



## **Group Guidance Services Utilizing Self-Management Techniques: Assessing Its Effectiveness in Mitigating Stress among Working Muslim Mothers with Early Adolescent Children**

**Galuh Ayu Mustikasari<sup>1</sup>, Anzar Aquil<sup>2</sup>**

<sup>1</sup> Universitas Kristen Satya Wacana, Indonesia

<sup>2</sup> Jamia Millia Islamia, New Delhi, India

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#### **Corresponding Author:**

Galuh Ayu Mustikasari,  
Universitas Kristen Satya  
Wacana, Indonesia

Email: [glhayum23@gmail.com](mailto:glhayum23@gmail.com)

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### **ABSTRACT**

This study aims to examine the effectiveness of group guidance services utilizing self-management techniques in reducing stress levels in Muslim mothers who work and have early adolescent children. The type of research used was experimental research. The research sample was 12 subjects at high-stress levels determined by a proportionate stratified random sampling technique with an error tolerance of 5%. Subjects were divided into two groups with different treatments. The experimental group was given group guidance services using self-management techniques, and the control group was given guidance services using lecture techniques. The instrument used was a stress scale with 11 items adapted from the Depression, Anxiety, and Stress Scale-42 (DASS-42) (Lovibond & Lovibond, 1995) with a reliability of .891. Data were analyzed using the Mann-Whitney U test with a p-value = .002 ( $p < .05$ ). The results showed a significant post-test difference between the stress levels of the experimental group and the control group, so it was concluded that group guidance utilizing self-management techniques was effective for reducing stress levels in working Muslim mothers with early adolescent children.

**Keywords:** Working Mothers; Stress; Group Guidance; Self-Management; Muslims

### **ABSTRAK**

Penelitian ini bertujuan untuk menguji efektivitas layanan bimbingan kelompok dengan teknik *self-management* dalam menurunkan tingkat stres pada ibu beragama Islam yang bekerja dan memiliki anak usia remaja awal. Jenis penelitian yang digunakan adalah penelitian eksperimen. Sampel penelitian berjumlah 12 subjek pada tingkat stress tinggi yang

ditentukan dengan teknik *proportionate stratified random sampling* dengan toleransi kesalahan sebesar 5%. Subjek dibagi menjadi dua kelompok dengan perlakuan yang berbeda. Kelompok eksperimen diberi layanan bimbingan kelompok menggunakan teknik *self-management* dan kelompok kontrol diberi layanan bimbingan menggunakan teknik ceramah. Instrumen yang digunakan adalah skala stres dengan 11 item yang diadaptasi dari *Depression, Anxiety, and Stress Scalle-42* (DASS-42) (Lovibond & Lovibond, 1995) dengan reliabilitas .891. Data dianalisis menggunakan uji *Mann-Whitney U* dengan nilai  $p = .002$  ( $p < .05$ ). Hasil penelitian menunjukkan adanya perbedaan *posttest* yang signifikan antara tingkat stres kelompok eksperimen dan kelompok kontrol sehingga disimpulkan bahwa bimbingan kelompok dengan teknik *self-management* efektif untuk menurunkan tingkat stres pada ibu muslim yang bekerja dan memiliki anak usia remaja awal.

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**Kata kunci:** Ibu Bekerja; Stres; Bimbingan Kelompok; *Self Management*; Muslim

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## INTRODUCTION

Working is a choice and a right for everyone as a form of self-actualization. In addition to fulfilling self-actualization needs, working provides psychological well-being (Syahfauzi & Nurwanti, 2021; Putri, 2019). Commonly, most workers are men who are obligated to earn a living. However, women are now working for various motives (Braun & Turner, 2014). This phenomenon is not new; the feminist movement pioneered by Raden Ajeng Kartini in 1912 has promoted gender equality and reduced discrimination against women (Wibowo, 2022). One impact of this issue is the increasing number of mothers who become workers.

In Islam, there are two views regarding women working: one prohibits and the other permits. Both views have their reasoning and rationale. The view that prohibits women from working and recommends them to stay at home refers to Allah's command in the Quran, Surah Al-Ahzab, verse 33, which means: "*And abide in your houses and do not display yourselves as [was] the display of the former times of ignorance. And establish prayer and give zakah and obey Allah and His Messenger. Allah intends only to remove from you the impurity [of sin], O people of the [Prophet's] household, and to purify you with [extensive] purification*" (Holy Qur'an, 2001, 33:33). This verse shows the command for women to stay

at home and not go out except in emergencies and the prohibition for them to display themselves (Cabarrus) and mix with men. Although this verse was revealed explicitly for the wives of the Prophet, its burden includes all Muslim women (Al-Qurthubi, 1993). Another interpretation by Al-Qardhawi (1996) suggests that the prohibition against going out except in emergencies in Surah Al-Ahzab, verse 33, was specifically for the Prophet's wives. In later developments, women became accustomed to leaving their homes for education or work without anyone denying it, making it seem like a consensus that women are allowed to leave their homes under certain conditions.

The other view supporting that Islam permits women to work is found in Allah's command in Surah An-Nisa, verse 32. Islamic law does not differentiate between men's and women's rights to work; both are given the opportunity and freedom to seek a livelihood on earth, as explained in Surah An-Nisa, verse 32, which means: *"And do not wish for that by which Allah has made some of you exceed others. For men is a share of what they have earned, and for women is a share of what they have earned. And ask Allah of his bounty. Indeed Allah is ever, of all things, Knowing"* (Holy Qur'an, 2001, 4:32).

In the current era, many mothers choose to work for various reasons, such as education, encouragement to become career women, economic reasons, earning additional income for the family, or filling their free time (Wakirin, 2017). Data from the Central Statistics Agency reveals that women's Labor Force Participation Rate in Indonesia in 2023 reached 54.52% (Badan Pusat Statistik, 2024). This finding aligns with the number of working mothers in Togaten Village, which reaches 50%. This is considered high as out of 269 households (KK), there are 112 working mothers.

The dual roles played by working mothers present their challenges. On the one hand, working mothers are expected to commit to their jobs, but on the other hand, they have domestic responsibilities at home (Al-Asfour et al., 2017). The dynamic challenges in the lives of working mothers have diverse impacts. Failure in work management leads to marital disharmony (Muamar, 2019) and a lack of quality time with family (Setyawan et al., 2022). Moreover, research by Nova and Ispriyanti (2012) reveals that the dual roles carried by working mothers can trigger stress. Factors that cause stress include time for the family and support from husbands in their careers. Especially if working mothers have teenage children demanding their role in parenting, this pressure causes stress triggered by the discrepancy

between the desired situation and the biological, psychological, or social system conditions of working mothers. This aligns with the preliminary research results in Togaten Village, showing that 40% of 30 respondents have high stress levels.

Stress among working mothers is essential to address immediately. Stress in working mothers impacts themselves and their environment. Thania et al. (2021) reveal that one impact of stress is decreased work performance. Additionally, stress affects the environment, such as mothers' temperamental attitudes towards children, frequent anger, physical violence towards children, and locking children in rooms when mothers cannot handle their frustration.

While the challenges are significant, there are potential solutions that can offer hope and optimism. Time management and mindfulness techniques have been proven effective in reducing work stress (Putro et al., 2021). Andriyani (2014) suggests that problem-focused coping and emotion-focused coping can be alternatives to reduce the stress levels of career women. Deviyeni et al. (2022) propose that psychoeducation can be used as a preventive step to prevent employee stress. Additionally, feminist counseling can be used to achieve work-life balance for married women to avoid stress (Sari et al., 2023). These potential solutions offer a ray of hope in the face of the challenges faced by working Muslim mothers.

Some efforts have been found to help working mothers manage stress. Efforts can be made to improve self-management for working mothers implemented through group guidance services, particularly regarding managing time proportions for work, family, and themselves. This self-management technique is intended as a strategy for self-regulation, creating a vision and mission for one's own life, to change from maladaptive behavior to adaptive behavior with the environment (Yunitasari & Prabawa, 2022).

The use of self-management techniques aligns with Irawaty's research findings, stating that the stronger the self-management possessed by working mothers, the lower the intensity of dual role conflicts and the reduced stress levels (Akbar, 2017). Other research also shows that self-management techniques effectively reduce stress levels after being applied through treatment steps over a certain period (Vania et al., 2019). Referring to the previous explanation, the purpose of this study is to test the effectiveness of group guidance services using self-management techniques to reduce stress levels in working Muslim mothers with early adolescent children.

## **METHODS**

This type of research is experimental, comparing pretest and posttest results in experimental and control groups using a pretest-posttest control group design (Soesilo, 2010). The sample for this study consists of 12 subjects selected from a population of 34 working Muslim mothers with early adolescent children in Togaten village, comprising six subjects in the experimental group and six subjects in the control group. These 12 samples were chosen using proportionate stratified random sampling based on the highest pretest stress levels (Sugiyono, 2019). The data collection instrument used an 11-item stress scale adapted from the Depression, Anxiety, and Stress Scale-42 (DASS-42) (Lovibond & Lovibond, 1995). The instrument adaptation was conducted through expert judgment in guidance and counseling and has passed validity and reliability tests, with a reliability level of .891.

The study was conducted with two groups (an experimental and a control group), each comprising six respondents. All respondents were given a pretest to assess initial stress levels before intervention. The experimental group received an intervention through group guidance services using self-management techniques. The control group, on the other hand, received group guidance using lecture techniques. Following the interventions, a posttest was administered to all groups to measure the respondents' stress levels after the intervention.

Data analysis was conducted using the nonparametric Mann-Whitney U test. The Mann-Whitney U test was chosen due to the limited number of subjects. The test compared the posttest results between the experimental and control groups. The decision criterion used was the  $p$ -value. If  $p < .05$ , it indicates a difference; if  $p > .05$ , it indicates no difference (Sugiyono, 2017).

## **RESULTS AND DISCUSSION**

A classical assumption test was conducted to ensure the data met the requirements for hypothesis analysis. The classical assumption tests performed were the normality test and the homogeneity test. The normality and homogeneity of the data on the stress levels of working Muslim mothers with early adolescent children were tested using the One-Sample Shapiro-Wilk Test and Levene's statistic, showing that the data were normally distributed

and heterogeneous. The mean difference between the experimental group, which received group guidance services using self-management techniques, and the control group, which received group guidance using lecture techniques, was tested using the nonparametric Mann-Whitney U test.

The Shapiro-Wilk statistic showed a result of 0.337 with Asymp. Sig. (2-tailed) of  $.862 > .05$ , indicating that the data were normally distributed. Levene's statistic showed a result of  $.833$  with Asymp. Sig. (2-tailed) of  $.383 > .05$ , indicating no difference in variances between the experimental and control groups.

The mean difference in posttest scores between the experimental group, which received group guidance services using self-management techniques, and the control group, which received group guidance using lecture techniques, was tested with the Mann-Whitney U test. The Mann-Whitney U test was used to test the comparative hypothesis of two independent samples regarding the stress levels of working Muslim mothers with adolescent children between the experimental and control groups.

The Mann-Whitney U test results showed  $U = 12$ ,  $z = -3.12$ ,  $p = .002$  ( $p < .05$ ), thus rejecting  $H_0$  and accepting  $H_a$ . This indicates a significant difference in stress levels between the experimental and control groups. Thus, it is indicated that group guidance services using self-management techniques are effective in reducing stress levels in working Muslim mothers with early adolescent children in Togaten village.

The findings of this study align with previous research findings. This is evidenced by previous research results showing that self-management techniques effectively reduce stress levels (Vania, 2019). Self-management is one of the techniques in the cognitive-behavioral approach that can be used to help change, direct, and develop a person's behavior. Good self-management in an individual is indicated to influence the level of stress experienced. The stronger the self-management possessed by working mothers, the lower the stress level due to the reduced intensity of dual role conflict between work demands and domestic responsibilities (Pertiwi, 2019).

The perspective on working mothers, often referred to as career women, in Islam is a debatable topic. The Islamic perspective on women's careers is complex and evolving. Zailani (2020) emphasizes the need for fair and just treatment of women in Islam, acknowledging their rights and responsibilities. This is echoed by Seniwati and Lestari

(2019), who discuss the role of Aisyiyah in empowering women to take on active roles in society, including in the workforce. The modern context of Islam in Indonesia is further explored by Rochmat (2022), who discusses the acceptance of Pancasila by NU, a significant Islamic organization. This acceptance reflects a more inclusive and pluralistic approach to governance, which can impact women's career opportunities. Lastly, Madjid (2018) highlights the legal protection of women prisoners in Indonesia, a crucial aspect of women's rights in the country. These studies collectively suggest a growing recognition of women's rights and roles in Islam, including in the context of career and professional development.

Although working mothers today have more opportunities for career development, they face a dilemma of responsibilities. A mother is responsible for managing the household at home, but on the other hand, she must complete her tasks at work. This dilemma of dual responsibilities is often known as the dual role (Rahmayati, 2020). Through this dual role, mothers can ensure that family functions work effectively, especially concerning economic, stability, and social functions of family undertaken by mothers through their employment; as well as psychological, protective, and educational functions of family carried out by mothers through child-rearing activities (Nurlatifah, Handari, 2024). While the general factor causing working mothers to experience stress due to dual role conflict potentially, other factors can cause stress. Stress is influenced by several factors, such as time pressure, quality demands, team conflict, and excessive workload (Firdaus et al., 2024). Economic problems, family issues, and individual characteristics are significant stressors (Nurhayati & Dongoran, 2022). In the academic context, excessive workload, time pressure, poor supervision, and unclear roles can cause stress (Anshori & Rizqi, 2024).

Working mothers with early adolescent children are vulnerable to experiencing stress due to their dual roles, such as work-related stress and parenting stress. Stress from responsibilities of work and parenting can burden working mothers because it drains their time and energy (Lestari et al., 2022). Job responsibilities and relationships with colleagues are factors that influence work-related stress in working mothers (Sitorus, 2022).

In addition to work-related stress, working mothers are also susceptible to parenting stress. Parenting stress in working mothers is characterized by a loss of control and freedom due to the demanding responsibilities of parenting, which require commitment, energy,

time, and material/financial resources (Berry and Jones in Lestari & Ediati, 2021). The responsibilities of domestic work, the number and age of children, social support, economic conditions and life pressures, as well as psychological maturity and readiness for parenthood, are factors that correlate with parenting stress (Thohiroh, 2020). The age of the mother also correlates significantly with parenting stress. However, this can be mitigated by good self-management to control such parenting stress (Lestari & Widyawati, 2016; Kiranawidhi & Agustina, 2023).

Prolonged parenting stress can impact the relationship between mother and children, which affect the children's development, especially in early adolescence when they undergo physical, intellectual, emotional, social, moral, and religious development (Deater-Deckard, 2004 in Kumalasari & Gani, 2020; Gouveia et al., 2016; Suryana, Hasdikurniati, Harmayanti, and Harto, 2022). During this period, early adolescents experience a transition from childhood to adulthood, gradually disengaging from their parents and identifying with peers (Santrock, 2003; Ajhuri, 2019). A defiant attitude emerges in early adolescents as a manner to seek identity, assert uniqueness, and demonstrate independence from their parents (Hurlock, 2003; Daradjat, 2009; Thahir, 2018; Ajhuri, 2019). On one hand, working mothers are required to fulfill parenting roles because early adolescents have not yet attained independence to accomplish the developmental tasks, yet on the other hand, working mothers are also required to compromise with the defiant attitude of early adolescents.

Stress can be viewed from a biological perspective, marked by physical symptoms such as headaches, sleep disturbances, and digestive issues. Stress management can address these issues (Nuharini et al., 2022). Stress management techniques can include meditation to relax and improve sleep quality or exercise to reduce digestive issues, improve bodily health, and relieve the mind.

Self-management is essential for individuals to reduce stress because this technique refers to strategies for changing and developing behavior by emphasizing the individual's ability to manage themselves. This can help individuals carry out daily activities without difficulties that may cause high stress. This technique can also help individuals stay focused, avoid being easily distracted by trivial matters, know their life goals, and manage their time between themselves, their families, and society. Knowles (2003) states that self-management involves individual efforts to plan, focus, and evaluate their activities. For



working mothers, the self-management techniques carried out in group guidance services have a positive impact on them. Group-based services can foster social learning among working mothers. Additionally, group services also facilitate the formation of social support among working mothers, enabling them to endure challenges (Hanum et al., 2016).

Managing oneself enables individuals to adapt to their environment (Marimbun et al., 2022). Disturbances related to an individual's inability to adapt can be reduced if the individual has life goals and good time management. Good time management allows individuals to divide their time between office tasks and household duties. Ultimately, working mothers can reduce emotional tension and stress levels.

This research theoretically contributes by enriching the literature on psychological interventions, particularly group guidance that adopts self-management techniques. Focusing on working with Muslim mothers with adolescent children adds a cultural and religious dimension often overlooked in previous studies. By exploring how self-management can be integrated into group guidance services, this study helps identify effective psychological mechanisms for stress reduction, providing a basis for further development of culturally and religiously sensitive psychological intervention theories.

Practically, this research guides counseling practitioners in designing effective programs to address stress in working mothers. Implementing self-management techniques in group guidance offers concrete tools counselors can use to improve participants' psychological well-being. Educational institutions and workplaces can also use the results of this study to design support programs for working mothers facing similar challenges and promote better work-life balance.

This research has several significant limitations to consider. First, the small sample size limits the generalization of these findings to a broader population of working Muslim mothers with early adolescent children. Second, potential bias in sample selection, such as selecting from a specific location, may result in findings that only partially reflect the diversity of the target population.

## **CONCLUSION**

This research demonstrates that group guidance services using self-management techniques effectively reduce stress levels in working Muslim mothers with early adolescent

children. Self-motivation and time management aspects within self-management significantly lower stress through psychological, biological, and physiological mechanisms. Theoretically, the study enriches literature on psychological interventions, particularly those incorporating self-management, and highlights the cultural and religious dimensions often overlooked. Practically, it provides guidance for counseling practitioners and institutions in designing effective stress management programs. However, the small sample size and potential selection bias limit the generalizability of these findings to a broader population. Future research should consider larger and more diverse samples to enhance generalizability and explore the long-term effects of self-management interventions. Additionally, examining other demographic groups and different cultural contexts would provide a more comprehensive understanding of the effectiveness and adaptability of these techniques.

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