



## **MOTHER AND CARRIER: PHENOMENOLOGY STUDY OF DUAL-CARRIER FAMILY**

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### **Abstrak**

*Ibu dengan dual-career family mempunyai peran ganda yang harus dilakukan pada saat bersamaan. Karena itu, sebagai ibu yang berperan ganda berada dalam dilema antara kepentingan keluarga dan kepentingan karir. Pengumpulan data dengan menggunakan teknik "snow-ball" terhadap 12 informan dan pemilihan informan menggunakan theoretical sampling. Proses analisis data meliputi braketung, horizonalizing, meaning units untuk mendapatkan deskripsi textural, imaginative variation untuk mendapatkan deskripsi struktural, dan memadukan (composite) menjadi suatu makna yang universal. Hasil penelitian menunjukkan bahwa meskipun ibu yang bekerja menghadapi dilema dalam usahanya untuk menyeimbangkan karir dan keluarga, tetapi bagi ibu sendiri karir merupakan perwujudan dari kebutuhan aktualisasi dirinya untuk memperkuat eksistensinya. Adanya role model, ijin dari suami dan keadaan anak-anak, potensi yang dimiliki dan keinginan untuk meningkatkan perekonomian keluarga, serta adanya kesempatan untuk naik ke jenjang karir yang lebih tinggi ditempat kerjanya membuat ibu yang bekerja merasa perlu untuk bekerja tetapi tetap mempertahankan perannya sebagai ibu dan istri.*

**Kata kunci:** Ibu, karir, dual-carrier family dan aktualisasi diri.

### **A. Introduction**

Women and the problem are always related to gender and feminist movements. Many studies have been conducted to determine whether there has been a gender inequality in many spheres of life,

both injustice suffered by women in the workplace and in the family. More women are now working outside the house as career women. Women who become mothers and wives work outside the home when it is considered to have the dual role as mother and wife as well as workers.

This assumption makes many researchers are try to understand the career of women, including women who become mothers, as practiced by Lyness and Thompson (1997). Research results show that in the same level at the workplace (organization) are the same; women tend to have less authority than the co-workers who man. It is apparent from the number of subordinates that should be set (manage). In addition, women also indicated that they experience more obstacles in his career. These results are consistent with previous predictions that women at high executive level indicates the number of obstacles to be overcome, such as lack of personal support and lack of compliance with the organization's culture (culture less fit) than women of lower level executives.

Women, who became his wife and mother and worker, tend to take them on work-family conflict. Although men can also experience work-family conflict but women remain the main spotlight, as it relates to their primary duties as a mother and wife. A result of research conducted by Cinamon and Rich (2002) showed that working mothers were more often experience work family conflict and emphasizes the importance of family → work conflict, when the family as the most important domain for most women, affecting work can be a nuisance to them but it is regarded as normal. Unlike when work affects the family is considered less appropriate or less tolerable and more considered as a conflict. In addition, mothers usually work place also gets different treatment than co-workers were men. They are often considered to be difficult to take advantage of opportunities related to geographic mobility because of the assumption that they do not want to move (relocate) because of family considerations. The existence of these assumptions can be a barrier to the advancement of working

mothers themselves (advancement) they (Lyness and Thompson, 2000).

The fact that the mother's career was influenced by the family is also evident from the research by Lyness and Thompson (1997) earlier that career women (mothers) showed a tendency to interrupt careers than men, especially with regard to having children. Similar results are also shown from studies conducted Miree and Frieze (1999) that mothers with younger children tend to experience career interruptions than women who married but had no children, women with older children, and men 88% of women with young children quit the job because they cannot work full time. The amount is larger than the male (with young children) who quit a job, though there are some female respondents (mothers) with young children who keep working even until eight years later.

One of the studies conducted by Judiesch Lyness (2001) showed that both male manager and a female who leaves family on average have higher turnover than managers who take sick leaves or no leaves. Manager of men and women who are married have the same mean in doing family leaves. It is considered as normal in the face of the challenges associated with efforts to balance family responsibilities with the demands of a career as a manager.

The low commitment that married women showed from the results of research conducted (by) Cinamon and Rich (2002). Married women who work have a high value but with low job commitment. These results reflect the existence of barriers faced by women (mothers) in his career. Still in the same study, there are many career mothers, including those who have nontraditional work and pay housekeeping, still trying to take care of their own children and take care of homework. Responsible work can make no development work commitments along with the high value of their work.

Various roles (multiple roles) of women are a factor that can affect the careers of women, especially mothers, where in fact the one hand continue working mother and career while on the other hand they

cannot be separated from its role as a mother and wife, not to mention when associated with the division domestic labor households where the mother is still much more to do it (Dancer, 1993 and Jackson and Scharman, 2002). The amount of the burden borne by the career women who caught my attention as researchers, emerging question the meaning of the career for a career mom.

To determine the meaning of a career for a career mom who needs to study using qualitative research phenomenology. In short, phenomenology describe the meaning of life experiences (lived experienced) from several individuals about a concept or phenomenon (Creswell, 1998) that the experience gained from the first-person reports (Moustakas, 1994) or in other words to describe (identify) phenomena through how this phenomenon seen by actors in a situation and emphasizes the importance of perspective and interpretation of the individual (Lester, 1999).

Phenomenon (phenomenon) is derived from the Greek, meaning *phaenesthai* suddenly lit (to flare up), showed himself (to the show itself), emergence (to Appear). From basic word *phaino*, phenomenon means, "to bring to light, to place in brightness, to show itself in itself, the totality of what lies before us in the light of day" (Heidegger in Moustakas, 1994).

Formed understanding of phenomenology is primarily aimed at individuals who want to think (reflect) through their own life experiences to allow for more meaningful action in a broader context (Burch, 1990). Through a phenomenological study, mothers who experience career will be a reflection of other career mothers. The existence of a variety of experiences among mothers that career will be found a certain pattern after reduced will produce the essence or meaning of a career for a career mom.

An understanding of the meaning of a career for a career mom who is expected to open a gap in a society that is still influenced patriarchal culture so as to reduce gender inequality in the family and in the workplace. Reflection of the results of this study is expected to

arouse awareness of the role of the mother as a reflection of women's career from the results of this research.

## **B. Review References**

### **I. Some Theoretical Models**

#### **1. *Work-Family Conflict***

The relationship between family and career can be positive and negative (Broadbridge, et al, 1999). In a positive role in both can be seen as complementary, whereas a negative role in both is seen to lead to conflict, reduce well-being, the emergence of perceptual overload, and stress that lead to strainer burnout. Forms of family relationships and career can be the occurrence of negative spillover, where the role of the domain carries over to other domains, and compensatory, where one domain is considered as a compensation for the problems or shortcomings of other domains. In women, the length of working time led to the emergence of negative work-to family spillover (White, et al, 2002). With the flexible time system can reduce negative work-to-family spillover experienced by women.

Conflict arises because of work and family roles have a need (requirement) and different norms are not always compatible (Greenhaus and Beutell, 1985 in Gowan, 1998). They also expressed the importance of the roles can be a factor in determining the level of work-family conflicts there. This is consistent with the results of research on work and family roles are conducted Gowan (1998). The respondents experienced conflict at the level of family and work. At the family level, a wife who wants a career in conflict with her husband about her role as a mother. Husband believed that his wife should not work, especially if you have children, because basically women should take care of their children at home. At the organizational level, conflicts arise among employees because men feel that women's place in the home. This is mainly done by male supervisors.

The results of these studies indicate that gender is a major cause of a person's attitude toward gender roles. This opinion is reinforced by Willigen (2001), from the results, expectations of what the role of a person's gender role ideology is reinforced by the individual or by what is considered appropriate task for men and women for the individual. The division of family work associated with the perception of social support (social support) that seeks to balance the roles of husband and wife in the household.

Moreover, in fact, according to Mintz (1996), men's attitudes toward male gender roles is something that is important especially when it comes to family roles that executable. This shows that even though the husband seems necessary to more actively in the care of children and doing housework as their wives careers, their perceptions of gender roles of men remain influenced by the participation of child care and housework.

## **2. Career salience in women (mothers) who work**

According to Moya, et al (2000), there are several factors that affect the relationship between close relationships and career salience. These factors include: (1) individual characteristics; (2) the characteristics of the relationship; and (3) the characteristics of the couple. Respondents were men and women show that they give the same emphasis on career salience, but women who have children with low levels of education, have traditional gender ideology, and greatly influenced (strongly influence) by their partners, show a low career salience than women with the opposite characteristics. Furthermore, while the career salience of men not related to her partner characteristics, career salience instead of women with regard to gender ideology, work situation, and level of education partner.

In addition, according to Heckert, et al (2002), women will emphasize the importance of job accommodation (job accommodations) to family affairs and pleasant working conditions. They also stressed the importance of the trip, interpersonal relationships, profits, and community contributions. They just do not consider it important salary and promotion.

There are other factors that affect women's career salience. The presence of children also affects women's career salience. Research conducted Kirchmeyer (2002) showed that the birth of a child increase male masculinity, but does not increase the femininity of women. The traditional role of the father as provider and protector of the family continues in modern life man. In contrast to women, some aspects of the traditional roles of women, such as dependent and obedient to others, do not seem to be taken for granted for professional women. This suggests that traditional parenting behaviors and their impact on self-perception seems currently likely to appear in males (new father) than women (new mother), especially mothers with non-traditional work roles.

### **3. Gender Roles of Women**

Typology Hood (1986, the Helms-Erikson, et al, 2000) differentiates-provider role into 3 groups: (1) co-provider, view themselves share responsibility for providing for the family with their partner; (2) main-secondary provider, sees itself as the secondary earner, meaning their income to help the family finances but they still view their husbands as the primary provider; (3) ambivalent co-providers, their income plays an important role in family finances, and most couples cannot provide for their families, but they are still looking at the limited responsibility to provide for their families. Research conducted Helms-Erikson, et al (2000) showed that when women see themselves as the family breadwinner (as co-providers) quality of work (work qualities) that shows the status of (a) tend to have an impact on how the mother looked at (feel) themselves and their marriage, and (b) is closely related to children's attitudes toward gender roles women. The quality of work and the status indicator is not related to the mother's well-being, marriage mothers and daughters attitudes toward gender roles when the mother saw her role as being less important than the role of their family despite working full-time. This means that working mothers are psychologically assumed responsibility for the families financial needs have an impact on their



personal well-being and its relationship with other members of their family.

The growing role of women (mothers) who is not only becoming a housewife but also work (career) causes a shift in the perspective of their children towards gender roles and family structures. According to Gerson (2004) children from dual-earner families generally found with two working parents improve family economic and became a model family that shared responsibility. In addition, the working conditions as important as having a job and the family is more important than the form of the family. Children love their parents' situation where both parents have an adequate job but did not get them away from their families. They also felt growing when they feel supported by parenting satisfaction, both in the complete family or single parent.

The shift in perspective regarding gender roles in children of dual-career families also demonstrated research results Tuck (1994), that the mother is the primary commitment of child care (care-giving) have children who are more conservative attitudes toward gender roles than mothers career, either who have their own businesses or who work in an organization. Career women who will make a commitment and investment in career, could be one commitment led to the restructuring of homework on her children and her male partner. This makes the children have a different view (less traditional views) to work what is the appropriate role for women in the family and work.

## **II. Meaning for Working Mothers (Career)**

Philosophically, human and work (work) cannot be separated. According to Karl Marx the essence of man lies in his work, so that the working man as essentially actualizes human (in Wardaya Marx, 2003). Any work that humans do has meaning or value to him. When it is associated with female gender roles, it is only logical when women, both as a mother and wife, also has the right to interpret the role of career and career (one of the various roles of women) as a manifestation of its essence as a human being, although paternalistic

culture still influences gender ideology in both women (wives) and in men (husbands).

The numbers of career women (especially women who are married and have children) make a number of dual-career families so that the traditional family structure decreases (Parasuraman and Greenhaus, 2002). The decline in the traditional family structure does not mean that mothers in dual-career family more light load in household domestic work and child care. The results of the study Dancer (1993) showed that the structure of dual-career families, the wife sees him doing more domestic work than their husband's household so that there is an imbalance in the division of household roles. Family with traditional structures, both husband and wife, just look at him and his partner have done a fair division of roles in the household. This is likely due to the responsibility of the activities undertaken in accordance with the normative values which she became full-time homemakers, while the husband is more career oriented.

According to Haddock (2001) there are three values that are a challenge in the normative career mothers: (1) feelings of anxiety and guilt about family arrangements (family arrangement); (2) renegotiation of gender expectation in a conjugal relationship; and (3) conflict in balancing family and work. Family (husband and children), seem to have a considerable influence on the career development of career mothers.

## **C. Resarch Design**

### **I. The Reason Phenomenology of Qualitative Research**

The study was conducted using a qualitative method of phenomenology with some consideration, first, with the phenomenology allows to know the essence of a career for working mothers (career) without being interfered by prejudices or opinions that existed before so much focus on maternal self, including what thought, felt and done mothers who work (career). Secondly, the methods of qualitative research can be conducted in a natural setting

(Creswell, 1998), in which the individual is inseparable from the context of its environment, so it is not possible to limit or determine what variables can affect the mother's career for a career as a wide range of variables that have been fused within a career mother. Meaning of career for a mother is a career exploration results from the interaction of a variety of variables that exist in the maternal environment.

In other words, according to Creswell (2002), qualitative research is used to explore and understand a central phenomenon, such as a process or event, a phenomenon, or a concept that is too complex to be described variable accompanying variables. This is certainly different from quantitative research study variables so that it limits the research is limited to the search for relationships between variables and the search for the cause (variable) or an explanation of the appearance of symptoms.

## **II. Methods Phenomenology**

This study uses phenomenology. There are several core processes (core processes) in phenomenological research: *epoche*, reduction, imaginative variation, and synthesis of meanings and essences (Moustakas, 1994). *Epoche* is derived from the Greek word meaning away from or refrain. Understanding *epoche* is "get rid of" prejudice, deviation (bias), and forms opinions about something. In accepting life (perceiving life) need a way to look at, pay attention, be sensitive, without prejudice involving researchers on what is seen, thought, imagined, or felt.

In the phenomenological reduction, the task of researchers is to describe the textural language (language patterned) of what has been seen by a person, not just the external object but also the internal action of consciousness, experience itself, like the rhythm and the relationship between the phenomenon (the phenomenon under study) and self (self). The quality of experience into the focus; involvement (filling in) or perfecting the nature and meaning experience of challenge. The steps in the phenomenological reduction include:

bracketing. In this case the focus of the research is placed in the bracket, the other things are ruled out so that the whole process of the research comes from the topics and questions; horizontalizing, each statement is treated initially have the same value. Furthermore, statements that are not relevant to the topic and the questions and statements that are repetitive or overlapping is eliminated, so that all that remains is horizons (meaning textural and forming element/ constituent of the phenomenon that is not the irregularities); grouped into themes horizon; set the horizon and themes relating textural description into the phenomenon.

Tasks in the process of imaginative variation is to seek meanings possible through the use of imagination, a wide variety of reference frames differentiation, grouping and reversal, and approach the phenomenon from divergent perspectives, positions, roles, or different functions. The goal is to achieve a structural description of the experience, and the fundamental factors that affect what has been experienced. In other words, how the experience of becoming a phenomenon it is today.

## **D. Results and Discussion**

### **I. The Possibility of Subjectivity (bias) Researchers**

There are several possible subjectivity of the researcher affects the research, among other things: first, the researcher as the instrument used in this study certainly brings assumptions or judgments that have been known in advance so that can complicate the process of *epoche* or bracketing. Moreover, the researcher was a woman who was surrounded by role models who career in maternal environment. Surely it would be a challenge for researchers in the research process that demands to "negate" the various kinds of assumptions or judgments.

Second, the limitations of time and funds research at least will also affect the depth of understanding of the researcher in conducting

this research. In a qualitative study it takes a relatively long time to perform data collection and analyzing the data (Creswell, 1998).

Third, the limited skills of researchers in conducting qualitative research phenomenology allows the emergence of a variety of difficulties in the process of collecting and analyzing data that require tenacity and precision due to using zigzag pattern or process of back-and-forth (Creswell, 1998).

Fourth, test the validity of studies using the inter-subjective validity allows to induce a feeling of "want to get it over" of the respondents (given the preoccupations of respondents) so that the process of inter-subjective validity is less able to walk properly (for example, respondents become less careful in reading the results of the study).

Fifth, for my mother who was raised by a career, I see that although the beginning of the formation of the family my parents are both working (career) but still female (mother) who bother to think about and take care of household domestic work. Women is likely to be familiarized with the situation that their wives should be more involved in the household doing domestic work. When becoming a mother-even, domestic work is still a matter for women. So according to the researcher as a fellow woman, women (mothers) who actually has a career three roles: as a wife, mother and worker. As the wife as it relates to the role of the husband, as a mother because women are naturally giving birth and raising children, and as a worker for a variety of things, that is, there are mothers who work solely to supplement the family income, and there are also mothers who work because they want to develop a career in the sense of self and its potential issue.

According to our view, although there was a shift of gender roles (in) society are paternalistic, in which the male (husband) began to be "acceptable" and emboldened women to be assertive, career women will not be separated from the role of third career unless women have a family structure egalitarian or choose not to form a family. Career,

for researchers is, women's rights that does not need to be questioned by anyone, both by men and women themselves.

## **II. Experience Career Mother**

From the interview as a whole revealed that the respondents (mother's career) have a dilemma. This dilemma is, on the one hand, due to awareness in the form of an impulse for a career. They feel the need to work. They realize that they themselves have the potential (obtained from formal education). This is reinforced by the many role models (women who married once worked) around them and the many benefits of working either for themselves, for the husband as well as for their children. For those who had quit his job, feeling bored, stressed, and not be silent makes them increasingly want to do something other than taking care of the household.

On the other hand, this will emerge awareness of their primary duties as a mother. Where to fulfill the main task of working mothers trying to divide the time, make a commitment to family and work, limiting themselves at the expense of the personal interests of the other, pressing ambition and being "passive" to their careers. Not infrequently they are helped by the presence of people close like siblings, parents or in-laws to help ease the task of child rearing. Two sides of life that is the source of the dilemma of the respondents (mother's career). Here the meaning of the career for a career mother questionable.

## **III. Dynamics Mother Career**

There are several events that reflect the dilemma within the respondents (mother's career), namely:

### **1. Career mothers feel need to work**

The awareness that they have the potential for a career is one of the things that make women feel the need to work, where the potential is derived from formal education. They do not want to waste their potential since they have bothered to complete their formal education,

the desire not to waste the potential of making them "entitled" to work. Especially if they want to join the family income and the husband gives a chance to work. This of course makes them more "excited" for a career.

## **2. Career mothers maintain her role as mother**

It is apparent from the various efforts made by the respondents to maintain her role as a mother. Divide time into a common effort of the respondents (mothers career). They try their best to take the time that is enough for families without reducing their work time. To achieve time-sharing "fair", the respondents did not hesitate to bear the "burden of additional" every day, especially when their children were little. Although, children eventually no longer considered to dependent on them, but they are still trying to take time for their children. The respondents as much as possible stay close and know the progress their children even though others can help ease the task of child rearing.

The respondents wanted to show that their primary orientation is not a career family, because it is an opportunity that comes from the family to be very decisive. Permission of the husband is a necessary prerequisite for working mothers to improve his career, with the permission of the means they made an agreement with their husband so as to help reducing the conflicts that arise because of their careers. In addition to the permission of the husband, the independence of the children is also a consideration. At the time of the respondents felt that the children were not too dependent anymore with them so they no doubt took the opportunity to improve their career.

They also recognize that (their) careers are not just helping (your) husband to supplement the family income but also indirectly help husbands and themselves to do things that are more useful in utilizing spare time. In addition to avoid negative activities such as gossiping and wasteful, they feel a lot of experience in a career that insight they remain up to date.

The presence of feeling satisfied with the results of the work to be reinforcing their ability to perform a given task so that more work raises awareness that they can do something else, and many useful benefits, either directly or indirectly perceived by themselves and family (husband and children). This is especially felt by the respondents who had quit his job. Home care jobs deemed less provide "challenge" so monotonous. As a result they are "not satisfied" just doing a job taking care of the house and sit at home while waiting for her husband and children home. Not only feeling saturated but they also feel stressed because they do not know what else to do at home.

For the respondents, when they stop working because of concerned interests rather than the interests of their own family, that's when they realize that although they may fully be a mother but they still cannot "forget" the benefits or gains from work, especially (a benefit or) advantage for themselves itself. They put the interests of the family in the hope will come the opportunity to realize personal desires, in this case their careers. There were also respondents who dare to take "extreme", decisions of quit a job, if necessary, and do not expect anything other than to indicate its readiness to accept the consequences of the commitments made previously.

#### **IV. Meaning for Mother's Career**

In the summary of the story three career women who work in various professions shows that they experience the same thing that is the dilemma. Dilemma which may also have, in fact always occurs in the course of a career working carrier woman. Causes and effects of the dilemma in each person may not be the exact same, but all stem from a desire to balance career with family so that they emerged surface of consciousness is the author of "career is a dilemma". On the one hand, describes the mother as a woman desires to actualize him by working. Actualization is needed to confirm its existence as a human being, that he is not only a woman who becomes a mother but also can do something that could provide more value than just a plain housewife. On the other hand, mothers who cannot give up a career,



role as mother and wife. As a result that appears later is not optimal career, becoming a mother was also not optimal because they have to split two times, attention and all available resources. The respondent can only give the best for both of them but not to the maximum.

In fact that the path chosen by the respondents. They chose to remain a career despite making them in a position of dilemma. What makes them keep a career? There are four factors that make the respondents while maintaining his career, namely:

1. They feel capable of running both a career and a family.
2. Working many benefits, so the sacrifices made tolerable
3. Not hindered by family
4. Can not refuse the urge to work, for doing something

The fourth factor is the background of the previous three factors. Without the impulse to work probably will not ever appear first to the third factor. Karl Marx There is a statement that can explain the emergence of these impulses, "The essence of man is in the works, so to actualize human work essentially as a human." (Marx in Wardaya, 2003). In other words, it is understandable that the emergence of a desire to work (career) is one man's attempt (mother) to find the essence of him, to find the meaning of life.

The respondents' views of the surroundings associated with his career are as follows:

1. Husband

Working mothers still require the permission of the husband. There is always a first conversation when it comes to a career. For the respondents, this means that they show some respect and appreciate the role of the husband. Granting permission of the husband seems to be a sign that the husband does not feel rivaled or taken over his role.

2. Coworkers, bosses, subordinates

The main concern of the respondents in a career is how his career is not disruptive to the family. They are less concerned (or feel no need) with the competition in the workplace, good competition with a same-sex or opposite sex. Arrival of the opportunity given to develop self superiors or to rise to the next career path could not be

taken for granted, but should be discussed first with the husband. This needs to be done to minimize the occurrence of conflict in the future. However her husband is a partner in a married mother so that there is always a need to "coordination - coordination" to avoid misunderstandings.

### 3. Against the job

Although it seems less concerned with competition and prefer family, but it does not mean that the respondent was not seriously work (career). They are very serious. They are just trying to work as well as possible. They realize that, first, the work can bring the best possible chance to move up the career ladder to the next without the need to make efforts that can make them ambitious assessed by others. Secondly, every opportunity that comes, in a sense up to a certain career path and permitted husbands, they tend to take advantage of this opportunity as much as possible because it is not necessarily going to come second chance.

### 4. Against society

They still follow the "common paradigm" that women (mothers) as long a career can not ignore his role as a mother and wife. As a result they are always trying to balance career and family. They do not want to appear to be more burdensome than the family career. The respondents were aware that the community assessment was focused on the role of women as mothers and wives rather than on other roles in the community.

So even though their careers (seem like) a dilemma, but it turns out there are other things that make a career of more "inside" of a dilemma. Consider the factors of the environment and of mothers who work, career interpreted as a form of self-actualization to do something that could provide more value than just a plain housewife.

## **E. Discussion of Research**

Of the four respondents who were involved in the process of inter-subjective validity obtained the following results: first, they

emphasize again that it is the mother who suffered a career dilemma but for their families is a priority. They consider a career becomes meaningless if their families "messy". For them, it all depends on how did the division between the roles of mother and wife with a job in the workplace. Secondly, they also re-emphasize that the work (career) brings its own satisfaction for them. Third, they added that the family help the economy, they expect that their children will not have to experience the hard struggle of life as they are. Fourth, they realize that one of the ways in which they can continue to depend on the permission husband's career, because it even though their income is greater than the income of husband and even has a vital role in the economy of the family, they still think that their income is the second source of income. This they do to keep the husband does not feel ignored or replaced its role as the main family living provider.

The results of the overall study did not show any fundamental differences between the results of the study before and after the inter-subjective validity. The process of inter-subjective validity of research results strengthen even more before the inter-subjective validity, the career is the embodiment of a mother's desire to actualize him. The desire for self-actualization is a central phenomenon that makes a mother wants to continue a career.

In the discussions that occurred (in interviews in data collection and process of inter-subjective validity) (of) the respondents always expressed a desire to continue a career and demonstrate a variety of things that they get from work (career), although the later discussion concludes by emphasizing the importance of family for them. From the point of view of the respondents, is actually a career and family is something that is important to them, that's why they took a risk by running both. In a state of "forced" them to realize that they have to choose family. However their main tasks for women (mothers) are with the family. Career or works outside the home are just the "extras" that they have in their lives. Is something extra because there are several requirements, in addition to the potential (resources) at their disposal, which must be met in order to get it.

The first and foremost requirement is the permission of the husband. In addition to being the main breadwinner family, the husband is the head of the family home. Granting permission to their wives (the respondent) to show that the husband receives a career with a full awareness of their wives will have their own income, wife's income can help the family economy, and a wife to the family would be split with the job in the workplace. The respondents who received permission from her husband to work (career) trying to take advantage of these opportunities as well as possible. They are trying to continue to be allowed to work (career). The respondents made a commitment to themselves and the husband that the family is primary, that they are ready to leave their jobs for the sake of career or family. They tried to show (especially the husband) that they are capable of doing both (career and family), that career will not interfere with domestic affairs. They also stressed that they are a source of financial income families second, though sometimes larger than the nominal income of the husband. The mothers who work (career) trying to keep the husband does not feel violated "territory", trying to keep the husband is not "threatened" by the success of their careers. It seems that, for the survival of their careers respondents may be terminated by the husband when the husband feels himself or families (children) are ignored because of their busy life in a career.

The second condition relates to the children. The state of the children also greatly affects the careers of the respondents. As mothers, they always want to make sure that what they do not interfere with their relationship with the children. For mothers who care for their own children, they must be prepared to work extra hard, especially when their children are still small (cannot be independent). They must be prepared to face the many burdens of domestic work and the division of time between works in an office with a family affair that is still obscure. The division of time will be clearer (regular) when the children are able to be removed. Of course every mother is different in determining the state of what their children have to be independent, but the respondents considered the children to be independent when they are already 13 years old (junior high). This is

very different from the respondents in their parenting assisted by another person, either by a maid or baby sitter or family (siblings or parents) of their own. The assistance of others in caring for children, the respondents become more flexible in managing the affairs of the household with a job in the office. They can set a clear timetable, such as home offices can instantly accompany their children to learn or play. The respondents were also aware that they cannot just surrender completely childcare responsibilities on others. They also want the children to know that their mother could perform the role of the mother well, because they try to spend as much time as possible for their children and have always tried to follow the development of their children.

Another thing that must exist for the respondents for a career is the opportunity to rise to a higher hierarchy in the workplace. When this opportunity came and the husband has no objection, the respondents tend to take the opportunity and make the best of it. Increasing their career not only prove their success in a career (due to its potential) but also hinted at their domestic success, because they have the support of family (husband allowed and there is no problem with the kids). Moreover, to get the chance to improve their career working mothers (career) trying to get it in ways that do not seem ambitious. They were not aware of the competition, but for those people (women) who would do anything to the people (women) are more ambitious and career-oriented than family. They are trying to not appear ambitious in their efforts to climb the career ladder. They believe that their abilities in the Work which will bring the opportunity to rise higher career, in addition they want to maintain the "image" they as a good mother.

## **F. Conclusion**

Increasing number of career mothers in the community who are still influenced by a paternalistic culture, where the mother is considered to have a career double burden, this study attempts to

determine the meaning of a career for a career mother in a family of dual-career and have children.

Of the 12 respondents (mothers career with the family structure of dual-career and have children) obtained the result that (the mother is) a career interpret (his career) as a manifestation of the need to actualize him. There are several things that make the respondent remains a career mother, among others: the awareness that they have the potential for a career, the desire to improve the economy of the family, has the support of family (husband and permission from the kids who are already independent), the presence of role models, and the opportunity in the workplace. Dilemma experienced by the respondents as a mother who makes a career of self-actualization they become less than optimal. This is likely due to the strong influence of traditional gender ideologies in a dual-career family structure of the respondents and in the community. In addressing the dilemma experienced by the respondents tend to be silence. This means that they allow themselves to be in a constant dilemma without trying to make a change that could make them regardless of the dilemma, even there is a tendency that they consider fair on the dilemmas that as a consequence of the multiple roles they choose.

Experience that career mothers in dual-career family is not always the same on each individual but of sharing the experience done in this study is expected to be a reflection of mothers another career, because phenomenology reflects what is essential from the whole experience individual life and in what ways the life experiences may underlie the understanding of the emerging new meanings.

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