



MANAGING DUAL DEMANDS: CHILD REARING IN FAMILIES WITH WORKING PARENTS

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Abstract

This qualitative literature review examines parenting dynamics in dual-earner families, focusing on their impact on child development and the factors that distinguish successful family management. The findings emphasize that the quality of parenting defined by warmth, responsiveness, and emotional presence is a far more significant determinant of a child's well-being than the employment status of the parents. Successful families are characterized by strong couple relationships with equitable responsibilities, workplace flexibility, and robust support systems. Additional critical factors include effective emotion regulation, economic stability, and the ability to maintain clear boundaries between professional and domestic spheres. The study suggests that these elements function as a complex, compensatory system where strengths in one area can mitigate challenges in another. Ultimately, the research shifts the academic focus from comparing maternal versus alternative care to understanding the systemic conditions that allow dual-earner households to thrive. Practically, this highlights the necessity for multi-level support from workplace policy to community resources to foster environments conducive to optimal child development.

Keywords: parenting, dual-earner families, child development, work-family balance, alternative care, couple relationship, social support

Introduction

Changes in family structures over the last few decades have fundamentally altered the dynamics of child-rearing worldwide. The increasing participation of women in the workforce, economic demands pushing both parents to work, and shifting values regarding gender roles have made dual-earner families the new norm in contemporary society. In daily experience, these families face complexities not experienced by previous generations: how to divide limited time between work demands and children's needs, how to manage stress arising from dual pressures, and how to ensure that children still receive sufficient attention and affection despite limited time together. This condition demands adaptive capacity as well as a transformative process in the discourse of social resilience so that families can survive the pressures of the times (Oluwatosin et al., 2023). Families with both parents working are no longer an exception but have become a reality faced by millions of families in both urban and rural areas (Marco, 2012). This shift brings broad consequences for parenting patterns, child development, and overall family dynamics. Questions about how families navigate the conflicting demands of work and family, and how this affects the children growing up under their care, have become increasingly urgent to understand.

The decision for both parents to work is often not merely a matter of choice but is driven by increasingly pressing economic needs in modern society. The constantly rising cost of living, the need for quality education for children, and the aspiration to provide a better life are primary driving factors that leave both parents with no alternative but to work. This economic reality is often intertwined with disparities in access to education in developing countries, which require comprehensive solution strategies (Rojak & Khayru, 2022). In the experience of many families, child-rearing becomes a complex arena of negotiation between financial needs and the emotional needs of the child (Han et al., 2019). Failure to achieve a balance often triggers family conflicts, the resolution of which requires the role of religious courts through adjudication or mediation (Zahid et al., 2021). There is a sense of guilt often experienced by working parents, especially mothers, due to the feeling of not providing enough time for their children. This guilt can affect the quality of parent-child interaction, leading to compensatory parenting where parents try to offset time constraints by providing excessive material facilities, or conversely, causing stress that

reduces the parents' ability to respond to the child's needs sensitively. On the other hand, there are also families capable of managing these dual demands well, developing effective parenting strategies, and even becoming models of how a balance between work and family can be achieved. This diversity of experiences shows that there is no single impact of parenting patterns in dual-earner families; instead, there is a very wide variation depending on how families manage the resources they possess.

The dynamics of parenting in families with both parents working are heavily influenced by the availability and quality of alternative care (Han et al., 2019). Because parents cannot be fully present in their children's daily lives, they depend on various forms of substitute care: childcare centers, nannies, or other family members such as grandparents. The absence of adequate protection at this level risks creating the phenomenon of street children due to the failure of multi-layered protection systems (Aidan Bin Abdullah, 2021). Children's experiences in this alternative care vary widely, from very positive ones where they receive quality stimulation and attention, to inadequate ones where they receive minimal and less responsive care. Furthermore, social perceptions of domestic violence also carry serious implications for mental health and the recovery process of victims within the family sphere (Issalillah & Khayru, 2021). The quality of this alternative care becomes a key factor determining whether children from dual-earner families will develop optimally or instead face obstacles. In societies with strong social support systems, such as the presence of extended families living nearby, children can still receive consistent and loving care even though their parents work. Conversely, in societies where these support systems are weak, parents must rely on caregivers who may lack adequate parenting skills, or childcare centers that may be more oriented toward physical safety than emotional development. Thus, the impact of both parents working on a child is largely determined by the social environment in which the family resides.

The family structure with both parents working has also changed the division of gender roles in child-rearing (Crouter, 2006). Traditional models that position the mother as the primary caregiver and the father as the primary breadwinner are increasingly shifting toward a more egalitarian model, where both parents share responsibilities in parenting and household chores. The transformation of masculinity and femininity in

modern society brings dynamics and broad implications for the social order (Negara & Khayru, 2022). This shift has significant implications for child development, especially in terms of gender identity formation and understanding the roles of men and women in the family. Children growing up in families with more egalitarian role sharing tend to develop more flexible views on gender roles, are more open to various possibilities in their own lives, and have a better understanding of cooperation in relationships. However, the transition toward a more egalitarian model does not always run smoothly. Many families experience tension in the process of renegotiating roles, especially when one party feels burdened by increased demands or when differing expectations about parenting lead to conflict. Family experiences in navigating this transition vary greatly, influenced by cultural values, social support, and communication skills between partners. Success in managing this transition becomes an important factor determining whether families with both parents working will become a source of stress or, conversely, an opportunity for growth and the development of more equal relationships.

Technological developments and changes in work patterns also influence the dynamics of parenting in families with both parents working (Buehler et al., 2014). Gender dynamics and work-life balance in the hybrid work era provide real social impacts for families undergoing remote work (Irfan et al., 2023). Increasing work flexibility, with options to work from home or more flexible working hours, opens the possibility for parents to be more present in their children's lives while still working. In the experience of many families, technology allows parents to stay connected with their children throughout the day, knowing their progress and providing emotional support even when not physically present. However, technology also brings new challenges, such as the difficulty of separating work time and family time when work can be done from home. This condition demands an active role from parents in preventing gadget addiction in early childhood through proper supervision (Masfufah & Darmawan, 2023). Increasingly blurred boundaries between work and family life can cause parents to feel as if they are always in work mode, even when they are with their children. Children may also feel that their parents' attention is divided, and that they must compete with screens and notifications that constantly pull their parents' focus. The ability to manage technology wisely becomes an

important new skill for working parents. They need to learn to set clear boundaries between work time and family time, to be fully present when with their children, and to use technology as a tool that supports parenting rather than as a substitute for meaningful presence.

In families with both parents working, a fundamental issue arises regarding how to maintain the quality of parenting when the time available for children is very limited (Warmuth & Glockentöger, 2018). Time between parents and children is often only available in the evenings after work or on weekends, and this limited time must be used to meet various needs: helping with homework, taking children to extracurricular activities, and providing attention and affection. The pressure to maximize this limited time can lead to rushed and less profound interactions, where parents focus more on practical tasks such as ensuring children eat and bathe, rather than on quality emotional interaction. High work pressure also risks causing collective empathy fatigue within the system and the public service workforce serving families (Khayru & Darmawan, 2023). Children may feel that they are receiving divided attention, that their parents are physically present but emotionally absent. Even more problematic, the stress experienced by parents due to work demands can carry over into interactions with the child, reducing their ability to respond patiently and sensitively to the child's needs. When parents are tired and stressed, they are more likely to use authoritarian or permissive parenting patterns, being less consistent and less responsive. These issues are exacerbated when parents have children in various developmental stages with different needs, so the limited time must be divided to meet diverse requirements. The question of how to maintain the quality of parenting amidst time constraints becomes a central challenge faced by families with both parents working.

Another equally complex issue relates to the gap between the values held regarding ideal parenting and the reality faced in daily life. Many parents hold the belief that children require the full presence of their parents, especially the mother, particularly during the early years of life. This belief, which is often reinforced by dominant narratives in society, creates deep feelings of guilt and internal conflict when they must work. This guilt can drive parents toward compensatory parenting patterns, where they attempt to offset time constraints by providing excessive material facilities, or conversely, becoming overprotective and overbearing when with the

child. Both patterns can negatively impact child development, despite originating from good intentions. On the other hand, there are also parents who are able to overcome this guilt and develop the belief that the quality of interaction is more important than the quantity of time, and that children can thrive in loving care even though parents work. However, the ability to achieve this balance depends heavily on the support received from partners, family, and society. Realizing sustainability in public policies that balance economic, social, and environmental aspects becomes an important foundation for family stability (Mardikaningsih & Hariani, 2021). When this support is unavailable, the gap between values and reality can become a source of chronic stress that drains energy that should otherwise be used for positive parenting.

The study of parenting patterns in dual-earner families is becoming highly relevant along with the increasing proportion of families adopting this lifestyle. Demographic data shows that in many countries, including Indonesia, the number of families with both parents working continues to increase year by year, alongside rising female labor force participation and economic pressures that push both parents to contribute to family income. This phenomenon occurs not only in urban areas but also extends to rural regions, where changes in economic and agricultural structures force both parents to work to meet family needs. As more children grow up in dual-earner families, understanding how these dynamics affect child development becomes increasingly important. Without adequate understanding, we risk generalizing the experiences of certain families, ignoring the diversity of parenting strategies that might be effective, and formulating policies that do not align with the realities families face. Citizen involvement through participatory practices and community-based social support is greatly needed in managing social issues that touch upon the family realm (Zulkarnain et al., 2021). A systematic study of this topic is essential to identify the factors that distinguish families who successfully navigate dual demands from those who face difficulties, and to formulate appropriate support for families in carrying out their parenting roles.

The importance of this study is also driven by changes in policies and workplace practices that increasingly pay attention to work-family balance. Many companies are beginning to implement policies that support employees with family responsibilities, such as flexible working hours, options to work

from home, or longer parental leave. Strengthening organizational commitment through career development policies and employee professionalism has been proven to increase the emotional stability of workers (Putra & Darmawan, 2022). However, the implementation of these policies is often still inadequate and does not fully understand the specific needs of families with both parents working. In addition, factors such as experience, job supervision, and career development significantly influence job satisfaction, which later impacts the emotional atmosphere at home (Sinambela et al., 2023). A study on how families manage parenting can provide valuable input for designing policies that are more responsive to real needs in the field. Furthermore, an understanding of the factors that support successful parenting in dual-earner families can serve as a basis for developing parent education programs, family counseling services, and community support systems. Amidst ongoing changes in family structures and work patterns, the ability to integrate work demands and childcare becomes a crucial skill that needs to be supported by public policy, organizational practices, and broader social norms.

This research aims to systematically analyze parenting patterns in families with both parents working, focusing on two main dimensions: the dynamics of parenting and its influence on child development, as well as the factors that distinguish families who successfully manage dual demands from those who face difficulties. The theoretical contribution of this research is to formulate a conceptual framework that maps the transmission mechanisms from parenting dynamics in dual-earner families to various aspects of child development, including cognitive, social-emotional, and gender identity development, as well as identifying protective factors such as the quality of parent-child relationships, social support, and the quality of alternative care that can moderate negative impacts. Practically, the results of this research are expected to provide guidance for parents, parenting practitioners, policymakers, and human resource managers in developing strategies and policies that support families with both parents working to carry out their parenting functions optimally, so that children can thrive even though their parents work.

Method

This research employs a library research design with a qualitative approach aimed at exploring and synthesizing various theoretical perspectives and empirical findings regarding child-rearing patterns in dual-career families. The selection of this method is based on the characteristics of the topic, which requires an in-depth exploration of concepts developed in developmental psychology, family sociology, and parenting studies. As explained by Neuman (2011), qualitative research in the form of library studies allows researchers to understand social phenomena through the interpretation of existing texts without the need for primary data collection. In this study, the primary data sources consist of academic books, peer-reviewed journal articles, and research reports discussing parenting, families with working parents, child development, and work-family balance. The data collection process was conducted through systematic searches of academic databases using combinations of relevant keywords. Each identified source was then evaluated for credibility by assessing the publisher's reputation, the methodology used, and the consistency of the arguments with findings from other reputable sources. This systematic approach follows the principles outlined by Booth, Sutton, and Papaioannou (2012), stating that quality library research requires meticulous planning, a comprehensive search, and a critical evaluation of every source utilized.

Data analysis in this study utilizes a thematic analysis approach, which enables the researcher to identify recurring patterns within the literature and organize them into meaningful themes. The analysis process was conducted by following the procedures described by Miles, Huberman, and Saldaña (2014), which encompass three streams of activity: data reduction, data display, and conclusion drawing. The data reduction stage began with open coding of all collected library materials, followed by grouping codes with similar meanings into more abstract categories. The data display stage was carried out in the form of matrices and narratives that organize findings based on the main themes identified. The conclusion drawing stage was performed through iterative verification of the findings obtained, by comparing and contrasting various perspectives from different literatures. This approach allows the researcher not only to summarize what other authors have written but also to perform a critical synthesis that generates new understanding of parenting dynamics in dual-career families. To

maintain the validity of the findings, this study applies a source triangulation strategy by comparing findings from literature with diverse disciplinary backgrounds, theoretical traditions, and geographical contexts. Additionally, the researcher searched for literature with differing or conflicting perspectives to ensure that the resulting conclusions were not biased due to an overly narrow selection of sources. The entire analysis process was systematically documented so that every step can be traced back by other researchers wishing to conduct verification or replication.

Result and Discussion

Parenting Dynamics in Dual-Earner Families and Their Influence on Child Development

Parenting dynamics in families with both parents working are characterized by a constant effort to balance work demands and the children's needs. The experience of parents in such families is often marked by a sense of being torn between professional responsibilities and caregiving responsibilities, which requires them to manage time, energy, and attention very carefully. A deep understanding of organizational behavior principles serves as an important foundation for parents to manage work stress so that it does not adversely affect the home atmosphere (Darmawan, 2013). The morning becomes the most critical time, where parents must prepare themselves for work while simultaneously ensuring the children are ready for their day. The remaining time together after work is often limited and must be used to meet various needs: helping with homework, accompanying children during study, and providing attention and affection. In this situation, the quality of interaction becomes far more important than the quantity of time. Parents who are able to be fully present and responsive during their time together, even if it is brief, can build a secure attachment with their children (Hutauruk et al., 2023). Conversely, when parents are physically present but their minds are still preoccupied with work, or when interactions are dominated by instructions and supervision rather than warm conversation, children may feel that they are receiving divided attention and are undervalued. The ability to manage the transition between the role of a worker and the role of a parent is a crucial skill that affects the overall quality of parenting.

The quality of parent-child relationships in dual-earner families is heavily influenced by how the couple distributes parenting responsibilities

(Jannah, 2023). From a feminist sociological perspective, career women are often trapped in a double burden due to gender structures that do not yet fully favor domestic role balance (Khairi, 2021). A more egalitarian parenting model, where both parents share equally in caregiving tasks and household chores, tends to produce more positive dynamics. In this model, neither parent feels excessively burdened, so work-related stress can be managed more effectively. Children also benefit from the more balanced involvement of both parents, gaining a model of an equal relationship and the opportunity to build strong bonds with both their father and mother. However, achieving this balance is not always easy. Many families are still trapped in traditional role divisions where the mother bears a larger share of the parenting burden despite also working full-time. This condition can lead to exhaustion and chronic stress for the mother, which subsequently affects their ability to respond sensitively to the child's needs. Meanwhile, the father may feel marginalized from the parenting process or may lack the adequate skills to be actively involved. When this imbalance occurs, the overall quality of parenting can decline, and children may miss out on the chance to build deep relationships with both parents.

The quality of alternative care is a key factor influencing child development in families where both parents work (Widodo, 2018). When parents are unable to be present, children spend significant time with caregivers, other family members, or in childcare institutions. Children's experiences in this alternative care vary widely and have a significant impact on their development. The state is obliged to provide legal guarantees for children's rights, especially in the aspects of education and health, to ensure they remain protected even while under alternative care (Hariani et al., 2021). High-quality alternative care, characterized by caregivers who are warm, responsive, and consistent, can be a very positive experience for children. Children can develop secure attachments with their caregivers, receive rich stimulation for cognitive development, and learn to socialize with other children. Under these conditions, children from dual-earner families can develop just as well, and in some aspects even better, than children cared for full-time by parents at home. Conversely, low-quality alternative care, with unresponsive caregivers, minimal stimulation, or an inconsistent environment, can negatively impact child development. Children may experience difficulties in emotional regulation, delays in

language development, or problems in social interaction. Thus, it is the quality of alternative care, rather than the mere presence or absence of it, that serves as the primary determinant of the impact of working parents on child development.

The impact of dual-earner families on a child's cognitive development has long been a subject of debate in the literature. Some studies suggest that children from families where both parents work may have advantages in cognitive development because they are exposed to more stimulative environments in high-quality childcare institutions, or because working parents have greater financial resources to provide books, educational toys, and other enrichment activities (Arisma, 2020). Access to these resources is crucial, considering that the challenge of food vulnerability in poor households in densely populated urban areas often hinders the fulfillment of nutrition and stimulation for children (Mahmudah, 2021). On the other hand, there are concerns that children who spend long hours outside the home may miss out on individually tailored stimulation from parents, which is vital especially in the early years of life. These seemingly contradictory findings actually reflect the complexity of the relationship between working parents and cognitive development. Factors such as the quality of alternative care, the quality of parent-child interaction outside of working hours, and the family's socioeconomic background all play a role in determining the direction of the impact. The key is not whether the parents work or not, but how the family manages the resources they possess to support the child's cognitive development. Families capable of providing a cognitively rich environment, both through quality alternative care and meaningful interaction with parents outside of work hours, can optimally support the child's cognitive development regardless of the parents' employment status.

The social-emotional development of children in families with both parents working is influenced by various interrelated factors (Waldfogel, 2007). Children learn about relationships and emotions through interactions with those closest to them, and in families with both parents working, they have the opportunity to build relationships with various caregiver figures. This dynamic is also influenced by differences in social mobility patterns between urban and rural communities, which shape the family's social support system (Amri & Khayru, 2021). This experience can help children develop flexibility in relating to others, the ability to adapt to

new environments, and better social skills. However, challenges arise when there is inconsistency in parenting between parents and alternative caregivers, or when the child must change caregivers frequently. Consistency in parenting, in terms of rules, values, and emotional responses, is vital for the development of a sense of security and the child's ability to predict their social environment. When children must deal with varying standards and ways of responding from different caregivers, they may experience confusion and difficulty in developing stable emotional regulation. Additionally, the stress parents experience due to work demands can impact the quality of emotional interaction with the child. Parents who are tired and stressed tend to be less patient, more easily angered, and less responsive to the child's emotional needs. In the long term, this can affect the child's ability to develop a secure attachment and healthy emotional regulation.

The development of a child's gender identity is also influenced by the dynamics of parenting in families with both parents working (Buehler et al., 2014). In families where both parents work and share parenting responsibilities equally, children receive a model of an equal relationship between men and women. The active involvement of women in human resource management practices reflects real efforts toward gender equality in the professional realm (Infante & Darmawan, 2022). Girls see that women can have careers and also be competent caregivers, while boys see that men can be actively involved in caregiving and household chores. Exposure to these more flexible role models can help children develop a broader understanding of the possibilities in their own lives, freeing them from limiting gender stereotypes. Conversely, in families where role division remains very traditional even though both parents work, children may receive contradictory messages: that in practice women work, but normatively, caregiving remains the primary responsibility of women. This double message can lead to confusion and reinforce unequal gender stereotypes. Thus, it is not merely the fact that both parents work, but how they distribute parenting responsibilities and how they discuss this division of roles with their children that shapes the development of the child's gender identity.

The quality of the relationship between parents, especially how they manage conflict and support one another, has a profound influence on children in dual-earner families (Irbah et al., 2022). The creation of social order through diversity and inclusion in contemporary workplaces helps

parents bring values of tolerance into the home environment (Irfan & Hariani, 2023). When parents are able to work together as a team in managing the demands of work and parenting, children experience a safe and predictable environment. They see that their parents support each other, that problems can be solved through cooperation, and that they do not need to worry about conflicts threatening family stability. Conversely, when parents face difficulties in coordinating responsibilities, or when work-related stress causes conflict in the relationship, children can become victims of this tension. They may feel guilty for being the source of conflict, anxious due to uncertainty, or forced to take on the role of mediator in parental conflicts. In extreme cases, children may experience what is known as "parentification," where they take on emotional responsibilities that should belong to the parents. The quality of the parental relationship, therefore, becomes a key factor mediating the impact of working parents on children. Families capable of maintaining a positive and mutually supportive relationship amidst the pressures of dual demands are better able to provide a nurturing environment that supports healthy child development.

The role of the father in parenting has undergone a significant change in families where both parents work (Vieira et al., 2016). More and more fathers are becoming actively involved in childcare, not only in aspects of discipline and supervision but also in daily care, emotional support, and play activities. The emancipation of women and their role in community development encourage a redefinition of the father's role to be more participatory in the domestic sphere (Issalillah et al., 2022). Active and warm father involvement brings significant benefits to child development, including enhanced cognitive abilities, better emotional regulation, and healthier gender identity development. Children who have a warm relationship with their fathers tend to have higher self-confidence, better social skills, and superior academic achievement. However, the increase in father involvement does not happen automatically; it requires changes in attitudes, skills, and supportive work structures. Many fathers wish to be more involved but are hindered by workplace cultures that still expect them to be the primary breadwinner, or by a lack of models on how to be an actively involved father. When fathers successfully increase their involvement, not only does the child benefit, but the mother also receives a reduction in burden, which further improves the quality of her interaction with the child. Thus, encouraging more active father

involvement in parenting is an important strategy for optimizing child development in dual-earner families.

Children in families with both parents working develop unique adaptation strategies to deal with their family dynamics (Matias et al., 2017). Urbanization and social inequality in city-based environments often pose additional challenges in building the social cohesion that supports a child's adaptation (Mardikaningsih, 2021). Some children learn to be independent from an early age, being able to take care of themselves and take initiative in daily activities. This independence can become a strength that brings benefits in their future lives. Furthermore, the job-seeking period for graduates, which is influenced by age and gender factors, will eventually shape the child's perspective on the future world of work (Khayru et al., 2022). Other children may develop a high sensitivity to their parents' moods, learning to read subtle cues about when they can ask for attention or when they should keep their distance. This sensitivity can become a heavy emotional burden, especially if they feel they must always please their parents so as not to add to existing stress. There are also children who seek attention in less adaptive ways, such as behaving negatively or creating problems that force parents to pay attention to them. The adaptation strategies developed by children are heavily influenced by how parents respond to their needs. Parents who are able to provide quality attention when with the child, who are consistent in setting boundaries, and who are responsive to the child's emotional needs help the child develop healthy adaptation strategies. Conversely, when parents are too busy or too stressed to respond consistently, the child may develop less adaptive strategies that can persist into adulthood. Understanding the adaptation strategies developed by children is essential to providing appropriate support for their development.

Factors Differentiating the Success of Managing Dual Demands of Work and Parenting

One of the most decisive factors in the success of dual-earner families in managing dual demands is the quality of the relationship between the partners. Families that succeed tend to have partners who view parenting as a shared responsibility, rather than a burden to be borne alone by one party. They communicate openly about their respective expectations, concerns, and needs, and actively negotiate the division of parenting tasks

and household chores. The involvement of women in this household decision-making also reflects their role as agents of social transformation capable of bringing positive changes to family welfare (Aisyah, 2023). In the experience of successful families, emerging conflicts are seen not as threats but as opportunities to understand the partner's needs and adjust collective strategies (Haddock et al., 2001). They develop constructive communication patterns where differences of opinion can be discussed without blaming or belittling. The quality of this relationship creates a sense of security and mutual support that enables both parents to better face external pressures. Conversely, families experiencing difficulties are often characterized by poor communication, where assumptions about role division are never explicitly discussed, or where conflicts are resolved through avoidance or mutual blaming. When one partner feels unsupported or unappreciated, the stress experienced increases and impacts their ability to parent the child effectively. Thus, the quality of the partner relationship is not only a factor affecting parental well-being but also serves as the foundation for the entire family parenting system.

Workplace flexibility is a crucial factor that distinguishes families that successfully manage dual demands from those that experience difficulties (Rutkienė & Trepulė, 2015). Parents who work in environments with policies supporting work-family balance, such as flexible working hours, options to work from home, or adequate leave for family matters, have a much greater ability to respond to children's unexpected needs. A mother's decision to engage in green consumption at the household level shows that role flexibility can encourage wiser life choices for a child's future (Halizah & Nuraini, 2021). They can attend school events, accompany children to the doctor, or simply come home early when a child is sick without worrying about losing their job or facing sanctions. In the experience of successful families, this flexibility provides a vital sense of control in managing the uncertainties inherent in child-rearing. Conversely, parents working in places with rigid and unsupportive policies often live in constant tension, worrying every time a child is sick or whenever a sudden need requires their presence. They may be forced to make difficult decisions between fulfilling work responsibilities and meeting their child's needs, which ultimately leads to feelings of guilt and chronic stress. Workplace flexibility also allows parents to arrange their work time in such a way that they can be present during moments that are most

important to the child, such as dinner time together or bedtime, which are key moments for building emotional closeness.

The availability and quality of support systems become very significant factors in determining the success of families with both parents working (Vieira et al., 2016). These support systems can take the form of extended family living nearby and willing to help care for children, mutually supportive neighbor networks, or communities that provide affordable and quality childcare services. The construction of social identity in contemporary society is strongly influenced by social status and environmental dynamics that form family support affiliation groups (Hariyani, 2023). In the experience of successful families, they do not attempt to manage everything alone, but actively build and utilize support networks. The presence of grandparents involved in caregiving provides peace of mind because the child is in the care of someone known and trusted. Neighbors who are willing to help supervise children after school or pick them up when parents are late coming home provide an invaluable safety net. Communities that provide quality children's activities after school hours reduce the burden on parents in planning beneficial activities for their children while they work. Conversely, families experiencing difficulties are often socially isolated, lacking a reliable support network. They may live far from extended family, have no close relationships with neighbors, or live in environments that do not provide adequate caregiving services. In this situation, any disruption in caregiving arrangements can become a crisis that is difficult to resolve, and the burden borne by the parents becomes much heavier.

The quality of alternative care is a very important differentiating factor between families that succeed and those that experience difficulties (Han et al., 2019). Successful families not only have access to alternative care but are also able to ensure that such care is of high quality. The principle of the best interests of the child must remain the top priority, especially in custody arrangements and post-divorce care to guarantee their emotional stability (Fajar et al., 2021). Successful families take the time to research and evaluate care options, ensuring that caregivers have appropriate skills and attitudes, and maintaining good communication with caregivers to ensure consistency in parenting. In the experience of successful families, the caregiver is not seen merely as a substitute for the parent, but as a partner in parenting who can contribute positively to the child's development. They build a collaborative

relationship with the caregiver, sharing information about the child's progress and jointly formulating strategies to overcome emerging challenges. Conversely, families experiencing difficulties often have to accept alternative care as it is due to limited options or lack the ability to evaluate the quality of care the child receives. They may not have the opportunity to choose or may lack knowledge regarding what the standards for quality care should be. Consequently, their children may be placed in care that is less responsive, less stimulative, or even risky, which can negatively impact their development and increase the parents' burden of worry.

The emotional regulation and stress management abilities of parents are internal factors that significantly determine the success of managing dual demands (Rutkienė & Trepulė, 2015). Parents who are able to manage their own stress well, who have strategies to calm themselves when facing pressure, and who can separate work-related stress from interactions with the child tend to be more successful in maintaining the quality of parenting. Psychological perspectives in the Society 5.0 era demand individuals to have strong mental resilience amidst technological complexity and increasingly rapid social dynamics (Darmawan et al., 2021). In the experience of successful families, parents are aware of their own emotional states and are able to take steps to manage stress before it impacts their interactions with the child. They may have a routine for the "transition" between the role of worker and the role of parent, such as taking a moment after returning from work to calm down before interacting with the children. They also have strategies to handle stressful situations without involving the child and are able to ask for support when feeling overwhelmed. Conversely, parents experiencing difficulties often lack the awareness or skills to manage stress, so work-related stress carries over into interactions with the child. They may become more easily angered, less patient, or less responsive to the child's needs. Children in such families may experience inconsistency in parenting, where parents are sometimes very attentive and sometimes very cold depending on the level of stress they are experiencing. This condition can disrupt the development of secure attachment and the child's emotional regulation.

Economic factors play an extremely significant role in differentiating the success of managing dual demands (Nomaguchi & Johnson, 2016). Families with adequate financial resources have more choices and flexibility in arranging childcare. Studies show that underage marriage often exacerbates

household welfare due to a lack of financial stability and the mental readiness of the couple (Aliyah et al., 2023). Families with established economies can choose high-quality caregivers, enroll children in childcare institutions with low caregiver-to-child ratios, or even choose to reduce the working hours of one parent if necessary. They also have access to support services such as domestic helpers who can reduce the burden of domestic chores, so that the energy available for parenting is not drained by exhausting housework. In the experience of economically successful families, minimal financial pressure allows them to focus on the quality of interaction with the child, rather than merely surviving to meet basic needs. Conversely, families with economic constraints often do not have the same options. They may have to work longer hours or take on additional jobs to meet their needs, further reducing time with their children. They may have to use cheaper alternative care of questionable quality, or even leave children without adequate supervision. Financial pressure can also be a significant source of stress, affecting the parents' ability to parent patiently and responsively. Thus, economic disparities create differences not only in material resources but also in the psychological capacity to perform quality parenting.

Common values and goals between partners are factors that distinguish successful families from those experiencing difficulty (Kwon et al., 2013). Successful families tend to have a shared vision of what is important in parenting, how children should be raised, and what the priorities are in family life. This alignment of values facilitates joint decision-making, reduces the potential for conflict, and creates consistency in parenting. This shared vision becomes an important shield in facing the challenges of domestic social integration resulting from the strengthening influence of ethno-religious nationalism at a global level (Fariz, 2021). When both parents agree on the importance of family time, they will work together to protect that time from work intrusion. When they agree on the values they want to instill in the child, they will be consistent in applying rules and providing examples. In the experience of successful families, any differences of opinion that arise can be discussed within the framework of shared values, so they do not become a source of prolonged conflict. Conversely, families experiencing difficulty often have fundamental differences in values regarding parenting that are never discussed or resolved. One parent might emphasize discipline and achievement, while the other emphasizes freedom

and the child's happiness. The resulting inconsistency can confuse the child and create tension between the parents. In situations where work demands are already pressing, these unresolved value differences can become a source of conflict that worsens family dynamics.

The ability to set boundaries between work and family is a critical skill that distinguishes families that successfully manage dual demands (Shabunova & Leonidova, 2023). Modern career women face a real double burden in balancing professional aspirations with traditional parenting roles (Fauzi, 2023). Successful parents are able to set clear boundaries, both physically and psychologically, between work time and family time. They do not bring work home, either in the form of physical tasks or in the form of thoughts that constantly dwell on work. They are also able to set boundaries with superiors and colleagues regarding their availability outside of working hours, so as not to be constantly interrupted by work demands while with their children. In the experience of successful families, they develop transition rituals that help them switch from the role of worker to the role of parent, such as changing clothes, taking a short walk, or simply sitting quietly for a few minutes before entering the house. They also learn to say "no" to non-urgent work demands when with their children. Conversely, parents who experience difficulties often lack clear boundaries between work and family. They may constantly check their phones for work matters while with their children, or bring work home and finish it after the children go to sleep, sacrificing their own rest time. This absence of boundaries causes the energy available for the family to be drained, and children feel that their parents' attention is always divided.

The factor of age and the child's developmental stage also influence a family's ability to manage dual demands (Eynde et al., 2020). Families with young children face different challenges than families with school-aged children or adolescents. For early childhood, the need for consistent and responsive care is very high, and this need often cannot be fully met by alternative caregivers. Parents with toddlers may experience greater pressure due to limited adequate alternative care options and high physical care demands. For school-aged children, the challenge shifts to coordinating between school schedules, extracurricular activities, and parental work hours. Families with school-aged children may find physical care easier but face challenges in terms of assisting with study and ensuring the child does

not spend excessive time unsupervised. For adolescents, the challenge shifts toward the need for parental emotional presence and supervision that is not too strict yet still adequate. Successful families are those capable of adjusting their parenting strategies to the child's developmental stage. They do not apply the same pattern for children of different ages but flexibly adjust their approach based on the specific needs of the child at each stage. They are also able to anticipate the challenges that will arise at each stage and prepare themselves to face them, rather than simply reacting when problems have already occurred.

Support from the work environment and organizational policies are external factors that greatly determine a family's success in managing dual demands (Tammelin, 2018). Companies that have a family-friendly work culture, with managers who understand and respect the family responsibilities of employees, create an environment that allows parents to work with peace of mind without feeling guilty or threatened. In the experience of successful families, they work in places where superiors do not expect them to be constantly available outside of working hours, where colleagues support each other in covering urgent family-related needs, and where family leave policies are practiced fairly without negative consequences for their careers. Conversely, families experiencing difficulties often work in unsupportive environments, where taking leave for family matters is considered a lack of dedication, where working overtime is seen as the norm, and where parents with family responsibilities face negative stigma. In such environments, parents are constantly caught in a tension between meeting unrealistic work demands and meeting the undeniable needs of their children. This pressure can lead to exhaustion, burnout, and ultimately affect their ability to be responsive and patient parents. Thus, the successful management of dual demands depends not only on individual or family abilities but also on the structure and culture of the organization in which they work.

Conclusion

Dynamics of parenting in dual-career families are highly complex and diverse, resisting simplification into a single narrative of positive or negative impacts. The quality of parenting, rather than parental employment status, serves as the primary determinant of child development. Families that

successfully manage dual demands are able to maintain warm and responsive interaction qualities despite limited shared time, prioritizing emotional presence over the quantity of time spent. Factors distinguishing the successful management of dual demands include the quality of the partner relationship marked by open communication and an equitable division of responsibilities workplace flexibility allowing parents to respond to children's needs, the availability of support systems from family and community, the adequacy of alternative childcare quality, parents' emotional regulation skills, sufficient economic resources, shared values and goals between partners, the ability to set boundaries between work and family, and the adjustment of parenting strategies to the child's developmental stages. These factors are interconnected within a complex system, where weaknesses in one area can be compensated by strengths in another. Consequently, there is no single formula for success; instead, there are various pathways toward positive outcomes, depending on how families integrate available resources to support optimal child development.

It is suggested that future research develop longitudinal studies to track changes in parenting dynamics in dual-career families over time, accompanied by cross-cultural studies to understand variations in parenting values and gender roles, as well as participatory approaches involving parents as partners to ensure research relevance; practically, parents need to build open communication, share responsibilities equitably, develop support networks, and emphasize the quality of interaction with children, while policymakers must provide support through parental leave, work flexibility, and affordable childcare services, and work organizations need to create a truly family-friendly culture; for educators and practitioners, it is vital to provide accessible parenting skill enhancement programs; theoretically, these findings reaffirm that parenting in dual-career families must be understood through a systemic approach that views the interconnectedness of individual, family, environmental, and policy factors, shifting the focus toward conditions that enable families to function optimally and encouraging collective support from various parties in forming a conducive environment for child development.

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