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Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

**Author:
Siti Mahmudah
Sadari
Ummah Karimah
Habib Shulton Asnawi**

<https://journal.iaimnumetrolampung.ac.id/index.php/igcj/article/view/3000>

Semester Gazal

TA. 2022/2023



Siti Mahmudah, M.Ag. <sitimahmudah@radenintan.ac.id>

[IGCJ] Submission Acknowledgement

2 messages

Aprezo Pardodi Maba <editorial@igcjournal.com>
AMTo: Siti Mahmudah <sitimahmudah@radenintan.ac.id>

Mon, Jul 14, 2022 at 9:03

Dear Dr. Siti Mahmudah:

Thank you for submitting the manuscript, "JOB STRESS, ROLE EXPECTATION CONFLICT, CO-WORKER SUPPORT, ANDWORK-LIFE BALANCE AMONG MUSLIMAH SCHOLAR: A STUDY IN THE INDONESIAN HISTORICAL WOMEN POLITICAL MOVEMENT MEMBERS" to Islamic Guidance and Counseling Journal (Submission Portal - New!). With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: <https://igcjournal.com/index.php/submissionportal/authorDashboard/submission/121>
Username: simah

If you have any questions, please contact me. Thank you for considering this journal as a venue for your

work. Warm regards,
Aprezo Pardodi Maba

Editorial Team of Islamic Guidance and Counseling Journal
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Accredited [Sinta Rank 1](#) by Ministry of Education and Culture of Republic of Indonesia

Aprezo Pardodi Maba <editorial@igcjournal.com>
AMTo: Siti Mahmudah <sitimahmudah@radenintan.ac.id>

Mon, Jul 14, 2022 at 9:12

Dear Dr. Siti Mahmudah:

Thank you for submitting the manuscript, "JOB STRESS, ROLE EXPECTATION CONFLICT, CO-WORKER SUPPORT, ANDWORK-LIFE BALANCE AMONG MUSLIMAH SCHOLAR: A STUDY IN THE INDONESIAN HISTORICAL WOMEN POLITICAL MOVEMENT MEMBERS" to Islamic Guidance and Counseling Journal (Submission Portal - New!). With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: <https://igcjournal.com/index.php/submissionportal/authorDashboard/submission/123>
Username: simah

If you have any questions, please contact me. Thank you for considering this journal as a venue for your

work. Warm regards,
Aprezo Pardodi Maba

Editorial Team of Islamic Guidance and Counseling Journal
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Siti Mahmudah, M.Ag. <sitimahmudah@radenintan.ac.id>

[IGCJ] Editor Decision

1 message

Aprezo Pardodi Maba <editorial@igcjjournal.com>
PMTo: Siti Mahmudah <sitimahmudah@radenintan.ac.id>

Sat, Okt 24, 2022 at 8:50

Dear Dr. Siti Mahmudah:

We have reached a decision regarding your submission to Islamic Guidance and Counseling Journal (Submission Portal - New!), "JOB STRESS, ROLE EXPECTATION CONFLICT, CO-WORKER SUPPORT, AND WORK-LIFE BALANCE AMONG MUSLIMAH SCHOLAR: A STUDY IN THE INDONESIAN HISTORICAL WOMEN POLITICAL MOVEMENT MEMBERS".

Our decision is **Revisions Required**.

I have attached the comments on your manuscript with the reviewers' suggestions and, where specified, also the editorialoffice's requests.

The original reviewers will re-evaluate the revised version of your manuscript. Resubmission of the revised manuscript, however, does not guarantee its acceptance for publication in the Islamic Guidance and Counseling Journal (SubmissionPortal - New!).

You will have **Four Weeks** to submit your revised version.

I look forward to receiving these corrections so as to ensure a speedy review

process.Kind regards,

Aprezo Pardodi Maba

Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung

aprezopm@gmail.com

Editorial Team of [Islamic Guidance and Counseling Journal](#)

Listed in [Scopus \(Q2\)](#), [Scimago JR \(0.170\)](#) & [DOAJ Seal](#)

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**A-Review.docx**

49K

Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement

Members

Comment [A1]: Overall, the manuscript has been written in a good english and structure.

ABSTRACT

Women ulama or Muslimah scholars are ordinary people who experience role conflicts, problems with co-worker support, and work-life imbalances that cause stress in workplace. There are literatures have examined these issues; however, study in specific community like Muslimah scholars who are Indonesian Women's Ulama Conference members (KUPI) is still limited. This study examines the effect of role conflict, co-worker support, and work-life balance on work stress among Indonesian female Ulama. The author uses a quantitative approach with across-

life (Kelliher et al., 2019). An indicator of achieving work-life balance is when there is no more time to do work than to do non-work or vice versa. Work-life balance in recent decades has shown a negative relationship with stress, where a high work-life balance makes stress low (Jamal, 2007). Several studies on work-life balance have also focused on women, given the increasing interest of women to work outside the home (Roberts, 2007). Meanwhile, these women still have to carry out their household duties, such as caring for children and cleaning the house, so these two tasks make them need balance (Gatrell et al., 2013).

The rationale of the Current Study

Although studies on job stress, role expectation conflict, co-worker support, and work-life balance are not something new, studies in this field conducted on KUPI participants are still rarely carried out. KUPI is a historical women's political movement in Indonesia. So, it is crucial to study the psychological dynamics experienced by its members, considering that these women have jobs outside the home and still have to work inside the house, such as taking care of the household. This argument prompted the writer to raise this issue by involving KUPI participants.

Comment [A2]: This claim needs to be supported with literature.

Objective

Instruments

In addition to demographic questions, the four instruments used in this study are the works of Shukla & Srivastava (2016). This English-language instrument was later adapted to Indonesian. In general, the authors adapted the instrument in the following stages (Hernández et al., 2020): 1) transliteration to Indonesian, 2) Indonesian equivalent, 3) back transliteration to English, 5) evaluation of the accuracy of the transliteration, and 4) test validity.

Comment [A3]: The results of validity and reliability of the instrument should be mentioned. It seems still absent.

Job Stress

In order to find out information about job stress, the authors administrate 9 items. Following are three examples of statement used: "I have a lot of work and fear that very little time to do it.", "I feel so burdened that even a day without work seems bad," and "I feel that I never take a leave."

Tall	>17.91	>22,18	>16,66	>31.3
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Data analysis

In order to achieve the two research objectives, several series of analyzes were carried out. First is a descriptive analysis to determine the level of role expectation conflict, co-worker support, work-life balance, and job stress among female KUPI members. The author has arranged a categorization of participant scores to make it easier to determine categories. The category scores for each variable can be seen in table 2).

Comment [A4]: How to determine the categorization? Please mention here.

Furthermore, path analysis is carried out to achieve the second research objective. Path analysis is used to see the direct effect, indirect effect, and influence of three variables on job stress simultaneously. The prerequisite test used is the normality test using the Kolmogrov-Smirnov and the multicollinearity test. Day et al. (1994) provided overall fit criteria if the Goodness of Fit Index (GFI) value was more than 0.90 and the Adjusted Goodness of Fit Index

effect of expectation conflict on job stress through work-life balance as a mediating variable. Meanwhile, other models were declared insignificant when compared with the parameters set.

The authors have suspected that these three variables simultaneously are good predictors of job stress. This conjecture is supported by several works of literature which have shown how these variables are related (Duong et al., 2020). Even though, in reality, some of the KUPI members are women who already have families, their consistency in running the organization and profession can still be done well.

This study found a significant influence of role expectation conflict variables on job stress, role expectation conflict on co-worker support, and co-worker support on work-life balance. These results signify that conflict of role expectations that occur in the workplace is a predictor of work stress among KUPI members. Based on previous research with the same findings, this relationship can explain that in the workplace, women scholars and colleagues have overcome gender bias and have good perceptions of gender equality (Duong et al., 2020). This finding is quite the opposite of what Indonesian culture expects (Ariyanto, 2018; Awalya et al., 2020; Saraswati, 2020). Although it is possible that demographically, the majority of these KUPI female ulama have occupied strategic positions in their workplaces, it will be easier to maintain gender equality.

In addition, this study confirms that there is a significant effect of expectation conflict on job stress through work-life balance as a mediator variable. These results are sufficient to

Comment [A5]: It is important to provide several citations rather than just one.

there would be a significant direct relationship. First, there is a direct relationship between work-life balance and job stress. Second, co-workers' support with job stress—finally, the co-working support mediator variable in the role-expectation conflict relationship.

Comment [A6]: A paragraph about the implication of this study should be provided here.

Limitations and suggestions

The author must admit that the chosen instruments are more appropriate to the context of the work. The variables work-life balance, job stress, co-worker support, and role-expectation conflict represent what KUPI members experience in their professional world. Thus, the writer must admit that the results of this study cannot be generalized about the role of women who are members of the KUPI in their families and daily social life.

The author suggests that further research needs to pay attention to other variables that are more relevant to life within the family and the social community of KUPI members. These variables can provide insight into how the lives of the women members of the KUPI outside their profession, given that general knowledge about the role of women in the family is still very gender biased. The author believes that further research involving these variables will be very beneficial for science, especially in studying Muslimah scholars who are members of the KUPI.



Siti Mahmudah, M.Ag. <sitimahmudah@radenintan.ac.id>

[IGCJ] Editor Decision

1 message

Aprezo Pardodi Maba <editorial@igcjjournal.com>
To: Siti Mahmudah <sitimahmudah@radenintan.ac.id>

Tue, Nov 27, 2022 at 6:30 AM

Dear Dr. Siti Mahmudah:

We have reached a decision regarding your submission to Islamic Guidance and Counseling Journal (Submission Portal - New!), "JOB STRESS, ROLE EXPECTATION CONFLICT, CO-WORKER SUPPORT, AND WORK-LIFE BALANCE AMONG MUSLIMAH SCHOLAR: A STUDY IN THE INDONESIAN HISTORICAL WOMEN POLITICAL MOVEMENT MEMBERS".

Our decision is to **Accept** your Submission for Publication in Islamic Guidance and Counseling Journal.

Before preparation of the proofs, the manuscript will undergo copy-editing to align it with the journal's editorial standards. You will be contacted by the editorial team should any questions arise.

From now on, any request for substantial changes in content (changes of title and authorship, new results and corrected values, changes in figures and tables) will be subject to a completely new peer-review process.

Thank you for considering the Islamic Guidance and Counseling Journal for the publication of your paper.

Best regards,

Aprezo Pardodi Maba
Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung
aprezopm@gmail.com

Editorial Team of [Islamic Guidance and Counseling Journal](#)Listed in [Scopus \(Q2\)](#), [Scimago JR \(0.170\)](#) & [DOAJ Seal](#)Accredited [Sinta Rank 1](#) by Ministry of Education and Culture of Republic of Indonesia**B-Submission Translated Article by Dr. Siti Mahmudah.docx**

46K



Siti Mahmudah, M.Ag. <sitimahmudah@radenintan.ac.id>

[IGCJ] New notification from Islamic Guidance and Counseling Journal (Submission Portal - New!)

1 message

Aprezo Pardodi Maba <editorial@igcjournal.com>

Tue, Dec 27, 2022 at 6:30 AM

Reply-To: Aprezo Pardodi Maba <aprezopm@gmail.com>

To: Siti Mahmudah <sitimahmudah@radenintan.ac.id>

You have a new notification from Islamic Guidance and Counseling Journal (Submission Portal - New!):

The publication fee is due for payment.

Link: <https://igcjournal.com/index.php/submissionportal/payment/pay/29>

Aprezo Pardodi Maba

Editorial Team of [Islamic Guidance and Counseling Journal](#)

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Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

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Tampilan Home Journal

The screenshot shows the homepage of the Islamic Guidance and Counseling Journal (IGCJ). The header features the journal's logo and a navigation menu with links: HOME, PEOPLE, ARCHIVES, ABOUT THE JOURNAL, POLICIES, GUIDELINES, and SUBMIT A MANUSCRIPT. A search bar is located on the right. The main content area has a large yellow banner with the text "Call for Papers on New Focus and Scope! for publication in Volume 5 Number 2, 2022". Below the banner are logos for Creative Commons, Crossref, Scopus, Sinta, DOAJ, and Q2. A table displays the journal's impact factors: SJR 2021 (0.17) and CiteScore 2021 (0.6). A sidebar on the right lists "MOST READ ARTICLES" with titles and view counts. The footer includes a note about using Mendeley for citations and a submission portal link.

Islamic Guidance and Counseling Journal (IGCJ)

HOME PEOPLE ARCHIVES ABOUT THE JOURNAL POLICIES GUIDELINES SUBMIT A MANUSCRIPT Q SEARCH

Call for Papers on
New Focus and Scope!
for publication in **Volume 5 Number 2, 2022**

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Use Mendeley for in-text citations and references (Required)
2022-10-22

Submission Portal for New Submissions
2022-06-18

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23
- Cognitive Behaviour Group Counseling with Self-Instruction and Cognitive Restructuring Techniques to Improve Students' Self-Confidence
14
- The Role of Epistemological Belief and Self Regulation in Academic Procrastination of Muslim College Students
10
- Gestalt Counseling with Empty

Tampilan Abstrak Journal Publish

The screenshot shows the abstract page of an article in the Islamic Guidance and Counseling Journal (IGCJ). The header is identical to the homepage. The main content area displays the article title: "Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members". Below the title are the authors' names and affiliations: Siti Mahmudah (Universitas Islam Negeri Raden Intan Lampung, Indonesia), Sadari Sadari (Institut Pembina Rohani Islam Jakarta, Indonesia), and Ummah Karimah (Universitas Muhammadiyah Jakarta, Indonesia). A small thumbnail of the journal cover is shown on the right. The sidebar on the right lists "MOST READ ARTICLES" with titles and view counts. The footer includes a note about using Mendeley for citations and a submission portal link.

Islamic Guidance and Counseling Journal (IGCJ)

HOME PEOPLE ARCHIVES ABOUT THE JOURNAL POLICIES GUIDELINES SUBMIT A MANUSCRIPT Q SEARCH

HOME / ARCHIVES / VOL. 5 NO. 2 (2022): ISLAMIC GUIDANCE AND COUNSELING JOURNAL / Articles

Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

Siti Mahmudah
Universitas Islam Negeri Raden Intan Lampung, Indonesia
<https://orcid.org/0000-0002-2334-9809>

Sadari Sadari
Institut Pembina Rohani Islam Jakarta, Indonesia
<https://orcid.org/0000-0003-4613-5851>

Ummah Karimah
Universitas Muhammadiyah Jakarta, Indonesia
<https://orcid.org/0000-0002-4492-6759>

MOST READ ARTICLES

- Religiosity as Moderator of Stress and Well-being among Muslim Students During the Pandemic in Indonesia
23
- Cognitive Behaviour Group Counseling with Self-Instruction and Cognitive Restructuring Techniques to Improve Students' Self-Confidence
14
- The Role of Epistemological Belief and Self Regulation in Academic Procrastination of Muslim College Students
10
- Gestalt Counseling with Empty

Tampilan Full Journal Publish

View of Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

Islamic Guidance and Counseling Journal
<https://journal.iaimnumetrolampung.ac.id/index.php/igcj>

Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

Siti Mahmudah^{*1}, Sadari Sadari², Ummah Karimah³
Habib Shulton Asnawi⁴

¹ Universitas Islam Negeri Raden Intan Lampung, Indonesia
² Institut Pembina Rohani Islam Jakarta, Indonesia
³ Universitas Muhammadiyah Jakarta, Indonesia
⁴ Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung, Indonesia

sitimahmudah@radenintan.ac.id

Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members

Article Information:
Received November 14, 2022
Revised December 24, 2022
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Keywords: co-worker support; job stress; KUPI; role expectation conflict; work-life balance

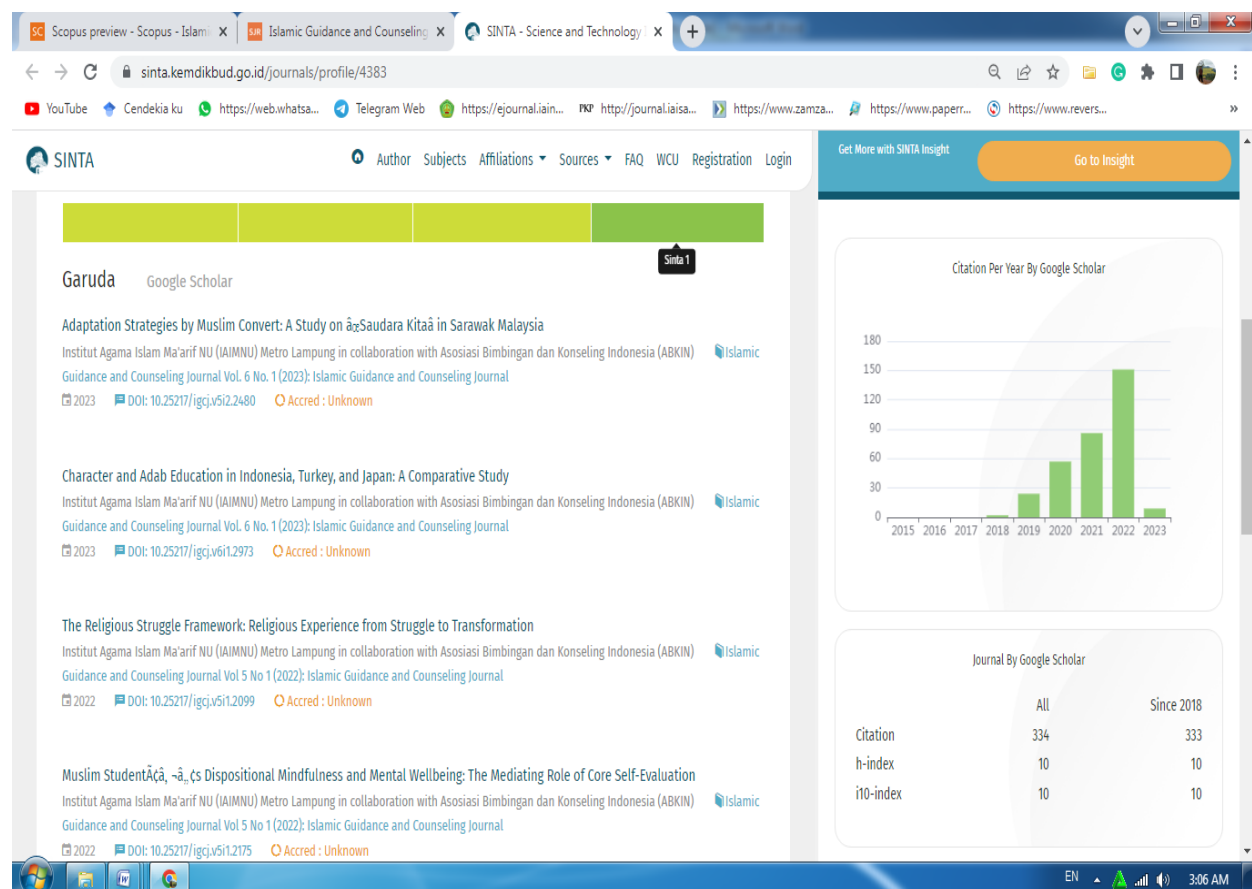
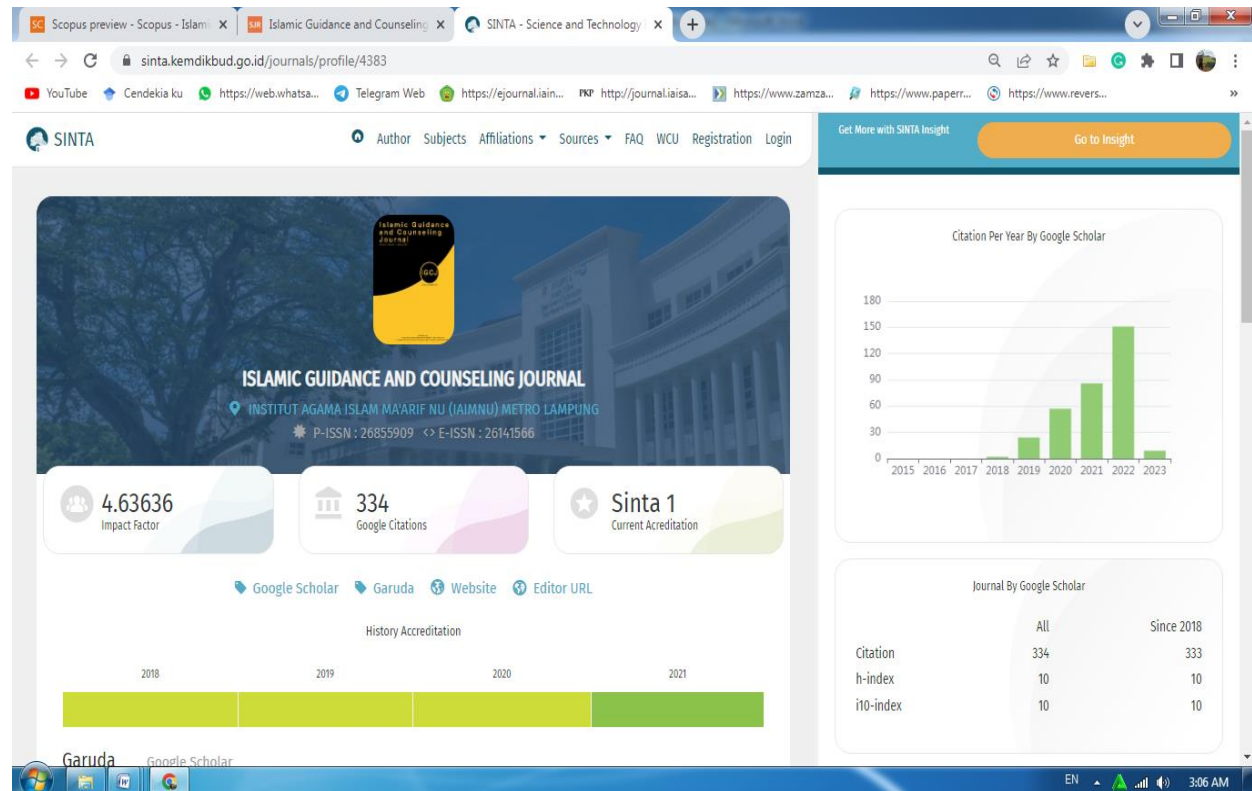
Abstract

Women ulama or Muslimah scholars are ordinary people who experience role conflicts, problems with co-worker support, and work-life imbalances which would cause stress in the workplace. Some pieces of literature have examined these issues; however, a study in a specific community like Muslimah scholars who are Indonesian Women's Ulama Conference members (KUPI) is still limited. This study examines the effect of role conflict, co-worker support, and work-life balance on work stress among Indonesian female Ulama. The authors use a quantitative approach with a cross-sectional design. After filling out a consent form, data was collected from Muslimah scholars and members of KUPI. Participants then filled out the questionnaire by self-report. The results showed that most participants had moderate role expectation conflict, co-worker support, work-life balance, and job stress. The variables of role expectation conflict, co-worker support, and work-life balance influence work stress simultaneously. The indirect effect analysis showed only role expectation conflict on job stress through work-life balance, which has a significant effect. This finding indicates that although these women scholars have strategic careers and positions in their workplace, colleagues and family are two crucial things for them.

INTRODUCTION

The Indonesian Women's Ulama Congress (KUPI) is a forum for Indonesian women

Tampilan Sinta 1 Journal



Tampilan Scopus Journal

The screenshot shows the Scopus 'Source details' page for the 'Islamic Guidance and Counseling Journal'. The page includes the Scopus logo, navigation links like 'Author Search' and 'Sources', and buttons for 'Create account' and 'Sign in'. The journal's name is prominently displayed, followed by its 'Open Access' status and 'Scopus coverage years' from 2018 to 2022. The publisher is 'Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung', with ISSN 2685-5909 and E-ISSN 2614-1566. The subject area is 'Arts and Humanities: Religious Studies' and 'Psychology: General Psychology'. The source type is 'Journal'. On the right, performance metrics are listed: CiteScore 2021 (0.6), SJR 2021 (0.170), and SNIP 2021 (0.169). At the bottom, there are tabs for 'CiteScore', 'CiteScore rank & trend', and 'Scopus content coverage'.

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Islamic Guidance and Counseling Journal

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Publisher: Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung

ISSN: 2685-5909 E-ISSN: 2614-1566

Subject area: Arts and Humanities: Religious Studies Psychology: General Psychology

Source type: Journal

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CiteScore CiteScore rank & trend Scopus content coverage

CiteScore 2021 0.6

SJR 2021 0.170

SNIP 2021 0.169

Tampilan Artikel Scopus Journal

The screenshot displays the Scopus search results page for the 'Islamic Guidance and Counseling Journal'. On the left, there is a sidebar with filters for 'Subject area' (Arts and Humanities, Psychology), 'Document type', 'Publication stage', 'Source title', 'Keyword', 'Affiliation', 'Funding sponsor', 'Country/territory', 'Source type', and 'Language'. The main area shows a list of search results, each with a checkbox, article title, authors, year, journal name, and a citation count. The article titled 'Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members' by Mahmudah, S., Sadari, S., Karimah, U., and Asnawi, H.S. is highlighted. The results are sorted by relevance, and the page shows results 6 through 10.

Scopus preview - Scopus - Docu x Islamic Guidance and Counseling x SINTA - Science and Technology x

scopus.com/results/results.uri?sort=plf-f&src=s&sid=87f5fa2dfe5ff0729b186a83343cb050&sort=a&sd=a&sl=272&s=SOURCE-ID+%2821101047144%2...

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☐ Arts and Humanities (56) >

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Document type

Publication stage

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Keyword

Affiliation

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Country/territory

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Language

Limit to Exclude

<input type="checkbox"/> 6	Relationship between Dark Triad, Mental Health, and Subjective Well-being Moderated by Mindfulness: A Study on Atheists and Muslim Students	Aldbyani, A., Al-Abyadh, M.H.A.	2022	Islamic Guidance and Counseling Journal	0
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<input type="checkbox"/> 8	Job Stress, Role Expectation Conflict, Co-Worker Support, and Work-Life Balance among Muslimah Scholars: A Study in the Indonesian Historical Women Political Movement Members	Mahmudah, S., Sadari, S., Karimah, U., Asnawi, H.S.	2022	Islamic Guidance and Counseling Journal	0
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<input type="checkbox"/> 10	Religiosity as Moderator of Stress and Well-being among Muslim Students During the Pandemic in Indonesia	Daulay, N., Darmayanti, N., Harahap, A.C.P., (-), Harahap, D.P., Munisa, M.	2022	Islamic Guidance and Counseling Journal	0

Tampilan SJR Journal

The screenshot shows the homepage of the Islamic Guidance and Counseling Journal. The browser tabs include Scopus preview, Islamic Guidance and Counseling, and SINTA - Science and Technology. The address bar shows the URL: scimagojr.com/journalsearch.php?q=21101047144&tip=sid&clean=0. The page features a table with the following data:

COUNTRY	SUBJECT AREA AND CATEGORY	PUBLISHER	H-INDEX
Indonesia	Arts and Humanities └ Religious Studies Psychology └ Psychology (miscellaneous)	Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung	2

Below the table, there is a section for PUBLICATION TYPE, ISSN, COVERAGE, and INFORMATION. The PUBLICATION TYPE is Journals. The ISSN is 26141566, 26855909. The COVERAGE is 2018-2021. The INFORMATION section includes links to the Homepage and How to publish in this journal.

At the bottom of the page, there is a Google Ad with the text "Ads by Google" and buttons "Stop seeing this ad" and "Why this ad?".

Tampilan SJR Journal

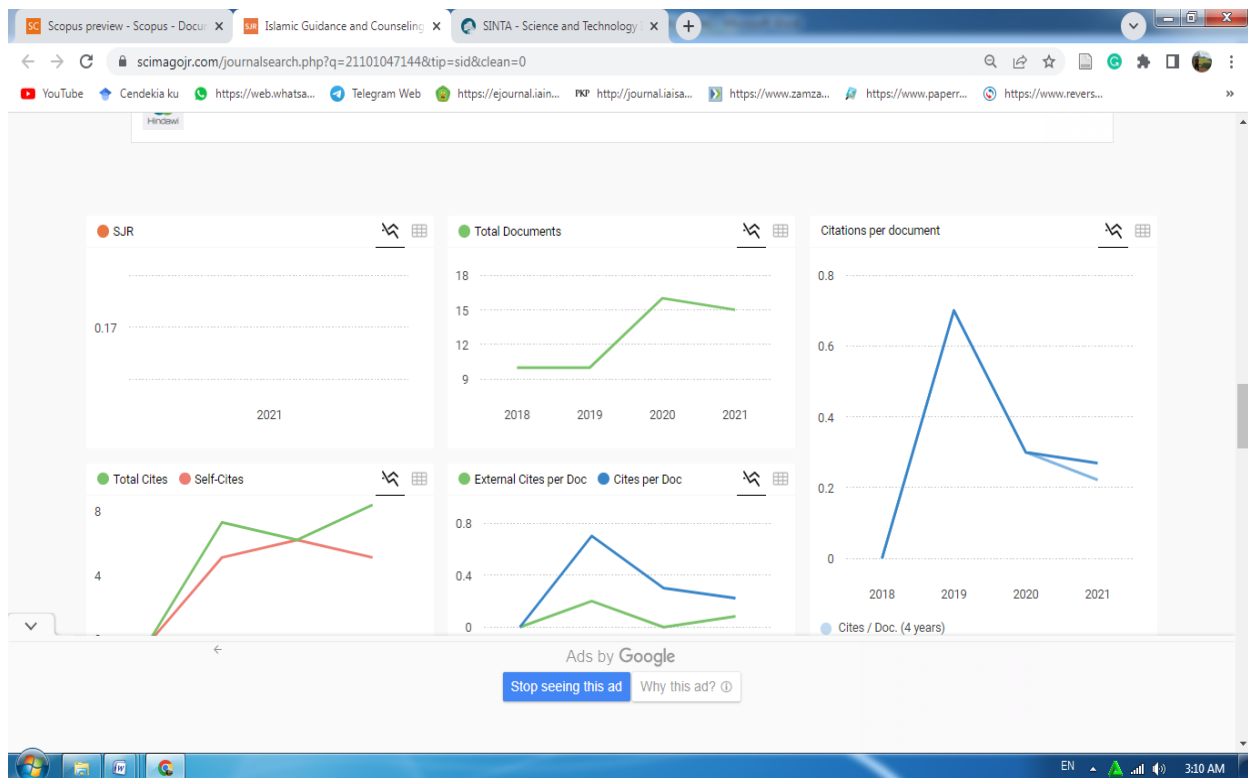
The screenshot shows the homepage of the Islamic Guidance and Counseling Journal. The browser tabs include Scopus preview, Islamic Guidance and Counseling, and SINTA - Science and Technology. The address bar shows the URL: scimagojr.com/journalsearch.php?q=21101047144&tip=sid&clean=0. The page features a section titled "SCOPE" with the following text:

Islamic Guidance and Counseling Journal is an interdisciplinary peer-review and open-access academic journal. The Journal is published biannually (January and July) by Institut Agama Islam Ma'arif NU (IAIMNU) Metro Lampung in collaboration with Asosiasi Bimbingan dan Konseling Indonesia (ABKIN). The journal is managed by the Study Program of Guidance and Counseling for Islamic Education, Faculty of Tarbiyah. The Islamic Guidance and Counseling Journal provides a means for sustained discussion of relevant issues that fall within the focus and scope of the journal, which can be examined empirically. The journal publishes research articles covering all aspects of counseling, psychological intervention, guidance, mental health, and coping behavior within the Islamic context. The broad range of Islamic contexts published by the journal includes, but is not limited to, research in Muslim populations, mental health issue prevention, mental health interventions in Islamic traditions, etc.

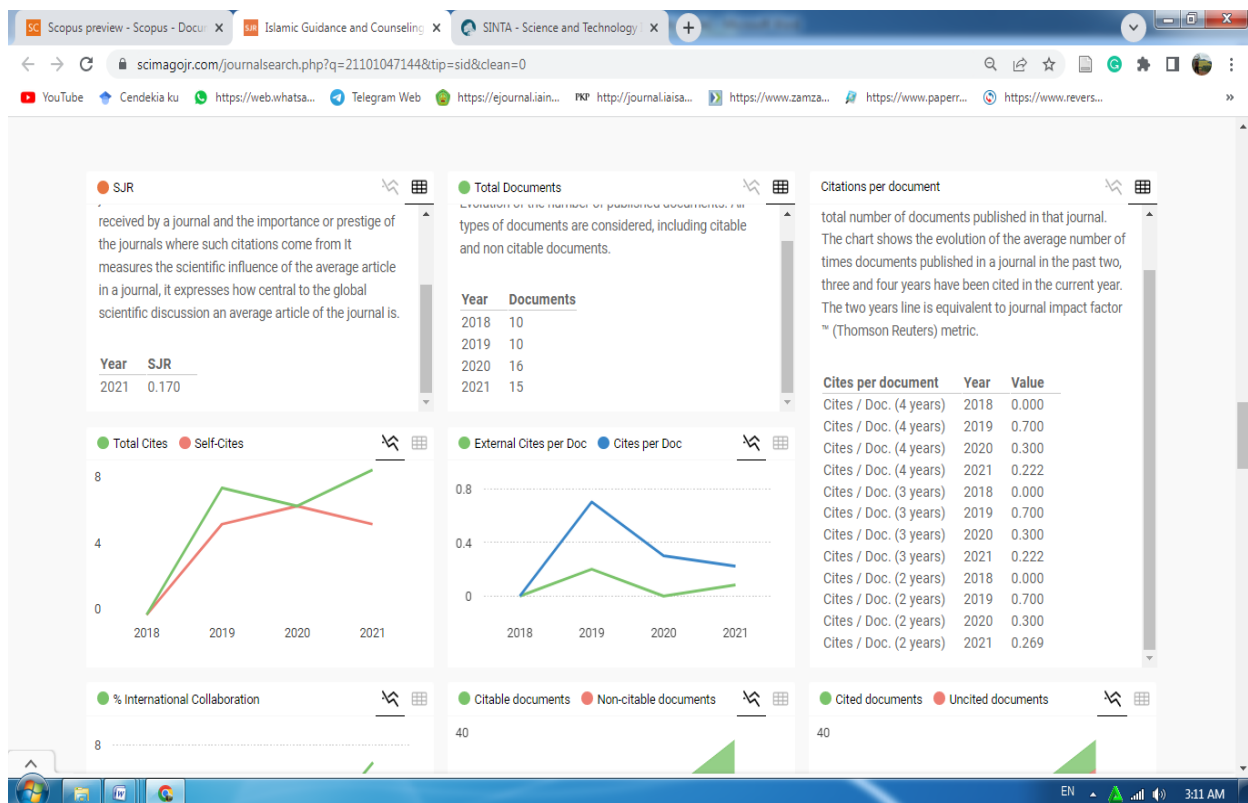
Below the scope text, there is a call to action: "Join the conversation about this journal".

At the bottom of the page, there is a Google Ad with the text "Ads by Google" and buttons "Stop seeing this ad" and "Why this ad?".

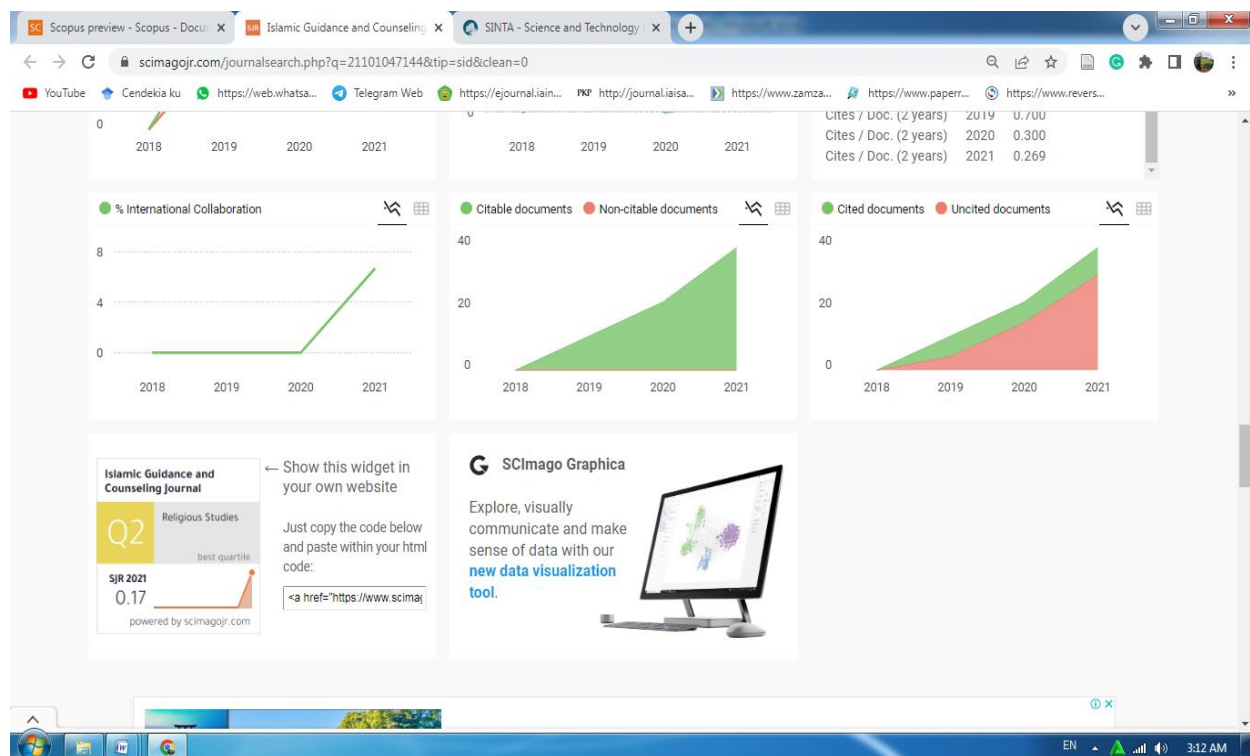
Tampilan SJR Journal



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