



Coping Mechanisms in Dealing with Dual Role Stress among Health Cadres Who Have Many Jobs

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Article Information	ABSTRACT
Received : 07 June 2026 Revised : 09 July 2026 Accepted : 02 August 2026	Indonesian women who carry out dual roles as housewives and posyandu cadres have the potential to experience stress due to domestic, social, and economic demands. As health volunteers, Posyandu cadres are required to carry out various service tasks with limited resources and compensation, so it has the potential to increase stress. This condition reflects the complexity of the responsibilities faced by Posyandu cadres in balancing the demands of family and community services. This study aims to explore the experiences and coping strategies used by posyandu cadres when facing role stress. This type of research is qualitative with a phenomenological approach. Five participants were selected through <i>purposive sampling</i>. Researchers collected data through in-depth interviews, field notes, and documentation. The researcher analyzed the data using the Colaizzi method thematically. The results of the study identified four main themes, namely stress-triggering factors which include domestic workload, dual roles as cadres, economic pressure, and lack of family support; stress reactions that include emotional, physical, social, and spiritual responses; coping strategies that include religious coping mechanisms, social support, emotion regulation, and rearrangement of activities; and the meaning of stress as a test, moral responsibility, and the process of self-maturation. This study concludes that stress in posyandu cadres is multidimensional and requires psychosocial support and stress management training to strengthen adaptive coping skills.
Keywords: Coping, Housewives, Phenomenology, Posyandu, Stress	

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Introduction

Stress in the context of mental health is understood as a psychological and physiological response that arises when an individual faces pressures or demands that exceed his or her adaptive capacity. This condition causes changes in emotional, cognitive, behavioral, and bodily functions. Stress can occur in anyone, individuals with high workloads, individuals with chronic illnesses, which can result in individuals becoming more susceptible to health problems (Pratiwi, Budinugroho, et al., 2025). Untreated stress can develop into more serious psychological disorders, mental well-being disorders, which are characterized by an inability to control emotional responses, decreased concentration, and disruptions in carrying out daily social roles (Maharani & Daliman, 2025).

In the context of Indonesian women, stress is often experienced by housewives who carry out dual roles, both as household managers and as individuals who play an active role in the social sphere (Sari, 2020). Women in Indonesia assume domestic roles as wives and mothers as well as public roles as productive women, a condition that often triggers role tension, conflict, fatigue, and stress when the demands of the two realms run simultaneously (Ratih et al., 2024). This condition is very relevant for posyandu cadres who work voluntarily in public health services, but still have to manage a household workload that is not light, this is also evident in cadres who serve people with chronic diseases such as tuberculosis (Pratiwi et al., 2023). The findings indicate that public health cadres are a group that is vulnerable to stress due to the demands of diverse roles. Therefore, it is important to understand more deeply the stress experiences and coping strategies used by Posyandu cadres so that they can be the basis for the development of psychosocial support and empowerment programs that suit their needs. Theoretically, in individuals who do not have adequate coping mechanisms, stress can worsen psychological conditions and affect overall well-being. However, although the relationship between stress and coping mechanisms has been widely discussed in the literature, there is still limited research that explores how women who carry out dual roles as housewives and Posyandu cadres experience stress and develop coping strategies in daily life. This gap is the basis for this research.

Previous research has shown that housewives, both working and non-working, are prone to stress due to the demands of roles, economic pressures, and monotonous home routines (Pradana & Agustina, 2024). In fact, untreated stress can trigger aggressive behavior or emotional tension in housewives (Aristawati, 2016). In the context of the Indonesian family, economic problems

and the dynamics of family relations are also significant factors that trigger stress (Maharani & Arwan, 2022). This study confirms that stress in housewives arises multidimensionally—ranging from economic pressure, double workload, to social demands. This situation is in line with the condition of posyandu cadres who not only carry out public health tasks, but also face financial limitations and lack of family support.

When dealing with stress is an important strategy mechanism; Various studies show that housewives tend to use a combination of *problem-focused coping*, *emotion-focused coping*, as well as religious coping to calm down and maintain psychological balance (Pratiwi et al., 2022). Religious approaches and social support are the dominant coping patterns found in individuals, including Indonesian women, in a communal and spiritual culture (Maharani & Daliman, 2025).

Phenomenological research is very appropriate to be used to explore stress dynamics and coping strategies for posyandu cadres in depth, as well as used in research on the stress of housewives in the context of pandemic and psychosomatic (Windayani & Sakti, 2020). Thus, this study focuses on understanding how posyandu cadres in Jetis Village interpret stress experiences and how they cope with them in their daily lives. The novelty of the research lies in the exploration of the subjective meaning of the experience through a phenomenological approach, which is still rarely studied in the Posyandu cadre group.

Method

This study uses a qualitative design with a descriptive phenomenological approach to understand life experiences (*lived experience*) Posyandu cadres who also play the role of housewives in dealing with stress and implementing coping strategies. The phenomenological approach was chosen because it is able to explore the subjective meaning of the participants' experiences in depth (Maharani & Arwan, 2022), with the analysis referring to the Colaizzi (1978) method. The research population was all posyandu cadres who had the status of housewives, while the sample was selected using the *purposive sampling* Based on the criteria of Posyandu cadres who have been active for at least one year, have the status of housewives, experience role pressure or stress in carrying out their dual roles, and are willing to become research participants. A total of five participants were involved according to the characteristics of phenomenological research that emphasized the depth of experiential exploration (Nasir et al., 2023). The research instrument is in the form of semi-structured in-depth interview guidelines equipped with field notes (*field notes*) to support data completeness (Pratiwi,

Pujianto, et al., 2025). The data obtained were analyzed using the Colaizzi phenomenological method through the process of identifying meaningful statements, formulating meanings, grouping themes, preparing essential descriptions, and validating results so that themes that represent the participants' experiences were obtained (Colaizzi, 1978; Morrow et al., 2015).

Research Results

Table 1. Respondent Characteristics

Code	Initials	Age	Education	Jobs	Long time as a cadre
R1	Mrs. S	34	High School	IRT/cadre	3 years
R2	Mrs. Y	43	Junior High School	IRT/cadre	6 years
R3	Mrs. D	51	Junior High School	IRT/cadre	8 years
R4	Mrs. T	40	High School	IRT/cadre	7 years
R5	Mrs. R	32	High School	IRT/cadre	3 years

Based on Table 1, this study involved 5 respondents, all of whom were posyandu cadres who also played the role of housewives. The age of the respondents was in the range of 32 to 51 years, with the predominance of productive adulthood. The youngest respondent was R5 (Mrs. R) aged 32, while the oldest respondent was R3 (Mrs. D) aged 51.

In terms of education, most of the respondents have a background in junior to high education, namely junior high school (R2 and R3), high school (R1), and vocational school (R4 and R5). This shows that all respondents have sufficient basic educational skills to understand and carry out their roles as posyandu cadres.

All respondents have the status of housewives who are also active as posyandu cadres, so they have a dual role in daily life. The length of experience as a cadre varies, which is between 3 to 8 years. R3 has the longest experience of 8 years, while R1 and R5 have the shortest experience of 3 years as cadres.

Table 2. Theme of Colaizzi's Analysis Results

No	Thema
1.	Stressors
2.	Reactions to stress
3.	Coping Strategy
4.	Meaning of Stress

Based on the results of data analysis using Colaizzi's phenomenological approach, four main themes were obtained that describe the stress experience of posyandu cadres as housewives.

The first theme is the stress trigger, which shows that stress arises due to the burden of dual roles, economic pressure, the demands of posyandu activities, and lack of support or appreciation from family. This theme describes the main sources that trigger the emergence of stress in participants in daily life.

The second theme is the reaction to stress, which is the form of response that participants show when facing pressure, both emotionally, physically, and behaviorally. These reactions include emotional changes such as irritability, physical fatigue, and a tendency to withdraw from the social environment temporarily.

The third theme is coping strategies, which describe participants' ways of coping with stress. The strategies used include religious approaches such as worship and reading the Qur'an, social support through communication with fellow cadres, and time and rest management strategies to reduce the burden of activities.

The fourth theme is the meaning of stress, which is how participants interpret stressful experiences in their lives. Most participants viewed stress as part of life responsibilities, exams, and the learning process to become more patient, strong, and sincere in carrying out dual roles.

Interview theme 1: Stressful Triggers.

The results of the interviews show that stress in posyandu cadres arises from the burden of dual roles, economic problems, and lack of family support.

"Sometimes I am tired of cooking, taking care of children, I haven't had time to rest, there is already a weighing schedule at the posyandu. I feel like I want to rest but it's not good with my fellow cadres." (R1)

"If there are many housing needs but the money is not enough, the mind becomes heavy. Sometimes when there are posyandu activities, I even think of the kitchen." (R3)

"My husband sometimes says, why are you tired of being a cadre, you don't get paid either. So sometimes I feel unappreciated." (R5)

Theme 2 interview: Reaction to Stress

Respondents exhibit emotional, physical, and behavioral reactions when experiencing stress.

"If I'm really tired, sometimes I talk to myself. The kids have to be sprayed too, even though it's not wrong." (R2)

"The body feels weak all the time, especially when there are posyandu activities for days." (R4)

"If there are more problems, I prefer to stay at home, not get together with my cadre friends first." (R1)

"If I am stressed, I am even more diligent in praying at night, so that my heart is calm." (R3)

Interview theme 3 : Coping Strategy

Respondents used various coping strategies, both religious, emotional, and time management

"When my mind is full, I read the Qur'an. It feels calmer." (R5)

"If I'm stressed, I talk to my fellow cadres, exchange ideas, so it feels light." (R2)

"I think everyone has their problems too, so I have to be patient." (R4)

"I divide the time, in the morning to make a house, in the afternoon to do posyandu activities, so that it doesn't pile up." (R1)

"Sometimes when I'm tired, I just go to sleep and forget about it for a while." (R3)

Theme 4 Interview: The Meaning of Stress

Stress is perceived as part of the responsibilities and tests of life that provide learning.

"I consider stress to be normal, the name is also a responsibility. If we don't have the patience, we probably won't learn to be patient." (R2)

"I think this is a test from Allah, so that I am stronger and sincere." (R5)

General Interpretation (Essence of Findings)

Overall, the stress experience of posyandu cadres who also play the role of housewives shows that stress comes from role conflicts, economic pressure, and lack of appreciation from families. The stress evoked a variety of emotional and physical reactions, but participants tended to use adaptive coping strategies such as religious approaches, social support, and time management. The meaning of stress is understood as part of the responsibility and life learning process that strengthens self-resilience.

Discussion

This research aims to understand the stress experience and coping strategies used by posyandu cadres who also carry out the role of housewives. Based on Colaizzi's phenomenological analysis, four main themes were obtained, namely stress-triggering factors, reactions to stress, coping strategies, and the meaning of stress. The four themes are interrelated in describing the process of stress experiences experienced by participants, starting from the

emergence of the source of stress, the response caused, efforts to overcome the pressure, to the process of interpreting the experience.

The first theme shows that stress in posyandu cadres is triggered by a combination of domestic role demands, responsibilities as cadres, economic pressure, and lack of family support. These findings show that the stress experienced by participants does not come from a single factor, but rather is an accumulation of various demands that take place simultaneously. This condition shows the existence of a role conflict (role conflict) and role overload (role overload), when individuals must meet family demands while carrying out social responsibilities as posyandu cadres. These results are in line with Lazarus and Folkman's transactional stress theory which explains that stress arises when individuals assess environmental demands over the resources they have to cope with them. These findings are also consistent with research Pradana & Agustina (2024). Pratiwi et al. (2024), and Aryal & D'mello (2020) who reported that women with dual roles and public health cadres are vulnerable to stress due to high role demands, limited awards, and lack of social support. On the other hand, the participants in this study also showed efforts to overcome stress through problem-solving oriented coping (problem-focused coping), such as setting priorities and adjusting task completion according to ability. The findings are in line with research Kaveh et al. (2017) which states that adaptive coping helps health volunteers maintain their role functions, increase self-efficacy, and remain able to provide services even when under psychological pressure. Nevertheless, this study provides a new perspective by showing that the pressure is not only perceived as a workload, but also influenced by a lack of validation and support from the family, thus aggravating the psychological experience of posyandu cadres.

The second theme shows that reactions to stress not only appear in emotional and physical forms, but also affect the social and spiritual aspects of the participants. Reactions in the form of irritability, fatigue, sleep disturbances, and withdrawal from the environment suggest that persistent stress can affect an individual's psychological well-being and social functioning. On the other hand, the increase in religious activity in some participants suggests that stress also encourages the search for meaning and calmness through a spiritual approach. These findings reinforce the results of the study Mayangsari et al. (2022) about psychosomatic symptoms in housewives, as well as Maharani & Arwan (2022) which states that religiosity acts as a protective mechanism in reducing emotional distress. The findings indicate that the response to

stress is multidimensional so that interventions for posyandu cadres are not enough to focus only on the physical aspect, but also need to pay attention to psychosocial and spiritual support.

The third theme shows that posyandu cadres use various coping strategies, including religious, social, cognitive, active behavior, and passive behavior. The dominance of the use of religious coping and social support suggests that both strategies are the main source of strength in dealing with the pressures of dual roles. Based on Lazarus and Folkman's theory, the strategies found reflect a combination of problem-focused coping and emotion-focused coping, which is used flexibly according to the situation at hand. These results support the research Maharani & Arwan (2022), Mayangsari et al. (2022), Sihombing (2021), and Shirley (2020) which shows that Indonesian women tend to combine religious strategies, social support, and emotional regulation in dealing with stress. However, this study found that posyandu cadres did not only use one form of coping, but made dynamic strategic adjustments based on the type of pressure experienced. These findings enrich the understanding of the flexibility of coping strategies in posyandu cadres which have been rarely studied using phenomenological approaches.

The fourth theme shows that participants interpret stress as a responsibility, a life test, and a self-learning process. Such interpretations suggest that stress is not always perceived as a negative experience, but also as a means of building psychological resilience (resilience) and personal growth. This result is in line with the concept meaning-making in the theory of Lazarus and Folkman which explains that the meaning given by individuals to an event will affect the adaptation process and coping strategies chosen. These findings also support research Maharani & Arwan (2022) and Pratiwi, Pujianto, et al. (2025), which suggests that a positive interpretation of life experiences can improve an individual's ability to cope with psychological distress. Thus, the process of meaning becomes an important factor that bridges the relationship between the experience of stress and the emergence of adaptive coping.

This research makes a scientific contribution by presenting a more comprehensive understanding of the stress experience of posyandu cadres as women with dual roles through a phenomenological approach. In contrast to previous research that highlighted the stress of housewives or health workers separately, this study shows that the stress experience of posyandu cadres is formed through the interaction between domestic demands, social responsibility, economic conditions, and family support, which further affects psychological responses, coping strategies, and the process of meaning to stress. These findings expand the literature on the

mental health of community-based health cadres, especially in the context of primary health services in Indonesia.

Practically, the results of this study show the need to strengthen psychosocial support for posyandu cadres through stress management training, development of adaptive coping strategies, psychological assistance, and increased support for families and village governments in the implementation of cadre duties. From the theoretical side, this study strengthens the application of Lazarus and Folkman's transactional stress theory in explaining the process of forming stress experiences, the selection of coping strategies, and the meaning-making process in women who perform dual roles.

This research has several limitations. The relatively small number of participants and from one region caused the results of the study to not be able to describe the experience of all posyandu cadres in Indonesia. In addition, the study uses a phenomenological approach so that the findings focus on the depth of subjective experience and are not intended to be generalized. Therefore, further research is recommended to involve participants with more diverse characteristics, compare cadres from urban and rural areas, and develop research with mixed methods or quantitative approaches to examine the factors that affect the stress and effectiveness of coping strategies in posyandu cadres more broadly.

Conclusion

Posyandu who also play the role of housewives experience multidimensional stress, which comes from the burden of domestic roles, the demands of social activities as cadres, and economic pressure in daily life. This condition gives rise to various reactions, both emotionally, physically, socially, and spiritually. In dealing with this stress, the cadres use various coping strategies that include religious approaches, social support, cognitive management, and behavioral adjustments in daily activities. In addition, stress is also interpreted as part of responsibility, life tests, and learning processes that form self-resilience. Overall, this study shows the importance of strengthening family support, improving stress management skills, and optimizing religious and social coping strategies for posyandu cadres in carrying out their dual roles.

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