UNIVERSITAS
GADJAH MADA
**Family-to-Work Conflict dan Work Engagement pada Ibu Bekerja di Indonesia: Peran Mediasi Recovery
Experiences**
Kayla Diva Wullur, Fuad Hamsyah, S.Psi., M.Sc., Ph.D.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Family-to-Work Conflict dan *Work Engagement* pada Ibu Bekerja di Indonesia: Peran Mediasi *Recovery Experiences*

Kayla Diva Wullur[1], Fuad Hamsyah[2]

[1,2]Fakultas Psikologi, Universitas Gadjah Mada, Indonesia

E-mail: [1]kayladivawullur@mail.ugm.ac.id, [2]fuadhamsyah@ugm.ac.id

Abstrak. Ibu bekerja kerap menghadapi tuntutan peran ganda yang berpotensi memicu konflik keluarga terhadap pekerjaan (*family-to-work conflict*/FTW *conflict*) dan berdampak pada keterikatan kerja (*work engagement*). Penelitian ini bertujuan untuk menguji hubungan antara FTW *conflict* dan *work engagement* pada ibu bekerja di Indonesia, serta menelaah peran *recovery experiences* sebagai variabel mediator dalam hubungan tersebut. Partisipan penelitian melibatkan 196 ibu bekerja yang memiliki anak berusia di bawah 12 tahun. Menggunakan pendekatan kuantitatif dengan desain *cross-sectional*, data dikumpulkan melalui survei daring yang mencakup skala *Family-to-Work Conflict*, *Recovery Experience Questionnaire*, dan *Utrecht Work Engagement Scale* (UWES-9). Analisis data dilakukan menggunakan analisis korelasi dan uji mediasi. Hasil analisis menunjukkan bahwa meskipun *family-to-work conflict* berhubungan negatif dengan *relaxation*, *mastery experience*, dan *control*, konflik tersebut tidak memiliki hubungan signifikan dengan *psychological detachment*. Kemudian, ketiga dimensi tersebut berhubungan positif dengan *work engagement* dan terbukti memediasi hubungan antara FTW *conflict* dan *work engagement*, sementara *psychological detachment* tidak berperan sebagai mediator. Temuan ini menunjukkan bahwa aktivitas pemulihan psikologis ibu bekerja lebih efektif melalui aktivitas *recovery* yang bersifat aktif dan memberdayakan dibandingkan dengan pelepasan mental yang pasif.

Kata kunci: *family-to-work conflict, recovery experiences, work engagement, ibu bekerja*

Abstract. Working mothers often face dual role demands that may lead to family-to-work conflict (FTW conflict), potentially diminishing their work engagement. This study aims to examine the relationship between FTW conflict and work engagement among working mothers in Indonesia and to investigate the role of recovery experiences as a mediator in this relationship. The participants involved 196 working mothers who have children under the age of 12. Using a

UNIVERSITAS
GADJAH MADA
Family-to-Work Conflict dan Work Engagement pada Ibu Bekerja di Indonesia: Peran Mediasi Recovery Experiences
Kayla Diva Wullur, Fuad Hamsyah, S.Psi., M.Sc., Ph.D.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

quantitative approach with a cross-sectional design, data were collected via an online survey including the Family-to-Work Conflict Scale, Recovery Experience Questionnaire, and Utrecht Work Engagement Scale (UWES-9). Data were then analyzed using correlation analysis and mediation testing. The analysis results showed that while family-to-work conflict was negatively associated with relaxation, mastery experience, and control, it had no significant relationship with psychological detachment. Furthermore, these three dimensions were positively related to work engagement and significantly mediated the relationship between FTW conflict and work engagement, whereas psychological detachment did not function as a mediator. These findings suggest that psychological recovery among working mothers is more effectively achieved through active and empowering recovery activities rather than passive mental disengagement from work.

Keywords: *family-to-work conflict, recovery experiences, work engagement, working mothers*