Is Work-Life Balance of Policewomen influenced by Work Engagement and Psychological Well-Being?

Indria, Fera[1*], Suroso[2], & Pratitis, Niken Titi[3]

[1,2,3]Magister of Professional Psychology, University of 17 August 1945 Surabaya, INDONESIA

Corresponding author: fera_s2@untag-sby-ac.id

Abstract: As time goes by, women have the same opportunities to have careers as men and develop their potential and actualize themselves on a par with men. One of the professions that women undertake in their careers is as a female police officer. Policewomen have heavy responsibilities and burdens because they work in the public sector, especially those who have families because they have to take care of the household or domestic duties simultaneously. This research aims to prove that there is a joint relationship between work engagement and psychological well-being variables in predicting work-life balance. The subjects in this research were 130 policewomen in the East Java Regional Police work environment. This research design is quantitative with a correlational approach. The measuring scale in this study consists of 4 alternative answers. Data analysis uses multiple linear regression analysis. The results show that there is a joint relationship between work engagement and psychological well-being and work-life balance. F value = 127.151 ($p<0.05$), contribution effective of work engagement is 38.5% while the effective contribution of the psychological well-being variable is 28.2%. So, it is known that the total effective contribution that influences work life balance is 66.7%. Researcher hoped these results can be used a reference for improving work life balance related to work engagement and psychological well-being.

Keywords: work-life balance, work engagement, psychological well-being

1. Introduction

As times progress, women have the same opportunities to have careers as men and develop their potential and actualize themselves on an equal basis with men (Astuti & Soeharto, 2021). In fact, many women work outside the home not only because of economic demands but because of the need for self-development (Satriayuda et al., 2024), so that the proportion of female workers throughout 2020 increased by around 2.63%.

One of the professions that women undertake in their careers is as a female police officer, who has the same existence as male police officers in their career, education, and implementation of duties and responsibilities in all areas of policing (Tarihoran, 2020). The character of policewomen according to the nature of a woman provides a lot of convenience in carrying out their duties. Policewomen are considered to work in more detail, detail, neatness and thoroughness and are used to multitasking in domestic work so they are considered superior to face many jobs, for example feminine characteristics are very beneficial for the police in solving cases. Policewomen demonstrations have advantages with a feminine touch in dealing with the masses compared to male police (Zellawati & Fasha, 2020).

On the other hand, policewomen are also considered a tough and risky profession because they have working hours that tend to be dynamic, they have to be ready when there is a call from the commander for duty and have to be ready regardless of time and place (Yuliana & Yuniasanti, 2013). In particular, policewomen have heavy responsibilities and burdens because they work in the public sector, especially those who have families because they have to take care of the household or domestic duties simultaneously (Septina & Soeharto, 2023).

Policewomen are required to always be ready at all times and must be able to balance their personal and work lives, for example, when a demonstration occurs, they will be directly involved in the field as a team of negotiators, and the same goes for other duties, so that policewomen often come home tired and are likely to rest immediately, so that the time after work that should be spent with the family is reduced. Another example is when policewomen get assignments outside the city which usually takes 2-3 days so they have to leave their children at home (Nugraha & Rini (2021).

It is important for policewomen to be able to balance duties and responsibilities for family and work (Nugraha and Rini, 2021). This is because in general, according to Syed (2015), female workers tend to find it difficult to divide their roles because there is not enough time to carry out both roles simultaneously without a good support system. This is where policewomen need to be able to balance their roles in work and family in order to achieve work-life balance (Nuramalia et al, 2023), namely achieving balance in life as a worker and roles in personal life or both roles can run well (Fisher, Bulger & Smith (2009).

The researcher himself, in a preliminary study of 10 policewomen in the East Java Regional Police, found that the amount of time spent in the role of a member of the police and running a personal life is still not balanced and they find it difficult to be fair in both roles, even some of the time they do not participate in important events in the family. The police must be ready at all times, even outside working hours. The policewomen who were respondents felt that sometimes they had to postpone work or be late in coming to the office because they had to carry out roles in the family such as accompanying children to school, when they were working overtime to complete work, but at home needed help, their concentration would be disturbed and they would want to finish their work in a hurry and be not optimal.

Respondent policewomen also stated that they did not have stable work performance, when their personal lives were good, employees felt optimal at work, but when faced with problems in their families, policewomen felt demotivated, lazing around completing job assignments that had to be done. Policewomen respondents also felt that they often came home late because there were many tasks that had to be completed immediately, so this made employees always rush to carry out their roles at home and reduced quality time with their families.

Bhuvaneswari & Thirumoorthi (2019) stated that WLB for policewomen is very important to pay attention to so that it does not have an impact on psychological pressure which affects productivity in carrying out their duties. Nugraha & Rini (2021) stated that low WLB influences the performance of policewomen in the office to decrease, the products produced are less than optimal, work is delayed, housework is often delayed or not completed, lack of attention given to the family so that husbands and children become neglected and lack of good communication with the family. Greenhaus et al (2003) stated that individuals who are able to achieve work-family balance can improve the individual's quality of life and can protect the individual from the negative effects of one of the roles they play and the individual is able to be responsive in facing the demands of a role.

Based on all previous research, researchers concluded that work engagement is the thing most seriously associated with work-life balance in industrial settings. Work engagement is positive energy for employees to carry out work optimally without compulsion so that they have good productivity at work (Bakker & Leiter, 2010). Apart from work engagement, several studies have proven that variables can influence WLB are psychological well-being. Psychological well-being is the condition of an individual who has a positive attitude towards himself and describes the extent to which an individual feels comfortable, peaceful and happy based on subjective self-assessment. itself (Ryff, 1995).

Based on the description above, the formulation of the problem in this research is whether there is a relationship between the work engagement and psychological well-being variables in predicting WLB in female policewoman?

2.   Methods

2.1   Research Subject

The subjects in this research were 130 Policewomen in the East Java Regional Police work environment who were recorded in the personnel database through the SIPP of the HR Bureau of Polda X. The following is a description of the ages and work units of the respondents in this study:

Table 1. Age of Respondents

Age	Total
24-30	16
31-35	39
36-40	45
41-45	21
46-51	9
Total	130 people

Table 2. Work Units ff Respondents

No	Divisions	Total
1	Ditpamobvit	20
2	SPKT	16
3	Ditbinmas	24
4	Bidpropam	19
5	Ditlantas	21
6	Dittahti	15
7	Biro SDM	18
	Total	130 people

2.2   Instrument

Measurement uses psychological aspects which include behavioral indicators. Behavioral indicators are then use as reference in making statements. Next, it is arranged in a measurement scale which can then reveal validly and consistently (reliably) so that the information obtained by researchers is the basis for making research conclusions that can be accounted for (Azwar, 2019). The description of each measuring scale is as follows:

2.1.1   Work-Life Balance

Table 3. Results of WLB Scale Item Discrimination Test

Analysis Round	Initial Number of Items	Fall Item Number	Number of Remaining Items	*Index corrected item-total correlation*
I	28	17	27	0,246 – 0,860
II	27	-	27	0,585 – 0,861

Based on the results of the validity test on 28 items in rounds I and II, the analysis showed that the corrected item-total correlation index value moved from 0.246 to 0.861 with a total of 1 item falling or being eliminated, the number of items that fell was number 17. The work-life balance scale was constructed by researchers as having 27 valid items after 2 rounds of item discrimination tests.

The results of the reliability test on the work-life balance scale showed that the Cronbach's Alpha value was 0.969 in the first round with 28 scale items tested, while in the second round it showed a Cronbach's Alpha of 0.973 with 27 scale items tested. Based on these results, it can be concluded that the work life balance scale is reliable

2.1.2   Work Engagement

Table 4. Work Engagement Scale Item Discrimination Test Results

Analysis Round	Initial Number of Items	Fall Item Number	Number of Remaining Items	*Index corrected item-total correlation*
I	36	5, 27, 35	33	0,055 – 0,768
II	33	-	33	0,549 – 0,777

Based on the results of the validity test on 36 items in rounds I and II, the analysis shows that the value of the corrected item-total correlation index moves from 0.055 to 0.777 with a total of 3 items falling or being eliminated, the number of items that are dropped are numbers 5, 27 and 35. Work scale Engagement constructed by researchers has 33 valid items after 2 rounds of item discrimination tests.

The results of the reliability test on the work engagement scale showed that the Cronbach's Alpha value was 0.961 in the first round with 36 scale items tested, while in the second round it showed a Cronbach's Alpha of 0.966 with 33 scale items tested. Based on these results, it can be concluded that the work engagement scale is reliable.

2.1.3   Psychological Well-Being

Table 5. Results of the PWB Scale Item Discrimination Test

Analysis Round	Initial Number of Items	Fall Item Number	Number of Remaining Items	*Index corrected item-total correlation*
I	48	11, 23, 31, 40	44	0,015 – 0,909
II	44	-	44	0,629 – 0,910

Based on the results of the validity test on 48 items in rounds I and II, the analysis showed that the corrected item-total correlation index value moved from 0.015 to 0.910 with a total of 4 items falling or being eliminated, the number of items that fell were numbers 11, 23, 31 and 40. The psychological well-being scale constructed by researchers has 44 valid items after 2 rounds of item discrimination test.

The results of the reliability test on the psychological well-being scale showed that the Cronbach's Alpha value was 0.985 in the first round with 48 scale items tested, while in the second round it showed a Cronbach's Alpha of 0.987 with 44 scale items tested. Based on these results, it can be concluded that the psychological well-being scale is reliable.

2.3   Data Analysis Techniques

Data was obtained from a scale developed in a Google form which was then filled in by respondents, after which the data was scored according to the provisions on a Likert scale type scale consisting of 4 alternative answers. Quantitative data is created by converting measurement scale data collected from research participants into numbers.. This aims to ensure that the data can be processed or analyzed using a statistical approach. Data were analyzed using multiple linear regression analysis.Before testing the hypothesis, an assumption test or prerequisite test is first carried out

consisting of a normality test, linearity test, multicollinearity test and heteroscedasticity test. The results of the assumption test show that the data meets the requirements for regression analysis.

3.   Result

Following are the results of data processing from the results of research that has been carried out, the hypothesis which states that work engagement and psychological well-being are correlated with work-life balance shows the following results:

Table 6. Hypothesis Test Results

F	p	Meaning
127,151	0,000	Very Significant

The results of simultaneous multiple linear regression analysis show that the F value = 127.151 with a significance of 0.000 ($p<0.05$), this means that there is a joint relationship between work engagement and psychological well-being and work-life balance. Based on this, it is stated that the hypothesis in this research is accepted.

Based on the calculation results, it is known that the effective contribution (SE) of the work engagement variable (X1) to work-life balance (Y) is 38.5%, while the effective contribution of the psychological well-being variable (X2) to work-life balance (Y) is amounting to 28.2%. This leads to the conclusion that variable X1 and variable Y have a stronger association than variable X2. The total SE or amount of R2 is 66.7%. Meanwhile, the relative contribution (SR) of the work engagement variable (X1) to work-life balance (Y) is 57.7%, while the relative contribution (SR) of the psychological well-being variable (X2) to work-life balance (Y) is 57.7%. 42.3%, so the total SR is 100%.

Based on the results of the regression analysis above, the regression equation Y = a + b1X1 + b2X2 is obtained with values a = 4.775, b1 = 0.417 and b2 = 0.252, meaning that if there are work engagement and psychological well-being variables then work-life balance has a score of 4.775. Furthermore, the regression coefficient of 0.417 shows that every additional 1 work engagement score will increase work-life balance by 0.417, while the regression coefficient of 0.252 shows that every additional 1 psychological well-being score will increase work-life balance by 0.252.

4.   Discussions

Acceptance of the hypothesis in the research which states that there is a simultaneous relationship between work engagement and psychological well-being and work-life balance. Acceptance of the first hypothesis in this research that work-life balance for policewomen can be achieved if work engagement and psychological well-being are high. This is also shown by the effective contribution (SE) of the work engagement variable to work-life balance which is 38.5%, while the effective contribution of the psychological well-being variable to work-life balance is 28.2%. Based on these results, it can be concluded that the work engagement variable has a more dominant relationship with the work-life balance variable than the psychological well-being variable. In total, the effective contribution of the two variables is 66.7% and 33.3% is influenced by other variables not studied. in this thesis, among others, according to Brough et al (2020) family relationship factors, family is the smallest social environment that every individual has. This is none other than because the family is a group of people bound by blood relations. Socioeconomic status factors, the level of prestige a person has based on the position they hold in a society based on work to fulfill their needs or conditions that describe the position or status of a family in society based on material possessions. Personality factors, basic traits possessed by a person that can distinguish him from other people, these individual characteristics are internal, which contribute to consistent thoughts, feelings and behavior.

Other factors that influence work-life balance according to Poulose and Susdarsan (2014) consist of individual factors which include emotional intelligence, organizational factors consisting of organizational support, work stress, technology and social factors consisting of children's responsibilities and family support. Meanwhile, according to Bolton et al (2020), factors that influence work-life balance consist of positive emotional factors, responses that arise as a result of stimulus or stimulation in the context of positive things such as feelings of happiness, joy and enthusiasm. Relationship factors, benchmarks for seeing a person's involvement in a goal and achievement factors, missions that can be completed in various ways according to the desired goal

One effort that can be made to improve work-life balance among policewomen is to increase work engagement and psychological well-being. This is in line with the findings of this research, namely that every additional 1 work engagement score will increase work-life balance by 0.417 and every additional 1 psychological well-being score will increase work-life balance by 0.252.

These dynamics can be seen from the relationship between indicators between variables. Indicators of being proud of one's work, carrying out one's work happily, being enthusiastic and passionate about work engagement and understanding one's self in psychological well-being are related to individual personal life indicators that can support individual performance in the world of work in work-life balance. This means that policewomen who feel proud of their

profession and can understand themselves will have a good quality of personal life and have a positive impact on their work.

Apart from that, having seriousness and easy focus in work and indicators of being able to contribute well to the environment are related to the individual's ability to carry out work optimally even though they have to fulfill responsibilities in their personal life. An individual's perseverance in facing work obstacles and the ability to establish good relationships with other people are related to positive work life indicators which can also improve a positive personal life. This means that policewomen who perceive difficulties as challenges in their work and find it easy to build social networks tend to live their personal lives without giving up easily and also have positive relationships.

The achievement of work-life balance among policewomen is marked by the fulfillment of the indicators stated by Fisher, et al (2009), namely the ability to manage time when completing office work and individual interactions with family, the individual's ability to carry out work optimally even though they have to complete responsibilities in their personal life. Individual personality can support individual performance in the world of work, a positive work life can also improve a positive personal life and the skills that individuals acquire while working can also be utilized in everyday life.

As a policewoman, an individual has working hours that tend to be dynamic, must be available when there is a call from the commander for duty and must be ready regardless of time and place (Yuliana & Yuniasanti, 2013). In particular, policewomen have heavy responsibilities and burdens because they work in the public sector, especially those who have families because they have to take care of the household or domestic duties simultaneously (Septina & Soeharto, 2023). Bhuvaneswari & Thirumoorthi (2019) stated that WLB for policewomen is so vital to pay attention to so that it does not have an impact on psychological pressure which affects productivity in carrying out their duties.

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5. Conclusions

The research results prove that work engagement and psychological well-being are related to work life balance, so researchers suggest that policewomen can increase work engagement and psychological well-being so that WLB can be achieved. For example, in increasing work engagement, policewomen can carry out their work by having good self-efficacy, self-leadership, self-regulation, spirituality and work motivation. Meanwhile, in improving psychological well-being, policewomen can overcome work stress, build positive relationships/social networks, achieve job satisfaction and have a good personality. The way that policewomen can do this is by carrying out their duties with enthusiasm, happiness and full concentration so that work engagement is easily achieved, and policewomen can understand themselves when obstacles occur at work, are able to handle stress or pressure both in work and personal life and build relationships. good relationship with the surrounding environment so that it is easy for policewomen to experience psychological well-being.

It is hoped that agencies will pay attention to the importance of creating WLB for all members of the organization. It is hoped that agencies will pay attention to achieving WLB for all police, for example by creating policies that can stimulate policewomen to work with enthusiasm and high dedication so that work engagement is formed and creates The work environment can foster psychological well-being for policewomen, for example by providing self-development training, providing online counseling facilities that can be accessed anywhere and at any time.

Conflict of Interest
The authors declare no conflicts of interest

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