



Maternal Work Motivation, Work–Family Balance, and Family Subjective Well-Being

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Abstract

The participation of women, particularly mothers, in the workforce has continued to increase, bringing various challenges in balancing work demands and family responsibilities, which may affect family well-being. This study aimed to analyze the effects of maternal work motivation and work–family balance on family well-being and to examine their implications for children’s educational development. The study employed a quantitative approach with a cross-sectional design using a survey method conducted across Indonesia. Data were collected through a survey method involving families with working mothers who had preschool- and school-aged children. The respondents were mothers, and the study covered several regions in Indonesia. A total of 108 families participated in this study. Data were analyzed using descriptive statistics and Structural Equation Modeling (SEM). The results indicated that maternal work motivation, work–family balance, and family well-being were generally at a moderate level (57.4%). Economic motivation was identified as the dominant reason for mothers to engage in paid work. The SEM analysis revealed that work–family balance had a significant positive direct effect on family well-being. In addition, maternal work motivation had a positive effect (with coefficient 0.577) on both work–family balance (with coefficient 0.479) and family well-being. These findings highlight the importance of maternal work motivation and balanced role management in promoting family well-being among working-mother families. One implication of this research is that working mothers can continue to play an active role in their children’s educational development while effectively maintaining a conducive learning environment at home, thereby contributing significantly to the implementation of education within the family.

Keywords: Education, Family Well-being, Work-Family Balance, Work Motivation, Working Mother.

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INTRODUCTION

While women's overall participation in labour market is low, their participation in skilled jobs is higher than men in many Asia-Pacific countries, implying that providing skills could enhance women's labour force participation. Across Asia and the Pacific, women are often in more skilled jobs than their male counterparts in 25 out of 39 countries [1]. The increase in women's participation in the workforce is a global phenomenon that is also occurring in Indonesia. Data from the Central Statistics Agency (BPS) shows that the number of women in the Indonesian workforce continues to increase annually, from 53.13 percent in 2020 to 56.42 percent in 2024 [2]. This trend reflects changes in women's social roles and family values, with mothers acting not only as caregivers and managers of family resources but also as contributors to the family economy.

The increase in women's participation in the workforce is influenced by several factors, such as education level, family economic needs, career demands, and women's desire for self-actualization and financial independence [3,4]. Mothers' involvement in the workforce is inseparable from the complexity of their roles, namely as professional workers and as wives and mothers within the family. Mothers with dual roles often face challenges in dividing these roles due to the difficulty of allocating time between them [5]. Article 153 paragraph (1) letter e of the Job Creation Law Number 11 of 2020 states that employers are prohibited from terminating female workers who are pregnant, give birth, have a miscarriage, or are breastfeeding their children [6].

The double burden of mothers can cause stress, especially for mothers who have children under 10 years old because at this time the child is in a developmental phase and requires intensive emotional, social, and academic support [7]. Working mothers have limited time, preventing them from optimally participating in parenting, which can impact their child's development [8]. A mother's physical and emotional absence from the parenting process can weaken the mother-child bond and hinder the child's social development [9]. Furthermore, maternal fatigue due to work poses a risk of neglecting children's needs, necessitating special attention to stress and time management [10].

A mother's decision to work is influenced not only by economic factors but also by various other factors such as personal achievement, family background, and the psychological need to feel productive and empowered [11, 12]. A mother's motivation to work is a crucial aspect that determines how she interprets and carries out this dual role. Without an adequate strategy, this dual role has the potential to create conflict between work demands and family needs, which can lead to disharmony within the family due to a lack of time together [13]. Therefore, to minimize various problems without sacrificing one or the other, mothers need to pay attention to time management by balancing work and family demands [14].

The balance between work and family is ideal condition of mothers for functioning in a way effective and satisfying in both roles. An imbalance between work and family can trigger tension, conflict, stress, and emotional distress that impact the quality of life of mothers and their families [15]. Negative from conflict role can in the form of emotional exhaustion, guilt, and decreased job satisfaction and family well-being [16]. Motivation for mothers who continue work although currently parenting child includes: factors economics,

hobbies, and development self condition. This contains benefits and risks that must be faced by mothers working [17]. There are influence work mother to use time quality together children. It was also found that mother who works outside House own chance more a little for own time quality together child compared to with working mothers in house [18].

A study by Faggidae et al. [19] confirmed that productivity is highly dependent on well-managed work–family balance through holistic, adaptive policies and supportive social environments. Additional pressures arising from caregiving responsibilities, particularly for children with special needs, require adequate support systems to prevent declines in productivity, highlighting the importance of managing role conflict and emotional fatigue. Meanwhile, Handayani et al. [20] identified six factors influencing work–family balance, originating from both internal and external sources. Internal factors include commitment, role understanding, and individual characteristics, whereas external factors encompass social support from spouses, family, supervisors, and colleagues, as well as the presence of children and work autonomy.

A study by Putri and Satrya [21] shows that mothers continue to bear a larger share of parenting responsibilities and experience greater social pressure than fathers when balancing work, study, and family roles. Furthermore, the study emphasizes the importance of support systems (family, employers, and universities) in helping individuals achieve work–study–family balance. It also indicates that individuals' perceptions of success in achieving such balance are not solely determined by their level of self-efficacy. No significant gender differences were found in perceived balance across work, study, and family domains.

Research findings also indicate that when work–life balance is low, working mothers' well-being and work involvement are negatively affected [22]. Improvements in the personal life dimension of work–life balance are significantly and positively associated with all dimensions of well-being. Moreover, the impact of work on family tends to be greater than the impact of family on work. Based on these findings, researchers recommend that organizations provide training in effective time management, stress management, and burnout prevention to support working mothers [23].

Furthermore, Gridiron [24] found no significant relationship between locus of control and work–life balance. However, perceived social support was significantly associated with and predictive of work–life balance. This study is particularly relevant for employers, program developers, and mental health professionals in their efforts to support working mothers in achieving work–life balance. The broader social implications include increasing awareness of work–life balance, reducing mental health risks associated with imbalance, and minimizing job dissatisfaction, absenteeism, and social isolation, while normalizing the experiences of working mothers.

Although extensive research has examined working mothers, work–family balance, and family well-being, few studies have explicitly integrated work motivation as an antecedent influencing work–family balance and, subsequently, family well-being. Therefore, this study aims to: (1) analyze family characteristics, maternal work motivation, work–family balance, and family well-being; (2) examine the effects of family characteristics, maternal work motivation, and work–family balance on family well-being;

and (3) analyze the role of working mothers in children's educational development and its implications for the family learning environment.

METHODS

This study employed a quantitative approach with a cross-sectional design using a survey method conducted across Indonesia. The cross-sectional design was chosen to achieve the research objectives in line with the research area which covers a fairly wide area and represents the existing situation. The sample consisted of families with working mothers who had preschool- and school-aged children. The study involved 108 working mothers from 11 provinces, including Banten, Jakarta, West Java, Central Java, East Java, North Sulawesi, North Sumatra, West Sumatra, South Sumatra, Jambi, and Lampung. Data collection was carried out between September and October 2025. Data collection is carried out online using Google Forms so that the data collection process can be carried out optimally according to the time available. Respondents were selected randomly for those who were willing to answer the questionnaire provided.

The data collected included family characteristics (age, education, occupation, income, number of children, children's age, and working hours), maternal work motivation, work-family balance, and family well-being. Maternal work motivation was measured using an 8-item questionnaire on a five-point Likert scale (1 = strongly disagree to 5 = strongly agree), with a Cronbach's alpha of 0.681. Work-family balance was assessed using a 6-item scale ($\alpha = 0.856$), while family well-being was measured using an 8-item scale ($\alpha = 0.841$). Before being used for data collection, the data research instrument was calibrated for construct validity and reliability testing so that it met methodological requirements.

The collected data were then processed using *Microsoft Excel*, *SPSS 25 for Windows*, and *Smart PLS 3 software*. Scores for each variable were calculated using an index and categorized into low (≤ 60.00), medium (60.01-80.00), and high (> 80.00). Data analysis included descriptive analysis and *Structural Equation Model* (SEM) analysis to examine the influence between variables.

RESULTS AND DISCUSSION

Results

The study involved 108 families, with 48.1 % living in rural areas and 51.9 % living in urban areas. More than half of the husbands and wives were in the early adulthood category, indicating a productive age. Based on the education level of husbands and wives, more than half had a college education, reflecting the human capital within the family to have better access to jobs and information, although there were still a small number of families whose education was only elementary and junior high school. Based on employment status, all mothers were employed because the study focused on working mothers, while 9.3 % of husbands were unemployed. Most husbands who were employed worked as private employees and entrepreneurs, while most wives were civil servants/civil servants, private employees, and entrepreneurs. Husbands' incomes are higher than wives' incomes, with more than a third of husbands having incomes above Rp 6,000,000.00 with an average husband's income of Rp

5,199,074.00, while more than a quarter of wives have incomes of Rp 3,000,001.00-4,500,000.00 with an average income of Rp 4,452,777.00 (Table 1).

Table 1 Distribution of Samples Based on Age, Education, Occupation, and Family Income

Family Characteristics	Husband		Wife	
	n	%	n	%
Age (years)				
Early adulthood (19-40 years)	54	50.0	74	68.5
Middle adulthood (41-60 years)	53	49.1	34	31.5
Late adulthood (>60 years)	1	0.9	0	0.0
Total	108	100.0	108	100.0
Min-Max	28-69		25-53	
Mean ± Sd (years)	40.6 ± 7.3		37.0 ± 6.3	
Education				
Elementary school/equivalent	2	1.9	3	2.8
Junior high school/equivalent	8	7.4	6	5.6
High school/equivalent	36	33.3	31	28.7
Higher Education (Diploma/Bachelor's/Master's/Doctoral)	63	57.4	68	63.0
Total	108	100.0	108	100.0
Employment Status				
Doesn't work	10	9.3	0	0
Work	98	90.7	108	100.0
Total	108	100.0	108	100.0
Type of work				
ASN/PNS	12	12,2	35	32.4
Teachers/Lecturers/Education Staff	1	1,0	8	7.4
State-Owned Enterprises/Regional- Owned Enterprises Employees	2	2,0	1	0.9
Private sector employee	32	32,7	22	20.4
Businessman	23	23,5	26	24.1
Laborer (Construction/daily/casual)/ ART	10	10,2	7	6.5
Doctor/Midwife/Nurse/Healthcare Worker	0	0,0	3	2.8
Retired	2	2,0	0	0
Other	16	16,3	6	5.6
Total	98	100.0	108	100.0
Income (IDR per month)				
≤ 1,500,000	16	14.8	21	19.4
1,500,001-3,000,000	23	21.3	25	23.1
3,000,001-4,500,000	15	13.9	27	25.0
4,500,000-6,000,000	18	16.7	14	13.0
≥ 6,000,000	36	33.3	21	19.4

Family Characteristics	Husband		Wife	
	n	%	n	%
Total	108	100.0	108	100.0
Min-Max	0-15,000,000		500,000-25,000,000	
Average ± Sd (IDR per month)	5,199,074 ± 3,879,529		4,452,777 ± 3,666,021	

Table 2 presents the distribution of family characteristics, including the number of children, children's age, and maternal working hours. The results show that the majority of families (59.3%) have one to two children, indicating that most households can be categorized as small families. Meanwhile, 37.0% of families have three to four children, and only 3.7% have more than four children. The number of children ranges from one to six, with an average of 2.4 ± 1.0 children per family. In terms of children's age, the average age of preschool children is 3.93 years, while the average age of school-aged children is 9.46 years.

Regarding maternal working hours, more than half of the mothers (53.7%) work ≤ 40 hours per week, indicating that most mothers have working hours within the standard range. However, 24.1% work between 40 and 50 hours per week, and 22.2% work more than 50 hours per week, suggesting that a considerable proportion of mothers experience extended working hours. Overall, maternal working hours range from 10 to 84 hours per week, with an average of 43.6 ± 13.0 hours per week.

Table 2 Distribution of Samples Based Number of Children, Child's Age, and Maternal Working Hours

Family Characteristics	n	%
Number of children		
1-2 children	64	59.3
3-4 children	40	37.0
> 4 children	4	3.7
Total	108	100.0
Min-max	1-6	
Average ± Sd	2.4 ± 1.0	
Child's Age (years)		
Average Age of Preschool Children	3.93	
Average Age of School Children	9.46	
Maternal Working Hours (hours per week)		
≤ 40 hours	58	53.7
40-50 hours	26	24.1
> 50 hours	24	22.2
Total	108	100.0
Min-max	10-84	
Average ± Sd	43.6 ± 13.0	

Based on results analysis maternal work motivation, more from half (57.4%) of mothers have work motivation that can be classified as moderate. Maternal work motivation represents a strong driving force underlying mothers' decisions to participate in paid work.. The most dominant motivating factors for mothers to work are economic factors, followed by self-

actualization factors, and finally psychological factors (Table 3). Although the majority are in the moderate category, this indicates that there is a balance between material and non-material factors that shape motivation mother work. Economic factors emerged as the primary reason, indicating that mothers' contributions are essential for strengthening family financial resilience and improving overall well-being.

Table 3. Distribution Sample Based on Motivation Mother Work

Category	Economy		Self-Actualization		Psychological		Motivation for Working Mothers	
	n	%	n	%	n	%	n	%
Low (≤ 60.00)	15	13.9	27	25.0	58	53.7	19	17.6
Medium (60.01-80.00)	35	32.4	34	31.5	37	34.3	62	57.4
High (> 80.00)	58	53.7	47	43.5	13	12.0	27	25.0
Total	108	100.0	108	100.0	108	100.0	108	100.0
Min-Max	0-100.00		25-100		33.3-100.0		37.5-100.0	
Average \pm Sd	78.8 \pm 21.4		74.5 \pm 17.6		62.5 \pm 14.6		71.1 \pm 12.8	

Table 4 illustrates the distribution of maternal work motivation based on its dimensions and indicators. In the economic dimension, the majority of mothers agree that working is essential to support family needs and improve children's education. Notably, more than half of the respondents (56.0%) strongly agree that they work to provide better education and facilities for their children, with the highest mean score (4.4), indicating that this is the most dominant motivation. Similarly, a large proportion of mothers (44.0% agree and 30.3% strongly agree) report working to earn income to meet family needs (mean = 3.9).

In the self-actualization dimension, mothers demonstrate strong motivation related to personal development. Most respondents agree or strongly agree that they work to develop their skills and abilities (42.2% and 44.0%, respectively; mean = 4.3). Additionally, working to achieve satisfaction and contribute to society is also reported at a moderate to high level (means = 3.8). In contrast, the psychological dimension shows more variation. The motivation to gain recognition or appreciation from others has the lowest mean score (2.6), with the majority of respondents indicating disagreement, suggesting that external recognition is not a primary driver for mothers to work. However, intrinsic motivations remain important, as reflected by high agreement with statements such as working as part of parental responsibility (mean = 3.7) and working because they enjoy their work (mean = 4.2). Overall, these findings indicate that economic and self-actualization factors are the primary drivers of maternal work motivation, while external psychological factors such as recognition play a less significant role.

Table 4. Distribution Sample Based on Indicator of Maternal Work Motivation

Dimensions and Indicators	Percentage (%)					Average
	1	2	3	4	5	
Economy						
Working to earn income to meet family needs	1.8	7.3	16.5	44.0	30.3	3.9

Dimensions and Indicators	Percentage (%)					Average
	1	2	3	4	5	
Working so that children can get better education and facilities	0.9	4.6	7.3	31.2	56.0	4.4
Self-Actualization						
Working to develop my skills and abilities	0	3.7	10.1	42.2	44.0	4.3
Work because you feel satisfied if you can achieve success in your work	0	6.4	29.4	39.4	24.8	3.8
Work to feel useful and contribute to society	1.8	7.3	22.0	43.1	25.7	3.8
Psychological						
Work to get recognition or appreciation from others	10.1	45.0	26.6	13.8	4.6	2.6
Working because I feel it is part of my responsibility as a parent	1.8	14.7	16.5	40.4	26.6	3.7
I work because I enjoy my work	0.9	1.8	12.8	48.6	35.8	4.2

Description: 1= strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly agree

Work-family balance is a mother's ability to manage the demands of work and family simultaneously. The results show that mothers have a relatively good work-family balance, as indicated by half of the mothers (55.6%) having a moderate work-family balance (Table 5). This indicates that mothers are able to respond to the demands of work and family without experiencing significant conflict. However, 22.2 % of mothers still have a low work-family balance (Table 5). This indicates that some mothers are vulnerable to role conflict.

Table 5. Distribution Sample Based on Work-Family Balance

Indicator	Percentage (%)					Average
	1	2	3	4	5	
I can divide my work and family time well	0	6.4	6.4	66.1	21.1	4.0
My work duties do not interfere with my role as a mother.	0.9	10.1	14.7	52.3	22.0	3.8
I feel I have enough time to accompany my preschool/school children.	0.9	17.4	12.8	47.7	21.1	3.7
I don't feel tired easily even though I have to divide my time between work and family.	5.5	20.2	26.6	34.9	12.8	3.3
I am able to balance priorities between work needs and family needs.	0	3.7	11.0	60.6	24.8	4.0
My presence in the family does not decrease even though I work.	0.9	7.3	6.4	56.0	29.4	4.1

A good work-family balance is reflected in mothers' ability to divide their time between work and family well (66.1%), their ability to balance priorities between work and family needs (60.1%), and their presence in the family that does not decrease even though they are working (56.0%). Meanwhile, one-fifth of mothers who have a low work-family balance are easily tired from having to divide their time between work and family (20.2%) and feel they do not have enough time to accompany their children (17.4%) (Table 6).

Table 6. Distribution Sample Based on Indicator of Work-Family Balance

Category	n	%
Low (≤ 60.00)	24	22.2
Medium (60.01-80.00)	60	55.6
High (> 80.00)	24	22.2
Total	108	100.0
Min-Max	16.7-100.0	
Average \pm Sd	70.7 \pm 17.2	

Description: 1= strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly agree

Table 7 presents the distribution of family well-being among the respondents. The results indicate that nearly half of the families (49.1%) fall into the moderate category, suggesting that most families experience an adequate level of well-being. Meanwhile, 34.3% of families are categorized as having high well-being, indicating relatively favorable living conditions. However, 16.7% of families are still classified in the low well-being category, which highlights the presence of vulnerable households that require attention. Overall, family well-being scores range from 37.5 to 100.0, with an average score of 74.3 ± 14.2 , indicating that, on average, family well-being is at a moderate level.

Table 7. Distribution Sample Based on Family Well-being

Category	n	%
Low (≤ 60.00)	18	16.7
Medium (60.01-80.00)	53	49.1
High (> 80.00)	37	34.3
Total	108	100.0
Min-Max	37.5-100.0	
Average \pm Sd	74.3 \pm 14.2	

Table 8 illustrates the distribution of family well-being based on its indicators. Overall, most respondents report positive perceptions across all dimensions, as indicated by the predominance of 'agree' and 'strongly agree' responses. The highest mean score is observed in the indicator 'My children get enough attention and affection' (mean = 4.3), with 49.5% of respondents agreeing and 40.4% strongly agreeing. This finding suggests that, despite their dual roles, working mothers are still able to provide adequate care and emotional support to their children. Similarly, harmonious relationships with partners remain strong (mean = 4.2), indicating that maternal employment does not necessarily disrupt marital relationships.

Indicators related to family resilience also show positive results. More than half of the respondents agree that their families are able to face challenges effectively (54.1% agree; mean = 4.2), and many report satisfaction with their current family life (mean = 4.0). In addition, respondents perceive their family lives as meaningful (mean = 4.0), reflecting a generally

positive evaluation of family functioning. However, slightly lower mean scores are observed in psychological well-being indicators, such as feeling cheerful and enthusiastic (mean = 3.7) and feeling calm and relaxed (mean = 3.6). These findings suggest that although overall family well-being is relatively good, some mothers may still experience emotional strain, possibly due to the demands of balancing work and family roles. Economic stability is also perceived positively (mean = 3.9), with the majority of respondents indicating agreement. Overall, these results indicate that family well-being is generally maintained at a relatively favorable level, although psychological aspects may require further attention.”

Table 8. Distribution Sample Based on Indicator of Family Well-being

Indicator	Percentage (%)					Average
	1	2	3	4	5	
I feel that our family's economic condition is quite stable.	0.9	9.2	10.1	63.3	16.5	3.9
My relationship with my partner remains harmonious even though I work.	0.9	4.6	8.3	49.5	36.7	4.2
My children get enough attention and affection	0	4.6	5.5	49.5	40.4	4.3
I feel satisfied with our current family life.	0	5.5	16.5	46.8	31.2	4.0
I feel our family is able to face challenges well.	0.9	0	12.8	54.1	32.1	4.2
In the last two weeks, I have often felt cheerful and enthusiastic.	1.8	9.2	23.9	48.6	16.5	3.7
In the last two weeks, I have felt calm and relaxed.	1.8	11.9	26.6	48.6	11.0	3.6
In the last two weeks, I feel that our family's life has been full of meaning	0.9	0	19.3	52.3	27.5	4.0

Description: 1= strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly agree

Relationship Test Family Characteristics, Maternal Work Motivation, Balance Work and Family with Family well-being

The correlation test results show that work motivation is significantly positively related to the husband's age, the wife's age, and the wife's income. The older the husband and wife, and the higher the wife's income, the higher the mother's work motivation. Family well-being is positively correlated with the wife's education, meaning that the higher the wife's education, the higher the family well-being (Table 9).

Table 9 Relationship Test Family Characteristics, Motivation Mother Work, Balance Work and Family with Family Well-Being

Characteristics	Mother's Work Motivation	Work and Family Balance	Family well-being
Husband's Age (years)	0.272**	0.043	0.031
Wife's Age (years)	0.310**	0.130	0.020
Husband's Education	0.083	-0.029	0.137

Characteristics	Mother's Work Motivation	Work and Family Balance	Family well-being
Wife's Education	0.099	-0.009	0.256**
Husband's income (Rupiah per month)	0.012	-0.133	0.182
Wife's Income (Rupiah per month)	0.227*	-0.084	0.166
Number of children	0.132	0.055	-0.108
Preschool Age Children	0.006	0.100	0.053
School Age Children	0.142	0.092	-0.020
Mother's Working Hours	0.079	0.014	0.034

Note: *) significant at $p < 0.05$; **) significant at $p < 0.01$

SEM Influence Test of Characteristics Family, Maternal Work Motivation, Balance Work and Family towards Family Well-being

The SEM results indicate that family characteristics (education and income of both spouses) have a significant positive direct effect on maternal work motivation. Higher levels of education and income are associated with stronger work motivation. Furthermore, maternal work motivation has a significant positive effect on work–family balance, indicating that higher motivation contributes to better role management between work and family (Table 10). The indirect effects show that family characteristics influence work–family balance through maternal work motivation. This suggests that higher education and income levels enhance motivation, which in turn improves work–family balance. Additionally, maternal work motivation indirectly affects family well-being through work–family balance (Table 10).

Table 10 Direct, Indirect, and Total Influence of Factors Affecting Family Well-Being

Variables	Direct Influence	Indirect Influence	Total Influence
Characteristics Family → Motivation for Working Mothers	0.268*		0.268*
Characteristics of → Work-Family Balance	-0.174	0.107*	-0.067
Motivation for working mothers → Balance Work and Family	0.399*	-	0.399*
Family Characteristics → Family well-being	0.174*	0.071	0.245*
Motivation for Working Mothers → Family well-being	0.386*	0.191*	0.577*
Work and Family Balance → Family well-being	0.479*	-	0.479*

In total, the biggest influence on family well-being is the mother's work motivation (0.577), while the biggest direct influence on family well-being is work-family balance (0.479).

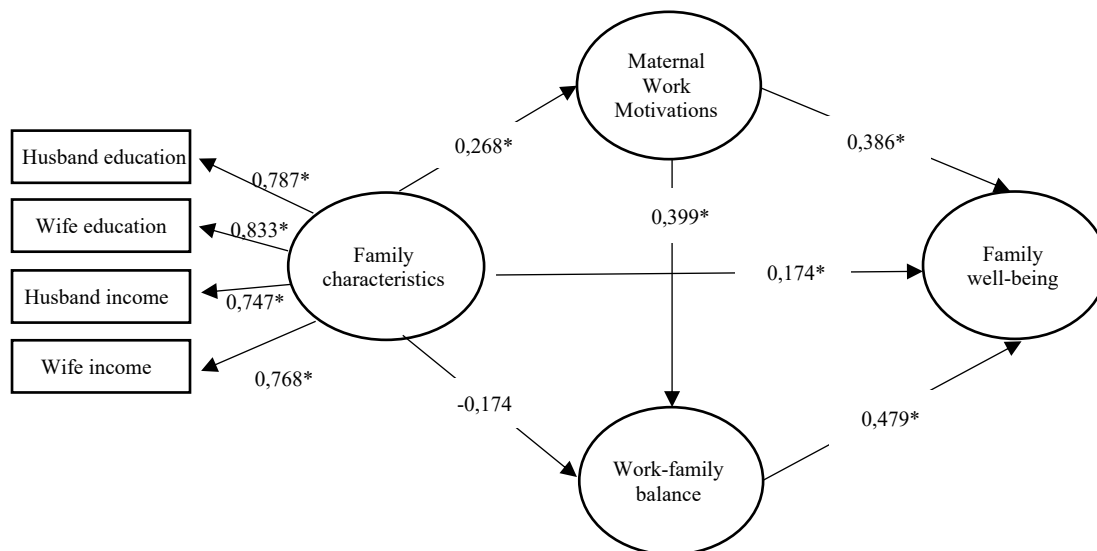


Figure 1 Structural Model Examining the Effects of Family Characteristics, Maternal Work Motivation, and Work–Family Balance on Family Well-Being

Discussion

Research has found that most working mother and husbands are in the early adulthood category. Challenges faced by families in early adulthood include adjusting to finances, employment, managing a household, and raising children [25]. If families are unable to adapt to their married life during this phase, their job and marital stability will be disrupted. Early adulthood families face intense dual conflicts between the demands of career development and parenting children at two different developmental stages (preschool and school-age). These challenges create pressure on work-family balance, financial stability, marital quality, and parental well-being.

Education provides access to better jobs and income. Higher education allows for more decent jobs with higher salaries. This study found that half of families have a college education, indicating that families possess sufficient knowledge. Nearly a third of husbands work as private employees, while wives work as civil servants (ASN/PNS). The average husband's income is above five million rupiah, higher than that of the wife. Family income reflects a family's purchasing power for food and other non-food needs [26]. The average number of children is two, with the average age of preschool children being 3.93 years and school-age children 9.46 years. The average length of time mothers work is 43.6 hours per week. This exceeds the working hours stipulated in Law Number 11 of 2020 concerning Job Creation, which stipulates a 40-hour work week. Excessive working hours for mothers can lead to increased stress, physical and mental health problems, and trigger family conflict [27]

Work motivation is a drive that arises from within oneself or the environment that directs an individual to act and strive to achieve certain goals [28]. The mothers' work motivation in this study was categorized as moderate, with economic factors being the most dominant reason. One of the reasons women decide to work and contribute to the family economy is to meet daily needs and future needs, so women participate in helping to earn a living [29]. In addition

to economic reasons, the need for self-actualization was also found in this study. This is supported by Rosiano, Hardjajani, and Yusuf (2015) who stated that in addition to meeting economic needs, the workplace can be an important forum for women to develop their abilities and build social interactions with others [30].

The work-family balance in this study was categorized as moderate, indicating that mothers were quite good at dividing their time between work and family demands. This reflects effective time management practices. Mothers who can balance work and family experience greater satisfaction in expressing affection within their families [31], which can improve marital happiness [32] and family well-being [33].

Well-being is a condition where various family needs, including material, spiritual, and social needs, are met, enabling the family to function optimally and live a decent life. Research shows that family well-being falls into the moderate category, indicating that most family needs are met. However, some families still need improvement, particularly in psychological aspects. Working mothers who are unable to balance work and family demands are vulnerable to stress, which can trigger family conflict [34].

The results of the correlation test show that the older the husband's age, the older the wife's age, and the more and more tall income wife so motivation mother work will the more high. As women age, responsibilities for family needs, such as living expenses, children's education, and health, increase, motivating mothers to work harder to earn money [35]. Correlation tests also show that the higher a wife's education, the greater the family's well-being. Higher education opens up opportunities for wives to obtain higher-paying and stable jobs to meet family needs [36].

Influence tests show that high levels of education and income of husband and wife influence mothers' work motivation. The higher the education level, the greater the standards or needs set for the family. Therefore, this need for a stable family income can be a primary reason for mothers to continue working [37]. The study also found that mothers' high work motivation improves work-family balance. High motivation is related to clear work goals, both economic and personal, thus encouraging mothers to be more disciplined in time management and set clear boundaries [38].

Family well-being is influenced by the husband and wife's education and income, work motivation, and work-family balance. Education is the key to earning a more decent income. A stable income allows families to meet not only their basic needs but also their development needs [39, 40]. Strong motivation to work provides mothers with a sense of satisfaction and helps stabilize the family's financial situation [41]. Mothers who are able to balance the demands of work and family demonstrate harmony, which is key to creating a prosperous family [33].

Family Education-Related Strategies

A mother's role within the family extends beyond domestic responsibilities to encompass a broader function in educating and guiding children. Mothers play a critical role in shaping children's physical, emotional, social, and intellectual development. Active maternal involvement in children's education, such as assisting with homework, engaging in shared reading, and fostering effective study habits, can enhance children's understanding of academic material and improve their overall learning outcomes [42].

Previous research indicates that working mothers, particularly those with young children, often experience difficulties in managing multiple roles, which may lead to role conflict. To minimize such conflicts and achieve work family balance, mothers adopt various coping strategies, including seeking support from spouses and extended family members, maintaining communication with caregivers, regulating emotions, adopting positive thinking, and establishing boundaries between work and family roles. Additionally, spending time with children can serve as a source of emotional recovery after work and help strengthen parent child relationships [11]. Given that maternal employment contributes to family well-being, it is essential for working mothers to optimize their available time to maintain meaningful interactions with their children and reduce the risk of developmental delays [43].

Furthermore, Ulfah [44] demonstrates that children of working mothers can still achieve positive social development when supported by adequate interactions within the family and school environment. The involvement of extended family members, such as grandparents, has been shown to be effective in supporting childcare and maintaining balance between work and family responsibilities. These findings suggest that work–life balance, combined with strong emotional and social support, plays a crucial role in fostering children’s holistic development.

Parenting practices, particularly those of mothers, also contribute significantly to the development of independence in early childhood. Working mothers often face challenges in fostering independence due to limited time availability. However, research focusing on working mothers specifically teachers in a private school in Surabaya indicates that a combination of authoritarian and democratic parenting styles can support the development of children’s independence [45].

In addition, Ramadhani and Kadarisman (2025) found that, despite constraints in time and energy, most working mothers are able to effectively fulfill family functions through efficient time management and support from family members. Organizational support, particularly through family-friendly workplace policies, also plays a significant role in enabling mothers to balance their dual roles. These findings underscore the importance of both social and institutional support systems in sustaining work–family balance among working mothers [46].

CONCLUSION

The results of this study indicate that maternal work motivation is generally at a moderate level, with economic motivation identified as the primary driving factor, followed by self-actualization and psychological factors. Work–family balance is also categorized as moderate, suggesting that most mothers are able to manage the demands of both work and family roles. Similarly, family well-being is at a moderate level, indicating that families generally experience a relatively satisfactory condition, although a proportion of families still exhibit low levels of well-being that require attention. Correlation analysis reveals that older spouses and higher maternal income are associated with higher levels of maternal work motivation. In addition, family well-being is positively correlated with the wife’s level of education. The results of the structural model further demonstrate that family characteristics, maternal work

motivation, and work–family balance have both direct and indirect effects on family well-being.

One implication of this study is that working mothers can continue to play an active role in their children’s educational development while effectively maintaining a conducive home learning environment, thereby contributing significantly to educational practices within the family. Practically, families are encouraged to promote shared responsibilities and maintain open communication between partners to achieve a more optimal work–family balance. Future research is recommended to explore the relationship between work–family balance and family well-being across different family life cycles. In addition, policymakers are encouraged to support the implementation of family-friendly workplace policies to better accommodate the needs of working mothers.


LIMITATIONS

This section provides a critical reflection on the study's limitations, helping readers assess the scope and limitations of the findings. Limitations can arise from methodological issues such as sample size, data collection instruments, or context-specific variables that limit the generalizability of the results. Authors should also acknowledge temporal and technological limitations, particularly when studying emerging platforms such as social media or AI-based tools, as well as data collection techniques that may combine focus groups and in-depth interviews. Self-reported data, for example, may be susceptible to bias or misinterpretation, while digital analytics may be affected by algorithmic changes beyond the researcher's control. Rather than weakening the research, a well-articulated limitations section strengthens the integrity of the research process. Authors are encouraged to suggest how future research might address these limitations by adopting alternative methods, expanding the population, or exploring comparative studies in other contexts.

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AUTHOR CONTRIBUTION

I.Q.M., as the lead researcher, designed the research concept. O.I.C. and P.J.M. were responsible for designing the methodology, conducting interviews, analyzing data, and drafting the manuscript. I.R.J. and I.P.I. oversaw the research design, refined the analytical framework, and revised the manuscript. All five authors ultimately reviewed and approved the final manuscript.

CONFLICT OF INTEREST

"The authors declare no conflict of interest."

DECLARATION OF USE OF AI IN SCIENTIFIC WRITING

The author used OpenAI's ChatGPT to support language refinement. All content was carefully reviewed and revised by the author, who assumes full responsibility for the final manuscript.

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