



Work-Life Balance For Policewomen: The Role of Co-Worker Support and Work Flexibility

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Abstract

Study This done For study relatedness between support colleague work and flexibility Work to *Work-life balance* member police woman. Approach quantitative used in study with subject of policewomen at Kudus Police. Population study covers all over female police officers, while technique *accidental sampling* used For determine sample as many as 60 respondents. A total of 37 data were stated fulfil assumptions normality. Instrument data collection consists of on scale *work life balance* , support colleague work , and flexibility Work with mark reliability of 0.950; 0.953; and 0.934, respectively. The data were analyzed use approach regression with two variables predictor as well as testing correlation *product moment*, with help device SPSS software. Research results indicates that there is very strong relationship between support colleague work and flexibility Work with *Work-life balance* that is $r = 0.787$ and $p < 0.01$ contribute effective 61.9%. In general partial , support colleague Work $r = 0.701$ with $p < 0.01$, and flexibility Work $r = 0.765$ and $r < 0.01$ also shows connection proven positive real to balance life work (*work-life balance*). Findings in study This indicate the more increase it support colleague work and flexibility Work so become the more good level too from *work life balance* in policewomen.

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Introduction

Work-life balance is defined as as skills individual in guard balance demands work with life personal , including connection with family , couples , and interaction social in the environment around

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(Westman, Brough, & Kalliath, 2009). Conditions that show existence distribution time, attention, allocation time place and energy in a way balanced between activity work and life his personal can walk side by side without cause disturbance One each other (Fisher, Bulger, & Smith, 2009). Imbalance appear when pressure in One role hinder implementation role other until trigger conflict life work and life personal (Kahn et al., 1964). Management source Power in a way effective, especially time and energy, to be factor important in reach balance (Hobfoll, 1989).

Balance life work (WLB) can also interpreted as excess somebody For regulate and control not quite enough answer in work and home ladder for conflict inter-messaging can pressed minimal perhaps (Anita et al., 2020). A person who has balance good life and work tend show satisfaction work, welfare psychological, as well as quality a more optimal life compared to individual with imbalance role (Ode-Dusseau, Britt, & Bobko, 2012). Conditions that participate related with increasing motivation work, responsibility answer to tasks, as well as satisfaction in personal life (Cahyathi & Riana, 2023). Imbalance between work and life personal potential cause various consequence negative Good for individual and organization. Individuals who have level balance low tend easy experience stress and fatigue, anxiety, as well as decline productivity working (Soomro, Breitenecker, & Shah, 2017). Situation it is also related with low satisfaction life, satisfaction family, and welfare psychological (Karçay & Bakalim, 2017). Changes pattern modern work without clear time and place boundaries the more make things difficult individual in share demands work as well as personal life (Yun, Hwang, & Lynch, 2015).

Work life balance becomes aspects that get attention important in profession with demands high, including member police women (policewomen). Policewomen carry out role as apparatus enforcer law at a time member family in personal life. Schedule work that is not certain, demands lots of work, and not quite enough answer service public often cause hardship share time moment Work and personal life. Conditions that potential bring up conflict role, fatigue work, and obstacle in reach balance between work and life personal in policewomen (Paulose & Sudarsan, 2014). Support social from environment Work become influencing factors to *Work life balance* (Paulose & Sudarsan, 2014). Support social understood as help shaped emotional, instrumental, appreciation, and information provided other individuals to help somebody face pressure work (Sarafino, 2006). Source support the can originate from family, superiors, and colleague Work in organization (Quick & Quick, 1984).

Support colleague Work own contribution important in help individual face demands work and life personal. Form support the can in the form of help settlement tasks, support emotional moment face pressure work, as well as help in determine priority work so that individual more easy guard regularity between activity work and life outside work (Paulose & Sudarsan, 2014). When someone get support from colleague Work usually own comfort psychological as well as greater well-being good (Sarafino, 2006). Research conducted by Mahda Nurhabiba (2020) shows positive relationship as well as meaningful between social support with balance life Work on employees. Research results show that improvement support social in line with increasing individual work-life balance. Research conducted by Afrida (2025) also shows support social including family and friends Work help Woman worker maintain balance in operate various role.

Other factors that exist connection with *Work life balance* is flexibility work (Paulose & Sudarsan, 2014). Flexibility Work understood as policy organizations that provide freedom to individual For manage time as well as place Work in accordance personal needs without put aside obligation Job (Marsanda , 2024). Conditions This Can make somebody adapt timetable moment Work with interest family and interest personal so that problem between life moment work and life personal can minimized (Zaman, 2024). Flexibility Work help individual manage demands work in a way more effective so that satisfaction Work as well as welfare psychological can increasing (Zaman, 2024). Individual with system Work flexible tend more easy schedule between demands in work and interests individual with Good compared to individuals who apply pattern work that is not flexible . Flexibility it also helps lower pressure Work Because individual own chance arrange work in accordance condition each individual (Paulose & Sudarsan, 2014).

Study conducted by Triyanto, Abduh, Wardo, and Firdaus (2024) entitled " Influence Flexibility Work to Life Balance and Commitment Generation Millennials and Gen Z" shows existence influence positive flexibility Work with *Work life balance* and commitment in A organization . Individual with flexibility Work more capable guard balance life work and personal so that loyalty to organization increased . Research conducted by Gusdwi Putra, Masrifah , and Eriza (2025) entitled " Influence Flexibility Work and Workload to *Work Life Balance* for Gojek Drivers in the District Cottage Gede " also found results related to positive from flexibility Work with *Work-life balance* Because individual get freedom in do and organize time Work in accordance need. Study This use *Theory COR* from Hobfoll (1989). *Theory of conservation of resources* explain that individual maintain, protect, and optimize source the power it has in face pressure life. Source Power the covers time, energy, support social , conditions work, and various other aspects that help individual operate demands life in a way effective (Hobfoll, 1989).

The Theory of Conservation of Resources explains that individual try guard source Power For reduce stress and maintain welfare (Hobfoll, 1989). Support colleague Work and flexibility Work understood As factor supporters from outside the self in play in help individual in arrange obligation work as well as personal interests to be more harmonious . Support from colleague Work play a role in reduce load and pressure work. Meanwhile that , flexibility Work make it easier individual adapt time and task Work which in the end make things easier achievement balance between activity work and life personal based on the needs of each individual (Paulose & Sudarsan, 2014). Support colleague work and flexibility work is also understood as source Power external help individual in reach out *Work-life balance*. Support This contribute in reduce pressure psychological as well as increase ability individual manage demands in work and personal life (Khan et al., 2023). Flexibility Work give convenience in arrangement time and location Work so that individual more easy share source Power between work and personal life (Davidescu et al., 2020). Individuals with source adequate power tend more capable in guard *Work-life balance* with limitations source power (Hobfoll, 1989).

Pensar and Rousi's (2023) research shows that balance between life and work influenced ability somebody in guard source power possessed. Research the explain that support social , conditions work , and flexibility become source Power important in help individual face pressure work and life personal

(Pensar & Rousi, 2023). Mahda Nurhabiba's research (2020) proves that influence positive from support social to *Work life balance*. Research by Putra, Masrifah, and Eriza (2025) it also revealed that flexibility Work play a role in increase balance life Work (Putra, Masrifah, & Eriza, 2025). Study about *Work-life balance* Still Lots carried out on workers in company and realm general others. Research related connection support social colleague work, flexibility Work with *work-life balance* in the profession in succession tall like policewomen still classified as limited. Condition the show the need research that discusses about *work life balance* for policewomen must be understand factors that help individual in maintain work and interests personal still balanced (Khan et al., 2023)

Based on results description above, the problem in study This formulated For know whether there is relatedness between support colleague work and flexibility Work with *Work-life balance* of female police officers. Major hypothesis in the study This state existence connectedness between support colleague work and flexibility Work with *work life balance*. Hypothesis main show existence positive association between support from colleague Work with *work life balance*, as well as existence connection positive between flexibility Work with *work life balance*. (Paulose & Sudarsan, 2014). Study This own objective that is analyze attachment support colleague work, flexibility Work with *work-life balance* female police officers. With he did study This his hopes can give role for development knowledge psychology industry and organizations, especially those related to with *Work life balance* in profession with demands Work high, at the same time become material consideration organization in compile supporting regulations balance life work and personal characteristics of female police officers (Hobfoll, 1989).

Methods

This study employed a quantitative research design with a correlational approach to examine the relationship between coworker support, work flexibility, and work-life balance among policewomen. The research was conducted at the Kudus Police Department, with data collection carried out among policewomen working in the institution. The population of this study consisted of all policewomen at the Kudus Police Department, while the research subjects were selected using an accidental sampling technique. A total of 60 policewomen participated as respondents, and 37 responses were considered suitable for further statistical analysis after the data screening process. The research procedure began with the preparation of research instruments, distribution of psychological scales to respondents, data screening, and statistical analysis. Data were collected using three scales: the coworker support scale, the work flexibility scale, and the work-life balance scale. The reliability test showed that all instruments had high reliability, with Cronbach's Alpha coefficients of 0.953 for coworker support, 0.934 for work flexibility, and 0.950 for work-life balance. The collected data were analyzed using SPSS for Windows. The data analysis techniques included the Pearson product-moment correlation test and multiple regression analysis with two predictors to examine the contribution of coworker support and work flexibility to work-life balance.

Results and Discussions

Based on results from testing normality of variables *Work Life Balance* (Y) with The K-SZ value of 0.113 with $p = 0.200$ ($p > 0.05$) was obtained in the test variables In the variable Coworker Support

(X1) , obtained The K-SZ value was 0.117 and $p = 0.200$ ($p > 0.05$). Meanwhile, that , variable Flexibility Work (X2) shows The K-SZ value was 0.120 with $p = 0.195$ ($p > 0.05$).

Table 1. Normality Test

N0	Variable	K-SZ	Sig.(p)	Information
1	<i>Work-life balance</i>	0.113	0.200	Normally Distributed
2	Coworker Support	0.117	0.200	Normally Distributed
3	Flexibility Work	0.120	0.195	Normally Distributed

Information :

Based on testing normality above known that variables show normal distribution of data from variables *work-life balance* , support from colleague Work as well as flexibility in working , while That testing normality done to variables the shown K-SZ and significance $p > 0.05$.

Table 2. Linearity Test between *Work Life Balance* with Coworker Support

No.	Variable	F	Sig.(p)	Information
1	<i>Work Life Balance</i> with Coworker support	2,014	0.075	Linear

Information :

Calculation of linearity test in the table describe existence linear correlation *between work-life balance* and support colleague work . Worth it significance of $p = 0.075$ ($p > 0.05$) with a linear F of 2.014.

Table 3. Linearity Test *work life balance* with flexibility Work

No.	Variable	F	Sig.(p)	Information
1	<i>Work life balance</i> with Flexibility Work	1,497	0.199	Linear in nature

Information :

Assumption test linearity shown in the table the show that *work-life balance* and work flexibility are related linearly . This proven by the value significance $p = 0.199$ ($p > 0.05$) and linear F value of 1.497.

Table 4. Major Hypothesis Test Analysis

Variable	R	R (square)	Sig. (p)
Support tightness Work and Flexibility Work with <i>Work-life balance</i>	0.787	0.619	0,000

Information :

Based on the table, it is obtained coefficient correlation third variables of $r_{x12y} = 0.787$ value significance $p = 0.000$ ($p < 0.01$) . The results show very significant relationship between Co- worker Support and Work Flexibility towards *Work-Life Balance* . Based on findings research , hypothesis about existence relatedness between support colleague Work as well as flexibility Work to *work-life balance* proven and stated accepted , with contribution effective by 61.9%. Testing addition done use

product moment correlation for test hypothesis main . Analysis results *product moment correlation* the served in table next .

Table 5. Analysis results correlation Support Work colleague with *Work Life Balance*.

Variable	R	R (square)	sig.(p)
Support colleague Work with <i>Work - life Balance</i>	0.701	0.492	0,000

Information :

Based on the test table *product moment correlation* on variables support colleague Work to *work-life balance* existence coefficient value correlation (rxly) 0.701 and level significance $p = 0.000$ ($p < 0.01$). Findings show existence a very significant positive relationship between support colleague work and *work-life balance* . Hypothesis study accepted , shows that support colleague Work own relatedness positive to *work life balance* , with contribution effective reached 49.2%. Findings study show that improvement support colleague Work accepted by policewomen followed improvement *work life balance* . Conditions on the other hand , it is also seen that the low Coworker Support related with low *Work-Life Balance* for Policewomen. Testing next second minor hypothesis analyzed use technique *product moment* . The results from analysis the shown in the table following .

Table 6. Analysis results correlation flexibility Work with *work life balance*

Variable	R	R(square)	Sig.(p)
Flexibility Work with <i>Work -life balance</i>	0.765	0.586	0,000

Information :

Based on the analysis table *product moment correlation* on variables Flexibility Work to *work-life balance* produce rx2y value = 0.765 with level sig.p = 0.000 ($p < 0.01$). The results indicates there is positive relationship with level strong significance between flexibility work and *work-life balance* . Hypothesis about existence positive connectedness between flexibility work and *work-life balance* accepted and contributed effective by 58.6%. The height flexibility the work that female police officers feel is related with increasing *Work-life Balance* . Low flexibility Work own connection with low *work-life balance*. Balance life Work describe situation moment need life personal and demands work can walk in a way in harmony , so that individual capable operate second role without each other inhibits (Lockwood, 2003). *Work-life Balance* also has meaning balance between achievement career , happiness individual , time leisure , life family , and spiritual development . Conditions the become consideration important for organization in compile policy work to maintain productivity employees (Weckstein, 2008).

Support colleague work , as part from social support, making influencing factors *work-life balance* (Quick & Quick, 1984). Support the can shaped help in settlement tasks , support emotional moment face pressure work , as well as help in arrange time and priorities job . Condition it is very

supportive employee in guard balance between not quite enough answer work and personal life in general more effective (Paulose & Sudarsan, 2014). For test the first minor hypothesis , is carried out analysis correlation between support colleague work and *work-life balance* . The test results show that coefficient correlation (r_{xy}) obtained mark of 0.701 with level significance $p = 0.000$ ($p < 0.01$). Findings This indicates existence a very significant and meaningful relationship positive between *work-life balance* with support colleague work. Hypothesis study accepted , which shows that support from colleague Work own relatedness positive with *work life balance* .

Research result the strengthened study Manggaharti and Novianti (2019) entitled "Balance Work Life Reviewed from Social Support for Workers . Research results show Support social own unidirectional relationship with balance life work . The height support social related with increasing balance life Work individual. On testing the second minor hypothesis that is focused on For test connection between flexibility work and *work-life balance* , obtained results coefficient correlation of $r_{xy} = 0.765$. Findings it also shows mark significance $p = 0.000$ ($p < 0.01$), which indicates that connection second variables the nature significant in a way statistics. Hypothesis about connection positive between Flexibility Work and *Work Life Balance* stated accepted. The height flexibility the work that female police officers feel is related with increasing balance. Low flexibility Work related with low balance life and work.

There is flexibility in work give beneficial influence to balance between realm professional and life personal a person (Hill, 2008). Flexibility Work own form like system Work with long distance and arrangement flextime reflect attention organization to balance life employees (Zaman, 2024). Flexibility the make employee can determine and adjust schedule Work in accordance with needs family and personal activities so that conflict between work and life personal can pressed as well as productivity and satisfaction Work increased (Paulose & Sudarsan, 2014). Research result This in line with a study conducted by Chenny and Susanti Saragih (2025) entitled "Work Flexibility and Work Life Balance: Gender and Workload Analysis" supporting results study this . Findings the indicates existence influence positive from flexibility Work to balance life work , as indicated by the coefficient of 0.745 and level significance 0.000 ($p < 0.001$). Flexibility work is also capable explains 56.8% of the variance balance life work . The height flexibility Work related with increasing balance life perceived work individual .

Analysis descriptive about Colleague Support , Work Flexibility , and *Work Life Balance* for Policewomen at Kudus Police Station are carried out through grouping data into in five categories assessment , including very high category to very low .

Table 7. Categorization of *work life balance* variables

Category	Interval	Frequency	Percentage
very high	$X \geq 114$	5	13.5%
Tall	$105 \leq X \leq 113$	4	10.8%
Currently	$96 \leq X \leq 104$	20	54.1%
Low	$87 \leq X \leq 95$	6	16.2%
Very Low	$X \leq 88$	2	5.4%
Total		37	100%

Information :

Based on results table above , the results categorization against 37 respondents research on variables *Work Life Balance* show very high category there were 5 respondents (13.5%), categorization high 4 respondents (10.8%), categorization while 20 respondents (54.1%), categorization low category 6 respondents (16.2%) and very low category 2 respondents (5.4%). Based on calculation above , then can be concluded that *Work Life Balance* for Policewomen in part big on categorization currently with 20 respondents (54.1%).

Table 8. Categorization variables Support colleague Work

Category	Interval	Frequency	Percentage
Very high	$X \geq 111$	5	13.5%
Tall	$103 \leq X \leq 110$	7	18.9%
Currently	$94 \leq X \leq 102$	16	43.2%
Low	$86 \leq X \leq 93$	6	16.2%
Very Low	$X \leq 85$	3	8.1%
Total		37	100%

Information :

Based on results table above , the results categorization against 37 respondents research on variables Coworker Support as following Very high category consists of top 5 respondents with percentage 13.5%. Category tall includes 7 respondents by 18.9%. Category currently dominated by 16 respondents with percentage 43.2%. Category low totaling 6 respondents by 16.2%. Very low category includes 3 respondents with percentage of 8.1%. Based on calculation above , then can be concluded that Colleagues ' support for female police officers is partial big on categorization currently with 16 respondents (43.2%).

Table 9. Categorization variables Flexibility Work

Category	Interval	Frequency	Percentage
Very high	$X \geq 98$	1	2.7%
Tall	$92 \leq X \leq 97$	6	16.2%
Currently	$85 \leq X \leq 91$	17	45.9%
Low	$78 \leq X \leq 84$	7	18.9%
Very Low	$X \leq 77$	6	16.2%
Total		37	100%

Information :

Based on results table above , the results categorization against 37 respondents research on variables Flexibility Work as following very high category obtained as many as 1 respondent (2.7 %) , high with total of 6 respondents (16.2 %) , moderate has 17 respondents (45.9 %) low there are 7 respondents (18.9 %) and very low category totaling 6 respondents (16.2 %) . From the results presentation above , it is concluded that flexibility Work towards female police officers in part big on categorization currently with 17 respondents (45.9%).

Conclusion

This study concludes that work flexibility and coworker support have a significant relationship with work-life balance among female police officers at the Kudus Police Department. The two-predictor regression analysis showed a correlation coefficient of $r = 0.787$ with a significance value of $p < 0.01$, indicating a strong and significant relationship between the predictor variables and work-life balance. The findings also show that work flexibility and coworker support jointly contributed 61.9% to work-life balance, while the remaining percentage may be influenced by other factors not examined in this study. Therefore, the research hypothesis stating that work flexibility and coworker support are related to work-life balance is accepted.

Future research is recommended to involve a larger and more diverse sample of female police officers from different police institutions to obtain broader and more generalizable findings. Researchers may also examine other factors that can influence work-life balance, such as workload, organizational culture, family support, job stress, and leadership style. For practitioners, police institutions need to strengthen supportive work environments by improving coworker collaboration, communication, and flexible work arrangements where possible. At the policy level, institutional regulations should support gender-responsive work policies that help female police officers balance professional responsibilities and personal life more effectively.

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