UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Daftar Pustaka

Alaudin, F. (2025). Menjadi perempuan, menjadi ibu: reproduksi mitos atas gagasan altruistik keibuan dalam sajak-Sajak berperspektif gender. Jurnal Seni Nasional Cikini, 11. https://doi.org/https://doi.org/10.52969/jsnc.v11i2.609

Amalia, N. (2024). Tridharma perguruan tinggi untuk membangun akademik dan masyarakat berpradaban. *Karimah Tauhid, 3*(4), 4654–4663. https://doi.org/10.30997/karimahtauhid.v3i4.12886

Anggraeny, Y., Saleh, L. M., Thamrin, Y., Russeng, M. S., Wahyu, A., & Ibrahim, E. (2024). The effect of workload, dual role conflict and job stress on the performance of female lecturers at X University. *Journal of Law and Sustainable Development*, *12*(1). https://doi.org/10.55908/sdgs.v12i1.3193

APA Dictionary of Psychology. (2018). Retrieved March 19, 2026, from https://dictionary.apa.org/

Aziz, A., Ishak, A.K.,, Abdullah, N.A.C., Norasyikin, S. Work-family experience: its relation with self-identity. (2026). *ResearchGate*. https://doi.org/10.11113/sh.v8n4-2.1067

Aziz, S., Meier, B., Wuensch, K., & Dolbier, C. (2023). Take a break! Leisure participation moderates the workaholism–work stress relationship. *The Career Development Quarterly*, *71*(4), 315–329. https://doi.org/10.1002/cdq.12336

Badan Pusat Statistik (2025). *Perempuan sebagai Tenaga Profesional—Tabel Statistik*. Retrieved May 1, 2025, from https://www.bps.go.id/id/statistics-table/2/NDY2IzI=/perempuan-sebagai-tenaga-profesional.html

Bazzani, G., & Vignoli, D. (2022). The agency of fertility plans. *Frontiers in Sociology*, *7*. https://doi.org/10.3389/fsoc.2022.923756

Bennett, M. M., Beehr, T. A., & Ivanitskaya, L. V. (2017). Work-family conflict: Differences across generations and life cycles. *Journal of Managerial Psychology*, *32*(4), 314–332. https://doi.org/10.1108/JMP-06-2016-0192

Blank, C., Gatterer, K., Leichtfried, V., Pollhammer, D., Mair-Raggautz, M., Duschek, S., Humpeler, E., & Schobersberger, W. (2018). Short vacation improves stress-level and well-being in german-speaking middle-managers—a randomized controlled trial. *International Journal of Environmental Research and Public Health*, *15*(1), 130. https://doi.org/10.3390/ijerph15010130

Bölingen, F., Hermida Carrillo, A., & Weller, I. (2023). Opening the doors for spillovers: A contingency view of the effects of work from home on the work–home interface. *Frontiers in Psychology*, *14*. doi:10.3389/fpsyg.2023.1191657

Boyce, C., & Neale, P. (2006). *Conducting in-depth interviews: A guide for designing and conducting in-depth interviews for evaluation input*. Pathfinder International.

Dahal, N., Neupane, B. P., Pant, B. P., Dhakal, R. K., Giri, D. R., Ghimire, P. R., & Bhandari, L. P. (2024). Participant selection procedures in qualitative research: Experiences and some points for consideration. *Frontiers in Research Metrics and Analytics*, 9. https://doi.org/10.3389/frma.2024.1512747

Dickson, M. (2018). The joys and challenges of academic motherhood. *Women's Studies International Forum*, *71*, 76–84. doi:10.1016/j.wsif.2018.08.008

UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. Human Relations, 53(6), 747–770. https://doi.org/10.1177/0018726700536001

Clayton, R. W., Thomas, C. H., Schaffer, B. S., Stratton, M., Garrison, E., & Mathews, L. G. (2017). Exercise and work-family conflict: A field experiment. *Journal of Managerial Psychology*, *32*(3), 225–238. https://doi.org/10.1108/JMP-08-2015-0324

Craven, J. G., McGill, C. M., & Ruttencutter, G. S. (2026). Maternal and professional identity development of working mothers in student affairs. *New Horizons in Adult Education and Human Resource Development*. https://10.1177/19394225251413300

Das, S. (2025). Clarifying Husserl's epoche: Misinterpretations and its role in phenomenological inquiry through Dan Zahavi's perspective. *Asian Journal of Philosophy and Religion*, *4*(2), 191–206. https://doi.org/10.55927/ajpr.v4i2.15663

de Sousa, C., Viseu, J., Pimenta, A. C., Vinagre, H., Ferreira, J., Matavelli, R., José, H., Sousa, L., Romana, F. A., & Valentim, O. (2024). the effect of coping on the relationship between work-family conflict and stress, anxiety, and depression. *Behavioral Sciences*, *14*(6), 478. https://doi.org/10.3390/bs14060478

Dizaho, E. K., Dizaho, R., Salleh, A., Abdullah, A. (2016). The impact of work-family conflict on working mothers' career development: a review of literature. *Aust. J. Basic & Appl. Sci*, *10*(11), 328–334.

Farivar, F., Eshraghian, F., Hafezieh, N., & Cheng, D. (2024). Constant connectivity and boundary management behaviors: The role of human agency. *The International Journal of Human Resource Management*, *35*(7), 1250–1282. https://doi.org/10.1080/09585192.2023.2271835

Gbobaniyi, O., Srivastava, S., Oyetunji, A. K., Amaechi, C. V., Beddu, S. B., & Ankita, B. (2023). The mediating effect of perceived institutional support on inclusive leadership and academic loyalty in higher education. Sustainability, 15(17), 13195. https://doi.org/10.3390/su151713195

Goundar, P. R. (2025). Researcher positionality: ways to include it in a qualitative research design. *International Journal of Qualitative Methods*, *24*, 16094069251321251. https://doi.org/10.1177/16094069251321251

Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *The Academy of Management Review*, *10*(1), 76–88. https://doi.org/10.2307/258214

Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: a theory of work-family enrichment. *The Academy of Management Review*, *31*(1), 72–92.

Handelzalts, J. E., Kalfon-Hakhmigari, M., & Garthus-Niegel, S. (2024). Work-family conflict: emphasis on families in modern work environments. *Journal of Reproductive and Infant Psychology*, *42*(2), 139–141. https://doi.org/10.1080/02646838.2024.2303870

Humaidah, A., Amalia, N. W., & Mahmudin. (2024). Peran religious coping terhadap kesehatan mental: systematic literature review. *Nathiqiyyah*, *7*(2), 110–117. https://doi.org/10.46781/nathiqiyyah.v7i2.1160

Kahija, Y. L. (2017). *Penelitian fenomenologis: Jalan memahami pengalaman hidup*. Sleman: PT Kanisius.

Kakilla, C. (2021). Strengths and weaknesses of semi-structured interviews in qualitative research: a critical essay. https://doi.org/10.20944/preprints202106.0491.v1

UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Kesumaningsari, N. P. A., Hartoyo, F. J., & Setiawan, Y. Y. (2025). Parenting support from grandparents and work-family conflict among working mothers: The mediating role of parenting stress. *27*(2).

Lawson, K. M., Lee, S., & Maric, D. (2021). Not just Work-to-Family Conflict, But How you React to It Matters for Physical and Mental Health. *Work and Stress*, *35*(4), 327–343. https://doi.org/10.1080/02678373.2021.1888821

Li, M., Zhang, L., Zhang, Z., & Hai, X. (2022). Work-Family Conflict and Unethical Pro-family Behavior: The Mediating Effect of Threat Appraisal and the Moderating Effect of Family Collectivism Orientation. *Frontiers in Psychology*, *13*, 951904. https://doi.org/10.3389/fpsyg.2022.951904

Li, X., Zeng, S., Li, Y., Xiong, L., Zhang, Y., Zou, J., Lin, C., Yu, L., Yang, P., Hu, T., Xiao, X., & Liu, T. (2025). Postponed childbearing: A cross-sectional study of differences between subjective and objective factors. *Annals of Medicine*, *57*(1). https://doi.org/10.1080/07853890.2025.2546674

Li, Z., Fan, J., Xing, Y., Peng, G., & Zhang, X. (2024). The impact of work-family conflict on Chinese women's fertility intention: The role of fertility attitude, income class, and child-rearing burden. *BMC Women's Health*, *24*(1), 557. https://doi.org/10.1186/s12905-024-03401-8

Lim, W. M. (2024). What is qualitative research? an overview and guidelines. Australasian Marketing Journal, 33(2), 199–229. https://doi.org/10.1177/14413582241264619

Llorens, A., Tzovara, A., Bellier, L., Bhaya-Grossman, I., Bidet-Caulet, A., Chang, W. K., Cross, Z. R., Dominguez-Faus, R., Flinker, A., Fonken, Y., Gorenstein, M. A., Holdgraf, C., Hoy, C. W., Ivanova, M. V., Jimenez, R. T., Jun, S., Kam, J. WY., Kidd, C., Marcelle, E., … Dronkers, N. F. (2021). Gender bias in academia: A lifetime problem that needs solutions. *Neuron*, *109*(13), 2047–2074. https://doi.org/10.1016/j.neuron.2021.06.002

Manzi, C., Donato, S., Lagomarsino, F., Pacilli, M. G., Pagliaro, S., & Rania, N. (2024). Moving from "balancing" to "blending": The role of identity integration for working parents. *Journal of Social and Personal Relationships*, *41*(1), 200–224. https://doi.org/10.1177/02654075231211621

Mellner, C., Aronsson, G., & Kecklund, G. (2015). Boundary Management Preferences, Boundary Control, and Work-Life Balance among Full-Time Employed Professionals in Knowledge-Intensive, Flexible Work. *Nordic Journal of Working Life Studies*, *4*, 7. https://doi.org/10.19154/njwls.v4i4.4705

Memon, M. A., Thurasamy, R., Ting, H., & Cheah, J.-H. (2024). Purposive sampling: A review and Guidelines for Quantitative Research. *Journal of Applied Structural Equation Modeling*, *9*(1), 1–23. https://doi.org/10.47263/jasem.9(1)01

Mendonca, A., Redkar, A., & Ranganathan, T. (2023). Negotiating working motherhood and doing work from home at the intersection of class, gender and crisis in India. *Women's Studies International Forum*, *99*. doi:10.1016/j.wsif.2023.102793

Merriam-Webster. (n.d.). *Mother.* In *Merriam-Webster.com dictionary*. Retrieved May 28, 2025, from https://www.merriam-webster.com/dictionary/mother

UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Montague, J., Phillips, E., Holland, F., & Archer, S. (2020). Expanding hermeneutic horizons: Working as multiple researchers and with multiple participants. *Research Methods in Medicine & Health Sciences*, *1*(1), 25–30. https://doi.org/10.1177/2632084320947571

Moreira, A., Encarnação, T., Viseu, J., & Au-Yong-Oliveira, M. (2023). Conflict (work-family and family-work) and task performance: The role of well-being in this relationship. *Administrative Sciences*, *13*(4), 94. https://doi.org/10.3390/admsci13040094

Nair, S., Jayabalan, N., Subramaniam, M., & Perumal, I. (2020). Work-family conflict among married academic mothers: A study on Malaysian universities.

Neubauer, B. E., Witkop, C. T., & Varpio, L. (2019). How Phenomenology Can Help Us Learn from the Experiences of Others. Perspectives on Medical Education, 8, 90-97. https://doi.org/10.1007/s40037-019-0509-2

Nicklin, J. M., Shockley, K. M., & Dodd, H. (2022). Self-compassion: Implications for work-family conflict and balance. *Journal of Vocational Behavior*, *138*. doi:10.1016/j.jvb.2022.103785

Nomaguchi, K., & Fettro, M. N. (2019). Childrearing Stages and Work-Family Conflict: The Role of Job Demands and Resources. *Journal of marriage and the family*, *81*(2), 289–307. https://doi.org/10.1111/jomf.12521

Nona, E. H. A. P., & Sumargi, A. M. (2022). Konflik peran dengan well-being pada ibu bekerja. *Jurnal EMPATI*, *11*(3), 177–184.

Noviati, N. P. (2017). *Gratitude training to reduce job stress on people with work- family conflict*. *Jurnal Psikologi Islam, 4*(2), 100–106. https://doi.org/10.47399/jpi.v4i2.42

Park, C. L. (2010). Making sense of the meaning literature: An integrative review of meaning making and its effects on adjustment to stressful life events. *Psychological Bulletin*, *136*(2), 257–301. https://doi.org/10.1037/a0018301

Patzak, A., Zhang, X., & Vytasek, J. (2025). Boosting productivity and wellbeing through time management: Evidence-based strategies for higher education and workforce development. *Frontiers in Education*, *10*. https://doi.org/10.3389/feduc.2025.1623228

Pertiwi, K., Izzati, N. R., & Oktaviani, F. H. (2026). From *Ibuism* to *Pengabdian?* Exploring Invisible Work among Women Academics in Neoliberalised Indonesian Higher Education. *Asian Studies Review*, *50*(2), 296–316. https://doi.org/10.1080/10357823.2026.2624395

Poduval, J., & Poduval, M. (2009). Working mothers: How much working, how much mothers, and where is the womanhood? *Mens Sana Monographs*, *7*(1), 63. https://doi.org/10.4103/0973-1229.41799

Punu, A., & Wijono, S. (2022). Work-family conflict with work stress married female lecturer at Satya Wacana Christian University. *Journal of Social Research, 1*(12), 771–787. https://doi.org/10.55324/josr.v1i12.400

Putra, M. Y. H. (2024). Work-family conflict and coping strategies in unmarried female teachers' life. *Journal of English Education and Teacher Trainer*, *1*(2), 18–32. https://doi.org/10.15575/educater.v1i2.1333

Putri, F., Raharja, S., & Muhyi, H. (2025). The Effect Of Time Management And Work-Life Balance On Job Satisfaction. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis, 13*. https://doi.org/10.37676/ekombis.v13i2.7682

UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Qutoshi, S. B. (2018). Phenomenology: A philosophy and method of inquiry. *Journal of Education and Educational Development*, *5*, 215–222. doi:10.22555/joeed.v5i1.2154

Rahman, S. M. M., Tafsirun, U., Faisal-E-Alam, M., Ferreira, P., Loures, L., & Castanho, R. A. (2025). Unveiling perceptions on academic leadership effectiveness: PLS-SEM, FSQCA, and NCA approaches. *PLOS One*, *20*(4), e0320723. https://doi.org/10.1371/journal.pone.0320723

Ratnawati, S. R., & Umah, R. Y. H. (2025). Dual Role Conflict and Resilience of Working Mothers During the COVID-19 Pandemic: A Phenomenological Study in Ponorogo, Indonesia. *Ascarya: Journal of Islamic Science, Culture, and Social Studies*, *5*(1), 27–44. https://doi.org/10.53754/iscs.v5i1.725

Rinne, I. (2024). Interpersonal scaffoldings for shared emotions: How social interaction supports emotional sharing. *Phenomenology and the Cognitive Sciences*. https://doi.org/10.1007/s11097-024-10030-x

Sapkota, M. (2024). Implications and critiques of Quantitative Research: A systematic review. Journal of Learning Theory and Methodology, 5(3), 153–159. https://doi.org/10.17309/jltm.2024.5.3.09

Schafer, R., & Phillippi, J. C. (2025). Updating and Advancing Member-Checking Methods: Use of Video and Asynchronous Technology to Optimize Participant Engagement. *International journal of qualitative methods*, *24*, 10.1177/16094069251315395. https://doi.org/10.1177/16094069251315395

Selvarajan, T. T. R., Singh, B., Stringer, D., & Chapa, O. (2020). Work-family conflict and well-being: Moderating role of spirituality. *Journal of Management, Spirituality & Religion*, *17*(5), 419–438. https://doi.org/10.1080/14766086.2020.1796768

Setiyawan, N. L., & Rimdias, S. (2021). Work-Family Conflict and Family-Work Conflict as Mediating Variables in Workload and Social Support for Work Stress (The Case of Female Workers in Creative Indus-tries). *Jurnal Ilmu Manajemen Dan Ekonomika*, *14*(1), 17–26. https://doi.org/10.35384/jime.v14i1.289

Sharma, P., Dixit, P., & Pandey, H. K. (2022). Dual Role Of Working Mothers In India: A Critical Analysis Of Physical And Mental Health. *Journal of Pharmaceutical Negative Results*, 1474–1481. https://doi.org/10.47750/pnr.2022.13.S10.173

Shrestha, S., Adachi, K. A., Petrini, M., & Shrestha, S. (2019). Maternal role: A concept analysis. *Journal of Midwifery and Reproductive Health*, *7*(3), 1732–1741. doi:10.22038/jmrh.2019.31797.1344

Sibbald, K. R., Phelan, S. K., Beagan, B. L., & Pride, T. M. (2025). Positioning Positionality and Reflecting on Reflexivity: Moving From Performance to Practice. *Qualitative Health Research*, 10497323241309230. https://doi.org/10.1177/10497323241309230

Smith, J. A., & Fieldsend, M. (2021). Interpretative phenomenological analysis. In P. M. Camic (Ed.), *Qualitative research in psychology: Expanding perspectives in methodology and design* (2nd ed., pp. 147–166). American Psychological Association. doi:10.1037/0000252-008

Smith, J. A., & Nizza, I. E. (2022). What is interpretative phenomenological analysis? In J. A. Smith & I. E. Nizza, *Essentials of interpretative phenomenological analysis* (pp. 3–10). American Psychological Association. https://doi.org/10.1037/0000259-001

UNIVERSITAS
GADJAH MADA
Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Smith, J. A., & Osborn, M. (2015). Interpretative phenomenological analysis as a useful methodology for research on the lived experience of pain. *British Journal of Pain*, *9*(1), 41–42. https://doi.org/10.1177/2049463714541642

Soeharto, T. N. E. D., Kuncoro, M. W., & Prahara, S. A. (2025). The Role of Husband Support in Work-Family Conflict Among Working Mothers (Perspective of Communal Sharing and Equity Matching). *Gadjah Mada Journal of Psychology (GamaJoP)*, *11*(1), 62–69. (the wife who identifies herself as Javanese, having children under 12 years of age who live with her husband, and work as professionals.). https://doi.org/10.22146/gamajop.104865

Solihah, S., Islaha, A., Zuliantika, F., & Rahmania, A. (n.d.). Women's reproductive freedom in Indonesia: Perspectives of Human Rights and social norms | proceeding of the International Conference on Health Sciences and Nursing. https://prosiding.arikesi.or.id/index.php/ICHSN/article/view/41

Terenggana, C. A., & Leovani, E. (2025). Breaking barrier:work family conflict, glass ceiling and female lecturer performance. *Jurnal Keuangan Dan Bisnis*, *23*(1), 32–55. https://doi.org/10.32524/jkb.v23i1.1428

Thomas, S. P., & Sohn, B. K. (2023). From uncomfortable squirm to self-discovery: A phenomenological analysis of the bracketing experience. *International Journal of Qualitative Methods*, *22*. https://doi.org/10.1177/16094069231191635

Wang, S., Ramdani, J. M., Sun, S, Bose, P., & Gao, X. (2026). Naming research participants in qualitative language learning research: numbers, pseudonyms, or real Names? *Journal of Language, Identity & Education*, *25*(1), 86–99. https://doi.org/10.1080/15348458.2023.2298737

Wang, Y.-X., & Yin, B. (2023). A new understanding of the cognitive reappraisal technique: An extension based on the schema theory. *Frontiers in Behavioral Neuroscience*, *17*, 1174585. https://doi.org/10.3389/fnbeh.2023.1174585

Wardana, A. (2026). Regulated religion, fading belief: How Indonesians' religiosity has quietly changed, 2000–2020. *Frontiers in Sociology*, *10*. doi:10.3389/fsoc.2025.1698036

Wibasuri, Anggalia, et al. (2016). *Career path system structural lecturer in private universities in Bandar Lampung*. In *2nd International Conference on Information Technology and Business 2016*. Darmajaya Informatics and Business Institute.

Wijayanto, A., Novitasari, K., & Dewi, A. A. (2022). Problems in working mothers in early children's care. *Edukasi*, *16*(2), 159–165. https://doi.org/10.15294/edukasi.v16i2.41563

Williamson, T., Wagstaff, D. L., Goodwin, J., & Smith, N. (2023). Mothering Ideology: A Qualitative Exploration of Mothers' Perceptions of Navigating Motherhood Pressures and Partner Relationships. *Sex Roles*, *88*(1–2), 101–117. https://doi.org/10.1007/s11199-022-01345-7

Woods, R. (2025). Naming names: Phenomenology and pseudonyms. *Plymouth Institute of Education Open Journal*, *2*(2). https://doi.org/10.70156/2634-8594.1009

Zhu, Z., Chen, H., Ma, J., He, Y., Chen, J., & Sun, J. (2020). Exploring the Relationship between Walking and Emotional Health in China. *International journal of environmental research and public health*, 17(23), 8804. https://doi.org/10.3390/ijerph17238804

UNIVERSITAS
GADJAH MADA

Blessing in Disguise: Pemaknaan Work-Family Conflict pada Ibu Dosen dengan Jabatan Struktural
Olga Bestari Sasikirana Mahanani, Fakhirah Inayaturrobbani, S.Psi., M.A.
Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

Zulkarnain, Z., Yusuf, E. A., & Pulungan, A. V. (2015). The Impacts of Work-Family Conflict on Burnout among Female Lecturers. *Makara Human Behavior Studies in Asia*, *19*(2), 87. https://doi.org/10.7454/mssh.v19i2.3477