

BAB V

KESIMPULAN DAN REKOMENDASI

Pada bab terakhir ini akan memaparkan kesimpulan dari penelitian yang telah dilakukan beserta jawaban rumusan masalah yang telah dipaparkan pada bab sebelumnya yaitu bab I. Selain itu disampaikan pula rekomendasi dari hasil penelitian tentang *work family conflict* pada masa pandemi yang akan dijelaskan sebagai berikut:

5.1 Kesimpulan

Latar belakang dari ibu berkeluarga untuk bekerja sendiri terdiri dari dua faktor yaitu faktor ekonomi dan faktor pendidikan. Faktor ekonomi adalah faktor yang mendorong ibu untuk terjun ke dunia kerja dan ikut serta menambah penghasilan guna membantu memenuhi kebutuhan keluarga. Faktor pendidikan adalah faktor yang mendorong ibu untuk mengamalkan keilmuannya sesuai dengan kemampuan dan keahlian pada bidangnya.

Work family conflict dipengaruhi oleh tuntutan dari pekerjaan dan keluarga yang saling tumpang tindih antara satu dengan yang lain. Bentuk *work family conflict* pada masa pandemi yang dialami ibu bekerja terjadi karena waktu yang tidak cocok dan berimbang untuk kebersamai keluarga terutama anak, hal ini dapat dikategorikan sebagai *time based conflict*. Selain itu ibu juga mengalami kelelahan secara fisik dan emosional selama pandemi karena peran baru selama pandemi untuk kebersamai dan memberikan dampingan belajar yang disebut dengan *strain based conflict*. Ibu yang bekerja juga kerap tidak bisa konsisten terhadap sikap dan perilaku yang ditunjukkan sehari-hari baik pada anak maupun pada bidang pekerjaan karena beberapa pertimbangan, hal ini dapat dikategorikan sebagai *behaviour based conflict*.

Faktor yang memengaruhi *work family conflict* dapat terjadi dari tiga sisi berbeda yaitu faktor pekerjaan, keluarga maupun diri sendiri. Pada beberapa kondisi ibu bekerja mengalami waktu kerja yang tidak terbatas, pekerjaan yang melebihi kapasitas dan pekerjaan yang membutuhkan resiko dan intensitas tinggi, hal tersebut dapat dikategorikan *work related factors*. Selain itu faktor keluarga atau *family related factors* yang berpengaruh pada *work family conflict* adalah

tidak adanya partisipasi keluarga dan tidak adanya pengasuh untuk putra-putrinya. Faktor terakhir terjadinya *work family conflict* yaitu dari diri sendiri seperti tidak punya kontrol diri, orientasi peran yang masih berfokus pada perempuan harus mengerjakan domestik dan menentukan dan dapat menentukan skala prioritas.

Kesulitan yang dialami ibu bekerja selama menjalankan peran tambahan sebagai guru adalah karena anak-anak pada usia sekolah dasar yang cenderung masih membutuhkan dampingan penuh untuk belajar dan sering tidak

Upaya ibu bekerja dalam mengatasi *work family conflict* yaitu dengan *problem focused* atau dengan berfokus pada konflik yang dihadapi yaitu berdiskusi mengenai konflik yang dihadapi dengan orang terdekat juga memberikan tanggung jawab pada anak dan *emotional focused* yaitu berfokus untuk menghilangkan dan keluar dari konflik sementara dengan yaitu dengan *refreshing* atau mencari udara segar, berjalan-jalan santai ke tempat wisata, pergi ke pusat perbelanjaan atau dengan hal sederhana seperti menonton acara TV favorit.

5.2 Rekomendasi

Berdasarkan hasil temuan dilapangan, bahwa selama pandemi ibu mengalami *work family conflict*. Dibawah ini beberapa pemaparan yang dapat diberikan sebagai berikut:

5.2.1 Bagi Ibu bekerja

Bagi ibu bekerja yang tetap menjalankan peran ganda sebagai ibu rumah tangga agar dapat membagi waktu sebaik mungkin, hal itu dapat dilakukan dengan cara membagi peran dengan pihak-pihak yang dipercaya seperti pada keluarga untuk mengasuh anak-anak atau dengan menyediakan asisten rumah tangga untuk mengurangi beban peran domestik yang tumpang tindih yang dilakukan oleh ibu bekerja.

5.2.2 Bagi Suami

Sebagai kepala rumah tangga juga sebagai partner di rumah, hendaknya suami dapat menjadi *support system* yang baik bagi ibu bekerja dengan membantu dan berbagi peran seperti melakukan pengasuhan dan dampingan bagi anak-anak dan membantu pekerjaan domestik sederhana yang dapat mengurangi beban peran yang ditanggung ibu bekerja.

5.2.3 Bagi Perusahaan/ Intansi/ Yayasan

Bagi tempat bekerja seperti perusahaan, intansi atau yayasan hendaknya tidak memberikan *overtime* melebihi kemampuan dan batas bagi ibu bekerja karena pemenuhan peran bagi keluarga harus tetap dilaksanakan sebagai seorang ibu dan sebagai istri.

5.2.4 Bagi peneliti selanjutnya

5.2.4.1 Bagi peneliti selanjutnya untuk dapat meneliti *work family conflict* pada perspektif keluarga, bukan dari pekerjaan saja.

5.2.4.2 Bagi peneliti selanjutnya disarankan untuk meneliti ibu bekerja yang memiliki latar belakang pekerjaan, pendidikan pada bidang lain yang lebih luas untuk melihat dari banyak perspektif.

5.2.4.3 Disarankan untuk melakukan penelitian yang menerapkan kebijakan khusus bagi karyawan perempuan yang sudah berkeluarga dan memili anak

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