

The Relationship of Career Women to Children's Development

¹Roganda Simanjuntak^(✉)

¹(Politeknik Kesehatan Jayapura, Papua, Indonesia)

^(✉)Corresponding Author: rogandasimanjuntak773@gmail.com

Abstract:

Baby's brain growth is influenced by environmental factors including stimulation and parental care. Growth and development is said to be late if a child does not reach the expected stages of growth and development at the proper age. Research conducted at the posyandu in Asano Village, Abepura District, Jayapura City, recorded that 48.75% of children experienced developmental delays. The aim is to identify career women (employees) at the posyandu in Asano Village, Abepura subdistrict, Jayapura City. To identify the development of children with Career Women at the posyandu in Asano Village, Abepura District, Jayapura City. To analyze the relationship between career women (employees) and child development in the posyandu in Asano Village, Abepura subdistrict, Jayapura City. This research method is qualitative with a correlation design with a cross-sectional approach. The sample in this study was 80 people. The sampling technique uses total sampling technique. And the data analysis used is spearman rank. The time spent by career women (employees) with their children at the posyandu in Asano Village, Abepura subdistrict, Jayapura City is mostly <7 hours. The development of children in the posyandu in Asano Village, Abepura District, Jayapura City is mostly P (successful). There is a relationship between career women (employees) and child development at the posyandu in Asano Village, Abepura subdistrict, Jayapura City.

ARTICLE HISTORY

Received 28 August 2024

Revised 09 November 2024

Accepted 05 March 2025

KEY WORDS

Career Women, Child Development, Parental Care

Please cite this article in APA style as:

Simanjuntak, Roganda. (2025). The Relationship of Career Women (Employees) to Children's Development, *Minsight: Midwifery Insight and Innovation Journal*, 1(1), 13-21.

INTRODUCTION

Opportunities to obtain education and opportunities to get work are increasingly wide open (Lamb et al., 2015). The composition of Indonesia's workforce has experienced changes in recent years in line with the development and progress of society (Sparrow et al., 2020). Opportunities for women to work in various fields of work and obtain higher education are increasingly open so that more and more women are qualified (Blau & Kahn, 2007). But apart from that, the family must have the leadership of the father and mother as a single duo who have full responsibility in the family (Kangas & Lämsä, 2021).

Every child is basically born with a number of potentials inherited from both biological parents (Leve et al., 2019). Innate potential is a variety of abilities that a child has (Mandalaywala et al., 2019). This potential can develop naturally (by natural) if given

stimulation through parental stimulus from an early age appropriately so that the physical potential, including strength, endurance, explosive power, speed, coordination, flexibility, balance, accuracy, agility and physical potential covering various aspects of intellectual, emotional, mental, social, moral and spiritual intelligence that develop towards the child's personal formation in the future (Provasi et al., 2021).

Seeing the reality that there are career women (employees) at the posyandu in Asano Village, Abepura sub-district, Jayapura City, who have little time to interact with their children (Aczel et al., 2021), so this affects children who are still in the age range of 0 to 6 years, usually they are very close to their parents because of this. It is during this period that parental guidance and parenting really determine a child's development in terms of social relationships, optimal behavioral development and the growth of self-confidence which is very useful for the future (Sarkowi et al., 2023).

So, based on this data, researchers are interested in finding out more and in depth about the relationship between career women (employees) and child development at the posyandu in Asano Village, Abepura subdistrict, Jayapura City.

RESEARCH METHODS

Research Design. This research method is qualitative with a correlation design with a cross-sectional approach. Study aimed at finding out the relationship between career women (employees) and child development at the posyandu in Asano Village, Abepura District, Jayapura City. The samples in this study were career women who were employees at the posyandu in Asano Village, Abepura District, Jayapura City and their children aged 0-6 years.

Research Procedures. Samples were taken from career women who were employees at the posyandu in Asano Village, Abepura District, Jayapura City and who had children aged 0-6 years. Then conduct interviews with career women and observe their children using the DDST sheet. Then the results of these observations were recorded, then data analysis was carried out.

Data analysis. Data obtained from observations using DDST sheets and analyzed using spearman rank data analysis techniques with the SPSS program.

RESULTS AND DISCUSSION

Results were obtained from 80 career female respondents and their children. Mother's age. Judging from the characteristics of mothers based on age of the 80 research respondents. The following results were obtained

Table 1 Distribution Frequency Respondent Based on Mother's age

Age Mother	Frequency	Percentage
22 - 25	40	50 %
26 - 29	28	35 %
30 - 33	12	15 %
Total	80	100%

Based on Table 1, the distribution of respondents by mother's age shows that the majority of mothers fall within the 22–25 age group, with 40 individuals or 50% of the total respondents. This age group is the most dominant, indicating that most participating mothers are in the early stages of adulthood. Furthermore, 28 mothers (35%) are between the ages of 26–29, while the 30–33 age group is the smallest, consisting of only 12 mothers or 15% of the total respondents.

This distribution suggests that most mothers with children at the posyandu are in their productive and reproductive years, typically in the early or mid-stage of motherhood. This factor may influence their parenting styles and understanding of child development. Therefore, continuous education on maternal and child health is essential to ensure that mothers can provide optimal care and support for their children's growth and well-being.

Table 2 Distribution Frequency Based on the child's age

Age	Frequency	Percentage
0 – 2 Years	15	18.75 %
3 – 4 Years	40	50 %
5 – 6 Years	25	31.25 %
Total	80	100%

Based on Table 2, the distribution of respondents by child's age shows that most children fall within the 3–4 year age group, with 40 children or 50% of the total respondents. This group is the most dominant, indicating that the majority of children enrolled in the posyandu are in the early preschool stage, where growth and development monitoring are crucial. Furthermore, 25 children (31.25%) are between the ages of 5–6 years, while the 0–2 year age group is the smallest, with only 15 children or 18.75% of the total respondents.

This distribution suggests that most children receiving posyandu services are in a developmental phase that requires intensive stimulation and monitoring, particularly in terms of physical growth, cognitive abilities, and social skills. Therefore, posyandu programs need to ensure that appropriate education and interventions are provided for each age stage to support optimal child development.

Table 3 Distribution Frequency Based on child's gender

Gender	Frequency	Percentage
Man	34	42.5 %
Woman	46	57.5 %
Total	80	100%

Based on Table 3, the distribution of respondents by child's gender shows that the majority of children registered at the posyandu are female, with 46 children or 57.5% of the total respondents. Meanwhile, the number of male children registered is 34, accounting for 42.5% of the total respondents.

This distribution indicates that there are slightly more female children than male children receiving services at the posyandu. This difference may be influenced by various factors, such as parental participation patterns in child healthcare services or variations in family awareness about bringing children to the posyandu. Therefore, it is essential to ensure that both boys and girls have equal access to healthcare services and developmental stimulation to support optimal growth for all children.

Table 4 Distribution Career woman

No	Career Woman	Frequency	Percentage
1	>7 hours	57	71.25 %
2	<7 hours	23	28.75 %
Total		80	100%

Based on Table 4, the distribution of career women based on working hours shows that the majority of respondents work more than 7 hours per day, with 57 individuals or 71.25% of the total respondents. Meanwhile, 23 individuals (28.75%) work less than 7 hours per day. This indicates that most career women in this study have long working hours, which may impact the time available for their families, including accompanying their children at the posyandu.

Working more than 7 hours can be a challenge for career women in balancing their professional responsibilities with their roles as mothers, particularly in providing attention and developmental stimulation for their children. Therefore, strategies that support work-life balance, such as flexible working arrangements or social support systems, are needed to ensure that career women can continue to play an active role in their children's growth and development optimally.

Table 5 Distribution Frequency child Based on child development

No	parameter	Frequency	Percentage
1	P (success)	41	51.25 %
2	F (failed)	39	48.75 %
3	NO (no K)	0	0%
4	R(reject)	0	0%
Total		80	100%

Based on Table 5, the distribution of children based on their development shows that the majority, 41 children (51.25%), fall into the P (success) category. Meanwhile, 39 children (48.75%) are categorized as F (failed). There are no children in the NO (no K) or R (reject) categories, as indicated by the 0% in both parameters.

This distribution indicates that while more than half of the children have achieved successful development, a significant proportion still falls into the failed category. This finding highlights the need for continuous monitoring and intervention to support children's growth and development. Factors such as parenting practices, nutritional intake, and healthcare access may influence these results. Therefore, it is essential to strengthen education and support programs for parents, improve posyandu services, and ensure early intervention for children experiencing developmental delays to enhance their overall well-being.

Table 6 Cross table of mother's education level and child's social development

Career Woman	DEVELOPMENT				Total Value	
	P	F	NO	R		
>7 Hours	26	31	0	0	57	
<7 Hours	17	6	0	0	23	0.015

After done data analysis using the correlation test Sperm Rank (Rho) about connection correlation between Career Women's level of child development was obtained significant of 0.015 ($p < 0.05$), then can interpreted that There is connection between Career Women on child development. So H1 is accepted, so there is connection between Career Women (Employees) on Child Development in Posyandu, Asano Village, Abepura District, Jayapura City.

Career Woman Based on the research results, it was found that career women who were not with their children for >7 hours were 57 (71.25%) and <7 hours were 23 (28.75%). A career woman has a dual role, namely a role that is inherent in her nature which is related to the household and the nature of motherhood as well as her work outside the home (Rocha & van Praag, 2020). Thus, a career woman must fulfill various requirements and this is not possible for every woman.

Looking at the explanation above, it can be concluded that career work is not just ordinary work, but is a person's interest in a job that is carried out or pursued for a long time (full time) in order to achieve high achievements, both in wages and status (Kitsios & Kamariotou, 2021). Thus, a "career woman" is a woman who is devoted to and loves something or several jobs fully for a relatively long time, to achieve progress in life, work or position. Generally, women pursue careers outside the home (Guan et al., 2019). So, career women include those who take part in the public sector (Feeney & Stritch, 2019). Besides that, to have a career means having to pursue a certain profession that requires ability, capacity and expertise and can often only be achieved with the requirement of having taken certain education (Li, 2022). From the results of this research, it can be seen that more career women are not with their children for >7 hours because their working hours are from 08.00 – 14.00 so that during those hours their children are looked after by their grandmother and even cared for by someone the family trusts. From the another research results, that the research results showed that there was a relationship between parenting patterns and child development. This shows that parenting styles have a very important influence on children's development (Sumargi et al., 2020).

Child development based on research results from interviews with mothers and observations of children when doing DDST, the development of children who were P (successful) was 41 children (51.25%), F (failed) was 39 children (48.75%), NO (none opportunity) as many as 0 people (0%) and R (refused) as many as 0 children (0%).

Research in the field of psychology shows that the first years of a child's life are a very important period that will influence the next phase of development (Leve et al., 2019). Therefore, various efforts must be made so that a child does not experience obstacles in his development. Other research also shows that the first 5 years are a critical period in a child's life which will have a significant impact on the child's subsequent development (Nelson & Gabard-Durnam, 2020).

Parents and people closest to a child's life have a huge influence on a child's growth and development (Harahap, 2023). The results of research conducted by The Reiner Foundation state 10 things parents can do to improve health status and brain development (Johnston, 2022). This is done by providing stimulation in the form of sincere warmth and love, providing direct experience using the senses (sight, hearing, taste, touch, smell), interaction through touch, hugs, smiles, singing, listening attentively, responding to children's chatter, invite conversation in a soft voice, and provide a sense of security. This stimulation by parents has been proven to significantly optimize aspects of a child's development (George et al., 2019).

The Relationship between Career Women (Employees) and Child Development in Posyandu, Asano Village, Abepura District, Jayapura City.

Based on the results of the Spearman Rank test, which is a test used to determine whether there is a correlation between the relationship between career women (employees) and child development in posyandu in Asano Village, Abepura subdistrict, Jayapura City with a significant value of 0.015 and this value is smaller than 0.05 so that conclusions can be drawn. that there is a relationship between career women (employees) and child development in the posyandu in Asano Village, Abepura subdistrict, Jayapura City.

The research results of Broks-Gunn, Han, & Waldfogel show that there is a negative effect on cognitive development at the age of 15 months - 3 years with mothers who work more than 30 hours a week. This is because working mothers have less quantity of interaction with their children compared to mothers who do not work (Repetti & Wang, 2014).

After knowing the significant value of the relationship between the two variables, then look at the Spearman rank correlation value. By looking at the correlation value, researchers can find out how strong the relationship between the independent variable and the dependent variable is with a value of $r = 0.272^*$ and it can be concluded that the strength of the relationship or closeness of the correlation between the independent variable and dependent variable can be interpreted as very strong because the correlation value is close to 1, the direction of the correlation is positive (+).

The results of this research are also in line with research conducted by Muntiani showing that there is a relationship between working mothers and toddlers aged 4-5 years in the Dharma Wanita Kindergarten, Grogol Village, Tulangan District, Sidoarjo Regency. Parents have an important role in stimulating children's potential. Parenting tasks are generally handed over to the mother based on the knowledge she has (Davis-Kean et al., 2021). One factor that influences knowledge is the mother's education level. If the mother has high knowledge, she will be more active in seeking information to improve skills in caring for children (Mitchell et al., 2019).

From the another research results, explained that the research results meant that there was a relationship between employment status and gross motor development in toddlers in Kaligono village (Podungge et al., 2021). This is in accordance with research conducted by Werdiningsih with the results that there is a relationship between the mother's role in fulfilling children's basic needs and the development of fine motor skills, gross motor skills, social personality of pre-school children 3-6 years at the Baptist Setia Bakti Kediri Kindergarten (B et al., 2022).

Mothers work in a dual role apart from being career women and also as housewives. One of the negative impacts of working mothers is not being able to give full attention to their children, which affects the child's growth and development. From the description above, it can be concluded that parenting styles have a very important influence on children's development so that the results show a relationship between career women (employees) and children's development (Rocha & van Praag, 2020).

CONCLUSION

The study results indicate that most career women (employees) in Asano Village, Abepura District, Jayapura City spend less than seven hours with their children at the posyandu. This reflects the limited time career women have to accompany their children due to work demands. Although the time spent with children at the posyandu is relatively short, most children's development at the posyandu falls into category P (successful). This developmental success may be influenced by various other factors, such as parenting patterns within the family, involvement of fathers or other family members, and the quality of healthcare services provided by the posyandu. Additionally, education from healthcare professionals regarding child growth and regular health monitoring also contribute to ensuring children receive adequate stimulation and nutrition. Thus, despite the limited interaction time, environmental factors and sufficient support can help optimize children's development.

Furthermore, this study also found a relationship between the status of career women and child development at the posyandu. These findings suggest that although the time spent with children is relatively limited, quality interactions by parents still positively impact children's growth and development. This reinforces the idea that the quality of interaction is more important than mere duration. Therefore, more effective strategies are needed to ensure career women can still provide sufficient attention to their children. Some steps that can be taken include increasing parents' awareness of the importance of child development stimulation, strengthening the role of the posyandu in educating parents, and encouraging policies that support work-life balance. With support from various parties, career women can continue to play an active role in their children's development despite time constraints.

REFERENCES

- Aczel, B., Kovacs, M., Van Der Lippe, T., & Szaszi, B. (2021). Researchers working from home: Benefits and challenges. *PLoS ONE*, 16(3 March), e0249127. <https://doi.org/10.1371/journal.pone.0249127>
- B, S., Nurfatimah, N., Saadong, D., Subriah, S., & Ramadhan, K. (2022). The Relationship of Mother's Role in Stimulation with Motor Development in Toddler. *Jurnal Info Kesehatan*, 20(1), 20–28. <https://doi.org/10.31965/infokes.vol20.iss1.618>
- Blau, F. D., & Kahn, L. M. (2007). The gender pay gap: Have women gone as far as they can? In *Academy of Management Perspectives* (Vol. 21, Issue 1, pp. 7–23). Routledge. <https://doi.org/10.5465/AMP.2007.24286161>
- Davis-Kean, P. E., Tighe, L. A., & Waters, N. E. (2021). The Role of Parent Educational Attainment in Parenting and Children's Development. *Current Directions in Psychological Science*, 30(2), 186–192. <https://doi.org/10.1177/0963721421993116>
- Feeney, M. K., & Stritch, J. M. (2019). Family-Friendly Policies, Gender, and Work-Life Balance in the Public Sector. *Review of Public Personnel Administration*, 39(3), 422–448. <https://doi.org/10.1177/0734371X17733789>
- George, J. A., Kluger, D. T., Davis, T. S., Wendelken, S. M., Okorokova, E. V., He, Q., Duncan, C. C., Hutchinson, D. T., Thumser, Z. C., Beckler, D. T., Marasco, P. D., Bensmaia, S. J., & Clark, G. A. (2019). Biomimetic sensory feedback through peripheral nerve stimulation improves dexterous use of a bionic hand. *Science Robotics*, 4(32), eaax2352. <https://doi.org/10.1126/scirobotics.aax2352>

- Guan, Y., Arthur, M. B., Khapova, S. N., Hall, R. J., & Lord, R. G. (2019). Career boundarylessness and career success: A review, integration and guide to future research. *Journal of Vocational Behavior*, 110, 390–402. <https://doi.org/10.1016/j.jvb.2018.05.013>
- Harahap, A. (2023). Analysis Of The Role Of Parents In Early Childhood Islamic Religious Education In The Family Environment. *Edukasi Islami: Jurnal Pendidikan Islam*, 12(03), 2807–2822.
- Johnston, L. M. (2022). Appraisal of Clinical Practice Guideline: International clinical practice recommendations on the definition, diagnosis, assessment, intervention and psychosocial aspects of developmental coordination disorder. *Journal of Physiotherapy*, 68(1), 75. <https://doi.org/10.1016/j.jphys.2021.12.005>
- Kangas, E., & Lämsä, A. M. (2021). Leadership practices in relation to men’s work-family balance in Finnish organizations. *Community, Work and Family*, 24(5), 567–585. <https://doi.org/10.1080/13668803.2020.1728231>
- Kitsios, F., & Kamariotou, M. (2021). Job satisfaction behind motivation: An empirical study in public health workers. *Heliyon*, 7(4). <https://doi.org/10.1016/j.heliyon.2021.e06857>
- Lamb, S., Jackson, J., Walstab, A., & Huo, S. (2015). *Educational opportunity in Australia 2015: Who succeeds and who misses out*. 1–100. www.mitchellinstitute.org.au%5Cnwww.vu.edu.au/centre-for-international-research-on-education-systems-cires
- Leve, L. D., Neiderhiser, J. M., Ganiban, J. M., Natsuaki, M. N., Shaw, D. S., & Reiss, D. (2019). The Early Growth and Development Study: A Dual-Family Adoption Study from Birth Through Adolescence. *Twin Research and Human Genetics*, 22(6), 716–727. <https://doi.org/10.1017/thg.2019.66>
- Li, L. (2022). Correction to: Reskilling and Upskilling the Future-ready Workforce for Industry 4.0 and Beyond (Information Systems Frontiers, (2022), 10.1007/s10796-022-10308-y). *Information Systems Frontiers*, 1–16. <https://doi.org/10.1007/s10796-022-10318-w>
- Mandalaywala, T. M., Ranger-Murdock, G., Amodio, D. M., & Rhodes, M. (2019). The Nature and Consequences of Essentialist Beliefs About Race in Early Childhood. *Child Development*, 90(4), e437–e453. <https://doi.org/10.1111/cdev.13008>
- Mitchell, S., Spry, J. L., Hill, E., Coad, J., Dale, J., & Plunkett, A. (2019). Parental experiences of end of life care decision-making for children with life-limiting conditions in the paediatric intensive care unit: A qualitative interview study. *BMJ Open*, 9(5), e028548. <https://doi.org/10.1136/bmjopen-2018-028548>
- Nelson, C. A., & Gabard-Durnam, L. J. (2020). Early Adversity and Critical Periods: Neurodevelopmental Consequences of Violating the Expectable Environment. *Trends in Neurosciences*, 43(3), 133–143. <https://doi.org/10.1016/j.tins.2020.01.002>
- Podungge, Y., Adam, E. Y., Igirisa, Y., Porouw, H. S., & Mohamad, R. (2021). Mother’s Employment Status With Fine Motor Development. *Jurnal Aisyah : Jurnal Ilmu Kesehatan*, 6, 115–120. <https://doi.org/10.30604/jika.v6is1.771>
- Provasi, J., Blanc, L., & Carchon, I. (2021). The importance of rhythmic stimulation for preterm infants in the NICU. *Children*, 8(8), 660.

<https://doi.org/10.3390/children8080660>

Repetti, R. L., & Wang, S. W. (2014). Employment and Parenting. In *Parenting* (Vol. 14, Issue 2, pp. 121–132). Routledge. <https://doi.org/10.1080/15295192.2014.914364>

Rocha, V., & van Praag, M. (2020). Mind the gap: The role of gender in entrepreneurial career choice and social influence by founders. *Strategic Management Journal*, 41(5), 841–866. <https://doi.org/10.1002/smj.3135>

Sarkowi, S., Widat, F., Wadifah, N. I., & Rohmatika, D. (2023). Increasing children's self-confidence through parenting: management perspective. *Jurnal Obsesi: Jurnal Pendidikan Anak Usia Dini*, 7(3), 3097–3106.

Sparrow, R., Dartanto, T., & Hartwig, R. (2020). Indonesia Under the New Normal: Challenges and the Way Ahead. *Bulletin of Indonesian Economic Studies*, 56(3), 269–299. <https://doi.org/10.1080/00074918.2020.1854079>

Sumargi, A. M., Prasetyo, E., & Ardelia, B. W. (2020). Parenting Styles and Their Impacts on Child Problem Behaviors. *Jurnal Psikologi*, 19(3), 269–285. <https://doi.org/10.14710/jp.19.3.269-285>