

WORK-FAMILY CONFLICT: IMPLICATION ON MENTAL WELL-BEING AMONG WORKING WOMEN

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Abstract

Building a good family structure is very important in the development of a country's society. Today's world is getting more challenging when working women must work to earn their living. This study through content analysis aims to present the implications of work-family conflict on working women's mental health. It aims to investigate factors of work-family conflict among working women, the implications of work-family conflict among working women and possible solutions towards the work-life balance of working women. The study found that working women are often faced with conflict in balancing careers and families. Work-family conflict is a source of stress and has been linked to negative effects such as increased health risks, less effective parenting, decreased productivity, tardiness, absenteeism, poor attitudes and morale, reduced life satisfaction, and lower mental health. Therefore, it is very important for working women to know the methods and solutions that can be done to reduce the role conflict they face and get social support and find effective coping strategies that can increase their level of emotional well-being. Family support is essential for women to be able to

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perform tasks in a balanced way. Women also need the motivation to ensure the momentum to work with passion and dedication, and at the same time ensure good family management so that career and family can achieve balance.

Keywords: *work-family conflict, mental well-being, mental health, working women, dual roles*

INTRODUCTION

Creating a strong family structure is crucial to the growth of a community. Women provide the foundation for families' pleasant, peaceful, and stable development. To direct a family in a way that will improve society, women play a crucial role. According to the Islamic perspective, society's well-being is closely related to the development of individuals in quality family institutions (Adawiyah Ismail, 2011). Today's world is increasingly challenging when working women not only take care of their families but also have to work to help their husbands in earning a living (Nobaya Ahmad and Haslinda Abdulla, 2013). Women are forced to face dual roles, there are a few of them who are in a dilemma when their duties at home are neglected. The children do not get the attention they deserve while the family economy needs to be generated to help the husband. This contributes to work and family conflict among working women. According to the Fifth Malaysian Population and Family Survey (KPKM-5), 2014, which was carried out by the National Population and Family Development Board (LPPKN), 18.7% of working women had difficulty juggling their careers and families. Lack of family time (51.9%), childcare issues (14.0%), a lack of time for oneself (11.9%), and work-related stress are a few of the issues (11.2 per cent). Much research by academics in the field of the family discovered that working women frequently experience

difficulties juggling career and family (Zaidi, & Lee, 2020). Women have conflict or struggle since they must balance multiple responsibilities, including raising children, being dedicated employees, and many more (Siti Rafiah & Sakinah, 2013; Ramizu, 2021). They experience pressure due to their demanding workloads, time constraints, issues with their employers, domestic responsibilities, and parenting duties. Besides that, they also need to manage their families while also concentrating on their careers in this situation. Also, some of these women claimed to be under stress from unresolved familial issues (Amin, et al. 2016). Women experience mental health concerns because of these consequences, and their psychological health deteriorates (Ibrahim & Zaimah, 2021). According to the World Health Organization (WHO), mental health issues are currently the fourth-leading cause of global disease (global disability), which affects people all over the world (Salleh et al. 2022). Statistics on the world's mental health issues reveal a condition that is worrisome since it can immobilise a person's soul. Now, this condition affects as much as 2% of the population in Malaysia. Women have twice as much as men do. In terms of gender, women have the highest prevalence rate of mental disorders and mental health issues, which is 5.1 per cent, compared to men's 3.6 per cent, according to the World Health Organization (WHO, 2017). According to these figures, mental health issues are more prevalent, and women are perceived as being more vulnerable to the effects of stress or family strife than men. Women must therefore get ready so that they can handle the negative repercussions, such as mental health issues, and ensure that they can appropriately manage their families and careers. Hence, the family's dedication and support are crucial for women who can handle this duty in a balanced manner. The purpose of this essay is to investigate the impact of work-family conflict on working women's mental health, and possible solutions.

METHODOLOGY

Content analysis is a method for analysing the content of a variety of data, such as visual and verbal data. It enables the reduction of phenomena or events into defined categories to better analyse and interpret them. This paper provides an overview of content analysis from a work, family, work-life balance, and work-family conflict perspective. The basic concepts and techniques are presented for operationalising content analyses. As a methodology, it can be qualitative, usually in the developmental stages of research (Hsieh & Shannon, 2005; Elo & Kyngäs, 2008). This paper provides an overview of content analysis about work-life balance and its possible associated element with work-family conflict, to answer the research questions being laid out by referring to reliable themes of indexed journal listings related to work-life balance, work and work and family conflict. Several indexed journal articles were collected, clustered accordingly, reviewed, and some articles were omitted due to validity and reliability issues, findings not strong enough, and irrelevant. The articles reviewed were studied and reviewed, patterns and similarities for similar codes, meaning and context were grouped together and deductively themes are derived and mapped. The coding scheme has been developed that include a set of categories to classify the content that has been aligned with the research questions to capture the relevant aspects of the data (Krippendorff, 2004) and provide detailed analysis of some aspect of the data (Braun & Clarke, 2006). Sub-themes were divided into discreet sub-groups. There were two categories based on several themes and then further analysed to find similarities in context and meanings. Alternatively, there are two major categories of the theme (the impact of work-family conflict and coping with mental health) derived from the content analysis process with each of them having its sub-group categories. After being analysed, reviewed, and mapped,

until it is considered saturated, especially when the same theme keeps on repeatedly appearing, finally, there were seven main themes derived from this thematic analysis for coping with mental health. Those themes are work-life balance, emotional management, resilience, motivation and social support, seeking professional help and spiritual therapy. The advantages of the content analysis approach to enable the researcher to analyse the themes in the literature studied. Using content analysis, researchers can quantify and analyse the presence, meanings, and relationships of such certain. Conclusions from the conducted literature resulted in existing themes. Such themes are discussed further in another section of this article.

THE IMPACT OF WORK-FAMILY CONFLICT ON MENTAL HEALTH

Work–family conflict is defined as a form of inter-role conflict in which the role pressures from work and family. According to Greenhaus and Beutell (1985), work-family conflict exists when: (a) time devoted to the requirements of one role makes it difficult to fulfil requirements of another; (b) strain from participation in one role makes it difficult to fulfil requirements of another; and (c) specific behaviours required by one role make it difficult to fulfil the requirements of another. Work-family conflict is a source of stress (Ross, & Vasantha, 2014) and has been associated with negative effects such as increased health risks, less effective parenting, decreased productivity, tardiness, absenteeism, poor attitudes and morals, reduced life satisfaction, lower mental health (Ibrahim et al, 2021; Matthews, et al, 2021; Nona et al, 2022). A study on the influence of family stress and conflict on depressive symptoms among working married women by Ju Park et al, (2018) found that there is a significant relationship between depressive symptoms and family stress and conflict among

working married women. This study also found that employed married women who reported both family stress and family-work conflict showed the highest likelihood of depressive symptoms. Based on the survey findings by LinkedIn Learning, a total of 2,843 female professionals participated, and 49% of them reported feeling stressed in their employment (Nor Asmah Zakaria, 2020). It is also reported that the majority of women have low levels of self-esteem. According to research conducted by Frone (2000), experiencing conflict between the workplace and the family as well as between the family and the workplace was positively associated with mood, anxiety, and substance dependency issues. Workers who report having work-family conflict are often 1.99–29.66 times more likely than workers who do not report having work-family conflict to experience clinically significant mental health problems than workers who do not report having work-family conflict. This range varies depending on the type of disorder and the type of work-family conflict. The expectations that other people place on someone can influence every part of their lives and contribute to role confusion. This sensation arises as a result of the inherent tension between fulfilling the responsibility of a carer for young children and the requirement to work to maintain their standard of living (Rafiah Hamid & Sakinah Salleh, 2013).

According to the findings of Hamid and Salleh (2013), one of the primary contributors to stress in the workplace is the difficulty in striking a healthy balance between one's personal and professional lives, as well as the burdensome nature of the work itself. While the absence of emotional support from the husband is one factor that contributes to this issue, other factors such as the unequal distribution of household responsibilities, such as cooking, cleaning, and managing the home, as well as caring for children and other chores, also play a role. Working mothers often feel torn

between their responsibilities as a mother and those of a worker due to stress factors, because they believe they are unable to adequately perform the role of a full-time mother (Liao et al, 2019; Martin & Redshaw, 2010). According to Liao et al, (2019), the responsibilities both at work and family contribute to the overload of roles give impact on the work-family conflict. The importance of work exacerbates the negative effects of work interfering with family conflict on well-being (Noor, 2004). Many women achieve success in their education and careers, they currently hold crucial roles in a variety of organisations. The more responsibilities that come with a position, the more difficult the problems will be. modern women are expected to maintain their roles as good spouses and mothers while also juggling several other responsibilities (Ahmad & Abdullah, 2013). In addition to the difficulty of juggling two careers, these working mothers had to contend with the difficulties of parenting and managing their households (Ramizu, 2021). Children are more susceptible to harmful influences in today's world as a result of globalisation and industrialization; as a result, proper child rearing requires a greater focus on education and attention. If mothers do not teach their children responsibility, it will be much easier for their children to become involved with people who have a bad influence on their lives (Akbar, 2017). But, at the same time, these working women are required to make a commitment to their work and to consistently ensure the need for self-improvement and the growth of their professional skills. Problems with mental health are prevalent among working women due to the combination of all the concerns and the current strain. Therefore, it was difficult for them to find a healthy work-life balance.

COPING WITH MENTAL HEALTH AMONG WORKING WOMEN

Women, in their roles as mothers, form the bedrock of families and take the primary initiative in fostering an atmosphere conducive to good health within a household that has already been established. The ability of the working woman to accommodate her conflicting responsibilities has directly contributed to the success of the family (Rahmawati, 2019). Hence, for women to successfully navigate challenges related to their jobs and careers, they need to be able to manage conflicts effectively (Ramizu, 2021). Women need to be knowledgeable about the right strategies and solutions to lessen the role conflict they experience so that they can attain excellence and perfection in both their professional and domestic spheres (Rashid, 2006). According to the findings of several research, women encounter a greater number of dual-role conflicts than males who are also wives and fathers. This is because women often take on dual roles, which demand them to fulfil responsibilities at their places of employment as well as complete housework once they get home (Hamid & Salleh, 2013).

Work-Life Balance

Work-life balance is defined as the absence of conflict between work and family (Frone, 2003) and or bringing good mental health (Noor, 2004). Work-life balance is the degree to which a working mother can simultaneously balance the emotional, behaviour and time demands of both work and family duties (Bell et al, 2012). In contrast, work-family conflict when working mothers experience conflict between the workplace and the family. Karkoulian, Srour, & Sinan (2016) gave three components of work-life conflicts: roles overload, work-to-family interference and family

interference with work. In this case, when there is so little time in a day, the difficulty of juggling the responsibilities of being a mother and a worker might cause them to feel overwhelmed and worried. It is difficult for working women to get enough rest since, in addition to ensuring that their work is accomplished, they are also responsible for the care of their children. Work-life balance, often known as the balance between work and life (Ross, & Vasantha, 2014; Lockwood, 2003), is essential for women to cultivate since dual role conflict is sometimes accompanied by an overwhelming amount of work. Work-life balance is a wide notion that includes proper prioritising between work or career and aspiration on the one hand and life (Ross, & Vasantha, 2014) (health, pleasure, leisure, family and spiritual growth) on the other side (Razak, et al, 2014). Maintaining a healthy life balance can have a beneficial impact on the overall health and happiness of women, in addition to keeping women committed to their families and jobs (Salleh et al. 2021). As a result, women who have families, as well as careers, need to learn how to determine the priority of each job by learning how to separate work issues from home difficulties and by learning how to leave work-related issues at work (Razak, et al, 2014). The maintenance of this equilibrium can be accomplished in a variety of ways (Sirajunisa & Panchanatham, 2010; Wei, et al, 2023), such as de-stressing the mind through the pursuit of one's interests, practising deep breathing and muscle relaxation techniques, expanding one's devotional activities, and maintaining a good frame of mind (Eksari et al, 2019). In addition, women can alleviate some of the pressure they are under by practising mental relaxation techniques and making time for themselves (Hussin, et al., 2022).

Emotional Management

Mental well-being problems are related to emotional intelligence and emotional management in a positive way (Goa et al, 2013). According to Salovey and Mayer (1990), emotional intelligence is the ability to control one's own and other people's feelings and emotions, distinguish between them and use that information to guide one's actions and thoughts. According to Mayer and Salovey, emotional intelligence allows individuals to think more creatively and use emotions to solve problems and conflicts that occur. This refers to women's ability to be sure of their feelings and emotions as well as those around them. To ensure that their emotional state is managed well, many strategies can be done. According to Zakaria (et al, 2018), women need to seek social support as well as find effective coping strategies that can increase their level of emotional well-being. Therefore, to control their emotions, there are several important aspects that women need to pay attention to, among which women need to be able to identify their emotions correctly so that they can correctly identify how they feel themselves and also the people around them (Goleman, 1998). Since emotions are strong feelings of various types (love, joy, hate, fear, jealousy, pleasure or disturbances in feelings) then the ability of women to identify their own emotions and those of others around them will help them reduce existing conflicts. When the emotional connection system in the brain is affected/damaged, humans are unable to make decisions even if it is a simple matter. To manage emotions, one way can be done is to define limits, that is, when feeling uncomfortable with someone's behaviour, emotions will signal. If they believe in emotions and feel confident in expressing their feelings, they need to let others know what they feel or what makes them feel uncomfortable. This action will help women set boundaries to maintain mental well-being and physical health. When

they can identify emotions and integrate feelings into thought forms, they will understand the causes of emotions. When the cause can be identified, then women will be able to think of effective strategies and use emotions to help achieve their goals in life.

Resilience

Resilience refers to positive adaptation or the ability to maintain and regain mental health (Herman et al, 2011). It is a dynamic and adaptive process that subserves maintaining and regaining good conditions of mental health (Rutten et al, 2013). According to several studies, prolonged exposure to high levels of stress, particularly in the form of chronic stress, is a significant factor in the development of anxiety and depressive symptoms. According to Gloria and Steinhardt (2016), those who have high levels of resilience are more resistant to the negative effects of stress, and as a result, they report having lower levels of anxiety and depressive symptoms.

Building resilience requires keeping a positive attitude and an optimistic outlook despite the difficulties that may be there (Itzahaki et al, 2015). Women's values, social backgrounds, and educational experiences typically give rise to their innate capacity for resilience (Charon & Vigilant, 2006). According to Kim & Yoo, (2014), resilience should be actively promoted, and a program should be developed to enhance the resilience among working mothers so that it has an impact on women's autonomy. Even the most basic forms of support, such as those provided by family and community, can help women develop the kind of resilience necessary to successfully navigate challenging situations (Gupta & Srivastava, 2020).

According to Walsh (2002), there is more to the concept of family resilience than simply handling stressful events, bearing burdens, and persevering through tests. A person's level of self-esteem might be negatively impacted by their thoughts. The individual's perception of what other people think of them has a significant impact on their self-concept. It is challenging for women to develop their potential when they take a negative stance about the dispute that takes place. Because they are susceptible to being influenced by unfavourable perceptions, many women have qualities and abilities that are capable of being improved but are not developed (Lim and Lee, 2017). Therefore, strategies to improve the well-being of working mothers need to increase their resilience and reduce mental health problems (Goa et al, 2017). Hence, resiliency is very crucial in females if they are to have the confidence and faith that they will find a solution to a problem (Mauno, Ruokolainen & Kinnunen 2013). This will serve as a source of strength, allowing us to effectively manage challenges and construct systems and techniques for problem-solving. According to Rozita Ibrahim and Zaharah Hassan (2009), these types of women will turn to their families and friends for assistance and support in problems that are beyond their financial means.

Motivation and Social Support

Work and family conflict can also be overcome by getting motivation when facing work stress or the busyness of managing a family. According to Ul Hasan et al, (2020), motivation can be an energizer for behaviour that emanates from within a person, out of self-motivation and significance for the task at hand. Based on this, when working mothers experience emotional ups and downs when in conflict, their motivation and enthusiasm fluctuate, which can cause the body to become tired and lethargic, as

well as difficulty getting enough sleep and a lack of self-motivation, which is especially prevalent when there is less support from colleagues, employers, and family members. In the face of such a circumstance, it is necessary to find solutions that are based on motivation to ensure that working women may restore their excitement and motivation in order to work and take good care of their families.

One way to obtain motivation is to look back at the life goal because everything has its challenges. Allah *Subhanahu Wa Ta'ala* said in the Qur'an: *And say, "Do [as you will], for Allah will see your deeds, and [so, will] His Messenger and the believers. And you will be returned to the Knower of the unseen and the witnessed, and He will inform you of what you used to do."* (Surah al-Taubah: 105). Based on the ayah in Surah at-Taubah 105, it gave the working mothers motivation to do good in whatever aspects of life. Motivation is the drive of the mind in achieving goals, aspirations, wishes or ideals. One's self-motivation can help working women move forward. It can provide a stimulus and catalyst for courage that can be achieved in various ways, both internally and externally (Sudirman, 2016).

Motivation can also be gained by identifying the support system around, for example. spouse, co-workers or even family members (Salleh, 2015). A support system can be a place to share problems and channel stress. According to Langgulong (1989), the basic motivation behind human activity is "*Ibadah*" (worship). Through *Ibadah* one becomes motivated to realize his connection and link with his Creator and once this inmate relationship is realized, it will be reflected in his actions in life. *Ibadah* arouses and directs the behaviour of an individual towards achieving the goal. It is the core element that influences actions.

Social support is an important factor that can affect mental health (Harandi et al, 2017). Many studies have discussed the impact of social support on mental health. Many working women find it difficult to balance raising a family because of their busy schedules. They get physically and mentally exhausted because of this. Women who lack support from their partners or families frequently experience this in their daily lives. This will eventually lead to the problem of mental illness.

Having a conversation with other family members can be helpful. Communication is absolutely essential when it comes to controlling emotions because emotions are what enable women to interact with one another and other people. For women to be able to vent their emotions, they need to speak not only with their bosses but also with their co-workers and members of their families. According to several studies, women who have a bigger support network behind them, be it in the form of family, friends, or even outsiders, stand a better chance of effectively resolving the challenges they confront (Arfianto, 2020; Rozita & Zaharah, 2009).

Internal sources of support mostly consist of one's family, however, may also include close friends and acquaintances. It has been shown that the best approach to alleviating stress is through the relationships that exist within a family. According to Dharatun Nissa (2017), women who receive support from their families find it easier to maintain a healthy work-family balance and are better able to resolve conflicts that arise as a result of trying to do so. This is because the family serves as a significant source of social support (Ibrahim & Zaharah, 2009).

In addition to engaging with members of one's own family, making a time commitment, having the support of

one's own family, as well as the support of one's community, are important factors that can bring about happiness both at home and work. This is because if women make it a habit to discuss their emotions and the stresses of their lives with their friends and family, they will be more likely to develop a "transparent" method of "showing consistent feelings and honest responses," which is especially helpful in difficult and traumatic circumstances as well as in times of distress.

Sharing and open communication with family members or close friends will have a favourable effect on the functioning and well-being of the family, especially for women who share their life experiences with other working women. This finding is supported by several research. Beginning in childhood and continuing into age, a person's level of social experience is an essential factor in determining their level of well-being (Cohen & Willis, 1985). Also, this is something that can be extended to every single person in society who can function as a social support provider. This includes anyone who can provide folks, particularly those in their family, with a pleasant environment and a source of reinforcement.

Sharing experience with other women helps women rethink their perspectives on the functioning of their families, children, jobs, and other important matters. In addition, women could communicate concerns connected to parenting issues with other adults, which may boost their confidence and talents, allowing them to better confront the numerous challenges that were mentioned earlier. Based on this, it is generally agreed upon that the assistance of close family and close friends is very helpful for women to overcome job and career issues. The emotional resilience of working women can be improved by the provision of support in the form of counsel and perceptive views from

both internal and external sources, such as the leaders of the community and religious institutions.

Seeking Professional Help

If the strategy that was used did not work, then the solution that can be used is to ensure that women are given exposure to themselves in self-development programmes in the form of education and strategies for problem-solving. If this strategy did not work, then the solution that can be used is to ensure that the strategy that was used did not work. Simply having someone to talk to about one's problems, to provide unconditional love and support, or perhaps to provide a solution, can make the process of resolving a conflict or solving a problem much less difficult. This is because having someone to talk to about one's problems makes it easier to talk about the problems themselves.

Women can seek professional assistance for their issues, such as talking to a counsellor, to resolve their difficulties. The true nature of the issue can be identified through the use of counselling services. For instance, group counselling can serve as a forum in which participants can discuss and determine the kinds of support and problem-solving strategies that are required (Dharatun Nissa, 2017). According to research conducted by Walsh (2002), women who participate in group counselling are better able to overcome feelings of inadequacy regarding their family and careers, as well as share and respond to challenges, receive aspirations about the ideal family, and serve as an instrument for sharing and responding to challenges. It is possible that group counselling is an approach that should be considered for promoting well-being among working women and the members of their families. This is because group counselling provides a forum in which individuals can share their experiences and provides relief from

psychological and emotional issues (Corey, 2011). It has also been discovered that it can assist persons in interpersonal processes, which emphasize conscious thought, feeling, and acting. This is because it can foster self-disclosure among women, which in turn helps to facilitate mature talks on a variety of educational, occupational, social, or personal topics among the members of the group.

According to the findings of the study, women will be better able to recognise the type of assistance they require, whether it be social, moral, mental, economic, or any other type of support if they participate in group counselling. By participating in group counselling sessions, women will have the opportunity to link their own experiences to those of other women in the context of group discussions, which may be a very productive method of discussion and problem-solving. In addition to therapy and consulting, the numerous non-governmental organisations (NGOs), religious organisations, and government authorities that offer welfare support are other potential resources that women can tap into when working to overcome the effects of conflict.

Women could receive exposure by participating in programmes, activities, and seminars that are offered by a variety of organisations. These events can be attended by women to learn how to enhance their sense of self-worth. Women can learn about parenting and child development, how to resolve work-family conflicts, improve job skills, financial management, health and nutrition information, and ways to cope with change by participating in self-development programmes such as educational support. This is one way that women can become more knowledgeable about these topics (Robbins & McFadden, 2003).

Indirectly, it can improve the effectiveness of problem-solving strategies and inspire women to better equip themselves with a variety of skills such as life management skills, organisational time management skills, and budgeting skills, amongst others. Money programmes that are run in the workplace to assist female employees who are struggling to balance their job and family responsibilities are another way in which employers may play a role in supporting women to empower themselves. The government is always calling on employers to always consider the various needs and choices of employees, to address the needs of working mothers to improve the well-being of the family as preached in the Malaysian family slogan. This is to address the needs of working mothers to improve the well-being of the family as preached in the Malaysian family slogan.

Spiritual Therapy

A balanced and healthy lifestyle can develop working mothers as healthy and accountable servants of God. Generally, as perceived in Islam, Muslims not only work, or are not motivated to fulfil their individual or physiological needs as they are the end by themselves (Salleh & Razak, 2021). But they are motivated to do so to enable their bodies to fulfil some supreme purpose of serving the cause and pleasure of God. In Islam, there is no spirituality without the total submission of the individual to his Creator. As such, a spiritualized person is one closer to God. He fulfils all the basic requirements stated in the Qur'an and Hadith, to be in the good book of God. The means through which a Muslim can get closer to God is through daily rituals and meditation done in appreciation of the bounties of God given to him/her. A spiritualized person in Islam must read the Qur'an and contemplate its deeper meanings beyond the written text of it. The spiritualized person is not only vigilant in carrying

out the commandments of God stated in the Qur'an, but he is always observant of the signs of God manifested in the universe (*Ayatullah* and *Sunnatullah*) (Badri,2000). To ensure mental well-being, women need a strong and forgiving soul so that anger and resentment can be easily eliminated, as well as give a sense of calmness and peace to oneself.

Thus, the approach of spiritual therapy in Islam is holistic and dynamic in shaping a person's positive feelings in all situations (Dharatun Nissa, 2017). This is because when women are in a chronic condition that requires them to use their thinking, cognitive ability, and wisdom to judge things fairly, thus balancing the demands of their own physical self, mental stability, and the well-being of their family and society by being guided by faith. It includes four important points namely, belief in God, prayers and accurate hopes only in God, gratitude to God and practising religious law. Problems that are not dealt with properly will lead to stress and depression.

The approach of Islamic or spiritual therapy by getting closer to God, doing the practices that are ordered and abandoning prohibited things as well as a neglectful way of life can build a person's self-confidence in facing every challenge faced (Ramizu, 2021). Islam strongly encourages its people to become a vigorous, intelligent and enthusiastic generation to face an increasingly challenging life. The strength in oneself must be formed by completing physiological and mental needs.

In addition to treating the inner aspect, the outer aspect also needs to be taken care of by doing several methods. Among them is taking care of your health through nutrition and exercise regularly. In addition, taking care of personal hygiene and the environment is also very important to avoid

diseases and the devil's interference. Lifestyle needs to be changed by avoiding eating foods that can harm you and affect your health and mind. According to Al-Ghazali (2007), to obtain happiness and love in life is through worship. More and more acts of worship serve as a means by which individuals can communicate with God to seek help and assistance in times of difficulty.

CONCLUSION

It does not matter what motivates women, wives, and mothers to seek employment outside the home; the duties and time commitments associated with a family and a job must be balanced in such a way as to ensure that none of the involved parties is neglected. Even though they have to work during the day, working women have a responsibility to ensure that the requirements of their families as well as their responsibilities as wives and mothers are met to the best of their abilities. This obligation continues even when they are at work, where they must also give their full commitment to completing the tasks that they have been assigned. Because of their tolerant and helpful nature, women need to show their husbands that they appreciate the trust that their husbands have placed in them, and they also need to protect the good names of their families and husbands when they are in public. Husbands, meanwhile, should be attentive to their wives needs for guidance and opinions and provide them with a forum in which to voice their concerns. Only in this way can women give birth to families that are secure and content. When excellence and success in a career can help others rather than hurt those around them, such accomplishments will take on a much deeper level of significance. This implies that a woman who is a working mother is not only proud of her excellence at work but that she also creates excellence at home as a mother who can educate and set the best example for her children. Not only

is she proud of her excellence at work, but she is also proud of the excellence she creates at home. While doing so, a woman who is also a working wife is in a position to provide the best for her husband by not only concentrating on her job but also prioritising the time she spends with her family.

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