work to meet the daily needs of their partners. However, a woman must be able to fulfill her obligations as a mother and an employee.

The standard age for marriage as stipulated in Law Number 16 of 2019 concerning Marriage states that marriage is only permitted if a man and a woman have reached the age of 19. These guidelines are then followed by the Ministry of Religion of the Republic of Indonesia as the institution authorized for the registration and legalization of marriages. However, the Ministry of Women's Empowerment and Child Protection and the National Population and Family Planning Agency set the ideal age for a married couple to be 21 years, for both men and women.

When viewed in developmental psychology theory, Hurlock has stated that the characteristics of early adulthood starting at the age of 18 years to 25 years are having readiness to form a household and accept parental responsibilities. During this period of development, the human reproductive organs have reached maturity and are ready to reproduce. However, early adult individuals need to make adjustments to married life, parental roles, and as citizens who are considered legally mature.

According to data from the BKKBN, the number of married and working women in Indonesia has increased, from 34.65 percent in 2020 to 39.52 percent of the total

number of married women in 2021. Meanwhile, the number of married and working women in Java the East has also experienced an increase, from 55.07 percent in 2020 to 56.56 percent of the total number of married women in 2021. Based on data from the National Population and Family Planning Agency in Trenggalek Regency (2021), the number of women who are married and working is increasing every year. The cause of this dual role is dominated by economic problems. The multiple roles that some married women have is something that is rational in nature, because they have various roles to achieve the desired goals, even at the expense of something they want [6].

Furthermore, according to the findings of an interview with one of the village officials in Trenggalek, changing roles in the family increase the role of women in the family by taking on duties as career women and housewives. Role imbalance can result from excessive working hours, which causes women to focus more on work than taking care of the family [7]. Dual roles can lead to interpersonal and intrapersonal conflicts experienced by women at the same time as being able to maintain professional and personal responsibilities. Excess work demands and personal affairs lead to dual role conflict.

The existence of role conflicts other than family problems will have an impact on work. In addition, role conflict will affect the results of a person's performance. Individuals who are under a lot of high stress need social support. Significant social support from others can enhance human capital through learning skills and positive consequences that can facilitate daily tasks [9]. Someone with high social support can handle stress better than someone with low social support [10].

According to Chen and Feeley, social support is a function of social interaction that reflects the degree and quality of total interpersonal interaction that protects individuals from the effects of stress. Individuals who get social support may feel comfortable, cared for, confident, and capable [11]. Individuals who receive social assistance will feel liked, valued, and included in the group. According to Cyranowski et al. (2013), social support from partners has several purposes, including the function of social relations, the existence of social relations which means attachment to social relations, and the function of social ties, where the family is one of the closest groups of individuals who can provide social support in the form of obtaining information, and assistance and required function [12]. Protection directs someone who has a lot of social support from his family to change his behavior into a crisis so that someone feels safe.

In family life, social assistance is needed from family members. Spousal social support includes assistance from husband or wife, children, parents, in-laws, and relatives. Family is the most significant source of social support for overcoming obstacles. According to

Taormina and Gao, family support is very important for all family members because the family can provide comfort, affection and emotional support, enabling individuals to live happily, healthily and safely [13]. According to Al-Fayez et al. social support obtained from the family will also determine and influence the harmony or life satisfaction experienced by a person [14]. The social support of family members can help couples overcome obstacles and become happier. Thus, couples who receive help from friends or family can help reduce the stress and affective difficulties that daily routines produce.

According to the research findings of Nugraha and Kustanti, there is a negative and significant relationship between social support and multiple role conflicts in women who work as nurses in a hospital in Semarang City. The more social support, the smaller the multiple role conflict for nurses, and vice versa. Meanwhile, according to research findings of Wang and Tsai, there is a significant relationship between husband's social support and multiple role conflict in women who get high partner social support [15].

The amount of family involvement in the form of spousal social support, especially by partners who support the wife's work, can have an impact on multiple role conflicts. The more social support a spouse provides, the less tension there will be [16]. According to Widyasrini and Lestari, Women's multiple role conflict can be reduced if they get social support from four different sources, namely superiors, co-workers, husbands, and friends or family [17]. Listening to his wife's stories and showing affection, for example, can increase a woman's self-confidence at home and at work [18].

This is in accordance with research findings of Akanbi and Oyewo who found that social support has a very significant negative relationship with the magnitude of multiple role conflict in working mothers who are married. This suggests that the quantity of social support offered by family members, as well as the better adjustment of working women to their tasks, can help to reduce the prevalence of work-family conflict. In the family, the position of the husband is the one who has a more intimate relationship compared to other sources of support, therefore the role of the partner has the potential to become the main source of support for working married women [20]. Spouses who provide social support according to McGowan et al. are spouses who provide supportive action, can create a sense of security, provide energy assistance, are ready to take the time, and can motivate women to work [21]. According to Evans et al. social support can be provided in the form of emotional support, assessment, assistance and information that can assist a person in managing his ideas, feelings and behavior properly in response to stress [22]. Based on the description above, researchers can conclude that it is important to conduct research on the effect of social support from spouses on multiple role conflicts in young married women in Trenggalek Regency.

2. Literature Review

2.1. Multiple Role Conflicts

Multiple role conflict between work and family is a source of stress experienced by many individuals. Multiple role conflict between work and family can be defined as a form of inter-role conflict in which the role pressures from the work and family domains conflict in several aspects [23,24]. Research on multiple role conflict has concluded that this variable influences a number of other variables, such as psychological stress, job satisfaction, organizational commitment, employee turnover, and life satisfaction [25]. Thus, multiple role conflict has become a topic that is widely researched in current psychological research.

In line with the definition of Mohamad and Bakar, three forms of multiple role conflict have been identified by Carlson et al. namely time-based conflict, strain-based conflict, and behavior-based conflict [23,24]. Time-based conflict can occur when time spent in one role makes it difficult to participate in other roles, strain-based conflict indicates that the tension experienced in one role can interfere with participation in another role, while behavior-based conflict occurs when specific behaviors required in one role does not match the expected behavior in another role [26]. Luthans says that role conflict consists of three main types, namely conflict between individuals and their roles. This conflict occurs between the individual's own personality and the expectations of the role he plays; intra role conflict, is a conflict caused by conflicting expectations of how a particular role should be carried out; and inter-role conflict, is a conflict that arises from different expectations and responsibilities of two or more roles that are carried out simultaneously.

Based on the explanation above, it can be concluded that multiple role conflict is an unpleasant situation that can originate from the individual or their social environment, so they tend to be avoided or try to find a way out. Furthermore, multiple role conflict can also be defined as the perceived difficulties in carrying out the obligations or demands of different roles simultaneously. Furthermore, multiple role conflict is two or more roles held by a woman, each of which has different demands.

2.2. Spouse Social Support

Social support can be defined as social interactions or relationships that provide individuals with real help or with feelings of attachment to a person or group that is considered

caring or affectionate [27]. Social support is considered an interpersonal resource, in which individuals who have a support system tend to receive assistance to meet needs, either directly or through reducing the demands placed on them from other roles [28]. Dorio states that social support consists of appreciation, network, and emotional support [29]. In addition, Dorio also states that emotional caring involves giving empathy, caring, affection, and trust, and includes behavior such as showing affective concern. These dimensions of instrumental support, like Pinneau's tangible support, reflect behaviors provided that directly help people in need, such as helping a spouse with household chores [29].

Informational support involves providing useful information to other individuals, such as advice or advice about a problem to a partner. Appraisal support as information provided to individuals useful in social comparison, namely self-evaluation, is somewhat similar to Cobb's conceptualization of reward support. While esteem support emphasizes that individuals are valued by others, appraisal support does not only connote positive evaluation. Appraisal support is seen when the partner thanks the partner for doing a good job at home and is also seen when the partner criticizes the partner for making mistakes. Based on the explanation above, it can be concluded that although social support has been conceptualized using various dimensions, such as appreciation, network, tangible, affection, and positive social interaction, academics most often research emotional and instrumental support [30]. In addition, academics generally focus on one type of support at a time with greater attention focused on emotional support to the exclusion of instrumental support [31].

3. Research Methods

This study uses a quantitative research approach that emphasizes numerical data analysis, which is then processed using statistical methods so that researchers can determine the level of relationship or influence between the variables studied [32]. Based on the objectives of this study, the researcher used a correlational quantitative research design to obtain information regarding the relationship between the variables studied without giving special treatment to these variables [33]. The variables in this study are social support as an independent variable and dual role conflict as the dependent variable. This study uses a correlational design. Correlational research was used to determine the effect of partner social support on multiple role conflict.

The subjects of this study were early adult women from Depok Village, Bendungan District, Trenggalek Regency, who were married, had jobs, and were willing to undergo

any research process. The sampling method of this study was saturated sampling because all respondents in this study became respondents for each stage of the research, both the trial phase and the actual research, because this data collection used a try-out technique used or when the data used to test validity and reliability are also used for research data, so that researchers only collect data once.

The data collection instrument in this study used the spousal social support scale adapted from Dorio according to the research context and the multiple role conflict scale adapted from Carlson et al. according to the research context. Dorio conducted a study of health workers in Florida, USA, while Carlson et al. conducted a study of graduate business administration masters at various universities in the United States [29,23]. The scale items are grouped into two groups of items, namely favorable items whose contents describe the attributes being measured, thus indicating the high attributes being measured, and unfavorable items whose contents do not describe the attributes being measured, thus indicating the low attributes being measured. This scale uses five alternative answer choices, namely as follows.

TABLE 1: Likert Scale Score.

Answer	Favorable Score	Unfavorable Score
Always	5	1
Often	4	2
Sometimes	3	3
Seldom	2	4
Never	1	5

The stages in the preparation of the two measuring instruments in this study were based on the adaptation steps of the measuring instruments which had basically been formulated by Dornyei and Dewaele, which included: 1) Identification of measurement objectives by determining definitions, understanding, and recognizing the theoretical basis used to measure both variables; 2) Limitation of the measurement domain, which aims to determine the dimensions or attributes of each variable; 3) Dimensional operationalization, which aims to determine the direction of the answers that will be stated in the form and format of the statement in relation to the contents of the research instrument, the conditions of the participants, and the measurement objectives; 4) Review items, where the researcher reviews the first item by making sure the statements given are in accordance with the dimensions used [34]. Furthermore, a readability test was carried out on five research respondents to ensure that the suggestions given were in accordance with the information asked. Finally, the review was carried out by three expert judgments which were processed using the Aiken's V formula as a content

validity test; 5) Field tests, in which the measuring instruments that have been prepared are tested directly on the research subjects; and 6) Selection of items using reliability estimation, where the scores of respondents' answers obtained through field tests are used for item analysis.

To test the model or test the validity of research instruments, researchers used the Confirmatory Factor Analysis (CFA) approach using the JASP application. Based on the findings of the validity test, it was determined that the fit model of the social support scale for spouses has 19 items, consisting of five dimensions of emotional support, six items of instrumental support, four items of informational support, and four items of appreciation support. Meanwhile, the fit model on the multiple role conflict scale has 18 items, consisting of three dimensional items of time-based work disruption to family, three dimensional items of work-based work disruption of family, three dimensional items of work disruption to family pressure-based, three dimensional items of distraction family to work-based pressure, three dimensional items of work disruption to behavior-based family, three dimensional items of family interference to behavior-based work. The fit model for the two scales is shown in the table below.

TABLE 2: Parameters of the Spousal Social Support Scale Fit Model.

Category	Parameter Fit	Output	Criterion	Interpretation
Absolute Fit	Goodness of Fit Index (GFI)	0.973	> 0,9	Fit
	Root Mean Square Error of Approximation (RMSEA)	0.069	< 0,08	Fit
	Incremental Fit Index (IFI)	0.921	> 0,9	Fit
Incremental Fit	Comparative Fit Index (CFI)	0.92	> 0,9	Fit
	Tucker-Lewis Index (TLI)	0.91	> 0,9	Fit
Parsimonious Fit	Parsimonious Normal Fit Index (PNFI)	0.737	0,6—0,9	Fit

TABLE 3: Parameters of the Multiple Role Conflict Scale Fit Model.

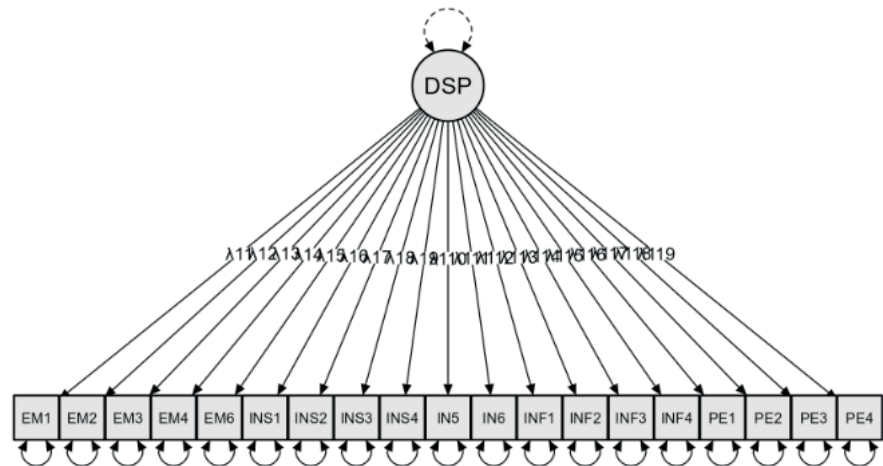| Category	Parameter Fit	Output	Criterion	Interpretation
Absolute Fit	Goodness of Fit Index (GFI)	0.978	> 0,9	Fit
	Root Mean Square Error of Approximation (RMSEA)	0.066	< 0,08	Fit
	Incremental Fit Index (IFI)	0.925	> 0,9	Fit
Incremental Fit	Comparative Fit Index (CFI)	0.924	> 0,9	Fit
	Tucker-Lewis Index (TLI)	0.914	> 0,9	Fit
Parsimonious Fit	Parsimonious Normal Fit Index (PNFI)	0.732	0,6—0,9	Fit

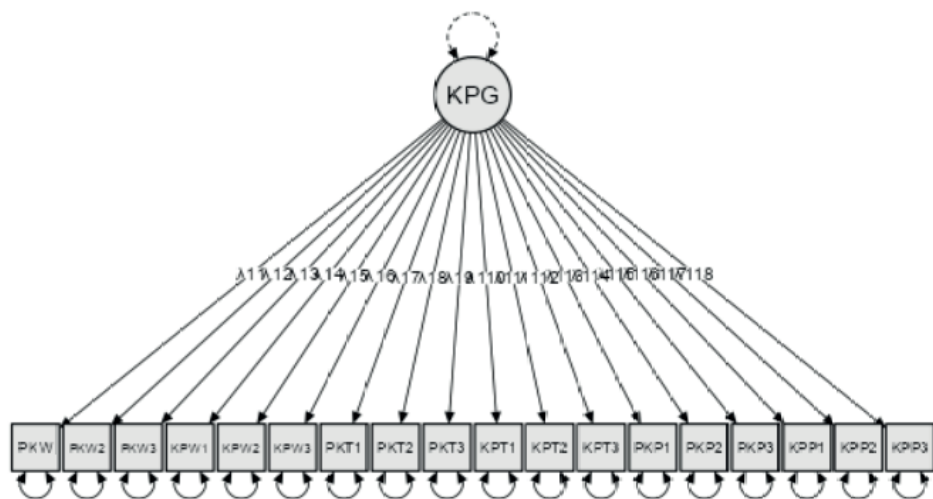**Figure** 1: Measurement Model of Spousal Social Support Variable.

Figure 2: Measurement Model of Multiple Role Conflict Variable.

3.1. Construct Reliability and Average Variance Extracted

Construct reliability and average variance extracted are then calculated as part of the CFA analysis as a test of the reliability of the two research instruments. Internal consistency is determined by using the two techniques according to the homogeneity coefficient of the items in the instrument used in the study [35]. Kim et al. showed that the accepted threshold for composite reliability is 0.7 or indicates high reliability [36]. If the other model construct validity indices meet the requirements, the composite reliability value between 0.6 and 0.7 indicates acceptable reliability. Internal consistency is measured using the estimated average variance extracted. The average variance extracted value is 0.5 or greater than that according to Han indicating adequate convergent validity [37]. On the other hand, the average variance extracted value which is less

than 0.5 indicates that the average item has more residual errors than the variance and latent components that compose it. Based on the calculation results of composite reliability and average variance extracted in the table below, it can be concluded that the dimensions of the two research instruments are reliable. The calculation produces the following output.

TABLE 4: Composite Reliability Calculation Results of Spousal Social Support Scale.

Indicator Variable	Item Number	λ	Error	λ^2	CR
Emotional Support	1	0,498	0,752	0,248	0,68
	2	0,527	0,722	0,278	
	3	0,647	0,581	0,419	
	4	0,559	0,688	0,312	
	5	0,494	0,756	0,244	
Instrumental Support	1	0,54	0,708	0,292	0,751
	2	0,621	0,614	0,386	
	3	0,48	0,77	0,23	
	4	0,543	0,705	0,295	
	5	0,689	0,525	0,478	
	6	0,59	0,652	0,348	
Informational Support	1	0,532	0,717	0,283	0,653
	2	0,63	0,603	0,397	
	3	0,599	0,641	0,359	
	4	0,499	0,751	0,249	
Appraisal Support	1	0,652	0,575	0,425	0,71
	2	0,578	0,666	0,334	
	3	0,623	0,612	0,388	
	4	0,609	0,629	0,371	

The analysis used is simple linear regression analysis to test and prove the effect of partner social support on dual role conflict in married women who work. Simple linear regression is the direction and level of influence between two variables in research, after there is a conjecture or hypothesis that one variable has a relationship or influence on other variables [38]. Before carrying out simple linear regression testing, researchers first tested the classical assumptions as a basis for selecting statistical analysis techniques to be used in hypothesis testing [39]. Researchers use normality and linearity testing to test the normality and linearity of data distribution.

4. Results

TABLE 5: Composite Reliability Calculation Results of Multiple Role Conflict Scale.

Indicator Variable	Item Number	λ	Error	λ^2	CR
Time-Based Work Interruption of Family	1	0,462	0,787	0,213	0,523
	2	0,501	0,749	0,251	
	3	0,588	0,654	0,346	
Time-Based Family Interruption of Work	1	0,632	0,601	0,399	0,633
	2	0,65	0,578	0,423	
	3	0,527	0,722	0,278	
Strain-Based Work Interruption of Family	1	0,538	0,711	0,289	0,561
	2	0,537	0,712	0,288	
	3	0,564	0,682	0,318	
Strain-Based Family Interruption of Work	1	0,632	0,601	0,399	0,633
	2	0,65	0,578	0,423	
	3	0,527	0,722	0,278	
Behaviour-Based Work Interruption of Family	1	0,583	0,66	0,34	0,526
	2	0,47	0,779	0,221	
	3	0,505	0,745	0,255	
Behaviour-Based Family Interruption of Work	1	0,454	0,794	0,206	0,565
	2	0,525	0,724	0,276	
	3	0,663	0,56	0,44	

4.1. Description of Subject Characteristics

The characteristics of the subjects reported in this study were age and occupation. The subjects of this study consisted of 1 subject (0.67%) aged 17 years, 11 subjects (7.33%) aged 18 years, 17 subjects (11.33%) aged 19 years, 24 subjects (16%) aged 20 years, 14 subjects (9.33%) aged 21 years, 28 subjects (18.67%) aged 22 years, 25 subjects (16.67%) aged 23 years, 17 subjects (11.33 %) aged 24 years, and 12 subjects (8%) aged 25 years. The subjects of this study consisted of 15 subjects (10%) worked as employee, 6 subjects (4%) worked as teacher, 41 subjects (27.33%) worked as entrepreneur, and 88 subjects (58.67%) worked as farmer.

4.2. Descriptive Analysis

Spousal social support as measured using a partner social support scale on 150 respondents produced the following descriptive statistical analysis results.

TABLE 6: Results of Descriptive Analysis of Spousal Social Support.

Variable	N	Hypothetic				Empiric			
		Min	Max	Mean	SD	Min	Max	Mean	SD
Spousal Social Support	150	19	95	57	19	29	91	74,353	11,317

Based on the table above, it can be seen that hypothetically a partner's social support has a minimum score of 19, a maximum score of 95, an average of 57, and a standard deviation of 19. Meanwhile, empirically, a partner's social support has a minimum score of 29, a score a maximum of 91, an average of 74.353, and a standard deviation of 11.317. Thus, the following categorization is obtained.

TABLE 7: Categorization of Spousal Social Support Scores.

Category	Interval	Frequency	Percentage
Low	X < 38	2	1,33%
Medium	38 ≤ X < 57	7	4,67%
High	X ≥ 57	141	94%
Total		150	100%

Based on the table above, it can be seen that the category of spousal social support is dominated by the category of high spousal social support with 141 respondents (94%), then followed by the category of medium spousal social support with 7 respondents (4.67%) and the category of low spousal social support with 2 respondents (1.33%). So, it can be said that the average respondent of this study has high spousal social support.

Multiple role conflict as measured using the multiple role conflict scale on 150 respondents produced the following descriptive statistical test results.

TABLE 8: Results of Descriptive Analysis of Multiple Role Conflict.

Variable	N	Hypothetic				Empiric			
		Min	Max	Mean	SD	Min	Max	Mean	SD
Multiple Role Conflict	150	16	80	48	16	34	88	69,664	10,489

Based on the table above, it can be seen that hypothetically multiple role conflict has a minimum score of 16, a maximum score of 80, an average of 48, and a standard deviation of 16. Meanwhile, empirically, multiple role conflict has a minimum score of 34, a score a maximum of 88, an average of 69.664, and a standard deviation of 10.489. Thus, the following categorization is obtained.

TABLE 9: Categorization of Multiple Role Conflict Scores.

Category	Interval	Frequency	Percentage
Low	X < 32	0	0%
Medium	32 ≤ X < 64	39	26%
High	X ≥ 64	111	74%
Total		150	100%

Based on the table above, it can be seen that the dual role conflict category is dominated by the high multiple role conflict category with 111 respondents (74%), followed by the medium multiple role conflict category with 39 respondents (26%) and none of the respondents are in the low multiple role conflict category. Thus, it can be said that the average respondent of this study has high multiple role conflict.

4.3. Classic Assumption Test

In this study, the classical assumption tests that need to be carried out are the normality test and the linearity test. The classical assumption test in this study was carried out using the SPSS application with the results of each classic assumption test as follows.

TABLE 10: Normality Test.

Variable	Sig.	Interpretation	Conclusion
Spousal Social Support and Multiple Role Conflict	1.4577×10^{-15}	$p < 0,05$	Not Normal

The normality test was carried out to find out whether the distribution of data from this research variable has a normal distribution. The normality test in this study was carried out using the Kolmogorov-Smirnov one-sample test, with the assumption that if the significance value is greater than 0.05, the data has a normal distribution. Based on the table above, it can be seen that the research data has a significant value of 1.4577×10^{-15}. That is, the research data is not normally distributed, so the research hypothesis testing is carried out using nonparametric testing, namely quadratic nonlinear regression.

TABLE 11: Linearity Test.

Variable	Sig.		Conclusion
Spousal Social Support and Multiple Role Conflict	Deviation of Linearity	$p < 0,05$	Linear
	Linearity	$p < 0,05$	

A linearity test was conducted to determine whether the independent variables in this study have a relationship with the dependent variable. Research data can be said

to be linear if it has a significance value of less than 0.05. Based on the table above, it can be seen that the research data has a significance value of linearity < 0.001, so it can be said that the two variables in this study have a linear relationship.

4.4. Hypothesis Test

Hypothesis testing in this study was carried out using simple quadratic nonlinear regression analysis using the SPSS application. Based on the hypothesis testing that has been done, the following results are obtained.

TABLE 12: Results of Simple Quadratic Nonlinear Regression Analysis.

Variable	R	R Square	Constant	t	F	Sig.	Conclusion
Spousal Social Support (X) and Multiple Role Conflict (Y)	0.222	0.049	114.243	2.445	3.826	0.016	Hypothesis Accepted

The regression analysis hypothesis can be accepted if it has a significance value of less than 0.05. Based on the results of the quadratic nonlinear regression test shown in the table above, it can be seen that the significance value of the research data is 0.016 or less than 0.05. The regression equation obtained from the research data is as follows: Multiple Role Conflict = 114.243 – 1.488 Spouse Social Support + 0.012 (Spouse Social Support)^2. That is, every increase in social support of a partner by one unit can reduce multiple role conflict by 1.488 units. Multiple role conflicts contribute 4.9 percent to partner social support. Thus, it can be said that there is a contribution to the social support of partners to multiple role conflicts, because the results of the t test and F test of the research data have conclusively proven themselves as strong and robust statistical test results even though there is a violation of the assumption of normality in this study. Therefore, ignoring the assumptions underlying the statistical tests does not have a significant effect on research conclusions. In addition, the quadratic nonlinear regression model is suitable for use in this study because it can be used to linearize data that is nonlinear or does not meet classical assumptions, considering that the regression model, when derived from its own parameters, still contains these parameters.

5. Discussion

Based on the results of the research above, it can be seen that there is a spousal social support that has a negative and significant effect on multiple role conflict after being analyzed using quadratic nonlinear regression analysis. According to data assessed by

researchers with a total of 150 respondents, there were 2 respondents (1.33%) with low dual role conflict, 7 respondents (4.67%) with moderate multiple role conflict, and 141 respondents (94%) with high dual role conflict. So, in this study there are numbers or scores that range from high to low. The high category includes 141 respondents, while the moderate role conflict group has 7 respondents in this study. This shows that working women who are married in Trenggalek have high multiple role conflicts, where there is conflict between the two tasks being performed, and where working women cannot manage time between work and family. As a result of inadequate time management, unfinished business in one position is transferred to other responsibilities. Due to the lack of time to rest and spend time with family, working women feel less responsible in one function. Especially for children, where working women cannot accompany their children to school or at home and lack time to spend with their families.

Based on the findings of this study, 2 married career women have low multiple role conflict. According to the researcher, this is because the respondents are aware of the implications that must be addressed when making decisions, both as working women and housewives. Thus, women are ready and equipped to take on the task of combining work and family life. According to research findings, there are differences in various role conflicts among married career women. Where respondents dominate multiple role conflicts at a high level, namely 141 people out of 150 respondents. This is consistent with the research findings of Wood and Thomas which found that out of 30 policewomen, 22 respondents experienced some role conflicts in the very low category, 4 respondents in the low category, and 3 respondents in the medium category [40]. Furthermore, there were no respondents who were included in the very high category, while 1 respondent was included in the high category.

This is also consistent with the findings of research conducted by Nambisan and Baron [41] which found that out of 59 respondents, three people had very high multiple role conflicts, 23 people had high multiple role conflicts, 26 people had role conflicts. multiple roles, and seven had low multiple role conflict. According to research by Wang and Peng [42], life happiness, job satisfaction, time pressure, marital satisfaction, and family social support are all elements that have an impact on dual role conflict between work and home. As a result of previous studies, various reasons generate multiple role conflicts. Various variables can contribute to the various role conflicts faced by working women.

The first is the number of children a career woman has, as well as the obligation to raise children as a mother. When a woman has more than one child, she bears a greater burden. This obligation is also assessed according to the age of the child. This is in

accordance with the statement of Craig et al. [43] that the need for daycare is reflected in the age level and number of children. Parents with high needs have newborns and preschoolers, people with low needs have school-age children, and people with low needs are adults who don't live with their parents.

McParland and Camic [44] define early adulthood as having gender awareness, awareness of social responsibility, self-adjustment and self-acceptance of body changes, and the ability to adjust to age-related relationships. Consequently, at that age, a woman can embrace her position, her identity as a wife and mother, and she will face various role conflicts. Then, according to Sundaresan [45], another component of multiple role conflict is an imbalance between one role and another at work. As a result, women have to strike a balance between work and family life. Workload will also be a problem in multiple role conflicts.

Then, the length of marriage or the age of marriage will affect the variety of multiple role conflicts faced by working women. This is reinforced by the research findings of Nambisan and Baron [41] which found that some research respondents from families who had been married for more than ten years were in the moderate multiple role conflict group. Based on the explanation above, this study also shows that working time is a demographic factor that most influences or triggers the emergence of multiple role conflicts, with research findings showing that working time or working hours of married career women makes it difficult for women to fulfill the role of a housewife. This is in accordance with the findings of research conducted by Nikmah et al. [46], who found that the demands of being a housewife cause conflict in the family.

Based on the results of the research above, it can be seen that based on data assessed by researchers with a total of 150 respondents, there were no respondents with low spousal social support, 39 respondents (26%) with moderate spousal social support, and 111 respondents (74%) with high spousal social support. So, in this study there are numbers or scores that range from high to low. The high category includes 111 respondents, while the group with moderate spousal social support scores has 39 respondents in this study. This shows that working women who are married in Trenggalek have various levels of spousal social support, dominated by high spousal social support. This is consistent with the findings of Jacobs and Padavic [47] who found that of 59 female educators, 14 (23.73%) had spousal social support in the very high category, 36 (61.02%) had spousal social support in the high category, 8 (13.56%) had spousal social support in the low category, and 1 (1.69%) had spousal social support in the very low category.

In this study, spousal social support was dominated by the high group, this indicates that working women who are married in Trenggalek have high spousal social support. Researchers argue that the low spousal social support that working women get is caused by a lack of family members who pay attention, provide inspiration, help when doing assignments, and admire or praise the success of these working women. According to Wachinger et al. [48], the factors that influence individuals to receive or not support are caused by the individuals themselves who do not want to receive assistance, and factors from support providers who do not provide support according to the situation that occurred.

There were 150 working women in this study, with a high level of spousal social support. This shows that career women with high spousal social support receive emotional, direct, appreciation, and knowledge assistance from their families. With the high cost of living, families or couples realize that a woman's work outside the home can contribute or help her family's finances, which is one of the reasons for helping the family's economy. According to research conducted by Okin [49], the factor of women's support acceptance is caused by spouses who are very supportive of their work, which can help their family's economic demands. Spousal social support is very important for married career women in carrying out their two responsibilities, which can help women feel more comfortable and increase motivation or performance. This is reinforced by the findings of a study conducted by Wood et al. [50] who found that spousal social support has a significant impact on work-life balance on work fatigue, and work-life balance has a direct impact on the performance of these working women.

Based on research findings, social support from spouses can affect multiple role conflicts in married working women in Trenggalek district. The results of hypothesis testing show that H1 which states that spousal social support has an effect on dual role conflict in married working women in Trenggalek district is accepted, while H0 which states spousal social support has no effect on dual role conflict in married career women in Trenggalek district. The research findings show that there is an effect of spousal social support on multiple role conflicts in married career women in Trenggalek which gives substantial results with a negative direction of influence. Thus, the greater the spousal social support for working married women, the smaller the multiple role conflict they experience. And vice versa, findings from Wang and Tsai [51] found a negative relationship between partner social support and dual role conflict in female nurses, the stronger the partner's social support, the lower the multiple role conflict. This is also in accordance with the findings of Wu et al. [52] who found a substantial relationship between partner social support and multiple role conflicts in teaching staff.

Multiple role conflict is defined as the occurrence of two or more role tensions between work and home issues that are carried out simultaneously, with the desire to maximize both roles. When women become working women and housewives, they face a multiple role struggle. According to Battilana et al. [53], working women will face several role tensions. Based on the research findings, there is a contribution value of 4.9 percent between the influence of spousal social support on various role conflicts. According to this belief, the effect of spousal social support on working women who have a lot of role conflicts is to minimize anxiety and tension among working women who are married. As a result, women can be passionate about working so that they get job satisfaction and enjoy their activities in taking care of work and family.

As the people closest to them, career women who experience multiple role conflicts certainly want spousal assistance. One of the things that can affect multiple role conflict is spousal social support. [54] found that support from their spouses is one of the elements that can reduce women's attention between work and family. [55] emphasize the need for social support from closest friends and spouse when dealing with stressful events. According to Cerrato and Cifre [56], support from family members, especially husbands, is very well received. When husbands help with household chores such as taking care of children and other household chores, they feel supported by their partners, which motivates women to work. According to Hajli [57], women who can overcome the challenges of various responsibilities and receive social support from their families, especially their husbands, can easily achieve job satisfaction at work. Women experience feelings as a result of social support. From happiness and satisfaction. They want to be successful in their profession.

6. Conclusions

This research has found that family social support has a role in the multiple role conflict of married and working women in Trenggalek district. Regression analysis shows that family social support can reduce multiple role conflict. Working women who are married are expected to be able to adjust to their new environment and circumstances after marriage, especially those who already have children, and to be responsible for their decision to become working women and housewives. In addition, it is hoped that they can manage their time efficiently, because this is one of the ways that working women and housewives have to optimize their responsibilities. Future researchers who wish to examine issues related to multiple role conflict and family support should consider

other variables or factors that may affect multiple role conflict besides family support, such as work stress, social support in general, psychological well-being, and so on.

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