

# Exploring The Impact of Work-Family Conflict and Self-Efficacy on Work-Life Balance Among Factory-Working Mothers: A Quantitative Analysis

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## ABSTRACT

Work-life balance is a significant challenge for working mothers, especially those in the industrial sector, as they must simultaneously manage job demands and family responsibilities. This study aims to empirically examine the relationship between work-family conflict and self-efficacy with work-life balance among mothers working in factories. A quantitative method with purposive sampling techniques was used. The respondents were mothers employed in the production section of factories, and the instruments used included scales of work-life balance, work-family conflict, and self-efficacy. The analysis revealed a highly significant relationship between work-family conflict and self-efficacy with work-life balance, with a correlation coefficient of 0.694 and a significance value of  $p = 0.000$  ( $p < 0.01$ ). The first minor hypothesis showed a highly significant negative relationship between work-family conflict and work-life balance ( $r = -0.679$ ;  $p < 0.01$ ), while the second minor hypothesis showed a highly significant positive relationship between self-efficacy and work-life balance ( $r = 0.525$ ;  $p < 0.01$ ). These findings indicate that lower levels of work-family conflict and higher levels of self-efficacy can enhance mothers' ability to achieve a balanced work and personal life. The results have important implications for developing support strategies for working women, particularly in managing dual roles and enhancing self-efficacy to achieve a better work-life balance.

**Keywords:** Work-Family Conflict, Self-Efficacy, Work-Life Balance.

## I. Introduction

With the changing times and evolving societal perspectives, women's involvement in the workforce has become increasingly common and no longer contradicts prevailing norms (Siregar, 2023). Women are now more active in the public sector, occupying positions previously dominated by men (Sari & Agustang, 2021). Data from the Badan Pusat Statistik (BPS) support this statement by showing a rise in female labor force participation. In 2022, the number of female workers reached 52.74 million, with the majority employed as laborers, employees, and civil servants (Kemnaker, 2023). As of February 2024, the female labor force participation rate stood at 55.41%, representing an increase from previous years (Rainer, 2024).



The expansion of large-scale factories in Indonesia has also contributed to the increasing number of women entering the labor market. Companies now offer broader employment opportunities, particularly in the industrial sector, creating space for women's participation (Kusrini & Suryani, 2022). This phenomenon is also evident in Jepara Regency, where a significant increase in newly established factories by foreign investors has been observed over the past decade. These labor-intensive factories predominantly employ women as the primary workforce (Hana & Oktaviyanti, 2023). Putra (2020) states that the increasing number of women joining the workforce today is motivated by career aspirations and other reasons. One of the primary motivations is the need to increase household income (Antoni et al., 2022). This aligns with data from the Ministry of Women's Empowerment and Child Protection in 2021, which indicates that 73.62% of working women in Indonesia are also homemakers (KEMENPPPA, 2021). As the economic demands of daily life increase, household income must also increase to meet these needs. Women are not solely dependent on their husbands' income but often support the family financially, especially when their earnings are insufficient to meet household needs (Syarah, 2024). Women often need to contribute financially, hoping to create a more stable and prosperous life for their families (Pratama & Sulismadi, 2024).

Working as laborers has become a common alternative for women from lower to middle socioeconomic backgrounds, especially with the growing availability of job opportunities in the expanding industrial sector (Mawarti & Wibowo, 2022). Workers in production departments face high workloads, are required to meet production targets, adhere to strict work procedures, and adapt to ever-increasing standards, potentially resulting in significant pressure (Wahidah, 2024). This condition becomes even more complex for female workers who are also mothers. The factory target-based work system creates unique dynamics where productivity directly determines earnings. In this situation, women who serve as mothers are expected to fulfill work demands while managing domestic responsibilities, such as childcare and fulfilling family needs (Suryani et al., 2020). This situation can reduce time available for communication and interaction with family members, potentially leading to conflict and disharmony within the household (Hana & Oktaviyanti, 2023). Rahayuningtyas et al. (2025) emphasize that the combination of job pressure and household demands may increase the psychological burden experienced by these women. This view is supported by Apriani et al. (2021), who argue that working mothers face various challenges, including difficulties balancing household responsibilities and external work. Working mothers often experience conflicts between personal desires and duties, lack personal time, and struggle to maintain their health due to multiple responsibilities (Rahayu & Mariyati, 2023). When working mothers experience overlapping demands between their roles, stress from one role can spill over into the other, and fatigue from one role can hinder their effectiveness in the other. This may lead to neglect in child development, difficulties in emotional regulation, and feelings of exhaustion, which can result in emotional instability (Mariyanti et al., 2021). In fulfilling their professional and personal roles, women frequently encounter challenges balancing these two domains (Hae & Kusumiati, 2020). Research by Keene and Quadagno (as cited in Handayani, 2020) indicates that 60% of working adults find it challenging to maintain a work-life balance, particularly couples who work and have children under 18.

Work-life balance is especially critical for women who face demands from both spheres of life. Work-life balance can manifest in either a positive or negative way. Positive balance occurs when the importance, relevance, and time allocation between work and personal life are equally high. Conversely, negative balance is marked by equally low levels of those dimensions (Wulansari, 2023). Kaur (Gunawan & Vernando, 2024) asserts that work-life balance plays a crucial role in helping individuals avoid mental health issues such as stress, depression, and anxiety. Furthermore, work-life balance contributes to job satisfaction and provides adaptive coping strategies in work and family settings. Mothers with a high work-life balance can comfortably manage both roles without feeling burdened. In contrast, mothers with a low degree of balance tend to feel stressed, guilty, and overwhelmed by the demands of both domains (Apriani et al., 2021). Based on this background, preliminary observations and interviews were conducted with three working mothers from factories to understand better their challenges in achieving a work-life balance. The interviews were conducted from October 10 to 13, 2024.

The first informant, identified as H, is a 35-year-old married woman with one daughter. She has worked at a factory for approximately six years, primarily to support her family's finances. H stated that her days are filled with substantial responsibilities at work and home. Her factory work involves long hours and frequent overtime, leaving her with minimal time for her family and herself. After returning home, she still needs to fulfill her domestic duties. She admitted that achieving an ideal work-life balance remains difficult. Her dual roles often make it challenging to meet work expectations while being present as a mother, leading to self-doubt regarding her ability to perform both roles well. Her confidence is often shaken, particularly when balancing work demands with her family's urgent needs.

The second interview was conducted on October 12, 2024. The second informant, M, is a 32-year-old woman and mother of two daughters. Her primary motivation for working is financial necessity and a desire to support her husband. M shared that her workdays at the factory are challenging, with heavy workloads that often require her to take work home, which impacts the time and energy she can spend with her family. M frequently feels guilty and saddened when she cannot attend her children's important school events. She finds it difficult to achieve work-life balance and sometimes questions the value of her dual roles as a mother and a worker. Additionally, M often doubts her ability to manage the substantial responsibilities from both domains. This uncertainty exacerbates her experience of dual-role conflict, making achieving the work-life balance she desires increasingly complex.

The third interview was held on October 13, 2024. The third informant, S, is a 34-year-old woman with three daughters. Her primary motivation for working is financial necessity. Work-life balance has been a continual challenge for S. Although she was committed to balancing her roles from the outset, she acknowledged the difficulty in achieving this. She described inner conflict when she had to go to work despite her child being ill, due to urgent financial needs. This often led to guilt and self-doubt regarding her ability to effectively fulfill both roles. Her belief in her ability to handle responsibilities is not yet solid, especially when she is forced to choose between work and her children's needs. Despite her desire to provide the best for her family, this uncertainty hinders her ability to achieve a work-life balance. These narratives illustrate the burdens faced by mothers working in industrial sectors. They demonstrate that balancing professional and personal life is a tangible challenge for working women (Isa & Indrayati, 2023). According to Hurlock (Kurnia et al., 2021), attempting to master two or more tasks simultaneously usually results in suboptimal performance. This imbalance in demands requires individuals to exert greater effort to ensure that each role functions properly.

Consistent with this, Alotaibi and Aldossry (2024) explain that working mothers occupy two essential roles—employees and caregivers. These dual roles often lead to work-family conflict, where demands from work and family life are incompatible. A mother is expected to be nurturing, empathetic, and affectionate at home. At work, she must be assertive, competitive, and professional. These differing expectations create role tension that is not always easy to manage harmoniously, thus complicating efforts to achieve work-life balance. The inability to balance these roles effectively may result in ongoing conflict, which can cause long-term physical and psychological exhaustion. Similarly, Nona and Sumargi (2022) argue that work-family conflict negatively impacts various aspects of life, including job dissatisfaction, personal dissatisfaction, and marital discord, all of which hinder the achievement of a work-life balance.

A study conducted by Prestiana and Setiawan (2021) entitled "Psychological Capital, Dual Role Conflict, and Family Support toward Work-Life Balance among Female Employees at the Government Office of Bekasi City" found that work-family conflict is negatively and significantly related to work-life balance. Likewise, Zahoor et al. (2021) in their study titled "The Role of High Performance Work Practices, Work-Family Conflict, Job Stress and Personality in Affecting Work-Life Balance," concluded that work-family conflict significantly reduces work-life balance. Employees who face conflicts between job and family demands often feel overwhelmed and struggle to fulfill expectations in both domains. From these findings, it can be inferred that work-family conflict may hinder the achievement of work-life balance if not addressed adaptively. In such situations, achieving a work-life balance depends not solely on external factors but also on internal personal resources. One such factor is self-efficacy (Fitri et al., 2023).

Self-efficacy refers to an individual's belief in their ability to direct motivation, cognitive resources, and actions required to perform a specific task (Manesi, 2022). High levels of self-efficacy allow individuals to face various situations and challenges. It also helps individuals excel at work and contributes positively to work-life balance (Badri & Panatik, 2020). Ningsih and Hayati (2020) argue that employees require high self-efficacy to foster intrinsic motivation in addressing challenges at work and in their personal lives. This belief influences their perception of their ability to complete tasks effectively. When individuals possess a strong sense of self-efficacy, it boosts confidence and enhances productivity in fulfilling their responsibilities. Therefore, self-efficacy is a crucial personal factor in achieving work-life balance (Panjaitan & Izzati, 2025). A study by Akanni et al. (2023) titled "Perceived Self-Efficacy Effect and Demographic Factors in Work-Family Balance Among Manufacturing Sector Employees" found that self-efficacy significantly influences work-life balance. As a personal attribute, self-efficacy enhances individuals' ability to manage themselves and their environment, thereby balancing work and family demands. Similarly, Dharmahayu et al. (2025), in their study titled "The Influence of Self-Efficacy and Work Load on Turnover Intention with Work-Life Balance as a Mediation Variable (Study on Civil Servant Nurses at Bhayangkara Hospital Denpasar)," concluded that self-efficacy plays a significant role in shaping work-life balance. Individuals with high self-efficacy can manage time between work and personal life, enhancing their work-life balance.

The urgency of this study lies in the considerable dual-role pressure experienced by working mothers in industrial sectors, particularly female factory workers in production departments, who are required to fulfill both professional and domestic responsibilities simultaneously. This situation often leads to conflicts between work and family demands (work-family conflict), which may affect their work-life balance. On the other hand, the effectiveness with which individuals handle such pressure is strongly influenced by their level of self-efficacy. Therefore, it is important to understand how working mothers manage these challenges in their daily lives. Although many studies have addressed work-life balance, research on working mothers in factories remains limited. Moreover, there is a lack of studies examining the simultaneous roles of work-family conflict and self-efficacy in influencing work-life balance within this group. Based on the above phenomena, interview results, and prior research, this study aims to investigate the relationship between work-family conflict and self-efficacy concerning work-life balance. It aims to investigate how both variables contribute to achieving work-life balance among mothers working in factories.

## II. Literature Review and Hypothesis Development

### 2.1. Work-Life Balance

Work-life balance is built on the understanding that professional and personal life complement one another in achieving harmony (Limatujuh & Perdhana, 2023). As a concept that has gained increasing attention, work-life balance has evolved beyond merely allocating time between work and personal life. Psychological and emotional aspects are now essential in understanding the dynamics of achieving harmony between the two domains (Wahdiniawati et al., 2024). Nawarcono dan Setiono (2021) define work-life balance as a condition in which individuals can proportionately organize and distribute their responsibilities between work, family life, and other aspects of life. This balance reflects one's ability to manage time and energy to meet job demands while engaging in personal and social life, including recreation and family relationships. In line with this definition, Matsuo et al. (2021) state that work-life balance refers to an individual's potential to balance work and non-work activities throughout their professional career. It can be achieved through various working and lifestyle strategies to create a balanced and fulfilling situation. According to Anugrah dan Priyambodo (2021), achieving a work-life balance can be realized when individuals can fulfill all their responsibilities at work and home without compromising their physical and mental well-being. Sholekhah and Sabardini (2025) explain that work-life balance may become a serious issue if not properly managed. When work demands require individuals to spend significantly more time at the workplace than home, this

imbalance may negatively affect both domains. Therefore, balancing work activities and personal life is essential for optimal work-life balance.

## 2.2. Work-Family Conflict

Work-family conflict is a form of stress that arises when individuals face tensions between work demands and family responsibilities, where expectations from each domain may interfere with and hinder optimal engagement in the other (Choi, 2024). In addition to expectation-based conflict, Chuang et al. (2024) note that work-family conflict can arise from imbalances in time allocation and pressures in one role that impede effective performance in the other. In line with this, Dharmawan et al. (2024) explain that work-family conflict often results from long working hours and heavy workloads, which drain an individual's time and energy, leaving insufficient resources to meet family needs. This leads to ongoing tensions between the two roles, depleting physical and psychological resources, and ultimately negatively affecting the family's well-being and social functioning (Allgood et al., 2024).

## 2.3. Self-Efficacy

Self-efficacy is a critical factor influencing how individuals think, motivate themselves, and behave (Yuliati & Anwar, 2020). It is defined as a person's belief or confidence in their ability to organize and execute actions required to accomplish specific tasks (Widodo et al., 2025). In other words, self-efficacy reflects an individual's perception of their capacity to face challenges and complete tasks effectively (Kawengian et al., 2024). Self-efficacy is dynamic and can change over time through experience and learning. Changes in self-efficacy can impact work behavior, particularly in task completion and goal attainment (Khildani et al., 2024). Employees with high levels of self-efficacy tend to have positive perceptions of their ability to complete projects and find solutions in various situations, which ultimately enhances their work outcomes (Aulia & Widodo, 2024). Furthermore, Marcionetti and Castelli (2023) explain that self-efficacy influences the choice of activities, the amount of effort exerted, and persistence in the face of obstacles. As a result, individuals with high self-efficacy are more likely to put themselves in challenging situations, thereby increasing their overall chances of success in both work and life.

## 2.4. Theoretical Framework

This study employs the Social Cognitive Theory, developed by Albert Bandura, as the theoretical framework to investigate the relationship between work-family conflict and self-efficacy concerning work-life balance. This theory offers a lens through which to analyze the various influences that shape individual behavior through reciprocal interactions among personal factors, environmental conditions, and behavior itself (Musthafa et al., 2023). One of the core concepts of this theory is reciprocal determinism, which posits that individuals, environments, and behaviors interact dynamically and continuously (Gan et al., 2023). In this regard, environmental factors significantly influence behavior by either facilitating or hindering an individual's adaptation to external demands (Mubin et al., 2021).

Moreover, Social Cognitive Theory emphasizes that individuals are not merely influenced by their environment but actively learn and shape their behaviors through observational learning—a process by which individuals observe the behavior of others who are perceived as relevant models, and replicate it if deemed effective or aligned with their goals (Kalsoom, 2025). In the context of working life, individuals do not exist in isolation. However, they are embedded in a complex and interdependent social system where they collaborate with others to achieve shared objectives (Raskovic et al., 2024). The theory also acknowledges that individuals can regulate their behavior through evaluation and decision-making in response to environmental changes. When faced with specific situations, individuals assess the current conditions, consider available social support, and identify personal, social, or structural obstacles (Savari et al., 2024).

## 2.5. Research Hypothesis

2.6.

The hypotheses in this study serve as tentative answers to the research questions formulated. These hypotheses are derived from theoretical reviews and prior empirical studies and will be tested using empirical data analysis. The study proposes one central hypothesis and two minor hypotheses, as follows:

### 1. Major Hypothesis

A relationship exists between work-family conflict and self-efficacy regarding work-life balance among mothers working in factories.

### 2. Minor Hypotheses

- a. There is a negative relationship between work-family conflict and work-life balance among factory mothers. In other words, the higher the level of work-family conflict experienced, the lower the level of work-life balance tends to be.
- b. A positive relationship exists between self-efficacy and work-life balance among factory-working mothers. In other words, the higher the level of self-efficacy an individual possesses, the higher the level of work-life balance is likely to be.

## III. Research Method

This study employed a quantitative research method with a scale-based instrument for data collection. The use of a scale in this study is based on the consideration that scales consist of statement items that do not directly reveal the measured attributes but implicitly indicate behavioral indicators of those attributes (Azwar, 2014). The data were collected using Google Forms, which contained the work-life balance, work-family conflict, and self-efficacy scales, and were distributed via social media platforms. The use of social media in this study aligns with the view of Sariyani et al. (2024), who stated that social media has become an essential technology among various societal groups, including business practitioners, students, and even homemakers. Social media has facilitated gathering information and collecting data, particularly in student-led research.

This study was conducted in Jepara City, where the population consisted of mothers working in the production section of factories. The sampling technique employed was non-probability sampling using a purposive sampling approach. Purposive sampling is a method of selecting samples based on specific, predetermined criteria, allowing the researcher to directly target the group deemed most relevant to the study's objectives. This method was chosen because it can produce more targeted, specific data that aligns with the context of the problem being examined (Tenggana et al., 2020). The sample selection criteria in this study included: (1) women who are married and have school-aged children, (2) employed in the production section of a factory, and (3) working more than 40 hours per week. These criteria ensured that the respondents aligned with the study's primary focus. Additionally, these criteria indirectly controlled potential confounding variables that could influence the respondents' perceptions of the measured variables. This research was also motivated by previous findings that demonstrated significant relationships between work-family conflict, self-efficacy, and work-life balance. However, most previous studies have been limited to formal occupational settings, such as education or office work, and have not specifically addressed the experiences of working mothers in factory production lines.

### 3.1. Instrument Validity

The type of validity used to examine the scales in this study was content validity. Content validity was estimated by assessing the appropriateness or relevance of the test items through rational analysis by a panel of experts or expert judgment. In this study, three expert judges reviewed and validated the scales by

assigning scores ranging from 1 (not relevant) to 5 (highly relevant) for each item. The results of the content validity assessment were then analyzed using Aiken's V formula to determine the adequacy of each item on the scale.

### 3.2. Item Discrimination Power

Items with a corrected item-total correlation coefficient of at least 0.300 were considered satisfactory discriminatory power. They were accepted, whereas items with a coefficient below 0.300 were deemed to have low discriminatory power (Azwar, 2021). Based on this standard, the researcher established a minimum correlation coefficient of 0.300 for each item, as indicated by the Corrected Item-Total Correlation in the analysis results using SPSS 20.0 for Windows. Therefore, items with a correlation coefficient below 0.300 were eliminated from the scale.

### 3.3. Instrument Reliability

According to Periantalo (2015), reliability coefficients range from 0 to 1. A reliability coefficient of  $\geq 0.9$  is highly recommended,  $\geq 0.8$  is considered satisfactory, and the closer the value is to 1, the more reliable the instrument is. This study used the Cronbach's Alpha method to assess instrument reliability and analyzed it with SPSS 20.0 for Windows.

### 3.4. Data Analysis

Before conducting hypothesis testing, the researcher performed classical assumption tests to ensure the feasibility of the regression model used. The assumption tests included the normality and linearity tests. The normality test used the Kolmogorov-Smirnov method to determine whether the data were normally distributed. Meanwhile, the linearity test was conducted by examining the Test for Linearity output in SPSS to ensure that the relationship between the independent and dependent variables was linear. Data analysis was carried out using two types of statistical techniques. First, to test the central hypothesis, multiple linear regression analysis was employed to examine the relationship between work-family conflict and self-efficacy concerning work-life balance. Second, to test the minor hypotheses, Pearson product-moment correlation analysis assessed the strength and direction of the relationship between each independent and dependent variable.

## IV. Results and Discussion

### 4.1. Analysis Result

The researcher conducted several data tests before conducting a hypothesis test, which was then tested in depth. The data test consisted of descriptive statistics, assumption test results, and hypothesis test results. This study involved 81 female respondents who worked as factory workers in the production department. The characteristics of the respondents in this study included age, length of work, and number of children. Based on age, most of the respondents were in the age range of 28 years, as many as 13 people with a percentage of 16%, followed by the age of 26 years, as many as eight people (10%), the age of 27 and 30 years as many as seven people (9%), and the age over 40 years as many as nine people with a percentage of 11%. Furthermore, the length of work experience of the respondents in this study ranged from less than 1 year to more than 7 years, with the majority of respondents having worked for 2 years or less. Nineteen people (23%) have a 2-year working period, followed by 17 people (21%) with a 1-year working period. There were also 10 respondents (12%) who had worked for more than 7 years. Respondents with less than 1 year of service were recorded as many as six people, representing a percentage of 7%. Furthermore, the majority of

respondents in this study had two children, as many as 39 people, with a percentage of 48%, followed by one child, as many as 33 people (41%). Meanwhile, as many as 7 (9%) respondents have three children, and only 2% have four children.

The following analysis was conducted to categorize the data for each variable. The details of the categorization of work-life balance variables revealed that, among the 81 respondents, most mothers working in factories fell into the medium category, specifically 26 individuals (32%). In addition, four respondents (5%) were in the very high category, 24 respondents (30%) were in the high category, 19 respondents (23%) were in the low category, and eight respondents (10%) were classified as very low.

**Table 1. Distribution of Work-Life Balance Among Factory Working Mothers**

<b>Categorization</b>	<b>Sum</b>	<b>Percentage</b>
Very High	4	5%
Tall	24	30%
Keep	26	32%
Low	19	23%
Very Low	8	10%
Total	81	100%

In the work-family conflict variable, most mothers working in factories are in the medium category, 32 people (40%). A total of 7 respondents (9%) fell into the very high category, 11 respondents (14%) into the high category, 28 respondents (35%) into the low category, and three respondents (4%) into the very low category.

**Table 2. Distribution of Work-Family Conflict Among Factory Working Mothers**

<b>Categorization</b>	<b>Sum</b>	<b>Percentage</b>
Very High	7	9%
Tall	11	14%
Keep	32	40%
Low	28	35%
Very Low	3	4%
Total	81	100%

Meanwhile, the self-efficacy variable indicated that most respondents fell into the medium category, specifically 34 people (42%). Furthermore, four respondents (5%) were classified as very high, 20 respondents (25%) were in the high category, 16 respondents (20%) were in the low category, and seven respondents (9%) were in the very low category.

**Table 3. Distribution of Self-Efficacy Among Factory Working Mothers**

<b>Categorization</b>	<b>Sum</b>	<b>Percentage</b>
Very High	4	5%
Tall	20	25%
Keep	34	42%
Low	16	20%
Very Low	7	9%
Total	81	100%

After conducting a descriptive statistical test, the researcher performed an assumption test, specifically a normality and linearity test. The normality test tests the assumption of a normal distribution in

the research data (Ahadi & Zain, 2023). Meanwhile, a linearity test determines whether the relationships between these variables follow a linear pattern, thereby meeting the assumption of linearity.

**Table 4. Normality Test Results**

No.	Variable	K-SZ	(0.05)	Information
1.	Work-Life Balance	.328	.059	Normally Distributed
2.	Work-family conflict	.641	.806	Normally Distributed
3.	Self-Efficacy	.552	.921	Normally Distributed

Based on the normality test, the results indicate that work-life balance, work-family conflict, and self-efficacy are standard, as evidenced by the K-SZ values and p-value greater than 0.05. The normality test results for the work-life balance variable showed that the significance level (p) was 0.059 ( $p > 0.05$ ), with a statistical value of the K-SZ test of 1.328, indicating that the data on work-life balance was normally distributed. The Work-family conflict variable also showed a normal data distribution with a significance level of 0.806 ( $p > 0.05$ ) and a statistical value of the K-SZ test of 0.641. Similarly, the self-efficacy variable showed a significance value of 0.921 ( $p > 0.05$ ), and the statistical value of the K-SZ test, 0.552, indicated that the self-efficacy data were normally distributed.

**Table 5. Results of the Linearity Test between Work-Family Conflict and Work-Life Balance**

Variable	F	Sig (p)	Information
Work-family conflict with Work-Life Balance	.993	.494	Linear

**Table 6. Results of the Linearity Test between Self-Efficacy and Work-Life Balance**

Variable	F	ig (p)	Information
Self-Efficacy with Work-Life Balance	.446	.124	Linear

Based on the linearity test conducted, the results indicate that work-family conflict and work-life balance exhibit a linear relationship. This can be seen from the significance level of 0.494 ( $p > 0.05$ ) and the linear F-value of 0.993. Furthermore, the variables of self-efficacy and work-life balance show a linear relationship. This can be seen from the significance level of 0.124 ( $p > 0.05$ ) and a linear F value of 1.446. Once all the requirements of the assumption test have been met, the researcher conducts major and minor hypothesis tests. Major hypothesis tests are conducted to verify the primary relationships that are the focus of the research, ensuring that the hypothesis assumptions are met.

**Table 7. Major Hypothesis Test Results**

Type	R	R Square	Adjusted R Squared	Std.Error of estimation	F	Sig (p)
1 Regression	0.694	0.481	0.468	8.77	36.166	0.000

Based on the results of the regression test, p of 0.000 ( $p < 0.01$ ) with  $R_{x1.2.y}$  of 0.694 showed that there was a very significant relationship between X1 and X2 with Y, so the hypothesis that there was a relationship between work-family conflict and self-efficacy and work-life balance in mothers working in factories could be accepted, with a practical contribution of 48.1%.

**Table 8. Results of the Correlation Analysis of Work-Family Conflict and Work-Life Balance**

Variable	R	R Square	Sig (p)
Work-family conflict* with work-life balance	0.679	.460	0.000

Based on the results of *the product-moment* test on the variables X1 and Y, a p-value of 0.000 ( $p < 0.01$ ) with a Correlation Coefficient of -0.679 between Rx1y showed a very significant negative relationship between work-family conflict and work-life balance in mothers who worked in factories. This means that the higher the work-family conflict, the lower the work-life balance of mothers who work in factories. On the other hand, the lower the work-family conflict, the higher the work-life balance; therefore, the hypothesis that there is a negative relationship between X1 and Y is accepted, with a practical contribution of 46%.

**Table 9. Results of Correlation Analysis of Self-Efficacy and Work-Life Balance**

Variable	R	R Square	Sig (p)
Self-efficacy* with work-life balance	.525	.275	0.000

Based on the product-moment test results for the variables X2 and Y, a p-value of 0.000 ( $p < 0.01$ ) with a Correlation Coefficient of 0.525 was obtained, indicating a positive relationship between self-efficacy and work-life balance among mothers who work in factories. This means that the higher the self-efficacy, the higher the work-life balance of mothers who work in factories. On the other hand, the lower the self-efficacy, the lower the work-life balance. Therefore, the hypothesis that a positive relationship exists between X1 and Y is accepted, with a practical contribution of 27.5%.

#### 4.2. Discussion

This study investigates the relationship between work-family conflict and self-efficacy concerning work-life balance among factory-working mothers. The central hypothesis, which posits a relationship between work-family conflict and self-efficacy in achieving work-life balance, is supported based on the regression analysis results. These findings suggest that work-family conflict and self-efficacy significantly impact work-life balance among working mothers in factories. Factory-working mothers often face physically demanding workloads, long working hours, and rotating shift systems, which complicate balancing domestic and professional roles. Such conditions contribute to work-family conflict, comprising time-based, strain-based, and behavior-based conflicts that arise when job and family demands clash. This persistent and intense imbalance disrupts the individual's ability to fulfill work and family responsibilities proportionately, negatively affecting their work-life balance (Mulang, 2024).

The first minor hypothesis test shows a significant negative relationship between work-family conflict and work-life balance. This finding reinforces the assumption that a high level of work-family conflict is inversely associated with the level of work-life balance. As dual-role conflicts increase among factory-working mothers, their capacity to maintain harmony between personal and professional roles tends to decline. In line with this hypothesis, a study by Bolbol et al. (2023) found a significantly negative relationship between work-family conflict and work-life balance. Increased conflict between work and family roles makes it difficult for individuals to balance both demands, often forcing them to sacrifice one aspect of their life. When job demands interfere with the time and energy that should be allocated to family or personal activities, individuals tend to experience a decline in their quality of life outside of work. This imbalance leads to decreased life satisfaction, increased stress, and a disrupted balance between work and personal life, worsening the work-life balance.

These findings are also consistent with the results of a study by Riyami et al. (2023) titled "Impact of Work From Home on Work-Life Balance: Mediating Effects of Work-Family Conflict and Work Motivation," which reported that work-family conflict has a significantly negative association with work-life balance. The higher the level of work-family conflict, the lower the level of work-life balance. This situation arises because role strain impedes individuals' ability to balance work and family demands, making work-life balance increasingly difficult. The negative relationship between work-family conflict and work-life balance can be further explained using Bandura's framework of social cognitive theory. A defining feature of this theory is its emphasis on self-regulation. Individuals with good self-regulation are generally more capable of managing

stress and pressure from dual roles, maintaining balance between work and personal life, and achieving satisfaction in both domains (Abdullah, 2019). Social cognitive theory posits that although dual-role conflict has a negative impact, individuals who believe in their ability to manage conflict are more likely to experience improved work-life balance (Chan et al., 2017).

Thus, although work-family conflict is a significant source of stress, social cognitive theory suggests that its impact on work-life balance is not deterministic but is strongly influenced by the individual's cognitive capacity to interpret and manage role conflict. Individuals are not merely reactive to their environment but also proactively navigate life through decision-making and self-regulation, based on dynamic interactions among personal, environmental, and behavioral factors (Stajkovic & Stajkovic, 2019). Furthermore, social cognitive theory emphasizes the reciprocal interaction between personal factors, environment, and behavior in determining how individuals respond to life pressures. It also highlights that the social environment plays an important role in shaping individual behavior through these reciprocal interactions (Musthafa et al., 2023). The environment can exert a significant influence because it facilitates behavioral change through interactions with external factors (Mubin et al., 2021).

In the context of work-life balance, social cognitive theory underlines that support from family and organizations can shape individuals' perceptions of their ability to balance work and family roles (Chan et al., 2016). When the work environment is unsupportive, such as rigid schedules, excessive overtime, or limited leave, individuals are more likely to experience heightened work-family conflict, negatively impacting work-life balance. Conversely, flexible working hours can facilitate efforts to manage and minimize work-family conflict, making work-life balance more attainable (Komari et al., 2023). In addition to work-family conflict, self-efficacy plays a critical role in achieving work-life balance, as described in the second minor hypothesis. The analysis shows a highly significant positive relationship between self-efficacy and work-life balance. The higher the self-efficacy of factory-working mothers, the higher their work-life balance, and vice versa.

This finding aligns with Yusuf (2024), in a study titled "The Influence of Family Support and Self-Efficacy on Millennial Employees' Work-Life Balance," which showed that self-efficacy is positively associated with work-life balance. The study explained that individuals with high self-efficacy tend to have an optimistic outlook and are better able to regulate their thoughts and behaviors, thereby achieving a more balanced approach. Higher self-efficacy enhances motivation and job satisfaction, directly supporting the attainment of work-life balance. Self-efficacy is a crucial personal factor influencing how individuals assess situations, consider social support, and identify potential obstacles. Individuals with high self-efficacy are more likely to actively manage themselves in response to work and family pressures, contributing significantly to a work-life balance (Savari et al., 2024).

Employees with high self-efficacy believe in their ability to complete tasks and are adept at setting priorities and managing time effectively between work and personal roles. Such individuals view demands as opportunities for skill development and overcoming challenges (Yasmeen, 2023). According to social cognitive theory, self-efficacy enables individuals to take control of their behavior based on assessments of their environment, including work stress and family demands. These individuals are less likely to give up when facing role conflict and are more inclined to seek solutions, strengthening their ability to maintain life balance (Jamilah et al., 2024). Moreover, social cognitive theory posits that employees with high self-efficacy can achieve work-life balance despite various work and family demands. Self-efficacy enhances an individual's perception of control over their life, motivating proactive efforts to achieve harmony between the two roles (Lubis & Jasman, 2024).

Employees frequently face various demands from their careers, social relationships, marital roles, and parenting responsibilities. High self-efficacy increases their preparedness to face challenges and fosters a positive attitude toward achieving work-life balance (Riani et al., 2023). This is supported by findings from Akanni and Ajila (2021), which show that factory-working mothers with high self-efficacy are more capable of effectively balancing work and family responsibilities, affirming self-efficacy as a key determinant of work-life balance.

Data on work-life balance among factory-working mothers was collected through research scales. The data were analyzed and categorized into levels to describe how participants could balance work and personal life demands. Based on the categorization, most participants demonstrated a moderate level of work-life balance. This suggests that factory-working mothers typically have a stable, albeit not optimal, ability to balance work-related and personal life domains (Alwi et al., 2025).

Regarding work-family conflict, the data show that factory-working mothers in this study were also in the moderate category. Similar results were found in the study by Damarasri and Warastri (2025), where work-family conflict was also moderate. This condition is plausible, as although most married working women can manage their roles effectively, some still experience considerable pressure due to the dual demands of work and family responsibilities. Meanwhile, the data on self-efficacy show that most factory-working mothers fall into the moderate category. According to Fatimah et al. (2021), individuals with moderate levels of self-efficacy often have limited access to or awareness of their positive attributes. Nevertheless, some have begun to recognize and appreciate their potential.

This study contributes to the theoretical understanding of the role of work-family conflict and self-efficacy in influencing work-life balance among working mothers in the factory sector. The findings highlight the dynamics of dual roles and underscore the importance of internal individual factors in achieving a work-life balance. However, this study has several limitations when interpreting the results and planning future research. First, the sample was limited to factory-working mothers in Jepara; thus, the findings may not be generalizable to mothers in other regions or employment sectors with different socio-cultural contexts. Second, self-report questionnaires present the potential for self-report bias, such as social desirability bias, where respondents tend to provide answers that are viewed more positively or as socially acceptable. Third, the literature reviewed had a limited scope. Although self-efficacy and work-life balance theories are widely discussed, research examining the relationship between the two—particularly in the context of factory-working mothers—is still scarce nationally and internationally. This poses a challenge in enriching the discussion and strengthening the arguments in this study.

## V. Conclusion

Based on the results of this study, it can be concluded that work-family conflict and self-efficacy have significant relationships with work-life balance among working mothers in the factory setting. Work-family conflict was negatively associated with work-life balance, indicating that it is a significant barrier for women in achieving equilibrium between their work roles and family responsibilities. Conversely, self-efficacy was found to have a positive relationship with work-life balance. Mothers with high levels of self-efficacy tend to manage their roles more effectively, maintain an optimistic mindset, and sustain work motivation and life satisfaction, which in turn supports the attainment of balance between work and personal life. The practical implications of these findings underscore the importance of interventions designed to manage work-family conflict and enhance self-efficacy, particularly for working women. Organizations—especially management and human resource departments—can use these insights to design more flexible work policies, role management training programs, and strategies that strengthen self-efficacy. Outside the workplace, support from family and community also plays a crucial role in helping working mothers cope with role-related pressures that may disrupt their work-life balance. These findings are relevant to the academic community and stakeholders such as industrial managers, labor policy makers, and women's organizations. The results of this study may serve as a reference for developing policies and programs that are more responsive to the needs of working mothers, aiming to create a work environment that supports a balance of work and family roles. Future research is encouraged to expand the geographical and methodological scope and further explore the dynamics of work-family conflict, self-efficacy, and work-life balance within more diverse social and cultural contexts.

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