



Generation Z Women's Attitudes Towards Women's Dual Role Decisions

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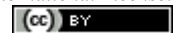
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Abstract

Mature this , increasingly Lots woman educated and open opportunity for they participate in various sector . With thus , the more Lots woman decide For play a role double . Although role double can done woman or man , will but term the tend associated For women who have Marry as well as operate activities in the realm domestic and public . However , the decision For play a role bring up challenge separate research This important For done Because undergo role double is not easy things for women , especially when must face difficulty in balance between the main answer work and family . Imbalance This can cause various problem such as : conflict , tension psychological , *burnout* , which ultimately influence flexibility work . Research This aim For explore attitude Gen Z women towards decision role double woman . Writer use approach qualitative descriptive with technique *convenience sampling* . Researchers This involving five participants woman from Generation Z aged 20-26 years who have understanding about role double . Research results show generally woman Generation Z supports role double woman with motivation main in the form of achievement independence financial , fulfillment actualization self , and improvement mark yourself in society . However , they realize existence challenges , such as balance role , pressure psychological , and potential conflict between work and life . Factors that influence formation attitude This covering awareness individual , orientation goals , and influence from family , friends and social media . With That's how Gen Z women see it role double as choices that require strategy, such as management effective time and strong support especially from partner For reach balance career and life personal .

Keywords : Generation Z , attitudes , roles doubles , women , balance work and life .

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1. Introduction

Mature this , increasingly Lots educated women as well as accompanied with openness opportunity for they participate in various sector , so that role woman No only limited to the realm domestic [1]. Based on BPS data (2024) noted that level participation force Work woman reach around 53.41% in 2022 and 54.52% in 2023 [2]. This figure show improvement involvement woman in sector employment .

In the beginning , the role woman dominated by responsibility answer in realm domestic , such as operate function as wife , mother and management House stairs . In addition , often woman positioned in function reproduction [3]. However , changes view social in public happen transition role woman playing two roles that is domestic and public [3], [4]. Some of the community the more accept that woman entitled For chase career [4]. When this , woman do role double

in the field domestic and public [5]. Of course with play a role double make woman do Lots challenge simultaneously with role main in the realm domestic [5].

Motivation that drives woman For work , namely : First , independence financial . Working allows woman For own control on finances and reduce dependence financial in couples [6]. More furthermore , work is also seen as as an anticipatory strategy for women still can fulfil his needs If something moment No together Again with his partner [7]. Second , actualization self . can provide a sense of satisfaction personal can help finance husband pay need [8]. Third , the socialization process that is undertaken . Some women get planting values and expectations from parents about importance woman For work [7].

With thus , the more Lots woman who decides For undergo role double . Although role double can done by men or women , will but term the tend identical with

women . Women are faced with For fulfil demands between work and family , if No can fulfil obligation the can trigger stress to *anxiety* [9] . The burden of mutual roles touch This potential cause conflict , for example demands work in do *deadlines* and demands not quite enough answer look after child or couples [5] , [9] . Generally that work that has been achieved by women obtained with business that does not easy , so a number of woman reluctant leave his career , will but they also feel obliged as a wife and mother in not quite enough answer domestic [10] .

Dual role woman naturally can influence life personal they , even Can just difficulty in manage work with life family [1 1] . Moreover Again drain time as well as energy [5] . Inability in arrange between work with life family can cause various problems , such as conflict , tension psychological (*ambivalent*) , *burnout* , which in the end influence flexibility work [1 2] , [1 3] . Although face various difficulties , women still expected capable balance between work and life personal (*work life balance*) with arrange time in a way effective For self alone , family as well as environment social [1 4] .

In the modern era today this is what is marked with progress rapidly knowledge knowledge and technology erode the boundaries that distinguish role men and women in the world of work . Most of previous job considered as domination man now can carried out by women [1 5] . Change This driven by the progress of the demanding times humans in competition strict as well as push For develop ability adapt , think creative [1 6] .

Progress knowledge knowledge and technology No only open equal opportunities for men and women , but also brings significant changes in patterns think generation young . Nowadays , the generation young people who dominate the world of work is Generation Z or Gen Z, namely those who were born between 1997 and 2012. Based on IDN Research Institute report (2023), Gen Z makes up 27.94% of Indonesia's total population or approximately 74.93 million people [1 7] .

Gen Z, as digital era products , showing ability outside normal in utilise technology at a time bring paradigm newer inclusive to diversity , including in issues gender equality [1 8] . In general, Gen Z is compared with generation others , tend to more open to diversity and more individuality [1 9] . This strengthened with findings that Gen Z expects policy real diversity and inclusion in the workplace work , which is significant influence decision they For endure or leave organization [20] . In other words, for generation this place inclusive

work No only interesting , but also appropriate with the values they adhere to .

along with development said , now the more there are also many women who decide For work . This is naturally signifies one of progress going to gender equality [1 8] . Based on presentation this , the author formulate problem related How attitude woman generation Z towards decision role double women . In overall , goal from study This is use understand How attitude woman generation Z towards decision role double woman .

2. Methodology Study

Study This use approach qualitative descriptive with technique *convenience sampling*. Researchers determine the five selected participants based on criteria , namely : (1) participants must is Gen Z women born between 1995 to 2012 or own range aged 18-26 years [21] ; (2) participants must understand draft role double woman , good as individuals who run role double or as party with relevant knowledge related issue this , like researchers who focus on gender issues .

Researchers spread information study through social media *Instagram* . If the participant fulfil criteria and willing fill in *informed consent*, participants continue to the interview process . Interview done in a way deep For dig information related topic study in a way more comprehensive . Instrument main in study This in the form of guide semi- structured interviews , with focus on how attitude woman generation Z towards decision role double . Interview process ongoing with duration 45-60 minutes through *zoom* and stare advance in a way live . Interview recorded in audio form and transcribed verbatim . The data has been obtained analyzed use method analysis thematic .

3. Results and Discussion

Researchers get five participants woman from Gen Z, from fifth participants the three among them operate Already married and run role double woman while the other two Not yet Marry will but operate role double woman due to condition his family and often involved study related with gender so that own information with study This.

Table 1. Demographic Data Participants

Characteristics	S1	S2	S3	S4	S5
Age (years)	26	24	24	24	24
Status	M	M	M	BM	M
Work	N	S	N	N	S

Information :

M = Married

N = Country

BM = Not Married

S = Private

Analysis results interview served in Table 2 below This . Table 2 illustrates themes obtained from results interview in three theme : Attitude woman to decision play a role double , formation attitude , and weighing decisions that have been made chosen .

Table 2. Findings Gen Z Women's Attitudes Toward Women's Decisions to Play Dual Roles

Theme	Sub-Theme	Keyword
1. Knowledge role double woman	A. Information role double	1. Understand draft role double 2. Complexity role double
	B. Opinion role double	1. Like 2. Cool 3. Normal just
	A. Environmental norms	1. Family 2. Friend
	B. Awareness individual	1. Seeing and listening from environment around 2. See from social media
2. Formation attitude	C. Orientation objective	Internal Factors 1. <i>Money oriented</i> 2. Actualization self 3. Knowledge for woman 4. Break stereotypes negative woman
		External Factors 1. Openness opportunity Work woman 2. The role of women in development nation .
3. Impact and expectations from role double woman	A. Expectation	Regret decision become Mother House household (housewife) 1. Limit interaction social 2. Women play a role double tend experience 3. Women play a role double tend more strong 4. Women play a role double tend more critical
		5. Women have education tall No Work 6. Not taking advantage of ability
		Regret woman play a role double 1. One of role tend No done optimally 2. Tend less than optimal attention family
		Support role Women's Doubles

Theme	Sub-Theme	Keyword
		1. Demands environment around For Work 2. Forming a mentality for Ready face various situation 3. Increasing the value of women 4. Women are more valued Burdened operate role double 1. Feel tired 2. Confusion when find matter new 3. Feel alone 4. Ca n't balance between family and work . 5. Burdened because of the closest people Not burdened with role double 1. Dual role is choice 2. Men must Work The same do task domestic Mental Health Impact 1. <i>Insecure</i> 2. <i>Distress</i> Self 1. Women have rights in the realm public 2. <i>High value women</i> 3. Woman out from downturn as well as lack of freedom career 4. Independent 5. Future investment , risk divorce 6. Not considered adjacent eye Others 1. Repaying parents 2. No distinction between woman play a role double with No 3. Expect attitude cooperative man

Theme 1: Knowledge about role double

On the theme first , the author describe about knowledge about role double women . Most of them participants carry out role double , so that own information about role double women . In cognitive , participant tend prioritize knowledge , information , facts , and beliefs related object [22] . This is reflected from attitude those who vary start from choose No operate role double until take role more from one , good in realm domestic and public . Statement This strengthened by understanding participants who have own knowledge related draft role double :

"Okay, sis okay, euu I know role double woman That as euu a woman who has two roles or his role That double that is woman That euu Formerly That right known euu only as euu women who work in the field domestic just, well but in this day and age This woman That or woman That No only play a role in the realm domestic just But he can too play a role outside euu realm domestic." (S4)

Component cognitive covers knowledge possessed by individuals related with object his attitude [23]. Generation Z realizes that operate play a role double is A choice and belief that women who play a role double can manage time they with Good through compiler scale priority, so that can responsible answer on decisions taken.

In addition, participants put forward information about role double women who are considered No easy so that participants doubtful ability women who choose operate role double For balance time in a way effective:

"Even though I'm pro, yes pro women play a role double But me neither close possibility No everyone can balance time for example if I Can here balance, but right Not yet of course other people. So it depends on the principle or level management the time of each woman who plays a role double times yeah that." (S1).

Next, participants put forward opinion about role double woman. Attitude from participants about decision woman For undergo role double which is related affective with emotional [23]. Components affective looks from statement a number of participants related decision woman in undergo role double that is feelings characterized by feelings Like or No like, and a feeling of joy with No happy. This is reflected in expression pride and joy when woman given freedom For career while still operate role nature they, as well as reception role double as something that has been common in society:

"Because most of them working women like that majority like that yeah, so Already common thing here." (S3).

Theme 2: Formation attitude

Second theme explain about formation attitude about Generation Z towards role double women. On the theme former attitude this, the author share it to in a number of sub-themes, namely: environmental norms, awareness individual, and orientation related goals with subtheme first, namely environmental norms, attitudes Generation Z towards role double woman influenced by family and friends closest. Influence This proven through questions given by participants:

"Around me, indeed always operate role double from Older brother brother-in-law do role double eh run role double, from Mother operate role double, from brothers closest do role double, friends everyone also does role double." (S1).

Therefore that, behavior individual tend imitating others, especially if the person own significant influence towards him. One of them source main formation attitude social at the stage beginning life is family. Individual often study opposing values from various parties, and in a situation in which an individual operate role double, they make an effort prevent conflict.

Next, on the sub-theme the second one that discusses awareness individual. Learning theory explain that attitude studied with similar way with formation habits. Likewise, when individual accept information and facts, they also learn emotions and associated values with fact As a result, the basic process learning can implemented in formation attitude. In the context This is Gen Z's attitude towards role double woman influenced by the observations and interactions of others, as well as exposure from social media,

"Euhhh, I realized yeah besides Because I feel alone, I also often see euhhh what about people yeah walking life they with existence role double That alone. Then I also saw from social media, and there are also many why are people sharing about life they like that Where they also show like that what they uhhh do like that from role double That alone." (S5).

Next on the sub-theme third, namely orientation goals. Attitude Generation Z tends to support woman role double, because individual feel satisfied with the decision he made. As a result they get confirmation with make the same decision in the future. Related with matter here, there is internal and external factors that influence individual in the process of taking decisions. Internal factors include covering material orientation (money oriented) and actualization self. Besides, the woman took it role double get knowledge, able brush off stereotypes about weakness women, and prove that woman is strong and capable individuals carry out various role. While that, factor external strengthening decision For operate role double covers need participation woman in the labor market Work as well as role important woman in support transformation nation.

Theme 3: Impact and expectations from role double woman

third theme explain impact and expectations from role double women. On the theme This shared into two sub-

themes , namely mark consequence certain and expectations . Subtheme First that is mark consequence certain , revealing that Generation Z considers impact from decisions taken , such as in matter look at decision woman For become Mother House household (IRT). Their reasons Enough diverse , one of them is assumption that decision the can limit interaction social women , especially If room his movements become limited only with become Mother House stairs . On the other hand , women undergo role double considered own more experience wider , more tough , and more critical . This is in line with view that when behavior give profitable results , then will return done [23] .

In addition , some participants also tend to regret if a women who choose become become Mother House household (IRT) has higher education , so felt potential and abilities that he has considered not optimal. Development self for woman viewed important , so that decision become Mother House ladder often considered as waste potential . Views this is the basis assumption that generation Z sometimes feel object to decision women who have role the .

Generation Z tends to support role double for women , who are encouraged by some factors , such as demands For work , formation more mentality Ready face various situation , as well as improvement mark self that makes woman more valued ,

" Hmmm , it's different yeah , when I meet candidate parents in law before I Marry moment I still look for new job really graduated from studying yeah , they there cake indifferent like that oh , then like a curt tone like that often say " hurry up " got Work yeah neng , wide oh school " It's not used high up " . Well then yeah after I got work when playing to House husband I they warm very his treatment different very The same used to be frequent ignore I . " (S2).

However , Generation Z realizes that undergo role double own risks , including : One role Possible No executed optimally and attentively to family tend decreased . Therefore that , this approach more assume that when individual make decision , they will try maximize mark from various things to expect [23] . In general , attitude Generation Z is good and tolerant and support role double women , have consider various aspect as well as consequence from decision taken . Face situation this , they realize existence burden from role double , such as fatigue , confusion in face matter new , feeling loneliness , helplessness balance not quite enough answer between family and work , even pressure addition from those closest to you who are lacking understand position woman with role double . Therefore early , necessary wisdom so that the role double No become burden , including : role double is A

the choice that must be made faced with readiness to the consequences , and men should also participate participate in work House ladder :

" For men are also expected like that right For more understand Again about euu woman This like that can and must always support Hey ladies This or his partner lah specifically like that right euu and men men should also aware like that right that euu work domestic That No only work woman but also become part from work man like that right So We must more aware like that to gender equality . " (S4).

In a way In general , Generation Z thinks that inability For reach balance between work and life family can impact significant to his psychology , such as emergence feeling No insecure compared to with other individuals being assessed own quality a better life good , and experience condition marked *distress* with fatigue , change atmosphere heart (*mood swing*) , feelings depressed , decreased lust eating , decreasing quality sleep , lack of time For self alone , until emergence symptom *baby blues* . Phenomenon This show that attitude individual play a role in interpret and give meaning role the double he carries as well as influence consequence from every decisions taken .

Furthermore , regarding subtheme second about expectations , Generation Z has hope certain , good to self Alone and towards others, who appear consequence role double . First , the expectations that come from from self Alone is the desire for women own right For participate in a way active in the realm public , so that can become a *high value female* figure who is capable go out from condition helplessness , improve condition socio-economic , and obtain freedom in career . With thus woman can reach independence , recognized his abilities , as well as own investment long term that can anticipate risk future divorce ;

"Well, if for example We as a woman here , for example already married but we also remain career , but also not work No beyond his career hours husband , yes That according to I going to be become What yes investment lah yes It means his investment there God forbid if House the stairs No walk with fluent must divorced yes separate middle road " (S1).

On the other hand , the decision For take role double often taken to fulfill expectation social , including : replying good to parents , avoid discrimination between women who run role double with those who don't , and prevent occurrence competition No Healthy between fellow woman . Apart from that , women run it role double also expect existence attitude cooperative from party man such as : no act arbitrary to women , support decisions taken women , realize that work domestic No

solely not quite enough answer woman but also men , and so that husbands can more love and understand woman .

4. Conclusion

Based on results research , there are three theme main , namely knowledge about role double women , formation attitudes and impacts as well as hope from role double women . In cognitively , Gen Z has knowledge about role double woman , good in realm domestic and public . Attitude the reflected in options : Understand draft role double women and hardship operate role double women . In affective , attitude This shown in a sense of pride and acceptance that woman can career while operate role domestic . Factor affecting formation attitude This covering awareness individual , orientation goals , and influence from family , friends and social media . Impact from role double covering more Lots experience , more strong , and more critical . In addition , they own expectation to self themselves and others. Personally , women hope can contribute in realm public For reach independence and going out from limitations career . On the other hand , in social decision For play a role doubles are also driven by the expectations of others, such as For repay good to parents as well as avoid treatment between women who play a role double and not , or even avoid competition between woman . Women also expect support from men , especially in distribution task domestic as well as partner can more love and understand .

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