

## CHAPTER I

### INTRODUCTION TO THE STUDY

#### 1.1 Background

From the time we were born, human are destined to work. Law 1945 article 27 verse 2 set a rule that every citizen shall have the right to work and to earn a humane livelihood. While seeing ourselves or other people try as hard as we can to compete to earn a degree and try to make our dreams become true, we may often wondering what is the purpose of work while at the same time some of us may think it is because we would have no choice about what to do. As a conclusion, we may say that the aim of working is to earn money (White, 2015).

When the person is working, usually it is done after they are finished their study either in high school or university level according to their tendency or age limitation. For male workers, working usually becomes a continuous routine especially after marriage. That is to fulfilling their responsibility either from their own perspective, local norms or by law. On the other side, a Korean website, Chosun conducted a survey in April 2017 and concluded that 46% percent women quit their job after marriage. Though there are women who quit after marriage, some of them still continue. According to Wolfman B.S. (1992) as cited from Sumiyatiningsih (2014) motivation for women who continue working after marriage usually followed by two factors, motivation to fulfill economic needs and to actualize themselves.

Quality of work life and work life balance studies mainly conducted due to traditional thinking that women who play two or three roles: as a wife , mom and career woman may find it difficult to play all roles in their lives with averagely equal time spend. This perspective may not wrong eventhough we can see it happens among us or maybe we experience it by ourselves. Men are treated and seen as a strong human who always taught to be the breadwinner since their young age. In opposite, women are treated to be able to do domestic chores to be seen as weak creatures thus make them to stay at home and handle all domestic problems. The traditional domestic roles like this may still be applicable for some families. But, in modern way of living nowadays, it may not too relevant anymore.

Priherdityo (2016) on CNN stated that Indonesia has the 6th largest career women in the world. With a percentage for senior position for women is in 34%. It means that, by time men and women can have a same opportunity to climb the company ladder. Women's position is getting more and more attention by studies. It may based on the thinking perspective or by another attention. Aside from that, study about quality of work life for men is not as much as about women.

In general perspective, age usually can be seen as the measurement of how mature someone to see things in their life. It is seen as how someone can organize themselves and everything surround them. For the example, we may find it is difficult to balancing our school life and family life when we were still teenagers. But, as we grow older now we are facing another problem : how to balancing our work life with family life, social life and leisure time. Another complexity is,

when talking about work life, there are times when we feel comfortable at work but also there are times when we don't feel any positive vibes through work. The problems that may occur is it may reduce our productivity and develop negative feelings in the workplace.

While age usually acts as a measurement of one's maturity, gender is usually seen from people's perspective about how should someone live their life. Even male and female roles are not only set by social norm, but also by law. Indonesian law regulation put men as the one who should protect his wife and give everything she needs, also women are the one who is responsible for domestic affair (Under Marriage Law of 1974 article 34 verse 1). As human needs have increased, women's role in the workplace can't be underestimated and make gender diversity is now a modern issues in the workplace. While a lot of efforts were made to make women and men being equal, but there is still another effort that needs to being put. Based on Work.chron.com these are male vs female statistics in America:

**Table 1.1**

**Male vs Female Statistics**

Indicators	Realization
Wages Gap	A wage gap persists between men and women in 2011. From a research data in 2011 from the Institute for Women's Policy Research it shows that for every dollar each man earn, women get 77 cents in it.

Indicators	Realization
Workforce participation	According to BLS, women up to 47% workforce in the United States and some occupations hold very strong gender tendencies.
Management Roles	Men and women shares almost equally low-to-mid-level management roles while women made up to 51,5%
Discrimination	In the 2011, Equal Employment Opportunity Commision fielded 5.797 complaints of pregnancy discrimination, according to Catalyst. Sexual harassment has been declined over time, but there's a risen filing complaints by men in 2011.

*Source: Kokemuller, 2014*

Based on the table above we can see that eventhough women roles at workplace have increased but gender equity has not come out in an equal way between men and women. As people always see men as a strong creatures and women as a weak creatures but a deep study about quality of life and work life balance in men perspective has been rarely found. In this modern era, a good quality of life and work life balance are not only limit by how a person's role at workplace and their family that most people always associate it with women as the employee, a mother and wife. But also, include a person's social life that can be associated with a wider circle: singles and men.

We may wondering now, why quality of work life and work life balance need to be learned again if they are too common to be learned by scholars? The answer may vary, but quality of work life and work life balance will always be a main focus by companies nowadays since many companies are putting more effort to encourage their employees to balance their lives domains. For the example, PwC (report) provides some facilities to facilitate their employees' work life balance. They held: PwC Say, PwC Away day, PwC Outing and PwC Gathering. Also, they provide lounge, in-house clinic and dental clinic, nursing room and other facilities to support their employees' quality of work life. Some articles also now encourage the interviewee to ask about the company's work life balance through interview session.

For this research, researcher choose men and women aged above 25 years old who works in Jakarta and Tangerang. Jakarta is consider to be the busiest city in Indonesia as it is the capital city of Indonesia and Tangerang is seen as the satellite city that supports workers who work in Jakarta. Reported by Tranghanda in Hamdani (2017), around four million people commute from satellite cities such as, Tangerang, Bekasi, Bogor and Depok to work in Jakarta. Since Jakarta and Tangerang are connecting and supporting each other in economic sector, we consider the workers in these both cities as the workers who the quality of life and the work life balance may get affected by their condition in their journey to and from work.

From the background that has explained above, researcher then do the research about **The Impact of Demographic to Quality of Life and Work Life Balance (An Empirical Study to Male and Female Workers in Jakarta and Tangerang).**

## **1.2 Statement of the Problems and Limitations of the study**

### **1.2.1 Statement of the Problems**

Based on the background explained above we may identify some problems as listed below:

1. Women roles at workplace has increased even after marriage, contrast to the traditional perspective that women should stay at home after marriage and pointing at men as the breadwinner.
2. Since women now become more active to pursue career in company's ladder, there's an indirect competition between men and women to achieve a position. This, may affect a quality of work life and work life balance in both genders as workers.
3. In nowadays, business becomes more dynamic that affect how the workers' rhythm. To fulfill their responsibility, they might come in an early morning and finish their work at late at night. When their time in most possible way may be spent on road, means that they just 'spent' their quality 'me' time to unimportant thing.

### 1.2.2 Limitations of the Study

Some limitations of this study are listed below.

1. This research limits the respondents at 21 years old for the minimum age. Researcher assumes that mostly at age 21 a person has their first job and also is the best age to classify someone to be mature enough.
2. The minimum length of service is one year in the current company. One year of service is consider to be the ideal amount since in that time usually workers may face challenges in their workplace.
3. This study limits the respondents only for employees that work for a company.
4. Researcher limits this research only between the impact of age,gender and marital status to quality of life and work life balance.

### 1.3 Research Questions

1. Does demographic give any impact to quality of work life for workers in Jakarta and Tangerang?
  - a. Does age give any impact to quaity of work life for workers in Jakarta and Tangerang?
  - b. Does gender give any impact to quality of work life for workers in Jakarta and Tangerang?
  - c. Does marital status give an impact to quality of work life for workers in Jakarta and Tangerang?
2. Does demographic give any impact to work life balance for workers in Jakarta and Tangerang?

- a. Does age give any impact to work life balance for workers in Jakarta and Tangerang?
- b. Does gender give any impact to work life balance for workers in Jakarta and Tangerang?
- c. Does marital status give any impact to work life balance for workers in Jakarta and Tangerang?

#### **1.4 Purpose of the Study**

The purpose of this study is to know:

1. The impact of demographic to quality of work life for workers in Jakarta and Tangerang;
  - a. The impact of age to quality of work life for workers in Jakarta and Tangerang;
  - b. The impact of gender to quality of work life for workers in Jakarta and Tangerang;
  - c. The impact of marital status to quality of work life for workers in Jakarta and Tangerang.
2. The impact of demographic to work life balance for workers in Jakarta and Tangerang;
  - a. The impact of age to work life balance for workers in Jakarta and Tangerang;
  - b. The impact of gender to work life balance for workers in Jakarta and Tangerang;



- c. The impact of marital status to work life balance for workers in Jakarta and Tangerang.

### **1.5 Benefits of this Study**

Benefits of this study may be divided into three groups of readers: companies, researcher, general readers.

1. For companies. By reading this research, we hope that more and more companies take workers' quality of life and work life balance to the more serious level. Company may spend some money to the sector, but compare to a lot of benefits that companies may gain, it might not be enough to count.
2. For researcher. Researcher gains a lot of insight and knowledge about what is quality of life and work life balance especially the direct impact of them in people's lives by doing this research. Also, this could be a good skill and knowledge to bring in a future as a workforce.
3. For readers. This research may give some insights and knowledge for readers who interested in researching about quality of life and work life balance. Even if readers do not have any intention for doing research, we hope that readers will consider their quality of life and work life balance better from reading this research.