



Overview of Psychological Well-Being in Female Workers

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Abstract

Female factory workers face the demands of physical work and the pressures of dual family roles. These conditions pose a vulnerability to psychological well-being. This study aims to describe the psychological well-being of married female workers with children in Malang Regency. A mixed methods approach was used with a sequential explanatory design. Quantitative data were obtained from 202 respondents through an accidental sampling technique. Qualitative data were obtained from 4 subjects through a purposive sampling technique. Quantitative analysis used descriptive statistics and the Kruskal-Wallis difference test. Qualitative analysis used descriptive thematic analysis based on interview transcripts. The results showed that the psychological well-being of female workers was dominated by the high category at 83.2%, while the low category was 16.8%. The majority of respondents in each dimension were also in the high category, especially in the dimensions of environmental mastery, personal growth, and self-acceptance. This indicates that female workers are able to manage their environment, develop themselves, and accept their living conditions. The difference test showed differences in the autonomy dimension based on age, age of children, length of service, and economic role. Differences also appeared in the self-acceptance dimension based on work position. Qualitative findings show efforts to adapt to the demands of work and family in everyday life.

Keywords: Female workers, psychological well-being, mixed methods, dual roles

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Introduction

Women who work as factory workers are in working conditions that demand physical and psychological resilience. Women who work as factory workers face psychological stress during their work. They still fulfill their roles as mothers, taking care of household needs and managing the household. This condition causes stress that arises not only from work but also from family (International Labour Organization, 2023). This pressure arises not only from work that demands physical exertion and full concentration, but also from family roles that require emotional presence and less attention. This condition places women workers in a dual role situation that can potentially affect psychological well-being. After completing their work in the factory, they are still faced with the responsibilities of childcare, household management, and efforts to maintain household and family harmony. Some women workers must endure economic situations that make them vulnerable to physical exhaustion and psychological stress (International Labour Organization, 2023).

Employment data shows that women's participation in the manufacturing industry in East Java continues to increase. Of the millions of working-age populations, the industrial sector is one of the largest absorbers of labor, with a significant proportion of women. This indicates that employment in the manufacturing sector is an important source of income for women, especially those who work to meet their families' economic needs. This long-term situation has the potential to be accompanied by

challenges such as long working hours, physical workloads, and working conditions that are not fully friendly to the psychological needs of female workers (Central Statistics Agency of Java Province, 2025). In addition to work demands, female workers also face social and cultural pressures that still place women as the primary party in caring for and managing the household. This norm often forces female workers to prioritize family amidst persistent work demands. This situation can lead to role conflict, emotional exhaustion, and feelings of stress when work and family demands coexist. This long-term situation can potentially affect the psychological well-being of female workers.

primary breadwinners further exacerbate the dual role burden faced by female workers. Given their families' unstable economic conditions, some women not only work to support the household income but also become the primary source of income for their families. For female factory workers, this role is met amid relatively low wages and high work pressure, further compounding the psychological demands (CNN Indonesia, 2025).

Psychological well-being is an important dimension for female workers in dealing with work pressures and the dual roles they undertake. Psychological Well-Being is not only related to feelings of happiness, but also includes an individual's ability to accept themselves, manage stress, and establish healthy social relationships. Ryff (2013) concluded that psychological well-being consists of six dimensions: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. These six dimensions can help understand how individuals function psychologically amidst the demands of life. In the context of female factory workers, these six dimensions are important in understanding how they adapt to work pressures, economic constraints, and family responsibilities. Despite being in demanding conditions, some female workers are still able to carry out their life roles by surviving, adapting, and finding meaning in both work and family. This shows that the psychological well-being of female workers is formed through an ongoing process of adaptation, not as an ideal condition without pressure.

In the preliminary study, several interview data were also obtained on September 21, 2025, with Mrs. V and Mrs. IN who work at PT. Karya Bina Sentosa and PT. Bronson Prima Industri. This preliminary study aims to explore initial experiences regarding the understanding of the 6 dimensions of psychological well-being in female workers related to their dual role as housewives, who are the backbone because they have to bear the economic situation to meet additional family needs and face the consequences of their husband's behavior who is trapped in unstable economic problems. She explained:

"What I want to say is, thank God, while working, I can really meet my household needs, even though it doesn't cover everything, but at least it helps a little. I should have been able to pay the entire amount from the outstanding debt, but now I can share half of it with myself. Wow, there's a lot of pressure, it can come from friends and also from superiors. Sometimes when we work, we don't always meet good people, there are also those who are not good to me, sometimes out of nowhere, suddenly when they say something they are really harsh, or their attitude is sometimes unpleasant. Well, that's what makes it sometimes uncomfortable at work, it feels like a real burden, and at home there are already a lot of financial problems, which makes me not in the mood. Then my boss also happens to be the type who has extreme mood swings, to the point where it feels like even breathing is wrong, Oh God. Then when there are conditions at home that make me not in the mood, the vibes are definitely carried over to work, like I'm not enthusiastic and my mind is really noisy so it makes me less focused on work, like I want to not work and go out of the house somewhere. At least I can be calm, especially if at work there are friends who also ruin my mood at that time. It feels really tiring." (Mrs. VO, 21, female worker, production department).

"If I'm under a lot of pressure from friends or superiors, I'll take it seriously and do it well. I'm the type of person who rarely talks about things, only with my husband or family." (Mrs. IN, 22, female laborer, packing department).

Relevant research conducted by Chang (2017) in Sulaeman & Kustimah (2024) shows that the study discusses in depth the relationship between perceived social support and psychological well-being in mothers. The study focused on the impact of social relationships on children's language skills. Another

study by Sari et al. (2024) describes social and economic factors that affect the psychological well-being of female workers. According to Layard De Neve (2023), research that highlights the role of female workers in the industrial sector and shows that studies on psychological well-being in female workers are not only conducted at the local level, international research is also conducted in Malaysia by Lim (2024) in (Afifah et al., 2025) explain that adaptive coping strategies are key to maintaining psychological well-being based on six dimensions, although work pressure and dual role factors continue to increase the challenges faced. Based on these conditions, this study aims to describe the psychological well-being of female factory workers who are married, have children, and carry out dual roles as workers and housewives. This research is expected to provide a more contextual picture of how female workers interpret the pressures of life they experience and how their psychological well-being is shaped amidst the demands of work and family.

Methods

The design used in this study was a mixed methods research design. This study refers to a sequential design with an explanatory sequential design strategy. According to Sugiyono (2019), Mixed method explanatory sequential design is generally seen from the process of collecting and processing quantitative data first, then continuing with the stage of collecting and analyzing qualitative data which functions to build understanding and explore in more detail the previous quantitative (numerical) findings.

Participants

The study population consisted of female workers in a factory in Malang Regency, East Java Province. The research criteria were women aged 21-45 years, married, with children aged 1-22 years, domiciled in Malang Regency, East Java Province, with a minimum average working hour of 8-10 hours, and active workers in the factory (laborers) for at least 1 year. This group was selected because they face work pressures that include fulfilling family finances and being a housewife caring for children and taking care of the house.

The research subjects consisted of female workers who had characteristics in accordance with the research objectives and were considered capable of providing relevant information. The determination of respondents used the accidental sampling technique. This technique is based on direct meetings with individuals who can be sampled if they meet the criteria as a source of research data (Sugiyono, 2019). This step was carried out to obtain an initial picture of psychological well-being through filling out the scale. The research population was 425 female workers divided into work shifts. The determination of the number of samples used the Krejcie & Morgan (1970) formula. The confidence level of 95% and the error limit of 5, the calculation results showed a sample size of 201. This number was rounded to 202 people as quantitative respondents according to the formula calculation table after the quantitative results were obtained. The purposive sampling technique is the determination of qualitative data subjects based on specific criteria that are in accordance with the research objectives. The purposive sampling technique is used to obtain in-depth data according to the context of Sugiyono's research (2019). This approach allows for the conveyance of experiences and views more freely in natural situations (Sugiarti, Eggy Fajar Andalas, 2020).

Research Instruments

This research approach examines the psychological well-being of female workers from two perspectives. A quantitative approach measures psychological well-being based on the six dimensions formulated by Ryff (2013). A qualitative approach explores the experiences of female workers through interviews related to work pressure, motherhood, and managing family and financial life. These two data sources are then combined to ensure the figures generated from the measurements can be understood alongside the workers' actual experiences, ensuring that the final picture of psychological well-being is more representative of the real situation and not based solely on the results of the scale or interviews.

This study used the Psychological Well-Being Scale (PWBS) developed by Ryff & Keyes (1995) as a measure of psychological well-being. This instrument captures six dimensions of psychological well-

being, including self-acceptance, relationships with others, personal growth, autonomy, environmental mastery, and purpose in life. In its short version, the six dimensions are summarized into eighteen statement items (Garcia et al., 2023). This scale already exists in Indonesian and is adapted to Indonesian culture based on the results of reliability tests, the Cronbach Alpha value meets the reliability criteria, which is more than 0.7, making the instrument suitable for use in research (Humaidah, Ananda, 2025). Using a Likert model with four response options ranging from one "Very Unsuitable" to four "Very Suitable", so this study can be read more clearly and directed. Validity testing refers to the instrument's ability to accurately measure the construct being studied. Testing was carried out using item-rest correlation. The instrument consists of 18 statement items. The results showed that most items had values above 0.30. Items four, five, and thirteen showed values below 0.30, thus failing to meet the validity criteria. All items were retained in the analysis to maintain the integrity of the instrument's construct. The measurement results were interpreted by considering the limitations of the items that did not meet the criteria.

Reliability testing refers to the instrument's level of consistency in producing stable data. The test was conducted using Cronbach's Alpha. The results showed a value of 0.794. This value is above the minimum limit of 0.70, thus meeting the reliability criteria. The instrument demonstrated good internal consistency. The instrument was declared reliable and suitable for use as a data collection tool (Sugiyono, 2019).

Data Analysis Techniques

This research proceeded through five main steps: preparation, implementation of the initial research study, questionnaire distribution, and data processing. In the initial stage, researchers explored various scientific sources to map relevant phenomena, then formulated variables and developed a proposal along with the instruments to be used. The second phase of implementation began on September 21. Activities focused on examining the phenomenon through a preliminary study. The process lasted until January 20. Data collection results revealed a total of four interview subjects, two of whom were from the preliminary study phase.

The third stage in this period, the researcher distributed questionnaires to female workers who met the research criteria. It contained statements, with four answer options ranging from one "Very Unsuitable" to four "Very Suitable". Distribution was carried out using 2 methods of collecting respondent data, the first was through Google Forms via WhatsApp email (Group) distributed by the Supervisor (factory foreman), then the second was data collection using a printed questionnaire that maintained confidentiality and privacy in accordance with the SOP in the factory, without changing the context of the questionnaire content in Google Forms. Distribution was carried out at several factory points in Malang Regency so that the reach of respondent participants was wider and remained in accordance with the characteristics of the respondents. After the initial data was collected, the researcher selected two subjects who were willing to include their mobile phone numbers after completing the questionnaire, then contacted them for the purpose of scheduling further interviews to deepen the findings of the quantitative description.

The fourth stage is the quantitative analysis stage using a descriptive approach within a mixed methods framework. Data collection was carried out using the short version of the 18-item Psychological Well-Being Scale (PWBS). Data processing used Jamovi software version 2.6.44. Descriptive analysis included presenting score distributions, calculating percentages, and grouping psychological well-being categories in each dimension. The six dimensions include self-acceptance, positive relations, autonomy, purposes in life, environmental mastery, and personal growth. The results of the analysis provide an objective picture of the psychological well-being of female workers. Additional inferential analysis used the Kruskal-Wallis test. (non-parametric alternative one way ANOVA). The test aims to identify differences in the level of psychological well-being based on the demographic characteristics of respondents. The test selection is based on the ordinal data scale and data distribution that does not meet parametric assumptions (Acar & Sun, 2013). The study population was 425 female factory workers in Malang Regency, East Java Province. The sample determination used the Krejcie and Morgan table with a 95% confidence level and a 5% error limit (Krejcie & Morgan, 1970). The number of samples was 201 respondents. Rounding to 202 respondents at the data collection stage.

The qualitative data analysis was conducted using a descriptive approach within a mixed methods framework. The data source was in-depth interviews with the research subjects. The analysis process began with verbatim transcription of all interview results. The next stage involved repeated readings to thoroughly understand the data. Interview data was read and understood repeatedly so that researchers understood the context of the stories and life experiences of female workers as a whole. Then, relevant statements were applied to themes that refer to the dimensions of psychological well-being. This analysis was used because it allowed researchers to capture the meaning of the life experiences experienced by the subjects, without eliminating the research context, and while maintaining a connection with the theoretical framework used in the study (Sundler et al., 2019). The qualitative results are presented in a table of themes and subthemes, supplemented by direct quotes from the subjects to strengthen the findings. The presentation of these findings aims to explain how female workers currently interpret psychological well-being in their daily activities, especially when facing work pressures and dual roles, and to avoid generalizing findings that already have answers based on the research objectives. The mixed method design for qualitative results has the function of deepening and providing meaning to descriptive quantitative findings, so that the overall results obtained can be understood more fully and contextually (Braun & Clarke, 2021).

Results

Table 1. Distribution of Psychological Well-Being by Dimension (N = 202)

Variables	Category			
	Low		Tall	
	N	%	N	%
Self-Acceptance	32	15.8	170	84.2
Positive Relations	44	20.8	158	78.2
Autonomy	42	20.8	160	79.2
Environmental Mastery	26	12.9	176	87.1
Purpose in Life	37	18.3	165	81.7
Personal Growth	28	13.9	174	86.1
Psychological Well-Being	34	16.8	168	83.2

Note: This table presents the distribution of psychological well-being levels based on six dimensions: *self-acceptance*, *positive relationships*, *autonomy*, *environmental mastery*, *purpose in life*, and *personal growth*. Data are categorized into two categories: low and high, based on the median value. The distribution is presented as frequency (N) and percentage (%).

The descriptive analysis results show that the distribution of scores for each dimension of *psychological well-being* is dominated by the high category. In general, most respondents had a high level of *psychological well-being*. This is evident from the distribution of categories, which shows that 168 respondents (83.2%) were in the high category, while 34 respondents (16.8%) were in the low category.

In the *self-acceptance dimension*, the majority of respondents were in the high category, as many as 170 respondents (84.2%), while 32 respondents (15.8%) were in the low category. This indicates that most respondents have good self-acceptance. The *positive relations dimension* shows that 158 respondents (78.2%) were in the high category and 44 respondents (21.8%) were in the low category. This means that respondents' interpersonal relationships tend to be at a good level, although there are still some respondents with lower quality relationships. In the *autonomy dimension*, as many as 160 respondents (79.2%) were included in the high category and 42 respondents (20.8%) were in the low category. This indicates that most respondents have a fairly good level of independence. The *environmental mastery dimension* showed the highest percentage in the high category, namely 176 respondents (87.1%), while 26 respondents (12.9%) were in the low category. This means that respondents are generally able to manage their living environment well.

In the *purpose in life dimension*, 165 respondents (81.7%) were in the high category and 37 respondents (18.3%) were in the low category. This indicates that the majority of respondents have a clear purpose

in life. The personal growth dimension shows that 174 respondents (86.1%) are in the high category and 28 respondents (13.9%) are in the low category. This means that most respondents showed good personal development. Overall, these results indicate that all dimensions of *psychological well-being* are dominated by the high category. The dimension with the highest percentage is *environmental mastery*, while the relatively lower is in *positive relations*. These findings illustrate that respondents generally have a good level of psychological well-being in various aspects measured.

Table 2. Psychological Well-Being Difference Test Results Based on Demographic Data

Demographic Data	Self-Acceptance	Positive Relations	Autonomy	Environmental Mastery	Purpose in Life	Personal Growth	Psychological Well-Being
Age	0.286	0.446	(0.013)	0.465	0.166	0.834	0.595
Marital status	0.055	0.544	0.097	0.516	0.703	0.354	0.147
Current Age of Child Being Fostered	0.215	0.228	(0.001)	0.757	0.308	0.777	0.657
Length of Work as a Factory Worker	0.729	0.720	(<.001)	0.618	0.109	0.098	0.126
Work Section or Position in Factory	(0.020)	0.919	0.258	0.154	0.170	0.169	0.144
Role in Fulfilling Family Economic Needs	0.388	0.209	(0.014)	0.926	0.291	0.106	0.719

Note: This table presents the results of a test of differences in *psychological well-being* based on demographic characteristics using the Kruskal-Wallis test. The values shown are the significance (*p-value*) for each dimension. *Bold values* showed a significant difference ($p < .05$).

The analysis of variance aims to identify variations in psychological well-being based on respondents' demographic characteristics. The Kruskal-Wallis test was used as a non-parametric approach because the data did not meet parametric assumptions. This method compares multiple groups at a single testing time.

The results showed significant differences only in certain dimensions. The *autonomy dimension* showed significant differences in age ($p = 0.013$), age of the child being cared for ($p = 0.001$), length of work as a factory worker ($p < 0.001$), and role in fulfilling the family's economic needs ($p = 0.014$). This condition reflects the existence of variations in the level of independence based on these characteristics. The *self-acceptance dimension* also showed significant differences in the variable of work section or position in the factory ($p = 0.020$). This finding indicates differences in the level of self-acceptance according to the work position held.

The dimensions of *positive relations*, *environmental mastery*, *purpose in life*, *personal growth*, and total *psychological well-being scores* showed no differences. All significance values were above the 0.05 threshold. The overall results confirmed that differences in psychological well-being only emerged in the dimensions of *autonomy* and *self-acceptance*. Other dimensions showed relatively uniform conditions across demographic groups.

Qualitative data analysis was conducted to deepen and explain the quantitative findings regarding the *psychological well-being* of female workers. The analysis process began with verbatim transcription of interview results, followed by repeated readings to understand the data comprehensively. Next, statements from subjects with similar meanings were grouped into subthemes and developed into themes that refer to six dimensions of *psychological well-being*. The analysis yielded six main themes: self-acceptance, positive relationships with others, autonomy, environmental mastery, life purpose, and personal growth.

Table 3. Research Results Themes and Subthemes

Theme	Subtheme
Self-Acceptance	Acceptance of economic conditions, acceptance of dual roles
Positive Relationships with Others	Family emotional support, interpersonal conflict at work
Autonomy	Independence in work, personal decision making
Environmental Mastery	Work and family time management, adaptation to work pressure
Purpose of life	Family orientation, work motivation
Personal Growth	Self-adaptation process, resilience in the face of pressure

Note: This table presents the results of grouping themes and subthemes based on qualitative data analysis. The main theme reflects the psychological well-being dimensions of female workers, while the subthemes detail experiences emerging from interviews related to dual roles, social relationships, independence, environmental management, life goals, and self-development processes. Interview results indicate that female workers tend to accept their living conditions, including economic constraints and their dual roles as both workers and homemakers. This acceptance emerges as a form of adjustment to the unavoidable demands of life. Some subjects stated that working is part of their responsibility to support their family's needs, even if it doesn't fully meet all their needs.

"At least I can help with the needs at home, even if not all of them are met." (W1.S1.VO:08:10).

However, in some circumstances, self-acceptance isn't always stable. Work pressures and family issues can lead to emotional exhaustion. These findings support quantitative results showing that self-acceptance tends to be high, indicating an individual's ability to accept their life circumstances. Social relationships are a crucial factor in maintaining the psychological well-being of female workers. Emotional support from family, especially partners, is a key resource in coping with life's stresses.

"I usually only tell my husband or family." (W3.S3.IN:14).

On the other hand, relationships in the workplace aren't always positive. Subjects reported that interpersonal conflicts with coworkers and superiors impacted their work comfort.

"Sometimes there are friends or superiors whose attitudes are unpleasant, which makes working uncomfortable." (W2.S2.VO:14:16).

Female workers demonstrate the ability to make independent decisions, particularly regarding work and family roles. They continue to work and fulfill their responsibilities despite pressure.

"In making a decision, I will of course listen to other people's opinions first. If it is a good opinion, I will use it. If it is not good, I will choose my own opinion." (W3.S3.IN:18).

However, pressure from the work environment can sometimes affect emotional well-being and concentration at work. These findings provide an explanation for quantitative results showing variations in the autonomy dimension based on demographic characteristics such as age and length of service. Their ability to manage their daily lives is evident in how women workers balance their time between work and family. They strive to balance high work demands with household responsibilities.

"I'm tired at home, and there's a lot of pressure at work, so sometimes it feels heavy." (W2.S2.VO:10:12).

Despite facing various pressures, subjects continued to strive to simultaneously fulfill their roles through a process of adaptation. This finding supports the quantitative results, which showed that the

environmental mastery dimension was high, indicating efforts to manage life, yet still faced various limitations. Most women workers' life goals are family-oriented. Work is seen as a way to meet their needs and ensure their family's survival.

"The important thing is that the family's needs can be met." (W2.S2.VO:16).

This motivation suggests that the roles of mother and breadwinner are primary sources of meaning in life. This finding aligns with quantitative results, which show that the purpose in life dimension is high, indicating that individuals have a sense of direction in life, despite still being influenced by situational pressures.

Female workers demonstrate a process of personal growth through their life experiences. The pressures they face are seen as part of the learning and adjustment process.

"Just do it, you'll get used to it." (W3.S3.IN 27:28).

The ability to survive and adapt indicates progress in dealing with the pressures of daily life. This finding reinforces the quantitative results, which indicate that the personal growth dimension tends to be in the high category, reflecting self-development despite demanding conditions. Overall, the qualitative analysis results indicate that female workers are able to carry out their dual roles as workers and housewives through a continuous adaptation process. Family support is a crucial factor in maintaining psychological well-being, while work pressure and interpersonal conflict are challenges faced in daily life. This finding clarifies the quantitative results, which indicate that female workers' psychological well-being is in the high category, characterized by their ability to adapt, despite still facing various pressures from work and family.

Discussion

This study aims to describe the psychological well-being of female workers. The results show that the psychological well-being of female workers is predominantly in the high category. Based on the results of the study, it is known that the majority of female workers with dual roles have a high level of *psychological well-being* in almost all dimensions. This finding indicates that even though individuals face various demands from work and family, they are still able to maintain a positive psychological condition. The high psychological well-being of female workers can be understood as the result of the process of adaptation to the dual roles they undertake. Work demands accompanied by responsibilities in the family encourage individuals to develop the ability to manage stress. This condition indirectly strengthens the aspect of environmental *mastery*, where individuals are able to regulate and adapt to situations faced in everyday life.

Furthermore, the role of mother and breadwinner provides a strong sense of meaning for female workers. Responsibility for family is a primary source of motivation in carrying out activities, so that individuals have a clear purpose *in life*. *Work is not only seen as an economic obligation, but also as a contribution to the family's well-being. Experience facing various life demands also encourages personal growth.* Female workers learn from their experiences, thus developing psychological maturity and the ability to face problems. On the other hand, acceptance of life's conditions (*self-acceptance*) emerges as a form of adjustment to a reality that is not always ideal, but can still be faced with a more realistic attitude. Good *positive social relationships* are also an important factor in supporting psychological well-being. The need for support from family and colleagues encourages female workers to strive to maintain harmonious relationships. This social support plays a role in helping individuals reduce emotional stress and maintain psychological stability amidst complex role demands.

This finding aligns with Ryff's (2013) concept of psychological well-being, which explains that psychological well-being is not only related to feelings of happiness but also to an individual's ability to accept themselves, build positive relationships, have a purpose in life, and develop their potential. Psychological well-being is formed through the process of an individual adapting to the demands of life they face. The quantitative analysis showed that most demographic characteristics did not significantly

impact general psychological well-being. This suggests that respondents' psychological well-being is more influenced by an individual's ability to adapt to life's roles and pressures than by demographic factors alone.

Significant differences were found only in the *autonomy* and *self-acceptance dimensions*. In the *autonomy dimension*, differences were found based on age, age of children cared for, length of employment, and role in family economic well-being. This indicates that the level of independence in decision-making involves life experiences, family responsibilities, and the length of time an individual has been in the work environment. Respondents with greater economic responsibilities tended to have different levels of autonomy in determining life choices. In the *self-acceptance dimension*, differences were found based on the department or position in the factory. This suggests that the type of work environment can influence how individuals accept themselves and view their roles (Ryff, 2013). Respondents working in certain departments had different work experiences, which influenced their level of self-acceptance of their living and working conditions. Meanwhile, the dimensions of *positive relations*, *environmental mastery*, *purpose in life*, and *personal growth* did not show significant differences based on demographic variables. This finding suggests that social relationships, environmental management skills, life goals, and personal growth were relatively similar across various respondent groups. Thus, psychological well-being in this dimension is more related to individual adaptability than to differences in demographic background. Respondents who have greater economic responsibilities tend to show different levels of autonomy in determining life choices, because the demands of being a breadwinner influence the decision-making process (Sari et al., 2024).

Qualitative findings indicate that female workers are able to interpret work experiences and family life as part of the process of maintaining psychological well-being. Each dimension of psychological well-being emerged in the subjects' experiences at varying levels, but were interrelated in shaping their overall psychological state. In the dimension of self-acceptance, subjects demonstrated the ability to accept their life circumstances, including work pressures and family responsibilities. They viewed work as part of their responsibilities to their family, thus continuing to carry out these responsibilities with awareness and acceptance. In the dimension of positive relationships with others, support from family and coworkers was a crucial factor. The presence of those closest to them helped subjects reduce emotional burdens and provided a space for sharing experiences. This social support played a role in maintaining emotional stability amidst work and family pressures.

In the autonomy dimension, the subject demonstrated the ability to make decisions to continue working to meet family needs. This decision was made based on considerations of economic responsibility and family welfare. This indicates that the autonomy possessed is adaptive to living conditions. In the environmental mastery dimension, the subject strives to manage time and energy between work and family. The ability to adapt to the work environment and manage domestic roles becomes a strategy for maintaining psychological balance. In the life purpose dimension, the subject interprets work as a means to meet family needs and the future of children. Life goals that are more focused on family become a source of motivation in carrying out dual roles. In the personal growth dimension, experiences facing life's pressures are seen as a learning process. The subject develops self-resilience and the ability to manage emotions through work experiences and daily life.

Overall, the high *psychological well-being* of the female workers in this study does not indicate an individual's freedom from stress, but rather reflects a strong ability to adapt to their dual roles. In other words, high psychological well-being is formed through a process of adjustment, life experiences, and a strong sense of meaning and purpose in fulfilling their roles as both worker and family member.

Conclusions and Implication

This study shows that the psychological well-being of married female factory workers with children is high. This condition indicates that respondents are still able to maintain a balance between their roles as workers and mothers in their daily lives. Despite facing work demands, family responsibilities, and economic needs, respondents are still able to maintain a relatively stable psychological state through

their ability to adapt to their situations. Quantitative results show that most demographic factors do not indicate differences in psychological well-being in general. However, there are differences in the dimensions of autonomy and self-acceptance involving work experience, length of employment, economic responsibilities, and work division in the factory. Qualitative findings confirm that psychological well-being is formed through acceptance of living conditions, family support, and the meaning of work as a responsibility to the family. Overall, the psychological well-being of female workers develops through the ability to cope with stress, manage dual roles, and maintain family-focused life goals. These findings align with the concept of psychological well-being according to Ryff (2013), which emphasizes the importance of self-acceptance, positive relationships, independence, environmental mastery, life goals, and personal growth in maintaining psychological balance.

The results of this study imply that the psychological well-being of female workers requires support from both the work environment and family. A conducive work environment, good communication, and social support can help female workers maintain emotional stability and fulfill their roles in a balanced manner. One measure that can be implemented is a system of rotating work groups at specific intervals. This pattern allows for a more balanced distribution of the workload and provides space for physical and mental recovery for workers. This approach aligns with findings that work group arrangements that support employee activity and balance can contribute to occupational health and well-being (Lennefer et al., 2019). Therefore, policies based on work flexibility and an understanding of the conditions of female workers are crucial roles and steps in creating a healthier and more sustainable work environment.

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