

The Relationship Between Dual Role Conflict, Self-Adjustment, and Stress Coping in Wives Who Work as Factory Workers

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Abstract

This study aims to examine the relationship between dual role conflict and self-adjustment with stress coping mechanisms in wives who work as factory workers. The study used a quantitative correlational design. Data collection was conducted on 60 factory worker wives selected through purposive sampling, with the criteria of being aged 25–40 years, having at least one child, having been married for at least 2 years, and residing in Cangkuang Wetan Village, Dayeuhkolot District, Bandung Regency. Variable measurements were conducted using three psychological scales that had been tested for validity, namely the dual role conflict scale, the self-adjustment scale, and the stress coping scale. Descriptive analysis showed that most respondents (60%) were in the high dual-role conflict category, while 50% were at a moderate level of self-adjustment. In addition, 51.6% of respondents showed high levels of stress coping. Regression analysis showed that self-adjustment had a positive and significant effect on stress coping, while dual role conflict did not show a significant partial effect. However, simultaneous testing showed that dual role conflict and self-adjustment together had a significant effect on stress coping, with an F value of 30.334. These findings indicate that greater dual-role conflict requires greater use of stress-coping strategies, while effective self-regulation skills contribute to greater stress-coping effectiveness.

Keywords: Dual Role Conflict, Self-Adjustment, Stress Coping, Breadwinner, Factory Workers

1. Introduction

Changes in women's economic roles within the family have led many wives to become the family breadwinners, particularly in the industrial sector. This situation requires women to juggle multiple roles as wives and workers. For mothers who work as factory workers, these demands are often accompanied by time constraints, physical exhaustion, and emotional pressure both at work and at home ([Wijayanto, et al., 2022](#)).

The experience of dual role conflict does not always have the same psychological impact on every individual. Therefore, the way working mothers respond to role pressure is greatly

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influenced by their psychological capacity, underscoring the importance of self-adjustment for working mothers. In the process of self-adjustment, individuals strive to manage and control internal needs, tensions, frustrations, and conflicts arising from environmental demands, so that harmony between work demands and family roles can be achieved Schneiders, 1964, in [Amalia & Astuti, 2023](#). Working mothers with good self-adjustment skills tend to be more flexible in managing role demands, so they are less likely to experience prolonged psychological pressure.

The experience of dual role conflict does not always have the same psychological impact on every individual. Therefore, the way working mothers respond to role pressure is greatly influenced by their psychological capacity, underscoring the importance of self-adjustment for working mothers. In the process of self-adjustment, individuals strive to manage and control internal needs, tensions, frustrations, and conflicts arising from environmental demands, so that harmony between work demands and family roles can be achieved (Schneider, 1964 in [Amalia & Astuti, 2023](#)). Working mothers with good self-adjustment skills tend to be more flexible in managing role demands, so they are less likely to experience prolonged psychological pressure.

Stress coping is an important factor that helps individuals manage psychological pressure and adjust to the demands of their roles. Stay-at-home mothers who work without effective coping strategies tend to be more emotionally triggered and experience stress when facing demands from both roles. Therefore, effective stress-coping skills are necessary for working mothers to maintain a balance in self-care amidst complex roles.

2. Literature Review

2.1 Dual Role Conflicts

Female breadwinners face complex role demands because they must perform domestic and work roles simultaneously. This condition often leads to role conflict, a situation in which work and family demands are incompatible, so that an individual's involvement in one role hinders the fulfillment of the other ([Sohal & Sharma, 2024](#)). Dual role conflict in women arises from the high demands of fulfilling roles within the family and at work, which must be carried out simultaneously (Burhanuddin et al., 2018, in Nadiva & [Cahyadi, 2023](#)).

Conflict is a natural part of human life. If not handled wisely, it can negatively impact the well-being and sustainability of a marriage ([Akbar, 2024](#)). Dual role conflict is influenced by factors within the individual, the family, and the work environment. Intrapersonal factors include demographic and personality characteristics, while family factors relate to time involvement, family stressors, relationships with specific family members, and having children. Work factors such as time spent, work stressors, job type, job security, and career development also contribute to increased dual role conflict ([Chan et al., 2015](#)).

2.2 Self-Adjustment

In facing the demands of dual roles, self-adjustment becomes an important psychological skill for working wives. Self-adjustment is understood as an individual process of managing internal needs, tensions, and conflicts to achieve a balance between environmental and internal demands (Schneiders, 1964, in [Amalia & Astuti, 2023](#)). Individuals with good self-adjustment tend to be better able to adapt to the changes and pressures encountered in daily life.

Self-adjustment includes Adaptation, Conformity, Mastery, and Individual Variation ([Lourenco & Casey, 2013](#)). Factors such as physical condition, development and maturity, psychological state, environmental conditions, and religious and cultural levels also influence the quality of

an individual's self-adjustment ([Belitskii, 2022](#)).

2.3 Stress Coping

Stress arises when a person feels that the demands they face exceed their capacity to cope with them ([Halawa & Akbar, 2025](#)). Stress coping is a process of recovery from the effects of stressful experiences, or of physical and psychological reactions, resulting in unpleasant, uncomfortable, or depressed feelings about what is being faced ([Putra & Nuradina, 2023](#)). Lazarus and Folkman (1984, in [Frydenberg, 2018](#)) argue that stress coping plays an important role in overcoming and managing problems arising from stress that exceeds one's abilities.

2.4 Previous Research

A number of previous studies have examined dual role conflict and self-adjustment in working women and their relationship with stress coping.

Table 1. Summary of Relevant Previous Studies

No	Authors	Title	Key Findings	Relevance to Current Study
1	Puteri, Anwar, & Irdianti (2024)	The Influence of Dual Role Conflict and Self-Adjustment on Work Stress in Working Mothers	Role conflict has a positive effect on work stress, whereas self-adjustment has a negative effect. The higher the role conflict, the higher the work stress, and the better the self-adjustment, the lower the work stress.	The theoretical basis is that dual role conflict and self-adjustment play an important role in the psychological responses of working mothers, which in this study are associated with stress coping.
2	Cahyadi (2022)	Dual role conflict and burnout on the performance of female employees	Role conflict and burnout do not significantly affect the performance of female employees. Employee performance is influenced by factors other than the variables studied.	This study serves as a comparison that role conflict and burnout do not always have a direct impact on performance, and supports the importance of examining other psychological factors, such as self-adjustment and stress coping, in working mothers.
3	Cahyadi (2023)	Overview of Work-Family Conflict Among Employees with Working Spouses	Work-family conflict among employees with working spouses was low, but women tended to experience higher levels of dual role conflict. Aspects of dual role conflict mainly arose from time-based demands and strain-based	This study provides a basis for concluding that dual role conflict is still experienced by working mothers, albeit at a low level, making it relevant to examine its relationship with self-adjustment and stress-

pressures.

coping strategies in
dealing with work and
family role demands.

These studies emphasize the importance of dual role conflict and self-adjustment in influencing stress coping among working wives, but there remains a gap in research on how these factors relate to stress coping among working wives (female breadwinners) who are factory workers.

2.5 Conceptual Framework and Hypothesis

Based on theoretical studies and prior research, this study assumes that dual role conflict and self-adjustment are associated with stress-coping among working wives (female breadwinners) in the factory workforce. Dual role conflict is seen as a source of psychological pressure, while self-adjustment acts as an internal factor that helps individuals manage stress more adaptively.

Based on the proposed conceptual framework, this study formulates the following hypotheses:

1. Dual role conflict is related to stress coping mechanisms.
2. Self-adjustment is related to stress coping mechanisms.
3. Dual role conflict and self-adjustment are jointly related to stress coping mechanisms.

3. Research Method

3.1 Research Design

This study uses a correlational Quantitative Design. According to Thalib (2022, in [Sasmita & Ekanesia, 2025](#)), quantitative research uses structured instruments and statistical analysis to measure relationships among clearly defined variables, aiming to produce objective, measurable, and generalizable conclusions. In this study, the main objective is to explore how dual-role conflict and self-adjustment ability affect stress-coping strategies among working wives (female breadwinners) as they simultaneously face work and family demands.

3.1.1 Sampling Techniques and Participants

Participants in this study were selected using Purposive Sampling. The study population consisted of working wives (female breadwinners) who were factory workers in Cangkuang Wetan Village, Dayeuhkolot District, Bandung Regency. The number of respondents in this study was 60. All participants met the inclusion criteria, namely: (1) aged 25–40 years, (2) had at least one child, and (3) had been married for at least two years. All respondents participated voluntarily by filling out the research questionnaire. This technique was chosen to ensure the data obtained truly reflected the subjects' characteristics, in line with the study's focus.

3.2 Instruments and Data Analysis Techniques

Research data were collected using structured psychological questionnaires developed based on relevant theories. Dual role conflict was measured using a scale based on the concepts of Greenhaus and Beutell (2009) in [Cahyadi \(2023\)](#), which included three main aspects: time-based conflict, strain-based conflict, and behavior-based conflict. This scale was used to measure the level of incompatibility between the demands of work roles and family roles experienced by respondents.

Self-adjustment was measured using a scale developed based on Schneider's 1964 concept [Amelia & Astuti, 2023](#), which includes adaptation, conformity, mastery, and individual

variation. This scale aims to measure respondents' ability to balance work and family demands. Stress coping was measured using a scale based on the concepts of Lazarus and Folkman (1984) in [Frydenberg \(2018\)](#), which includes two main strategies: problem-focused coping and emotion-focused coping. This scale was used to identify the strategies respondents used to face and manage stress arising from dual-role demands.

All instruments used a Likert scale format with four response options. Validity testing was conducted using Pearson's Product-Moment correlation, with results indicating that all items had significant correlation coefficients at the 0.05 level, thereby confirming validity. Reliability tests were conducted using Cronbach's Alpha coefficient. A variable is considered reliable if its Cronbach's alpha coefficient exceeds 0.60 ([Pratama & Saputro, 2024](#)). All scales in this study showed reliability values above 0.70.

The first stage of data analysis uses descriptive statistics. Next, classical assumptions are used, including normality tests based on the Kolmogorov–Smirnov statistic and linearity tests based on analysis of variance (ANOVA). After that, when the data meet the assumptions, regression analysis is used to test the relationships between dual role conflict and self-adjustment, both partially and simultaneously, at the 0.05 significance level.

4. Result and Discussions

4.1 Result

This section presents the study's main findings and interprets the results based on the collected data. These findings provide an overview of the psychological state of factory workers' wives as they juggle their dual roles.

Table 2. Overview of Research Subjects

Description	Number (N)	Percentage (%)
Respondent Age		
25-30 years old	27	45%
31-35 years old	19	31.7%
36-40 years old	14	23.3%
Total	60	100%
Child Age		
0-5 years old	36	60%
6-10 years old	12	20%
11-15 years old	12	20%
Total	60	100%
Marriage Age		
2-5 years old	28	46.7%
6-10 years old	18	30%
Over 10 years old	14	23.3%
Total	60	100%

The research sample consisted of 60 mothers who worked as factory workers in Cangkuang Wetan Village, Dayeuhkolot District, Bandung Regency. The majority of respondents were aged 25–30 years, had children aged 0–5 years, and had been married for 2–5 years. These conditions indicate that most respondents were in a phase of life with relatively high dual-role demands, which could affect their adjustment and stress-coping strategies.

Table 3. Descriptive Statistics

Variable	Mean	Std. Deviation	Minimum	Maximum
Dual Role Conflict	70.5167	8.91103	39.00	96.00
Self-Adjustment	40.0333	6.34320	27.00	56.00
Stress Coping	45.6167	5.84573	32.00	57.00

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Table 4. Distribution of Dual Role Conflict Categories

Category	Frequency (N)	Percentage
High	36	60%
Low	24	40%
Total	60	100%

Most respondents were categorized as having a high level of dual role conflict. A total of 36 respondents (60%) were in the high dual role conflict category, while 24 respondents (40%) were in the low category. These findings indicate that the majority of respondents face considerable role demands in carrying out their roles as wives and workers.

Table 5. Distribution of Self-Adjustment Categories

Category	Frequency (N)	Percentage
High	30	50%
Low	30	50%
Total	60	100%

These distribution results indicate that respondents' levels of self-adjustment are moderately distributed. There are 30 respondents (50%) in each of the high and low self-adjustment categories. This condition indicates that the respondents have varying abilities to adjust themselves to the demands of dual roles.

Table 6. Distribution of Stress Coping Categories

Category	Frequency (N)	Percentage
High	31	51.6%
Low	29	48.3%
Total	60	100%

Most respondents showed a tendency toward high levels of stress coping. A total of 31 respondents (51.6%) were in the high category, while 29 respondents (48.3%) were in the low category. These findings indicate that respondents tended to use stress-coping strategies to deal with the pressures of dual roles, although the differences were relatively small.

Table 7. Model Summary of Multiple Regression

Models	R	R Square	Adjusted R ²	S.E. of the Estimate
1	.718a	.516	.499	4.13940

Dual Role Conflict (X1)

The R-squared value is 0.516, indicating that 51.6% of the variation in stress coping can be explained by dual role conflict and self-adjustment simultaneously. This finding shows that both independent variables make a significant contribution to explaining stress coping among factory workers' wives.

Table 8. ANOVA for Regression Model

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1039.509	2	519.754	30.334	<.001 ^b
	Residual	976.675	57	17.135		
	Total	2016.183	59			

Dependent Variable: Stress Coping (Y)

Predictors: (Constant), Self-Adjustment (X2), Dual Role Conflict (X1)

The simultaneous regression model shows significant results, which means that Dual Role Conflict and Self-Adjustment have a significant effect on Stress Coping.

Table 9. Regression Coefficients

	B	Std. Error	Beta	t	Sig.
(Constant)	15.286	4.980		3.069	.003
Dual Role Conflict (X1)	.071	.062	.108	1.147	.256
Self-Adjustment (X2)	.632	.087	.686	7.257	<.001

Dependent Variable: Stress coping (Y)

The t-value for the Dual Role Conflict variable is 1.147 with a significance level of 0.256. Because the calculated t-value is smaller than the table t-value and the significance value is greater than 0.05, it can be concluded that Dual Role Conflict does not have a significant partial effect on stress coping.

Then, the t-value for the Self-Adjustment variable is 7.257 with a significance level of < 0.001, so Self-Adjustment is significant for Stress Coping. This shows that the better the respondents' self-adjustment abilities, the more effective their stress-coping strategies.

4.2 Discussion

These results indicate that although dual role conflict is experienced by most respondents, its presence does not directly determine how individuals cope with stress. In this study, dual role conflict functions more as a trigger for stress than as a major determinant of coping quality. This supports the view of Greenhaus and Beutell 1985, in [Sirgy \(2022\)](#) that dual role conflict increases the potential for stress, but its impact is highly dependent on the individual's internal psychological resources. In other words, individuals with adequate coping skills can still manage stress effectively even in situations of high role conflict.

Furthermore, the study's results confirm that self-adjustment plays an important role in determining the stress-coping abilities of working mothers who are factory workers. Based on the regression results, self-adjustment was found to have a significant partial effect on stress coping. These findings indicate that an individual's ability to adjust to environmental demands plays a more dominant role than the magnitude of role conflict in forming effective stress-coping strategies.

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Theoretically, Schneider 1964, in [Amalia & Astuti, 2023](#) explains that self-adjustment is an internal psychological process that allows individuals to control their needs, tensions, and internal conflicts in order to achieve a balance between self-demands and environmental demands. In the context of working mothers, self-adjustment is an important asset for managing dual-role pressures adaptively. Mothers with good self-adjustment tend to be able to regulate their emotions, prioritize roles, and use more effective problem-solving strategies in dealing with stress. These findings are in line with [Sinha \(2017\)](#) research, which states that women with dual roles and good self-adjustment abilities are better able to maintain psychological stability even under high role pressure.

The results of simultaneous analysis show that dual role conflict and self-adjustment together have a significant effect on stress coping mechanisms, with a coefficient of determination (R^2) of 0.516. This indicates that 51.6% of the variation in stress-coping mechanisms is explained by these two factors, with the remaining variation accounted for by other variables not included in the research model. These findings indicate that stress coping arises from the interaction between external demands, represented by dual role conflict, and internal resources, particularly an individual's ability to adapt. Adaptation functions as a protective mechanism that allows individuals to reduce the negative psychological impact of dual role conflict.

The results of this study are consistent with previous research conducted by [Puteri, Anwar, and Irdianti \(2024\)](#), which shows that self-adjustment plays an important role in helping working mothers cope with pressure and stress. In this study, self-adjustment was found to have a significant effect on stress coping, whereas dual role conflict did not show a significant partial effect, indicating that stress coping effectiveness is strongly influenced by an individual's ability to adapt.

In practical terms, this study highlights the importance of developing adaptive skills among working mothers to support more effective stress coping. Interventions that focus on developing adaptation skills, emotion management, and role planning can help working mothers balance work and family demands. In addition, efforts to manage dual role conflicts need to be directed not only at reducing conflict but also at strengthening internal psychological resources so that individuals can deal with pressure in a more adaptive manner.

5. Conclusion

This study shows that dual-role conflict is a common experience among working mothers who are factory workers; however, it does not have a significant direct effect on stress-coping abilities. Mothers who experience high levels of dual role conflict do not automatically demonstrate poor stress coping abilities. These findings suggest that dual role conflict primarily functions as a source of external pressure rather than a direct determinant of how individuals cope with the stress they face.

On the other hand, self-adjustment plays an important role in shaping stress coping abilities. Working mothers with strong self-regulation tend to manage their emotions, prioritize between work and family roles, and use more effective problem-solving strategies to cope with dual-role pressures. Self-adjustment helps individuals maintain psychological balance and adapt to complex role demands.

Overall, dual role conflict and self-adjustment are psychological factors related to stress coping in working mothers. The presence of self-adjustment abilities as internal psychological resources helps individuals deal with dual role pressures more adaptively. Therefore, efforts to

improve stress-coping abilities among working mothers should not only focus on reducing dual-role conflict but also on strengthening self-regulation.

It is recommended that relevant parties develop intervention programs that integrate role conflict management and self-adjustment strengthening. Creating a supportive work environment and paying attention to work-family role balance are also important steps to help working mothers improve their stress coping abilities and maintain their psychological well-being.

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