

WORK AND FAMILY HARMONY: CHILD RIGHTS

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Abstract

The family as the basis of personality development is in the interests of all parties. The organization where the parents are working also has an interest that is able to support optimal performance of employees. This article aims to reveal the role of the organization in realizing a harmonious family as part of the rights of all family members, including children. The results of theoretical study and previous studies have shown the strong relationship between the organization and the family. The family who fully support individual career employees will be a very important motivation in his performance. Conflict which is minimal and the strong support at all times encourage people to use the whole potential for the organization. Islam gives some roles balanced between men and women, as like between parents and children, in the family. The organization also needs to manage the potential of employees to be optimized. Family friendly policies become very important. Opportunities for employees to get family gathering adequately can be done through a working hours and leave entitlements policies. Family well-being will also be important through incentives, family allowances, and pension rights, as well as tools of keeping the warmth of the relationship between the organization and the family.

Keywords: organization, family, harmony, well-being, child

INTRODUCTION

Harmony in life is the ideals of each individual. Similarly, the harmony in the family has become the dream of all people who care about the well-being of themselves, families and others. The family as a basic in the life and national development has a very important strategic position. The following article will reveal the work and family harmony as part of the rights that need to be obtained by family members, including children.

Harmonious, according to Merriam-Webster Online Dictionary means having parts that are related or combined in a pleasing way, having the parts agreeably related, not experiencing disagreement or fighting. Thus, the harmonious of the family means a sense of pleasing way between family members in live interaction in it, so they don't have disagreement or conflict experiences.

The growing family disharmony is the phenomenon nowadays. This is

shown on the wide range of indicators, i.e. the high divorce cases as an indication of parents' disharmony. Data from the Ministry of Religious Affairs, quoted by the NGO House Amalia shows that the average number of divorces cases in Indonesia between the years 2009 - 2013 reached 350.000 cases (Munady, 2015). This means that there are 959 cases of divorce every day, or 40 cases per hour. This data is relevant to the data of the Biro Pusat Statistik (BPS), which shows the number of divorces between 2009 and 2013 reached 14% of the total households.

Generally, the root of the divorce is conflict in families. This conflict involves mostly couples, with variation of causes, i.e. the issue of work-family conflict. It is represents the disharmony in managing the pressures of work activities with the family activities (Mihelic & Tekavcic, 2014). The phenomenon of parents in a busy of work is increasing, it is potential to be the

dominant source of work-family conflict. As a result of busy work then become unfinished family matters, such as child matters eventually left entirely to the domestic helper, and education of children in schools handed over to full day school.

Children as part of the family get the worst from the impact of family disharmony. Munady (2015) states that the parents' conflict will lead to indications of stress, emotional and behavioral disorder in children. These conditions directly affect the fulfillment of children's rights in its development process. One of the rights of the child is a proper education. BPS data in 2015 showed the average number of children in the age range 5-24 years old who are in school only 64%, with notes that higher age so smaller percentage. On the other side, the number of households reached 64.7 million households in 2014. It showed that the responsibility of government and society to maintain family harmony and fulfill the rights of children in them is very large.

The descriptions above indicate the existence of problems in the harmonious relationship between work and family. The ability to manage stress at work and family will support the development and growth of children. However, the reality shows the work and family conflict threatens the fulfillment of the rights of child development. This paper aims to reveal how to manage the pressure of work and family so that the right of children is still able to be met.

RESEARCH METHOD

This article will reveal how to find harmony between work and family, so that the rights of children can be fulfilled. The discussion is based on a several theoretical literature and the results of previous studies related to the

same theme. Systematics article begins with an introduction, method, result related analysis work and family relationships, as well as the conclusion.

Work And Family Relationships

Research on the work- family relationship was developed since the failure of the industrial revolution in Europe more than three centuries ago. Increasing of the employee income, and then made a more formal working system. It engendered the difference orientation between the family and work, which raises the seeds of conflict in it.

Mihelic & Tekavcic (2014) states that work-family conflict is a form of individual's inability to manage the pressure that comes from the work and family. This inability is influenced by many factors, such as the individual factors and job characteristics and family factors. Individual factors i.e. personality factors and emotional maturity, while the job characteristics and family factors i.e. support for the work, working time, organizational culture, family structure, and physical health.

A study in Canada by Senecal, Vallerand, & Guay (2001) found that work and family have a very strong inter correlation. Positive interpersonal relationships at work and home will increase the motivation of the members of the family and when at work. Conversely, low motivation will lead to the alienation of the family and lead to conflict of work and family. And then it leads to emotional fatigue which will drain energy, further it can decrease performance at work and can lead to marriage divorce.

The harmony of work and family can be achieved by managing all activities that involve all family members, and they can run harmoniously although in varies activities. When the

conflict was happened, the solution has become part of that must be managed. Aycan (2008) mentions that the conflict is influenced by the culture, so as to resolve the conflict also need to involve an element of culture. One thing to consider is the use of a religious approach.

Stress as a source of conflict can be alleviated by the religion returning as a coping strategy. Achour, Bensaid & Nor (2015) in his article mentions that religion has been providing various way out to cope well under stress. People who are able to deal with stress, it will be easier to reduce the negative potential of their work-family conflict.

Work And Family Harmonious

Religion as a solution to all problems is also recognized by Chapra (1992). His book titled "Islam and the Economic Challenge" confirms the religion of Islam with its teachings can be an alternative solution to the problem of the world economy. This can be achieved by returning to pure Islamic principle, that is *Syariah* Islam.

Achour, Bensaid & Nor (2015) specially suggest the way out of the stress on the Islamic religion, which has some principles, i.e. *iman* (faith), prayer, patience, gratitude, reading the Qur'an and dhikr. All of these principles is trusted to decrease the consequences of the stress experienced by the individual. Faith is the main source of a person's ability to implement all religious principles. Faith is the belief in Allah as the only God that must be worshiped, believe in angels, believe in *ghaib* things, believe in holly books and His Messengers, and believe in end of the world. It is Allah Who created everything and negates everything. He freely wills over his creation, so the conditions experienced whether happy or sad, failed

or success is part of His will. If it is believed, it will arise surrender and no excessive disappointment.

Prayer is one of standpoint for the individual in doing everything. By prayer, we send the desire to get maximum results, away from all obstacles and get great success to Allah as God. Beside make people become more steady in work, prayer also be a reinforcement for individuals when the failure or the results obtained are less in line with the expectations.

Patience and gratitude are closely related to what we have and what we have received from Allah. Something that we think is positive or negative, good or bad, must be followed by patience and gratitude. Patience not only did when we receive bad things, but also when we receive good things. It will control ourselves so our reaction would not excessively. Gratitude is not only when we receives favors, but also needed when we receive calamity. In the calamity which we were received, we have to gratitude that our loss no greater than others. Maybe there are others that have worse conditions.

Dhikr and reading Qur'an constantly reminds people to The Creator. It will make people closer and has a strong support at any time when getting the bad or good things.

All of the principles of Islam above have a similar function to psychological therapies, such as relaxation, positive thinking and self-control. Relaxation has the function to relax the tension experienced when the stress comes. The results of relaxation research showed success in reducing stress, as the study of Resti (2014) who studied in asthma patients.

Positive thinking is also able to reduce the stress on the individual. Research of Kholidah and Alsa (2012)

concluded that positive thinking able to reduce psychological stress in students. Positive thinking is a way to see the positive side of everything that is faced by people, especially in relation to events that are seed negative. On the positive side, the individual will be able to see that behind the negative experienced there are a lot of lessons learned.

Patience and gratitude is a part of Islamic character as written by Mujib (2012). Syukur (2012) define patient as restraint from everything that is not preferred because hoping for pleasure of Allah. Gratitude be interpreted as thankfulness to Allah for all blessings that have been given to us. Both of these two characters have a similar dynamic with self-control. When we control ourselves against the urge to do something excessively, there is a gratitude in the form do not perform acts that harm ourselves and others. Another form of gratitude has appeared in generosity, as an expression of gratitude for receive a favor thing by providing help to others.

Islam requires his people to work, both men and women (Ali and Al-Owaihah, 2008), as stated in the Qur'an Surah Al Jaatsiyah (45) verse 13:

مِنَّةٌ ذُ لَأَيُّتِ لِقَوْمٍ يَتَفَكَّرُونَ
الْأَرْضَ جَمِيعًا
الْأَسْمَاءُ

"And He has subjected to you whatever is in the heavens and on the earth, (as Mercy) from Him. Verily in this is truly there are signs (of Allah) for people who think"

The next one is Surah Al Baqarah (2) verse 268:

يَعِدُّكُمْ مَغْفِرَةً مِّنْهُ وَفَضْلًا ۗ وَاللَّهُ وَ عَلِيمٌ
الشَّيْطَانُ يَعِدُّكُمْ الْفَقْرَ وَيَأْتِي
الْفَحْشَاءَ ۗ وَاللَّهُ

"Satan promises (to frighten) you with poverty and bids you to conduct misdeed (stingy); Allah promises you His forgiveness and bounties, and Allah care

for all (His gift), and He know all things"

The two verses above are strictly ordered to human to take advantage of what is in the world (earth and sky). It can be done by hard working, so that it will reach a state in which people become prosperous with the grace of Allah and away from poverty. The condition for prosperity must be achieved, as in Surah An-Nisaa' (4) verses 29-32:

يَا أَيُّهَا الَّذِينَ
إِلَّا تَجِدُوا تَرَاضٍ مِّنْكُمْ تَقْتُلُوا أَنْفُسَكُمْ ۗ وَاللَّهُ
بِكُمْ رَحِيمٌ ۗ يَقْعَلُ ذُو عُدْوَانٍ وَظَلْمٌ فَسَوْ
نُصَلِّيهِ نَارًا ۗ ذُو اللَّهِ يَسِيرًا تَجِدُ كِبَا
تُتَهَوُّ عَنْهُ تُكْفِرُ عَنْكُمْ ۗ ۖ اتَّكُمْ وَتُدْجِلُ ۖ مُنْخَلًا كَرِيمًا
تَنَّمَوْا ۗ وَاللَّهُ بِمَا بَعْضُكُمْ عَلَىٰ غَضَبٍ
نَّصِيبٌ ۗ أَكْتَسِبُوا ۗ وَاللِّسَا نَصِيبٌ ۗ أَكْتَسَبْتُمْ وَسْ ۖ
اللَّهُ فَضْلِيَّةٌ ۗ وَاللَّهُ شَيْ عَالِمٌ

"O ye who believe, do not eat each other neighbor's property with a false way, except by business way that occurred with the mutual goodwill between you. And do not kill yourselves. Surely, Allah is Most Merciful to you // And whoever did that in aggression and injustice, We shall cast him into the hell. That is easy for Allah // If you avoid major sins among the sins forbidden to do, We shall remove faults (small sins) and admit you to a place of glory (heaven) // And do not covet what Allah has given to some of you more than others. (because) for men is a share of what they earn, and for women (also) have the benefit of what they have earned, and ask Allah of His bounty. Allah is Knowing of all things"

Fourth verses above also shows the work ethics, such as working without harm to others, includes harming the right of other people and orphans. It is also prohibited to envy to other people and do other misdeeds. Instead, it was ordered to do the right way in business, doing good works and always pray on Him.

The description above is related to people in the work personally, while the organization or workplace also bound

by certain obligations. Ali and Al-Owaihian (2008) mentions three things to support harmonious relationships between work and family. These three things are the organization must maintain the quality of employees work, incentives should be fair and fast, and transparent management (honest) and generous.

Maintaining the quality of employees work is recommended to organizations, so a high performance demands are not only applied to the employees but also the active involvement of the organization. The quality that is demanded is working properly, discipline and commitment to the organization.

Maintaining the quality of the work can be done with an atmosphere of togetherness in an organization. Togetherness between employees and managers also can be extended to the employees' family. Family gathering will encourage the sense of belonging to the organization within the employee's family members.

Other policies to encourage family togetherness is the provision of working hours are not too long and there is a chance the holidays. It will allow sufficient time for employees to remain with his family.

Incentives related to the amount and timing of delivery. Incentives are fair or equal to what we do and as soon as possible after the work is completed, will be the main motivation for employees to work at their best. In addition, management needs to do its management duties in a transparent and generous. Transparent achieved by openness or honesty, which makes the rules (systems) that can be seen by anyone. Generous is established in the form of concern for not solely profit organization, but also consider the needs of employees. Bonuses or other additional incentives

such as family allowances and pension rights would help to keep the motivation and performance of employees (Ali and Al-Owaihian, 2008).

Leaders that provide full support for supporting employees in the performance will be an additional motivator for employees. The Sommerfeldt results (2010) support this, there are five factors in motivation, in sequence: (1) the valued feeling that were acquired from the positive support of the leadership, (2) achievement, (3) relationships in the workplace, (4) the work itself, and (5) salary and conditions. Research on police personnel shows that valued feelings and relationships in the workplace has become a major motivator more than salary.

The fulfillment of the employees' rights and the family rights through the system above will generate the fulfillment of children's rights. As mandated in the Act, such as Act number 35 of 2014 about amendments to the act number 23 of 2002 on the protection of children. Furthermore, the Act number 39 of 1999 about Human Rights, Act number 52 of 2009 on population development and family development, and Act number 13 of 2003 regarding employment.

For example is the right of children to receive a proper education. This is ensured by keeping the couples of parents allied as well as the guarantee of the future through the parents' work. Especially in the national economy condition that increasingly severe, the education cost is high and requires more preparation early. Keeping parents allied will ensure the optimal development of children takes place under the care and guidance of parents.

Muhammadiyah as the organization who served education also provides educational facilities for the

fulfillment of child rights friendly (Miswanto, tt). Some schools provide scholarships to help the costs of education, some have a free up to higher education. However, the role of parents and parents' work organizations has a more important role in ensuring the education right of children. It can be considered that the child is only 8-9 hours in school a day, and the rest of the time are at home.

CONCLUSION AND SUGGESTION

The harmony of work and family is very important for the fulfillment of children's rights. So, it requires cooperation between all parties, especially from the family and workplace organization. The strategy needs to be done by parents is to manage stress at work and in the family. Parents need to open himself to the principle of religion, especially Islam, which has taught faith (*iman*), prayer, patience, gratitude, reading the Qur'an, dhikr, and other worship either mandatory or *sunnah*. All worship is able to reduce stress so that the conflict can be minimized.

Parents also need support from his life partner and also from the workplace environment. This support is in the form of fulfillment of the employees' right and need that was done by the management of the workplace organization. Warmth interpersonal relations, family involvement in some activities of the organization and provision of adequate incentives on time will help maintain the motivation and performance of employees.

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