

# Work-life Balance and Worker Well-being through Family Support

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## ABSTRACT

Family support is important in improving the job quality and worker well-being. This article examines how emotional, practical and social support from family can influence workers' mental well-being and their performance at work. Good family support can reduce stress, increase motivation, and create a balance between personal and work life, which has a positive impact on workers' productivity. An imbalance in family support or conflict can lead to increased stress and decreased work quality. Social and cultural factors also influence how family support is received and have an effect on worker well-being. This article also suggests that organizations adopt policies that support work-life balance, such as flexible working hours and family time, and provide social support for workers who do not have immediate family. Such policies can improve worker well-being, reduce stress, and subsequently improve job performance and satisfaction.

## INTRODUCTION

Family support plays an important role in creating a balance between a worker's personal and professional life. In an increasingly complex life, workers often face pressures both at work and in everyday life. The emotional and practical support provided by family members can be a major source of mental and physical resilience, which has a direct impact on the quality of their job. When a worker feels supported, they tend to have decrease stress levels and are better able to deal with job challenges in a more productive and positive way. Families provide a sense of security and psychological comfort that helps workers navigate the demands of work without compromising the personal aspects of their lives. With a supportive environment, workers can be more focused, feel valued, and more motivated to achieve job goals (Rahim et al., 2020).

The family's role in improving workers' well-being is not limited to emotional support. Financial support and fairly shared household responsibilities can provide space for workers to concentrate more on their job. This has the potential to reduce anxiety that can interfere with work performance (Medina-Garrido et al., 2017). Many workers find it easier to manage the pressures of their jobs when the family is involved in providing stability in other aspects of life, such as financial needs and child care (Leung et al., 2020). Family contributions are important to workers' personal lives, and can influence workers' productivity and long-term well-being.

While family support has the potential to provide many benefits to workers' well-being and quality of their jobs, not all workers get the support they need. In some cases, a lack of communication within the family or different priorities between family members can create tensions that improve stress. Workers who do not feel supported by their families may experience decreased motivation and quality of job (Zhang et al., 2020). Social and cultural factors can also influence the extent to which family support is acceptable to workers, where some cultures may have different expectations or social pressures regarding the role of family in workers' life (Thompson et al., 1999). This may result in workers feeling isolated or less open in seeking support from family.

Another issue that often arises is the lack of understanding of the importance of family support for job quality. Often, in the workplace, workers are not given the space or flexibility to allow for optimal family support. Workers who feel trapped between work demands and family needs often feel they have no choice but to neglect one of these important aspects (Hoffmann-Burdzińska & Rutkowska, 2015). This can create prolonged stress, which in turn undermines workers' well-being and decreases the quality of their job (Mardikaningsih & Sinambela, 2022). The absence of policies that support a better work-life balance, such as family time off or flexibility in working hours, can compound these issues.

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The issue of worker well-being is an important one, given its far-reaching impact on productivity, work satisfaction, and even overall quality of life. In an increasingly competitive workplace, many workers feel pressured by high expectations from employers and family demands. Understanding how family support can improve worker well-being can help companies and communities create more supportive environments. This is beneficial for workers, and for companies who can feel the positive impact in terms of higher employee productivity and loyalty.

This study aims to examine the influence of family support on job quality and worker well-being. It focuses on understanding how the role of family members in providing emotional, financial and practical support can influence workers' well-being and how this contributes to improved performance and productivity at work. It also aims to explore the dynamics that arise between job and family life and their impact on workers' overall quality of life.

## RESEARCH METHOD

The research method used in this study is a literature study approach, which aims to explore information and understanding of the role of family support in improving the quality of jobs and workers' well-being. The literature study allowed the researcher to gather various relevant sources of information, such as journals, books and scientific articles, in order to obtain a comprehensive overview of this topic. This approach also provided an opportunity to analyze previous findings in related literature, such as the influence of social support on workers' mental health, and the relationship between personal well-being and workplace performance (Allen et al., 2014). Using these well-established sources, this study will build a strong theoretical foundation for understanding how family support can influence workers' productivity and quality of a worker's life.

The application of literature study in this review also aims to explore various perspectives and theories relevant to this topic. For example, subjective well-being theory and social support theory are often used to explain how external factors such as family support can influence the mental and physical health of working individuals (Haines et al., 2016). In this approach, the researcher collected data from related articles, and examined the differences in how different studies measured and assessed the influence of family support on job quality. Thus, this literature study is expected to provide an understanding of the interaction between family life and work, and its impact on workers' well-being.

## RESULT AND DISCUSSION

Family support plays a very important role in influencing the quality of job and well-being of workers. In the context of a stressful and demanding professional life, the presence of family as a support system can help create a stable emotional balance (Riley, 2012). In general, this support includes various forms of assistance provided by family members, whether emotionally, socially, or practically. One of the biggest influences that can be seen is on workers' stress levels and mental well-being. Workers who feel supported by their families tend to be better able to cope with the pressures of the workplace, which can then improve the quality of their job (Bakker & Demerouti, 2007). They also tend to be more calm, focused, and have good self-control in the face of work challenges. This is because good family support can be a great source of energy and motivation for workers in facing challenges in the world of work.

Family support can also serve as a buffer against job stress, which is one of the factors that greatly influences workers' well-being. In the context of an increasingly competitive and demanding world of work, stress is one of the main challenges faced by many workers. Workers who have a sense of security and emotional support from family usually have decrease stress levels, and this has an impact on their performance at work. Kossek and Ozeki (1998) showed that workers who have strong social support, especially from family, are able to reduce the negative impact of job stress on their mental health. They are also better able to balance personal and work life, which is important in improving job quality (Rahim et al., 2020).

Family support is limited to emotional support, and to practical support, such as sharing household responsibilities. In modern life that demands high efficiency, the workload outside the home is often out of balance with the domestic responsibilities that must still be carried out. An equitable division of household responsibilities between family members is one form of tangible support that is very helpful for workers. When housework is shared fairly among family members, workers can focus more on their duties at work without being distracted by mounting household obligations. This kind of practical support also creates a sense of fairness and togetherness within the family, which strengthens the emotional bonds between its members. The results of a study conducted by Greenhaus and Allen (2011) state that a fair division of household tasks can reduce feelings of overwhelm in workers and give them more time to focus on their job, which will certainly have a positive impact on the performance and quality of their job.

Family support can also include financial assistance that can reduce workers' economic burden. Financial problems are one of the main sources of stress in a person's life, and this pressure often carries over into the work environment. In many cases, workers who feel worried about financial issues may feel more stressed and less focused on their work (Leung et al., 2020). With financial support from family, workers can reduce anxiety related to economic issues and focus more on their work, which will improve productivity. This support creates more emotional space to focus and perform, as workers are no longer preoccupied with worries about personal or family finances. Economic stability, aided by family support, has proven to be an important enabler in creating a productive and harmonious work environment. Workers who have financial stability are more likely to feel more secure and comfortable in carrying out their job tasks (Clark & Oswald, 1994).

High quality job can also influence the well-being of the family itself. When workers feel valued and successful at the workplace, this often contributes to their improved well-being at home. Feeling successful at work can boost self-confidence, emotional stability and overall happiness, all of which contribute to a more harmonious household atmosphere. Good worker well-being can influence their relationships with family members, as they are more likely to exhibit positive and caring behaviors towards their families (Schnettler et al., 2018). This creates a positive cycle where family support roles in improving workers' well-being, which in turn improves the quality of relationships within the family (Haines et al., 2016). Such harmonious relationships are again a source of strength for workers, creating synergy between work life and personal life.

The effect of family support on worker well-being and job quality is not always linear or positive. Some factors, such as imbalances between personal and work life, can cause family support to be counterproductive. For example, if a worker feels overly dependent on family support, or if relationships within the family are themselves a source of stress, then the support provided may actually add to the worker's emotional burden. Workers can feel trapped between two equally important, yet conflicting roles. Allen et al. (2014) revealed that an imbalance between family life and a job can add to workers' anxiety and reduce the effectiveness of family support in improving work quality (Medina-Garrido et al., 2017). Effective family support is not just about being present or helping, but also about understanding, healthy communication and adjusting expectations so as not to overwhelm each other.

Social and cultural factors also play a significant role in influencing the extent to which family support can be received by workers. Each culture has different values regarding the role of family in an individual's life, including in the work context. In some cultures, the role of family in personal and work life is more dominant, while in other cultures, workers may be more inclined to be independent and not rely on family for support. This leads to large variations in how family support is received and influences the quality of workers' work (Schieman et al., 2009). For example, in many Asian cultures, family plays a very large role in supporting workers, whereas in Western cultures, workers are more likely to seek support from friends or coworkers. In more individualistic cultures, dependence on family in the context of work can be perceived as a sign of weakness or lack of independence, so not all workers feel comfortable openly accepting or relying on family support.

It is also important to note that not all workers have supportive families or are in a condition to provide the necessary support. Workers who encounter family conflicts or who come from unstable families may struggle to get adequate support, which will adversely influence their mental well-being and performance at the workplace (Hoffmann-Burdzińska & Rutkowska, 2015). For workers who do not have good family relationships, the psychological burden can be even greater, as they lose a key source of support that is often a crutch in coping with work stress. This situation is exacerbated if workers do not have alternative support systems, such as close friends, spouses, or healthy social networks. Workers who do not have close family or strong social support may feel isolated, which can influence them negatively (Choi & Lee, 2015). The absence of direct family support often leaves workers feeling lonely and underappreciated, which in turn affects how they respond to workplace challenges.

On the positive side, for workers who have strong family support, this can improve their work-life balance. When workers feel supported by their families in their professional and personal responsibilities, they tend to have better control over their time and energy. With family support, workers can be more flexible in their lives, which helps them balance the demands of work with their personal lives (Demerouti et al., 2014). For example, workers who have more time for themselves or who have the flexibility to care for their families tend to feel happier and more satisfied in their jobs (Bianchi & Milkie, 2010). This better well-being, in turn, improves their motivation and performance at the workplace.

In organizations, companies that understand the importance of family support for their workers often offer policies that support work-life balance, such as family leave, flexible working hours, or support for childcare. These policies can help workers feel supported and valued, which has a positive impact on their productivity. By providing space for workers to fulfill their family needs, companies indirectly help maintain the mental and emotional stability of their workers. Kelliher et al. (2015) showed that companies that support work-life balance policies can reduce workers' stress levels, improve job satisfaction, and ultimately improve the quality of their work. Flexible policies allow workers to adjust their work rhythm to family responsibilities, reducing the risk of conflict between work and home life. In the long run, this policy can also reduce absenteeism and turnover rates, and increase employee loyalty to the company.

Workers who feel supported by their families and the organizations they work for are more likely to feel more engaged and motivated in their work (Chan et al., 2016). When they feel valued and cared for by those closest to them and by the company, the sense of security and emotional comfort that arises will increase their sense of responsibility and loyalty to work. With higher motivation, workers will be more committed to completing their tasks well, improving their performance at work. A study conducted by Morgeson et al. (2010) revealed that social support, both from family and workplace, has a positive relationship with work commitment and better job performance. Creating a socially supportive work environment, as well as encouraging healthy family relationships, are effective strategies for improving overall workforce performance and productivity.

Overall, the influence of family support on job quality and worker well-being is complex and influenced by a variety of factors. Positive family support can improve job quality and enhance worker well-being, while imbalances in family support or conflict can be detrimental to worker well-being and performance. Excessive stress can lead to decreased productivity, increased absenteeism, and reduced engagement at work, ultimately hindering their career development and performance at work (Darmawan & Djaelani, 2021). It is important for organizations to pay attention to how family support can influence worker well-being and develop policies that support a healthy work-life balance. This policy benefits individual workers and contributes to the overall efficiency and productivity of the organization.

Family support has a significant role in influencing the quality of work and worker well-being. When workers feel supported in aspects of their personal lives, both by their families and by the organizations they work for, it can increase motivation, reduce stress, and improve the balance between personal and professional lives (Soomro et al., 2018). The existence of this support creates a healthy environment for workers to thrive, so they can be more focused and productive in carrying out work tasks. Managers and organizational leaders need to understand the importance of providing a supportive work-life balance environment for employees. One of the most important managerial implications is the implementation of policies that promote better work-life balance. Organizations need to introduce work-time flexibility policies, such as manageable working hours, work-from-home options, or adequate family time off. Such policies support workers' well-being, and can improve their motivation, job satisfaction, and loyalty to the organization (Kelliher et al., 2015).

Managers should also pay attention to the role of family in the management of workplace stress. Good family support can reduce workers' stress caused by high job demands. It is important for managers to recognize signs of stress in their employees and, when possible, offer support that may encourage workers to seek help from their families. Managers who support employees in managing stress in this way will help create a healthier and more productive work environment (Burnett et al., 2010). The implementation of training or workshops on stress management and employee well-being can also help minimize the negative impact of stress in the workplace (Bakker & Demerouti, 2007).

Family support in practical forms, such as the sharing of household responsibilities, is also a relevant factor in creating a work-life balance. When workers feel helped by a fair division of household duties, they can focus more on work and not be burdened by the accumulation of household obligations. Managers can facilitate this division of responsibilities by developing programs that allow employees to work more flexibly. Organizations need to pay special attention to workers who have major responsibilities outside of work, such as caring for children or parents. This can create a sense of value in employees and improve the quality of their work. Such policies reflect an organizational approach that cares about the well-being of employees regarding their personal lives, which will result in happier and more productive employees (Greenhaus & Allen, 2011).

It is also important for managers to understand that not all employees have access to strong family support. Some employees may come from less supportive backgrounds or face complicated family situations, such as divorce, family conflict, or lack of social networks. In these cases, workers who do not have adequate family support can feel isolated, which can have a negative impact on their mental and emotional well-being. Organizations need to create a wider network of support, both within the organization itself and outside the organization. For example, organizations can provide social support programs for employees, such as peer support groups or counseling services to help workers who feel isolated or lack support. In this way, organizations rely on family support, and can build other support systems that can reduce the negative impact of a lack of social support at home (Choi & Lee, 2015).

Overall, the managerial implication of these findings is that policies that address work-life balance are critical in improving job quality and worker well-being. Managers should understand the complexity of how family support influences workers, and strive to create an environment that enables workers to get the support they need, both from their families and the organization. By implementing policies that support worker well-being, organizations can improve productivity, job satisfaction and reduce workplace stress levels, which will ultimately contribute to overall organizational performance. As such, good policies that support work-life balance have the potential to improve organizational performance, reduce absenteeism, and improve employee retention. All of these factors together contribute to improving the long-term performance of the organization, creating a better environment for all parties involved.

## CONCLUSION

The conclusion from all of this is that family support is critical in improving the quality of the job and the worker's well-being. This support can be emotional, social and practical, which together contribute to reducing workers' stress, improving mental well-being and creating a work-life balance. When workers receive adequate support from their families, they are more motivated, perform better, and feel more valued at work. Not all workers have access to strong family support, and in some cases, an imbalance between work and personal life can exacerbate stress and decrease work quality. It is important for organizations to understand these support needs and create policies that support work-life balance.

Suggestions for organizations and managers are to introduce policies that support work-life balance, such as flexible working hours, family time off, and work-from-home facilities. This kind of policy provides flexibility for workers to adjust their work schedules to personal and family needs. Organizations also need to provide social support in the workplace, given that not all workers have access to adequate family support. Some workers may not have close family or strong social support, so they feel isolated or struggle to manage life stresses. It is important to provide training or resources that can help workers manage stress and maintain their well-being. Training on stress management, work-life balance, or relaxation techniques can give workers the tools they need to deal with daily work challenges in a healthier way. By attending to these aspects, companies will improve workers' quality of life, and improve their productivity and commitment, ultimately contributing to the overall performance of the organization.

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