

The Influence of Big Five Personality Types and Family Social Support on Work-Life Balance in Single Working Mothers

Work-Life Balance in Single Working Mothers (A Quantitative Study)

Firizqiana Wira Swesty¹, Alimatus Sahrah², Nina Fitriana³

^{1,2,3}Universitas Mercu Buana Yogyakarta

e-mail: alvinaraya2015@gmail.com

ABSTRACT

This research aims to determine the influence of the Big Five Personality Types and Family Social Support on Work-Life Balance in Single Working Mothers. The big five personality type scale, family social support and work-life balance were used to obtain data from 100 working single mothers aged 20-65 years with different work backgrounds and divorce status. Purposive sampling technique was used as a sampling method and then the research results were processed using linear regression analysis. The research results show that the big five personality type variables and family social support have varying influences on work-life balance in working single mothers. The extraversion, agreeableness and conscientiousness personality types were found to have no influence on work-life balance in working single mothers, while the emotional stability and intellect personality types and family social support had a positive influence on work-life balance in working single mothers. The contribution of the emotional stability personality type to work-life balance is 22.5%, the intellect personality type to work-life balance is 10.8% and family social support to work-life balance is 26%. Multiple regression analysis is also carried out as an additional test and has a significance value that is not different from simple regression analysis. It is hoped that the results of these findings can be a reference for personnel staff in determining policies for single mother employees as well as understanding the important personality types for single mothers who work in achieving work-life balance so that productivity and mental well-being are well maintained.

Keywords: big five personality, single working mothers, work-life balance, family social support

Submission	Review Process	Revised	Accepted	Published
20-07-2024	17-08-2024 s/d 17-09-2024	13-09-2024	24-10-2024	16-12-24

Copyright Notice

Please find the rights and licenses in Spiritual Healing (Journal Mysticism and Psychotherapy) License



Spiritual Healing (Journal Mysticism and Psychotherapy) is licensed under a [Lisensi Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).

INTRODUCTION

Data from the Central Bureau of Statistics (BPS) in 2023 shows that the labor force participation rate for men was 83.98%, while for women it was 54.42%, indicating a shift in women's roles from the domestic to the public sector (Shittu & Abdullah, 2018). Today's women are no longer limited to the domestic sphere; they can work and contribute to government institutions, private

sectors, and even entrepreneurship. This condition adds additional responsibilities for women, which need to be managed effectively.

Meanwhile, the productivity demands on working women are as high as those on men, which increases the pressure they face in the workplace. The efforts of working women to balance and organize their activities across various roles simultaneously place them under significant life pressures, especially when they are married and have children.

BPS data from 2022 shows that the number of divorces in Indonesia reached 516,344 cases, marking a 15.3% increase compared to 2021, which had around 447,743 **cases**. This indicates an increase in the number of single parents in Indonesia, meaning that men or women take on dual roles as both father and mother to their children (Layliyah, 2013). Meanwhile, child custody in most cases in Indonesia is awarded to the mother, as per Article 156, which leads to the mother acquiring the status of a single parent. These single mothers experience a shift in their roles from solely managing domestic household affairs to becoming the primary breadwinner, while also handling household responsibilities and raising their children (Rahayu, 2017).

Women play strategic roles as homemakers (managing the home, raising, and caring for children), transitional workers (working in family businesses), and as career women working outside the household. Career women, in particular, are expected to be as productive as men. As a result, the pressure of pursuing a career becomes even greater. The efforts of working women to integrate, organize, and balance various issues and activities across their different roles simultaneously place them under extraordinary pressure.

The Central Bureau of Statistics (BPS) recorded 516,344 divorce cases in Indonesia

in 2022, an increase of 15.3% compared to the previous year, which had 447,743 cases. This phenomenon indicates that the number of women, particularly single mothers, will continue to rise each year. Layliyah (2013) stated that single parents are resilient individuals who take on dual roles as both father and mother to their children. The dual responsibilities typically borne by single mothers include childcare (as the majority of child custody cases in Indonesia are awarded to mothers, in accordance with Article 156) and financial support. The shift in a woman's role from being solely a homemaker to becoming both the family's breadwinner and homemaker requires single mothers to think creatively to support their children (Rahayu, 2017).

Working women are more likely to experience conflict compared to men because women have different roles within the family (Harsiwi, 2004; Martins & Veiga, 2002; Kinnunen et al., 1998). Given this reality, working mothers face challenges in achieving a balance between work and family life. Research by Keene & Quadagno (2004) supports this, indicating that 60% of working adults struggle to achieve balance, especially dual-career couples with children under 18. Role conflict among mothers aligns with research by Sultana & Alam (2012), which identifies several stress triggers for working mothers, such as limited time with their children and outside commitments that reduce quality family time. Long working hours and heavy workloads can lead to feelings of guilt and perceptions of neglecting their role as parents (Patil, 2017). This guilt in mothers may even develop into regret over their decision to pursue a career, becoming a strong reason to leave their jobs (Anita et al., 2020; Krishnan, 2014). The dual roles undertaken by mothers require them to understand each role in order to maintain psychological well-

being and achieve work-life balance (Kang & Wang, 2018).

Working mothers should have a high level of work-life balance because this enables them to comfortably manage their various roles. Research by Apriani, Mariyanti, and Safitri (2021) states that a single mother who chooses to work and is able to build a high level of work-life balance will minimize conflicts between work and family. Research by Dwijayanti (2014) indicates that one of the most common challenges faced by working mothers is the demand to balance the domains of work and family. The negative impact of work-life balance on work-related stress among female nurses working at X Hospital in Surakarta was also studied by Fauzi (2018). This means that when nurses have a good level of work-life balance, the work stress they experience is minimal, and vice versa.

Clutterbuck (2003) suggested that an organization's inability to manage employee work-life balance can result in increased absenteeism, limited employee development potential, reduced initiative and creativity, low motivation and commitment, and poor customer service. Meanwhile, Redwood (2012) stated that if an organization can facilitate the achievement of work-life balance for its employees, its revenue could increase by 20%. Research by Bloom, Kretschmer, & Van Reenen (2006) also indicates that the quality of organizational management can be improved by implementing work-life balance, leading to increased productivity and efficiency (Bloom, Kretschmer, & Van Reenen, 2006).

Fisher (2009) explains the concept of work-life balance as a condition in which an individual experiences satisfaction due to a balance between work and personal life, with both roles functioning well. Another definition of work-life balance, according to Hudson (2005), is the harmonious involvement or participation across the

various roles in a person's life. The dimensions of work-life balance, according to Fisher (2009), consist of PLIW (Personal Life Interference with Work), WIPL (Work Interference with Personal Life), PLEW (Personal Life Enhancement of Work), and WEPL (Work Enhancement of Personal Life).

A qualitative study on work-life balance titled "Not All Heroes Wear Capes – Work-Life Balance Super Mom, Work-Life Balance of Single-Parent Women in Terban, Yogyakarta" (Nuralita, 2021) concluded that single mothers working as entrepreneurs and daily workers have a high level of work-life balance but face financial difficulties. Another qualitative study on the work-life balance of working single mothers (Megumi et al., 2022), using a grounded theory approach, found a unique result: single mothers with children in early childhood and primary to secondary education stages were able to achieve work-life balance. However, single mothers with adult children felt that they had not yet achieved work-life balance.

Factors affecting work-life balance (Poulose & Sudarsan, 2014) include organizational factors (work, work-life balance policies, organizational support, work stress, technology, roles), individual factors (personality, psychological well-being, emotional intelligence), social environment factors (children, family support), and other factors such as age, gender, parental status, marital status, experience, income, employee level, job type, and family type. Individual factors such as personality type and family social support are important variables to study in relation to work-life balance, as there is still a lack of quantitative research on the relationship between these two variables and work-life balance in working single mothers.

The Big Five personality types are one of the personality models often used in psychology, derived from the analysis of everyday language in describing the traits of

individuals and others. Family social support is a form of appreciation, comfort, attention, or assistance received by individuals from their families, which involves daily interactions, especially with single mothers, and can be expressed freely within the family. Work-life balance refers to a state where individuals can optimally fulfill their roles in both work and personal or family life, leading to satisfaction.

This study aims to investigate the effect of Big Five personality types and family social support on work-life balance among working single mothers. The hypothesis of this research is that the Big Five personality types, which include the traits of extraversion, agreeableness, conscientiousness, emotional stability, and intellect, as well as family social support, positively influence the work-life balance of these subjects.

RESEARCH METHODS

This study uses a quantitative approach. This quantitative approach is employed to measure three variables: the Big Five personality types and family social support, which are independent variables, and work-life balance, which is the dependent variable.

The data collection for this research utilized three measurement tools: the IPIP-BFM-25 scale as a measure for the Big Five personality types (Hanif & Akhtar, 2019), a family social support scale developed by the researcher based on the aspects of Sarafino & Smith (2011), and a work-life balance scale using an adaptation that has been tested for validity and reliability by Maimunah et al. (2024). The adapted work-life balance scale refers to the questionnaire by Gwenith G. Fisher, Carrie A. Bulger, and Carlla S. Smith (in the *Journal of Occupational Health Psychology* 2009, Vol. 14, No. 4, 441–456). The Big Five personality scale (Hanif & Akhtar, 2019) includes five dimensions:

extraversion, agreeableness, conscientiousness, emotional stability, and intellect. The reliability coefficients for the IPIP-BFM-25 scale in each dimension are as follows: Extraversion $\alpha=0.796$, Agreeableness $\alpha=0.778$, Conscientiousness $\alpha=0.797$, Emotional Stability $\alpha=0.788$, and Intellect $\alpha=0.709$. The total number of items in the IPIP-BFM-25 scale is 25. The family social support scale consists of four aspects proposed by Sarafino & Smith (2011), namely emotional or esteem support, instrumental or tangible support, companionship support, and informational support. There are 24 items in the trial scale for family social support, which was tested on 50 working mothers. The trial results indicated that only 22 items were reliable for use, with a reliability coefficient of 0.928, and the item discrimination coefficient ranged from 0.370 to 0.723, indicating that the family social support scale developed by the researcher has good validity. The work-life balance scale refers to the dimensions outlined by Fisher (2009), including PLIW (Personal Life Interference with Work), WIPL (Work Interference with Personal Life), PLEW (Personal Life Enhancement of Work), and WEPL (Work Enhancement of Personal Life), with a Cronbach's Alpha of 0.864. The CFA model fit was acceptable (RMSEA = 0.08, GFI = 0.986, CFI = 0.923), indicating that the adapted items are relevant for measuring the intended construct.

Participants in this study were obtained using purposive sampling techniques, where subjects were selected based on predetermined criteria, namely working single mothers in government or private organizations or entrepreneurs who have experienced divorce (whether due to separation or death). The study involved 100 working single mothers aged 20 to 60 years. Data collection was conducted through the distribution of scales arranged in the form of a

questionnaire via Google Forms with the subjects' consent.

The hypothesis testing in this study was conducted using simple linear regression analysis as the primary hypothesis test and multiple linear regression analysis as an additional test. This analysis aims to determine the role of the independent variables on the dependent variable. Additionally, this technique is used to assess the effective contribution of the Big Five personality types and family social support as independent variables on work-life balance as the dependent variable.

RESULTH AND DISCUSSION

Assumption tests, such as normality, linearity, and heteroscedasticity, were conducted prior to hypothesis testing. The normality assumption was tested using the One-Sample Kolmogorov-Smirnov Test. The significance results for the personality types were as follows: Extraversion = 0.217, Agreeableness = 0.073, Conscientiousness = 0.134, Emotional Stability = 0.254, Intellect = 0.353, and family social support = 0.212, all of which were greater than 0.05, indicating that the research data is normally distributed. The linearity test showed varying results summarized in the following table.

Table 1
Results of the Linearity Test

Variable	F	p	Description
Extraversion	3,216	0,076	Not linier
Agreeableness	0,090	0,764	Not linier
Conscientiousness	0,375	0,542	Not linier
Emotional Stability	29,510	0,000	Linier
Intellect	11,819	0,001	Linier
Family Social Support	38,161	0,000	Linier

From the results of the linearity test, it is known that the personality types of

extraversion, agreeableness, and conscientiousness do not have a linear relationship with work-life balance among working single mothers; therefore, hypothesis testing using simple linear regression was not conducted. Additionally, the linearity test indicates that the three personality types extraversion, agreeableness, and conscientiousness do not influence work-life balance among working single mothers, leading to the rejection of the initial hypothesis.

Essentially, the normality and linearity assumption tests prior to hypothesis testing are not mandatory. This refers to the opinion of Azwar (2001), who states that data analysis can be conducted without first performing assumption tests, considering that the resulting differences may not be significant. Hypothesis testing was then conducted using simple linear regression analysis. The results of the hypothesis testing can be seen in the following table.

Table 2
Hypothesis Test: The Influence of Emotional Stability Personality Type on Work-Life Balance Among Working Single Mothers

Variabel	Koefisien Regresi Linier		t	sig.	F	R	R kuadrat/ R Square
	Unstandardized Coefficient						
	B	Std. Error					
(Constant)	31,695	1,993	15,900	0,000			
Emotional Stability	0,900	0,169	5,338	0,000	29,510	0,475	0,225

The results in the table above show an F value of 29.510 and a significance level of $0.000 < 0.05$, indicating that the regression model is accepted. The regression coefficient for the emotional stability personality type is positive, meaning that this personality type has a positive influence on work-life balance among working single mothers, leading to the acceptance of the initial hypothesis. The

effective contribution of the emotional stability personality type to work-life balance is indicated by an R-squared value of 0.225 or 22.5%, while 77.5% is influenced by other variables.

Table 3
Hypothesis Test: The Influence of Intellect Personality Type on Work-Life Balance Among Working Single Mother

Variabel	Koefisien Regresi Linier		t	sig.	F	R	R kuadrat/R Square
	Unstandardized Coefficient						
	B	Std. Error					
(Constant)	28,884	3,835	7,531	0,000			
Intellect	0,941	0,273	3,449	0,001	11,819	0,329	0,108

The results in the table above show an F value of 11.819 and a significance level of $0.001 < 0.05$, indicating that the regression model is accepted. The regression coefficient for the intellect personality type is positive, meaning that this personality type has a positive influence on work-life balance among working single mothers, leading to the acceptance of the initial hypothesis. The effective contribution of the intellect personality type to work-life balance is indicated by an R-squared value of 0.108 or 10.8%, while 89.2% is influenced by other variables.

Table 4
Hypothesis Test: The Influence of Family Social Support on Work-Life Balance Among Working Single Mothers

Variabel	Koefisien Regresi Linier		t	sig.	F	R	R kuadrat/R Square
	Unstandardized Coefficient						
	B	Std. Error					
(Constant)	22,220	3,408	6,520	0,000			
Dukungan sosial keluarga	0,305	0,052	5,861	0,000	38,161	0,509	0,260

The results in the table above show an F value of 38.161 and a significance level of

$0.000 < 0.05$, indicating that the regression model is accepted. The regression coefficient for family social support is positive, meaning that family social support has a positive influence on work-life balance among working single mothers, leading to the acceptance of the initial hypothesis. The effective contribution of family social support to work-life balance is indicated by an R-squared value of 0.260 or 26%, while 74% is influenced by other variables.

Table 5
Summary of Additional Test Results

No.	Regresi Variabel Independen	Variabel Dependen	R	R kuadrat	t	p
1.	Tipe Kepribadian <i>Extraversion</i>	W O R K - L I F E B A L A N C E	0,514	0,264	0,777	0,439
	Dukungan Sosial Keluarga				5,538	0,000
2.	Tipe Kepribadian <i>Agreeableness</i>		0,515	0,266	-0,893	0,374
	Dukungan Sosial Keluarga				5,912	0,000
3.	Tipe Kepribadian <i>Conscientiousness</i>		0,513	0,263	-0,661	0,510
	Dukungan Sosial Keluarga				5,837	0,000
4.	Tipe Kepribadian <i>Emotional Stability</i>		0,623	0,388	4,516	0,000
	Dukungan Sosial Keluarga				5,082	0,000
5.	Tipe Kepribadian <i>Intellect</i>		0,581	0,338	3,385	0,001
	Dukungan Sosial Keluarga				5,799	0,000

The summary table of the multiple regression analysis above as an additional test shows significance values that are consistent with the simple linear regression analysis. The personality types of extraversion, agreeableness, and conscientiousness, when combined with the family social support variable, still do not provide a significant influence on work-life balance among working single mothers. In contrast, the personality types of emotional stability and

intellect, when combined with the family social support variable, show a significant influence on work-life balance among working single mothers.

This study was conducted to determine the influence of the Big Five personality types and family social support on work-life balance among working single mothers. The results of the simple regression analysis show that the Big Five personality types have varying influences on work-life balance, while family social support has a significant impact on work-life balance among working single mothers. The personality types of extraversion, agreeableness, and conscientiousness do not influence work-life balance among working single mothers, as indicated by significance values > 0.05 . Therefore, the initial hypothesis regarding these three personality types is rejected. In contrast, the personality types of emotional stability and intellect, along with family social support, have a positive influence on work-life balance among working single mothers, as indicated by significance values < 0.05 . The emotional stability personality type can predict work-life balance with an effective contribution of 22.5% and produces a positive regression coefficient. The intellect personality type can predict work-life balance with an effective contribution of 10.8% and also results in a positive regression coefficient. Family social support can predict work-life balance with an effective contribution of 26% and produces a positive regression coefficient. Therefore, the initial hypothesis regarding the positive influence of emotional stability, intellect, and family social support on work-life balance among working single mothers is accepted.

The rejection of the three hypotheses above represents a new finding in this study, as it differs significantly from several studies related to personality types and work-life balance. Personality types have been reported

to have a positive and strong (significant) correlation with work-life balance according to several researchers (Gorsy & Panwar, 2016; Kaur, 2013). Meanwhile, the research by Kundnani and Mehta (2014) suggests that individuals with extraversion, agreeableness, and conscientiousness personality types have the ability to achieve work-life balance effectively due to lower stress levels. The study titled 'Understanding Triangulated Collaboration of Work-Life Balance, Personality Traits, and Eudaimonic Well-Being' (Soni & Bakhru, 2019) explains that the four personality types intellect, extraversion, agreeableness, and conscientiousness positively influence work-life balance.

Thus, the initial hypothesis regarding these three personality types is rejected. This rejection is due to the fact that single mothers who have experienced divorce face negative stigma in society, leading to a decrease in the dominance of the extraversion personality type as a result of becoming a single mother. Socially, a widow is often viewed less favorably than a widower (Bell, 1991). Due to this stigma, single mothers with a dominant extraversion personality type may become quieter and withdraw from their social environment, leading to a decrease in communication with colleagues or family, which affects their ability to achieve work-life balance. For single mothers whose partners have passed away, the situation can be understood as well, since research by Kasschau (1993) indicates that the psychological condition of single mothers who have lost their partners through death can cause greater stress compared to divorce.

The agreeableness personality type, which was found to have no influence on work-life balance among working single mothers, can be explained as follows. Financial issues faced by working single mothers pose a challenge, as money is seen as

a crucial factor in achieving work-life balance. Additionally, when working single mothers aim to achieve certain goals in their jobs that require significant time and thought, it can hinder their ability to attain work-life balance.

The agreeableness personality type, which tends to avoid conflict when faced with the situation of being a single mother, will strive to meet the financial needs of the family and certain career positions (Megumi et al., 2022). Additionally, another challenge that single mothers face in a highly competitive work environment requires them to adapt to their work systems. This can become a barrier to achieving work-life balance among working single mothers with a dominant agreeableness personality type.

The existence of an organizational culture that values time, emphasizes excessive work, and prioritizes work over family contributes to the failure to achieve work-life balance when single mothers have a dominant conscientiousness personality type (Megumi et al., 2024). The conscientiousness personality type, characterized by a need to achieve the highest standards and attain perfection in everything they do, can hinder the achievement of work-life balance in the context of being a single mother. This explains why the conscientiousness personality type in working single mothers does not influence their work-life balance.

The rejection of the three hypotheses above represents a new finding in this study, as it differs significantly from several studies related to personality types and work-life balance. Personality types are reported to have a positive and strong relationship with work-life balance according to several researchers (Gorsy & Panwar, 2016; Kaur, 2013). Meanwhile, research by Kundnani and Mehta (2014) indicates that individuals with extraversion, agreeableness, and conscientiousness personality types are

capable of achieving work-life balance effectively due to lower stress levels. The study titled 'Understanding Triangulated Collaboration of Work-Life Balance, Personality Traits, and Eudaimonic Well-Being' (Soni & Bakhru, 2019) explains that the four personality types intellect, extraversion, agreeableness, and conscientiousness have a strong influence on work-life balance.

The results of this study conclude that the emotional stability personality type has a positive influence on work-life balance among working single mothers. This can be understood because the trait of emotional stability is associated with calmness, confidence, and resilience (Sackett & Walmsley, 2014). Working single mothers who possess calmness, confidence, and resilience are likely to perform well at work, leading to high productivity. Furthermore, their calm demeanor enables them to balance work and personal life effectively. Thus, work-life balance can be achieved.

Individuals with a dominant intellect personality type possess traits such as having new ideas, being imaginative, and having a strong curiosity. These traits allow individuals to try new ways to balance their work and personal life roles. Consequently, work-life balance can be achieved (Soni & Bakhru, 2019). This finding is also consistent with the research by De Alwis (2016), which reveals that the intellect personality type has a negative influence on work-life conflict, thereby enabling work-life balance among working single mothers. Thus, it can be understood that the intellect personality type positively influences work-life balance among working single mothers.

The results of the study indicate that family social support significantly influences the achievement of work-life balance among working single mothers, supporting previous research conducted by Nurhabiba in 2020. In

that study, it was stated that social support affects work-life balance with an effective contribution of 24.5%. In this study, the effective contribution of family social support is 26%, which is the largest compared to the effective contributions of personality types in influencing work-life balance. Individual factors such as personality type, organization, and social environment are factors that influence work-life balance (Poulose and Sudarsan, 2014). Social factors arising from interactions with others outside of work, such as family support, can play a crucial role as they have an impact on work domains (Adams et al., 1996).

Working single mothers play various roles that they must manage alone and are expected to perform well, making the support of close family members such as children, biological mothers, siblings, or in-laws essential. Ferguson (2012) states that adequate family social support can help working single mothers cope with stressful life situations, manage their workload, reduce role conflict, provide assistance and encouragement for individuals to pursue hobbies and personal activities, and enhance performance across all domains. Family social support positively correlates with work and family aspects. The social support provided to working single mothers can reduce work-life conflict, resulting in increased work-life balance, thereby achieving productivity and physical as well as psychological well-being.

CONCLUSION

Based on the data analysis results and the discussion of the research findings, it can be concluded that the personality traits of extraversion, agreeableness, and conscientiousness do not have an impact on the work-life balance of working single mothers. Meanwhile, the personality traits of emotional stability and intellect positively

influence the work-life balance of working single mothers. Additionally, family social support positively affects the work-life balance of working single mothers. In the supplementary tests, no significant differences were found compared to the results of the simple regression analysis. These findings are expected to serve as a reference for personnel staff in determining policies for single mother employees, and understanding personality traits is important for working single mothers to achieve work-life balance, ensuring their productivity and mental well-being are well maintained.

Future researchers interested in similar studies are advised to consider variables such as the number of children, the age of children, whether the children have special needs or not, and the type of employment in relation to personality traits to analyze their effects on the work-life balance of working single mothers. Increasing the number of research subjects would likely yield more representative results and provide a broader context regarding the issue of work-life balance among working single mothers.

REFERENCES

- Ajibade, S. M., Mejarito, C., Egere, O. M., Adediran, A. O., & Nathaniel, G. (2022). An Analysis of the Impact of Social Media Addiction on Academic Engagement of Students. *Journal of Pharmaceutical Negative Results*, 13(SO4), 1390–1398. <https://doi.org/10.47750/pnr.2022.13.s04.166>
- Akther, F. (2023). Exploring Social Media Addiction in University Students an Empirical Research. *Eduvest - Journal of Universal Studies*, 3(10), 1871–1882. <https://doi.org/10.59188/eduvest.v3i10.932>
- Alfaya, M. A. (2023). Prevalence and Determinants of Social Media Addiction Among Medical Students in a Selected University in Saudi Arabia: A Cross-

- Sectional Study. *Healthcare*, 11(10), 1370.
<https://doi.org/10.3390/healthcare11101370>
- Allahverdi, F. Z. (2022). Relationship Between Perceived Social Media Addiction and Social Media Applications Frequency Usage Among University Students. *Psychology in the Schools*, 59(6), 1075–1087.
<https://doi.org/10.1002/pits.22662>
- Alshanqiti, A. (2023). Social Media Usage and Academic Performance Among Medical Students in Medina, Saudi Arabia. *Advances in Medical Education and Practice*, Volume 14, 1401–1412.
<https://doi.org/10.2147/amep.s434150>
- Anierobi, E. I., Etodike, C. E., Okeke, N. U., & Ezennaka, A. O. (2021). Social Media Addiction as Correlates of Academic Procrastination and Achievement Among Undergraduates of Nnamdi Azikiwe University Awka, Nigeria. *International Journal of Academic Research in Progressive Education and Development*, 10(3).
<https://doi.org/10.6007/ijarped/v10-i3/10709>
- Benhadj, Y. (2023). An Investigation of Social Media Addiction Among Moroccan Adolescent Students. *International Journal of Social Science and Human Research*, 06(02).
<https://doi.org/10.47191/ijsshr/v6-i2-01>
- Diehl, M., Semegon, A. B., & Schwarzer, R. (2014). *Assessing Attention Control in Goal Pursuit: A Component of Dispositional Self-Regulation*. June.
<https://doi.org/10.1207/s15327752jpa8603>
- Hruska, J., & Maresova, P. (2020). Use of social media platforms among adults in the United States—Behavior on social media. *Societies*, 10(1).
<https://doi.org/10.3390/soc10010027>
- Karayigit, C., Groter, A., & Thompson, M. (2021). Addictive Use of Social Media and Motivations for Social Media Use Among Emerging Adult University Students. *Bağımlılık Dergisi*, 22(3), 266–274.
<https://doi.org/10.51982/bagimli.897708>
- Paudel, A. K. (2023). Association Between Social Media and Psychological Effects Among Adolescents: School-Based Cross-Sectional Study in Kathmandu City of Nepal. *Journal of Chitwan Medical College*, 13(2), 63–69.
<https://doi.org/10.54530/jcmc.1271>
- Paudel, A. K., Chhetri, M., & Baidya, P. (2021). *Association Between Social Media and Psychological Effects Among Adolescents: A School Based Cross-Sectional Study in Kathmandu City of Nepal*.
<https://doi.org/10.21203/rs.3.rs-140958/v1>
- Safdar, G. . & K. A. W. (2020). Digital Media Use and Religious, Moral and Cultural Effects on Female University Students of Punjab, Pakistan. *Research Journal Ulūm-e-Islāmia*, 27(1), 113–129.
<http://www.frankfuredi>
- Susanto, H., Suryani, E., Astiarani, Y., & Kurniawan, F. (2021). Relationship Between Narcissism, Self-Esteem, and Social Media Addiction in Preclinical Medical Students. *Althea Medical Journal*, 8(1).
<https://doi.org/10.15850/amj.v8n1.2097>
- Taha, N. M. (2023). The Relationship Between Social Media Addiction With Anxiety and Depression Among Undergraduate Students in Klang Valley, Malaysia. *International Journal of Academic Research in Progressive Education and Development*, 12(3).
<https://doi.org/10.6007/ijarped/v12-i3/17897>
- Ting, C. H., & Essau, C. A. (2021). Addictive Behaviours Among University Students in Malaysia During COVID-19 Pandemic. *Addictive Behaviors Reports*, 14, 100375.
<https://doi.org/10.1016/j.abrep.2021.100375>
- Walsh, S. P., White, K. M., Young, R. M., Walsh, S. P., White, K. M., Mcd, R., Needing, Y., Walsh, S. P., White, K. M., & Young, R. M. (2016). *Needing to connect : The effect of self and others on*

young people ' s involvement with their mobile phones involvement with their mobile phones. 9530(December). <https://doi.org/10.1080/00049530903567229>

- Wickramasurendra, J. M., Jagoda, D. J., & Rathnayake, R. M. L. (2021). Factors Influencing Social Media Addiction Among G.C.E. Advanced Level Students in Sri Lanka: A Case Study in Colombo District, Sri Lanka. *Sri Lanka Journal of Social Sciences and Humanities*, 1(2), 1–11. <https://doi.org/10.4038/sljssh.v1i2.33>
- Xuan, Y. J., & Amat, M. A. C. (2021). The Gender Differences in the Relationships Between Self-Esteem and Life Satisfaction With Social Media Addiction Among University Students. *Asian Social Science*, 17(11), 48. <https://doi.org/10.5539/ass.v17n11p48>
- Yi, C. W. (2024). Relationships Between Social Media Addiction and Self-Esteem Among University Students in Malaysia. *JoHDeC*, 12, 27–34. <https://doi.org/10.58915/johdec.v12.2023.630>
- YILMAZ, D. A. (2023). The Association Between Physical Activity Levels and Social Media Addiction Among Adolescents: A Descriptive Correlational Study. *Turkish Journal of Sport and Exercise*, 25(3), 499–507. <https://doi.org/10.15314/tsed.1318092>
- Zam, S., Dendup, T., & Tenzin, K. (2022). Social Media Addiction and Self-Esteem in Relation to Gender of Students. *Bhutan Journal of Research and Development*, 11(1). <https://doi.org/10.17102/bjrd.rub.11.1.028>
- Zaw, C. C., & Azenal, N. A. (2021). Association Between Social Media Addiction and Mental Health Among International Islamic University Malaysia (IIUM) Undergraduate Nursing Students. *International Journal of Care Scholars*, 4(Supp1), 32–39. <https://doi.org/10.31436/ijcs.v4isupp1.216>
- عيسى, ي. أ. (2022). التنظيم الإنفعالي كمنبئ باستخدام الإدمان لألعاب الفيديو ومواقع التواصل الإجتماعي
- Akhtar, H. (2018a). *Penyusunan Skala Pendek IPIP-Bfm-25 Indonesia Untuk Mengukur Kepribadian Big Five*. 403856. <http://etd.repository.ugm.ac.id/penelitian/detail/157429>
- Akhtar, H. (2018b). *Penyusunan Skala Pendek IPIP-Bfm-25 Indonesia Untuk Mengukur Kepribadian Big Five*. <http://etd.repository.ugm.ac.id/penelitian/detail/157429>
- Akhtar, H., & Azwar, S. (2018). Development and Validation of a Short Scale for Measuring Big Five Personality Traits: the IPIP-Bfm-25 Indonesia. *Journal of Innovation in Psychology, Education and Didactics*, 22(2), 167–174. <http://ipip.ori.org/index.htm>
- Akhtar, H., & Azwar, S. (2019). Indonesian Adaptation and Psychometric Properties Evaluation of the Big Five Personality Inventory: IPIP-BFM-50. *Jurnal Psikologi*, 46(1), 32. <https://doi.org/10.22146/jpsi.33571>
- Andriyana, A. S., & Supriansyah, S. (2021). Konsep Work Life Balance Terhadap Produktivitas Pegawai yang Menerapkan Work From Home Pada Masa Pandemi Covid-19 (Studi Literatur). *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 5(1), 1. <https://doi.org/10.32493/jjsdm.v5i1.13138>
- Apriani, A. N., Mariyanti, S., & Safitri, M. (2021). Gambaran Work-Life Balance Pada Ibu Yang Bekerja. *JCA Psikologi*, 2(4), 58–67.
- Aprilia, W. (2013). Resiliensi dan Dukungan Sosial pada Orang Tua Tunggal (Studi Kasus pada Ibu Tunggal di Samarinda). *Psikoborneo: Jurnal Ilmiah Psikologi*, 1(3), 157–163. <https://doi.org/10.30872/psikoborneo.v1i3.3326>
- Aritonang, M. G., Lubis, M. R., & Ideyani, N. (2022). Hubungan Keseimbangan Kehidupan Kerja dan Keterkaitan Pegawai dengan Kepuasan Kerja. *Journal of Education, Humaniora and Social Sciences (JEHSS)*, 4(4), 2015–2022.

- <https://doi.org/10.34007/jehss.v4i4.992>
- Bagley, C., Abubaker, M., & Sawyerr, A. (2018). Personality, work-life balance, hardiness, and vocation: A typology of nurses and nursing values in a special sample of english hospital nurses. *Administrative Sciences*, 8(4), 1–21. <https://doi.org/10.3390/admsci8040079>
- Balance, M. W., Dari, D., Extraversion, K., Welian, H., Majorsy, U., & Sova, E. (n.d.). *Work-Life Balance*. 48–57.
- Costa, P. (2017). *A five-factor theory of personality*. January 1999.
- Darmawan, A., Silviani, I. A., & Susilawati, I. R. (2015). Hubungan Burnout Dengan Work-Life Balance. *Jurnal Mediapsi*, 1, 28–39.
- Dr. Sanobar Salman Shaikh, Dr. Syed Abdul Sattar Shah, Dr. Naveed K Katpar, & Dr. Syed Karim Bux Shah. (2019). Factors Affecting Work-Life Balance of Women Working in Ngos of Pakistan. *The Women, Research Journal*, 11(July), 44–63.
- Ellis, L., W. Hoskin, A., & Ratnasingam, M. (2018). Personality and Behavioral Factors. In *Handbook of Social Status Correlates*. <https://doi.org/10.1016/b978-0-12-805371-3.00004-2>
- Febriana, L. (2021). Hubungan Antara Dukungan Sosial Keluarga dengan Efikasi Diri Pengambilan Keputusan Karir pada Siswa Kelas XI SMA Negeri 1 Sayung Demak. *Jurnal Empati*, 10(Nomor 06), 390–396.
- Febriyanti, V., Eva, N., & Andayani, S. (2022). Tingkat Kesejahteraan Psikologis Ditinjau Dari Tipe Kepribadian Big Five. *Psycho Idea*, 20(2), 141. <https://doi.org/10.30595/psychoidea.v20i2.11824>
- Fetvadjev, V. H., & van de Vijver, F. J. R. (2015). Measures of Personality across Cultures. In *Measures of Personality and Social Psychological Constructs*. Elsevier Inc. <https://doi.org/10.1016/B978-0-12-386915-9.00026-7>
- Fisher, G. G. (2002). Work/personal life balance: A construct development study. *Dissertation Abstracts International: Section B. The Sciences and Engineering*, 63(1), 575.
- Georgas, J. (2004). Family and Culture. *Encyclopedia of Applied Psychology, Three-Volume Set*, 2, 11–22. <https://doi.org/10.1016/B0-12-657410-3/00412-8>
- Gorsy, C., & Panwar, N. (2016). Work-Life Balance , Life Satisfaction and Personality Traits Among. *International Journal in Management and Social Science*, 4(February), 98–105.
- Guest, D. E. (2002). Perspectives on the study of work-life balance. *Social Science Information*, 41(2), 255–279. <https://doi.org/10.1177/0539018402041002005>
- Gunawan, G. (2019). Reliabilitas dan validitas konstruk work life balance di Indonesia. *Jurnal Penelitian Dan Pengukuran Psikologi: JPPP*, 8(2), 88–94.
- Hanim, H. (2018). Peran Perempuan Single Parent Dalam Pemenuhan Fungsi Ekonomi Dalam Keluarga Studi Kasus : Perempuan Single Parent Pekerja di Pijat Refleksi Tosyama Jakarta Selatan. *Jurnal Ilmu Dan Budaya*, 41(60), 7081–7100.
- Hasanah, T. D. U., & Widuri, E. L. (2014). Regulasi emosi pada ibu single parent. *Jurnal Psikologi Integratif*, 2, 86–92.
- Ingram, P. B., Boan-Lenzo, C., & Vuyk, M. A. (2013). Openness/Intellect in a 50-Item IPIP Instrument. *Journal of Psychoeducational Assessment*, 31(6), 600–605. <https://doi.org/10.1177/0734282913481448>
- Khairina, K., & Sahrah, A. (2022). Dukungan sosial sebagai moderator antara konflik peran ganda dengan kesejahteraan subjektif pada Wanita Angkatan Udara. *Jurnal Psikologi Ulayat*. <https://doi.org/10.24854/jpu380>
- Komari, N., & Sulistiowati. (2018). Kajian teoritis work life balance. *Jurnal Ekonomi Dan Bisnis, Universitas Tanjungpura*, 419–426. <https://pascasarjanafe.untan.ac.id/wp-content/uploads/2022/09/39.pdf>

- Köse, S., Baykal, B., Köse, S., Çuhadar, S. G., Turgay, F., & Bayat, I. K. (2021). Role of Personality Traits in Work-Life Balance and Life Satisfaction. *Eurasian Studies in Business and Economics*, 16(1), 279–295. https://doi.org/10.1007/978-3-030-63149-9_18
- Kundnani, N., & Mehta, P. (2014). Role of Personality Traits in Balancing Work-Life. *Pallavi Mehta et. Al./ International Journal of Management Research & Review*, 4(May), 2249–7196. www.ijmrr.com
- Leka, S., & De Alwis, S. (2016). Work, Life and Personality: The Relationship between the Big Five Personality Traits and Work-Life Conflict. *South Asian Journal of Management*, 23(4), 31.
- Lie, D., Megumi, E. H., Zaneta, A., Zalukhu, P. M. B., Gianti, R., & Pribadi, R. B. (2022). Gambaran Work-Life Balance pada Wanita Single Parent yang Bekerja. *Psikodimensia*, 21(2), 132–143. <https://doi.org/10.24167/psidim.v21i2.4656>
- Nugraha, YusManggaharti, R., & Noviati, N. P. (2019). Keseimbangan Kehidupan Kerja Ditinjau Dari Dukungan Sosial Pada Pekerja. *Jurnal Studia Insania*, 7(1), 1. <https://doi.org/10.18592/jsi.v7i1.1997>
- Maimunah, F., Lestari Kadiyono, A. and Nugraha, Y. (2024) “Reliabilitas dan Validitas Konstruk Work-Life Balance Pada Remote Working Employee di Indonesia”, *Tekmapro*, 19(1), pp. 94–103. Available at: <https://tekmapro.upnjatim.ac.id/index.php/tekmapro/article/view/387> (Accessed: 25June2024).
- Mayangsari, M. D., & Amalia, D. (2018). Keseimbangan Kerja-Kehidupan pada Wanita Karir Work Life Balance Career Woman. *Jurnal Ecopsy*, 5(1), 43–50.
- McCrae, R. R., & John, O. P. (1992). The Graduate School Doctor of Nursing Practice (DNP) Degree Program of Study / Completion Form The Graduate School Doctor of Nursing Practice (DNP) Degree Program of Study / Completion Form Name E-M. *Journal of Personality*, 60(2), 175–215.
- Munkejord, M. C. (2017). His or her work-life balance? Experiences of self-employed immigrant parents. *Work, Employment and Society*, 31(4), 624–639. <https://doi.org/10.1177/0950017016667041>
- Murdaningrum, R. (2021). Hubungan Beban Kerja dengan Work Life Balance pada Wanita Karir Single Parent. *Prosiding Seminar Nasional UNIMUS*, 4, 1054–1062.
- Ningsih, S., & Rijanti, T. (2021). Pengaruh Kepribadian , Work-Life Balance , dan Budaya Organisasi terhadap Kepuasan Kerja. *Jurnal Manajemen*, 13(2), 315–323. journal.feb.unmul.ac.id/index.php/JURNALMANAJEMEN/article/view/9684
- Nurhabiba, M. (2020). Social support terhadap work-life balance pada karyawan. *Cognicia*, 8(2), 277–295. <https://doi.org/10.22219/cognicia.v8i2.13532>
- Nusbaum, E. C., & Silvia, P. J. (2011). Are Openness and Intellect distinct aspects of Openness to Experience? A test of the O/I model. *Personality and Individual Differences*, 51(5), 571–574. <https://doi.org/10.1016/j.paid.2011.05.013>
- Oludayo, A. O., & Omonijo, D. O. (2020). Work-life balance: The relevance of social support. *Academy of Strategic Management Journal*, 19(3), 1–10.
- Omar Fayaz Khan & Mohammad Sajidkirmani. (2018). Relationship of Family and Work-Life Interface: a Study of Female Doctor and Nurses in Public Hospitals. *IMPACT: International Journal of Research in Humanities, Arts and Literature (IMPACT: IJRHAL)* , 6(6), 403–416. <http://www.impactjournals.us/journals.php?id=11&jtype=2&page=67>
- Padma, S., & Reddy, M. S. (2013). Role of Family Support in Balancing Personal and Work Life of Women Employees. *IJCEM International Journal of*

- Computational Engineering & Management*, 16(3), 2230–7893. www.IJCEM.org
- Pandey, V. K., Shukla, T., & Nanda, A. (2018). A Study on Impact of Personality Traits on Work Life Balance. *Conference Perspectives and Approaches for Developing Employable Skills in New Delhi, India, August*. <https://www.researchgate.net/publication/326892935>
- Paramita, P. (2006). Analisis Pengaruh Work-Family Balance Dan Program Family Friendly Terhadap Kepuasan Kerja Studi Kasus Pada R.S. Panti Wilasa Citarum, Semarang. *Jurnal Bisnis Strategi*, 15(1), 22–30.
- Primayuni, S. (2018). Kondisi Kehidupan Wanita Single Parent. *SCHOULID: Indonesian Journal of School Counseling*, 3(1), 17. <https://doi.org/10.23916/08425011>
- Putra, R. S. (2021). Work Life Balance Pada Pejabat Wanita Yang Ada Di Salah Satu Universitas Di Indonesia. *Ecopreneur*, 12, 3(2), 119. <https://doi.org/10.51804/econ12.v3i2.778>
- Putri, S. A. (2021). Faktor-Faktor Yang Mempengaruhi Work-Life Balance Pada Wanita Buruh Tani. *Jurnal Psikologi Malahayati*, 3(1), 28–38. <https://doi.org/10.33024/jpm.v3i1.3598>
- Putri, T. A., Tantiani, F. F., Psikologi, F., & Negeri, U. (2023). DENGAN PENGASUHAN IBU TUNGGAL MARRIAGE ADJUSTMENTS OF A YOUNG WIFE RAISED WITH SINGLE MOTHER Abstrak : Penelitian ini bertujuan untuk melihat gambaran penyesuaian pernikahan istri usia muda yang ayah dan ibunya bercerai hidup lalu dibesarkan oleh ibu tung. *Motiva : Jurnal Psikologi*, 6(1), 1–17.
- Rahayu, A. S. (2018). Kehidupan Sosial Ekonomi Single Mother Dalam Ranah Domestik Dan Publik. *Jurnal Analisa Sosiologi*, 6(1). <https://doi.org/10.20961/jas.v6i1.18142>
- Rahmayati, T. E. (2021). Keseimbangan Kerja dan Kehidupan (Work Life Balanced) Pada Wanita Bekerja. *Juripol*, 4(2), 129–141. <https://doi.org/10.33395/juripol.v4i2.11098>
- Rohmana, F., & Yuniasanti, R. (2017). Conscientiousness (big five personality) dengan organizational citizenship behavior analysis between dimension of extraversion and conscientiousness dimensions (big five personality) with organizational citizenship behavior. *Psycho Idea*, 15(2), 78–87.
- R. P. Sackett dan T. P. Walmsley, “Which Personality Attributes Are Most Important in the Workplace?,” *Perspectives on Psychological Science*, vol. 9, pp. 538-551, 2014
- Sancahya, A. A. G. A., & Susilawati, L. K. P. A. (2014). Hubungan Antara Dukungan Sosial Keluarga Dengan Self Esteem Pada Remaja Akhir Di Kota Denpasar Anak Agung Gede Ariputra Sancahya Dan Luh Kadek Pande Ary Susilawati Program Studi Psikologi , Fakultas Kedokteran , Universitas Udayana Abstrak Perkembangan Re. *Jurnal Psikologi Udayana*, 1(3), 52–62.
- Sarafino E.P & Smith T.W. (2011). *Health Psychology Biopsychosocial Interactions*. USA: John Wiley & Sons. Inc.
- Siagian, S. (2019). Kehidupan Sosial Ekonomi Perempuan Jawa Single Mother dalam Ranah Domestik dan Publik di Desa Sumber Jaya Kecamatan Serapit. *Jurnal Antropologi Sumatera*, 17(2), 64–74. <https://jurnal.unimed.ac.id/2012/index.php/jas/article/view/22491>
- Soeharto, T., Kuncoro, M., & Prahara, S. A. (2022). Peran Relasi Sosial sebagai Mediator antara Dukungan Sosial dengan Konflik Pekerjaan-Keluarga. *Intuisi : Jurnal Psikologi Ilmiah*, 13(2), 223–234. <https://doi.org/10.15294/intuisi.v13i2.27599>
- Soeharto, T., Kuncoro, M. W., & Prahara, S. A. (2019). *The Description Of Family Support In Social Relations On Working Mothers Experiencing Work-Family*

Conflicts (In Javanese Family): An Indigenous Psychology
http://eprints.mercubuana-yogya.ac.id/id/eprint/8840/%0Ahttp://eprints.mercubuana-yogya.ac.id/8840/1/66_2019PROCEEDING_ICOSS.pdf

- Soni, P., & Bakhru, K. M. (2019). Understanding triangulated collaboration of work-life balance, personality traits and eudaimonic well-being. *Problems and Perspectives in Management*, 17(2), 63–82.
[https://doi.org/10.21511/ppm.17\(2\).2019.05](https://doi.org/10.21511/ppm.17(2).2019.05)
- Surya, R., Angela, S., & Ryan, T. (2022). Analisis Rasch Model Indonesia the International Personality Item Pool-Big Five Factor Markers (IPIP-BFM-50). *Persona: Jurnal Psikologi Indonesia*, 10(2), 297–317.
<https://doi.org/10.30996/persona.v10i2.5552>
- Susilaningrum, H., & Wijono, S. (2023). Dukungan sosial dengan work life balance pada pekerja wanita yang telah menikah di PT. X Yogyakarta. *Jurnal Inovasi Penelitian*, 3(8), 7297–7306.
- Tripathi, V., Shukla, S. M., & Randev, K. (2016). Determinants of Work-Life Balance for Working Mothers. *Management Insight - The Journal of Incisive Analysers*, 12(02).
<https://doi.org/10.21844/mijia.v12i02.6969>
- Triwijayanti, I. D. A. K., & Astiti, D. P. (2019). Peran dukungan sosial keluarga dan efikasi diri terhadap tingkat work-life balance pada mahasiswa yang bekerja di Denpasar. *Jurnal Psikologi Udayana*, 6(02), 320.
<https://doi.org/10.24843/jpu.2019.v06.i02.p11>
- Tua, O., Bekerja, Y., Strategi, P. D. A. N., Tua, O., & Dan, P. (n.d.). *KESEIMBANGAN KERJA-HIDUP UNTUK*.
- Uddin, M., Ali, K. B., & Khan, M. A. (2020). Perceived social support (pss) and work-life balance (wlb) in a developing country: The moderating impact of work-life policy. *Iranian Journal of Management Studies*, 13(4), 733–761.
<https://doi.org/10.22059/IJMS.2020.282543.673663>
- Ulfah, M. A. (2019). Pengaruh Kepuasan Kerja dan Dukungan Sosial Terhadap Konflik Peran Ganda. *Psikoborneo: Jurnal Ilmiah Psikologi*, 7(1), 113–120.
<https://doi.org/10.30872/psikoborneo.v7i1.4712>
- Verduyn, P., & Brans, K. (2012). The relationship between extraversion, neuroticism and aspects of trait affect. *Personality and Individual Differences*, 52(6), 664–669.
<https://doi.org/10.1016/j.paid.2011.12.017>
- Widyanti, E., Purba, J., & Yulianto, A. (2007). Pengaruh dukungan sosial Terhadap Burnout Pada Guru. *Jurnal Psikologi*, 5(1), 80–82.
<https://digilib.esaunggul.ac.id/public/UE-U-Journal-4982-johanaP.aries.pdf>
- Wiladatika, A. T. (2018). Pengaruh Gender Dan Kepuasan Kerja Terhadap Kinerja Karyawan (Studi Pada Hotel Sri Rejeki Kota Blitar). *Jurnal Ilmu Ekonomi Fakultas Ekonomi Dan Bisnis*, 1(2), 1–12.
- Zahoor, N., Abdullah, N. A. C., & Zakaria, N. (2021). The role of high performance work practices, work-family conflict, job stress and personality in affecting work life balance. *Management Science Letters*, 11, 1367–1378.
<https://doi.org/10.5267/j.msl.2020.11.003>