

## Abstrak

Work-family conflict merupakan bentuk ketegangan yang muncul akibat tuntutan peran ganda antara pekerjaan dan keluarga yang saling bertentangan. Ibu bekerja di perusahaan manufaktur memiliki tanggung jawab profesional sekaligus domestik yang kerap kali berjalan bersamaan, sehingga berpotensi menimbulkan konflik peran. Beban kerja yang tinggi, jadwal kerja yang ketat, serta ekspektasi sosial terhadap perempuan sebagai pengasuh utama dalam keluarga menjadi pemicu munculnya konflik tersebut. Penelitian ini bertujuan untuk mendeskripsikan gambaran work-family conflict pada ibu bekerja di perusahaan manufaktur Yogyakarta. Subjek penelitian ini berjumlah delapan orang ibu bekerja yang telah menikah dan memiliki anak, serta bekerja di salah satu perusahaan manufaktur. Penelitian ini menggunakan metode kualitatif dengan pendekatan fenomenologi. Teknik pengumpulan data dilakukan melalui wawancara mendalam dan dokumentasi. Hasil penelitian menunjukkan bahwa ibu bekerja mengalami work-family conflict dalam berbagai bentuk seperti kelelahan, stres emosional, konflik pasangan, rasa bersalah terhadap anak, dan penurunan fokus kerja. Subjek juga mengungkapkan adanya strategi adaptasi seperti manajemen waktu, dukungan pasangan, serta upaya menjaga komunikasi yang terbuka dengan anggota keluarga. Gambaran ini menunjukkan kompleksitas peran ganda yang dijalani oleh ibu bekerja dan pentingnya dukungan sosial serta kebijakan kerja yang lebih fleksibel untuk meminimalkan dampak negatif work-family conflict.

**Kata Kunci:** Work-family conflict, Ibu bekerja, Perusahaan manufaktur Yogyakarta.

## ***Abstract***

*Work-family conflict is a form of tension that arises from the dual demands of work and family roles that are often incompatible. Working mothers in manufacturing companies carry both professional and domestic responsibilities simultaneously, which frequently leads to role conflicts. High workloads, strict work schedules, and social expectations of women as primary caregivers in the family act as significant triggers for this conflict. This study aims to describe the illustration of work-family conflict among working mothers in manufacturing companies in Yogyakarta. The research subjects consisted of eight working mothers who were married, had children, and were employed at one of the manufacturing companies. This study employed a qualitative method with a phenomenological approach. Data were collected through in-depth interviews and documentation. The findings indicate that working mothers experience work-family conflict in various forms, such as fatigue, emotional stress, marital conflict, guilt toward their children, and decreased work focus. The participants also reported adopting several adaptation strategies, including time management, spousal support, and maintaining open communication with family members. These findings highlight the complexity of dual roles undertaken by working mothers and emphasize the importance of social support as well as more flexible workplace policies to minimize the negative impact of work-family conflict.*

**Keywords:** *Work-family conflict, Working mothers, Manufacturing company in Yogyakarta*