



The Relationship Between Dual Role Conflict and Family Social Support Towards Fear of Success in Working Mothers

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ABSTRACT

Purpose of the study: This study aims to determine the relationship between dual role conflict and family social support on fear of success in working mothers.

Methodology: A total of 84 participants were involved in this study through purposive sampling technique, with data collection using three scales, namely the dual role conflict scale, the family social support scale, and the fear of success scale.

Main Findings: These findings indicate that the higher the role conflict experienced by working mothers, the greater their tendency to experience fear of success, while family social support actually acts as a protective factor.

Novelty/Originality of this study: The uniqueness of this study lies in the placement of fear of success in the context of social relations of working mothers in the midst of the patriarchal structure of Indonesian society, thus broadening the understanding that fear of success is not merely an individual psychological phenomenon, but is also closely related to social dynamics, gender roles, and domestic pressures faced by women in pursuing success in the public sphere.

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1. INTRODUCTION

In the modern era, the role of women in the world of work has increased along with the development of industrialization and globalization [1]. Data from the Central Statistics Agency shows that in 2022 the number of female workers in Indonesia will reach 52.74 million, but only 0.78% of them occupy leadership positions [2]. This condition indicates that women's access to develop in the world of work is still limited, especially when they also bear domestic responsibilities.

Married and working women face challenges in carrying out two main roles, namely as a housewife and as an employee [3]. When these two roles conflict, a dual role conflict arises which can cause psychological stress and affect emotional well-being [4]. One form of this stress is fear of success, namely an individual's fear of the negative consequences of the success achieved [5].

Previous research shows that dual role conflict has a positive relationship with fear of success, where the higher the conflict felt, the higher the fear of success that arises [6]. This condition is increasingly complex in patriarchal societies such as Indonesia, which tend to expect women to prioritize domestic roles [7]. As a result, many women reject job promotions or postpone further education in order to maintain balance in the household [8].

In this discussion, family social support plays an important role as a protective factor that can suppress the negative impact of dual role conflict [9]. Support from partners and families in the form of emotional, informational, and instrumental can increase self-confidence and minimize the emergence of fear of success [10]. A study of female police officers in Jakarta also showed that the higher the social support, the lower the tendency for women to experience fear of success [11].

Unfortunately, there are still few studies that simultaneously examine the role of dual role conflict and family social support in influencing fear of success in working mothers in Indonesia [12]. This study is here to fill this gap by examining the phenomenon of fear of success not only from an individual psychological perspective, but also in a socio-cultural context, including the role of family and systemic pressures faced by working women. The novelty of this study lies in the integration of psychosocial and gender approaches in seeing how domestic roles, social expectations, and family support interact with women's fear of success. The results of this study are expected to contribute to designing women's empowerment strategies based on their social realities, as well as strengthening the argument for the need for gender-responsive employment policies [13].

2. RESEARCH METHOD

2.1. Research Design

This study employed a quantitative research approach with a correlational design that aims to determine the relationship between dual role conflict and family social support on fear of success in working mothers. The correlational approach is used to identify the strength and direction of the relationship between two or more variables studied in a particular social context [14]. In this study, there are three main variables, namely dual role conflict and family social support as independent variables, and fear of success as the dependent variable. Variables are attributes or characteristics that can change and be observed in a study, which are the main objects of study for research [15]. Independent variables are variables that influence or cause changes in other variables, while dependent variables are variables that are influenced and result from independent variables [16].

2.2. Population and Sample

The population in this study were all mothers who worked in the Kudus area, Central Java, both in the formal sector such as employees, teachers, and health workers, as well as the informal sector such as traders, MSME actors, and freelancers. Population is defined as all subjects or objects of research that have certain characteristics and are the target of data collection [17]. The sample is part of the population selected to be the subject of research by considering the proportional representation of population characteristics.

This study used a non-probability sampling technique with a purposive sampling method, namely a sample selection technique based on certain considerations that are in accordance with the objectives of the study [18]. The inclusion criteria in this study were:

1. Mothers who had children under 15 years old
2. Aged between 23 and 40 years
3. Actively working at least 6 hours per day
4. Living with their nuclear family or close relatives

The determination of the number of samples was carried out using the G*Power version 3.1 application by considering four main parameters, namely the level of significance (alpha error probability) of 0.01, the power value of 0.90, the number of predictors of two independent variables, and the effect size obtained from previous studies. The R square value taken from Lestari's research was 0.420 and from Putra's was 0.155 resulting in an average effect size of 0.2506644 [19]. Based on these calculations, the minimum number of samples was obtained that was in accordance with the statistical criteria to avoid type I errors and increase the external validity of the research results [20]. A total of 84 participants were involved in this study.

2.3. Data Collection Technique

Data collection was conducted using three psychological scales, namely the dual role conflict scale, the family social support scale, and the fear of success scale which were compiled based on theoretical indicators and tested for validity and reliability before being distributed. The dual role conflict scale measures the extent to which individuals feel pressured in carrying out two roles at once, the family social support scale measures perceptions of emotional and instrumental support from family members, and the fear of success scale measures the intensity of an individual's fear of the negative impacts of achieving success [21].

2.3.1. Fear of Success Scale

The fear of success scale is compiled based on aspects of E. Stanculescu [6], namely social and emotional consequences, psychological consequences, social environmental influences, and gender aspects. This scale consists of 40 items, of which there are 20 favorable items and 20 unfavorable items.

2.3.2. Dual Role Conflict Scale

This scale is to measure dual role conflict in working mothers. The dual role conflict scale is compiled based on aspects of Frone et al., [8], namely pressure as a parent (Parental Stressor), marital stress (Marital Stressor), lack of involvement as a husband (Lack of Spouse Support), lack of involvement as a parent (Parental Involvement), and work interference (Work Interference With Family). This scale consists of 40 items, where there are 20 favorable items and 20 unfavorable items.

2.3.3. Family Social Support Scale

This scale is to measure family social support for working mothers. The family social support scale is compiled based on aspects of Taylor [11], namely emotional support, instrumental support, informative support, and assessment support. This scale consists of 36 items, of which there are 18 favorable items and 18 unfavorable items.

Each scale is compiled using a Likert scale format with a certain score range adjusted for the needs of regression analysis. Data collection was conducted through two approaches, namely online using Google Form distributed via WhatsApp application and direct visits to the field to reach mothers who have limitations in the use of technological devices and internet access.

2.4. Data Analysis Technique

Data analysis was conducted using multiple linear regression analysis techniques through the assistance of SPSS software version 22.0 for Windows. This technique is used to determine the simultaneous and partial contribution of independent variables to dependent variables and the significance of the relationship between the three variables [22].

The analysis procedure included:

1. Descriptive statistical analysis to describe the characteristics of research data
2. Assumption testing including normality test using Kolmogorov-Smirnov test and linearity test
3. Multiple regression analysis to test the major hypothesis
4. Product moment correlation analysis to test minor hypotheses
5. Statistical significance testing with alpha level of 0.05

2.5. Research Procedure

The research procedure begins with the stage of problem formulation, instrument preparation, validity and reliability testing, sampling, distribution of instruments to respondents, data processing, data analysis, to drawing conclusions referring to the results of the hypothesis test.

The detailed research procedure included:

1. Preparation Phase: Literature review, theoretical framework development, and instrument design
2. Instrument Development: Scale construction based on theoretical indicators, expert validation, and pilot testing
3. Pilot Study: Measuring instrument trial (tryout) conducted online via Google Form involving respondents from April 23 to May 4, 2025
4. Main Data Collection: Conducted from May 10 to 20, 2025, using purposive sampling technique through online Google Form distribution and direct field visits
5. Data Processing: Data cleaning, assumption testing, and statistical analysis using SPSS version 22.0
6. Results Interpretation: Statistical results interpretation and hypothesis testing conclusions

This research was conducted by paying attention to research ethics such as participant consent, confidentiality of identity, and use of data only for scientific purposes.

3. RESULTS AND DISCUSSION

3.1. Result

3.1.1. Fear of Success in a Gender-Based Work Environment

The results of the study showed that fear of success in working mothers is closely related to the pressure of two main roles carried out simultaneously, namely as workers and housewives. In societies with a strong patriarchal culture, such as in the Kudus area, women's success in the professional field is often seen as a threat to traditional norms [14]. This raises fears in women that career achievement will damage their image as ideal wives or mothers.

According to the social role theory proposed by Hasibuan & Novita [15], society's expectations of men and women differ significantly, where women are more expected to play a role in the domestic sphere. When women begin to stand out in the public sphere such as the world of work, they often face social resistance that can trigger feelings of fear of success itself. Fear of success in this context is not merely due to a lack of personal

ability, but also due to social pressure and internal conflict experienced by women in balancing the demands of two different worlds [16].

Cross-cultural studies showed that fear of success is more experienced by women in societies that have conservative views on gender roles. In countries such as Indonesia, where traditional roles for women are still dominant, fear of success arises because of the incompatibility between professional identity and traditional gender identity [17]. Women who dare to achieve success are often considered selfish or neglectful of family responsibilities, which then makes them tend to avoid competitive situations or promotion opportunities.

3.1.2. The Role of Family Support in Reducing Psychological Role Conflict

Family social support has been shown to play a significant role in reducing the level of fear of success. In this study, mothers who received emotional and instrumental support from their husbands or other family members had a lower tendency to experience fear of success. The theory of social support by suggests that social support can be in the form of emotional support (acceptance and empathy), informative support (advice), instrumental support (direct assistance), and appraisal support (positive feedback), all of which are important in helping individuals deal with stress and role demands [18].

In a society that views women's success as a threat to household harmony, family support becomes a very important protective factor. When women feel supported by their partners and families in pursuing their careers, they no longer see success as a source of conflict, but as part of a dual role that can be lived harmoniously.

Cross-cultural comparisons also show that women in countries with collectivist cultures that support gender equality, such as Scandinavia, tend to have lower levels of fear of success because they receive systemic support from family and society [19]. This suggests that the role of family support is not only important at the individual level, but also reflects broader cultural values. Therefore, in the Indonesian context, increasing awareness of the importance of the role of husbands and families in supporting women's success needs to be continuously developed through educational, social, and public policy approaches.

3.1.3. Scene Orientation

The initial steps taken by the author before conducting the research were to determine the respondent criteria, determine the research location, and prepare various technical requirements to support the smooth running of the data collection process. The respondents in this study were mothers who worked in Kudus Regency, Central Java, with the following provisions:

1. Have children under 15 years of age.
2. Aged between 23 to 40 years.
3. Work actively for at least six hours per day, either as a permanent or freelance worker.
4. Living with family, such as husband, children, or other family members.

The selection of respondents with these characteristics aims to obtain a picture of the relationship between dual role conflict and family social support on the level of fear of success of mothers who have dual roles, namely as breadwinners and household managers. Kudus Regency was chosen as the research location because it has a significant number of working women, and is spread across various sectors, both formal and informal. In addition, the social and cultural norms in Kudus are still very strong in maintaining traditional views on the role of women in the domestic sphere, this is one of the reasons this area is relevant to researching the phenomenon of fear of success, where career achievements are often accompanied by concerns about its impact on the role of mothers in the family and social relationships.

Data collection was carried out through two approaches, namely online and direct visits to the field. The online method uses Google Form which is distributed via the WhatsApp application. This method was chosen to facilitate access and efficiency in data collection and processing. In addition, the author also made direct visits to the workplace or residential environment of respondents to reach mothers who have limitations in the use of technological devices and internet access.

3.1.4. Preparation of data collection tools.

This study uses data collection tools in the form of a fear of success scale, dual role conflict, and family social support that have previously been compiled by the author. The following is an explanation of the three data collection tools used in this study, including:

1. Fear of success scale

The fear of success scale is compiled based on aspects of Stanculescu [20], namely social and emotional consequences, psychological consequences, social environmental influences, and gender aspects. This scale consists of 40 items, of which there are 20 favorable items and 20 unfavorable items. The blueprint of the fear of success scale can be seen in the following table:

Table 1. Blueprint Skala Fear Of Success

No	Indicator	Item		Total
		Unfavourable	Favourable	
1	Social and Emotional Consequences	1,3,5,7	2,4,6,8	8
2	Psychological Consequences	9,12,13,16,17,20,21,24	10,11,14,15,18,19,22,23	16
3	Influence of Social Environment	25,27,29,32	26,28,30,31	8
4	Gender Aspect	33,35,37,40	34,36,38,39	8
Total		20	20	40

2. Dual Role Conflict Scale

This scale is to measure dual role conflict in working mothers. The dual role conflict scale is compiled based on aspects of Frone et al., [21], namely pressure as a parent (Parental Stressor), marital stress (Marital Stressor), lack of involvement as a husband (Lack of Spouse Support), lack of involvement as a parent (Parental Involvement), and work interference (Work Interference Withfamily). This scale consists of 40 items, where there are 20 favorable items and 20 unfavorable items. The blueprint of the dual role conflict scale can be seen in the following table:

Table 2. Dual Role Conflict Scale Blueprint

No	Indicator	Item		Total
		Unfavourable	Favourable	
1	Parental Stressor	1,2,5,6	3, 4, 7, 8	8
2	Lack of Spuse Support	9,10,13,14	11,12,15,16	8
3	Marital Stressor	17,19,21,23	18,20,22,24	8
4	Parental Involvement	25,27,29,31	26,28,30,32	8
5	Work Interference With Family	34,35,38,40	33,36,37,39	8
Total		20	20	40

3.1.5. Family Social Support Scale.

This scale is to measure family social support for working mothers. The family social support scale is compiled based on aspects of Taylor [22], namely emotional support, instrumental support, informative support, and assessment support. This scale consists of 36 items, of which there are 18 favorable items and 18 unfavorable items. The blueprint of the fear of success scale can be seen in the following table:

Table 3. Family Social Support Blueprint

No	Indicator	Item		Total
		Unfavourable	Favourable	
1	Emotional Support	2,3,6,8,10,12	1,4,5,7,9,11	12
2	Instrumental Support	14,18,16	13,15,17	6
3	Informative Support	20,22,24	19,21,23	6
4	Assessment Support	26,28,30,32,34,36	25,27,29,31,33,35	12
Total		18	18	36

Assessment of the answers on three research scales, namely family social support, dual role conflict, and fear of success, was carried out using different methods according to the characteristics of each scale.

On the scale of family social support and dual role conflict, a Likert scale with four response categories is used. For positive (favorable) items, scores are given starting from 4 for strongly agree, 3 for agree, 2 for disagree, to 1 for strongly disagree. Conversely, for negative (unfavorable) items, scores are given in the reverse pattern, namely 1 for strongly agree to 4 for strongly disagree.

Meanwhile, on the fear of success scale, the assessment also uses four response categories, but with different answer choices. For favorable items, a score of 4 is given for always, 3 for often, 2 for rarely, and 1 for never. While for unfavorable items, the score is given in reverse, namely 1 for always to 4 for never. Thus, each scale has a scoring system that is adjusted to the characteristics of the questions so that the measurement results are more accurate.

The higher the score obtained on the family social support scale, the greater the support felt by the individual from the family in carrying out the dual role as a mother and worker. Meanwhile, a high score on the dual role conflict scale indicates the greater conflict experienced by the individual in carrying out roles in the family and work realms simultaneously. This indicates tension or incompatibility in meeting the demands of the two roles.

As for the fear of success scale, the higher the score obtained, the greater the individual's level of fear of the negative impacts of the success achieved. This concern can be in the form of anxiety about rejection from the social environment, the emergence of new role conflicts, or changes in the dynamics of family relationships due to achievements that are considered too high.

3.1.6. Measuring instrument trial (tryout)

Data collection for the measurement tool trial was conducted online via Google Form involving respondents from among the people closest to the author. The trial took place from April 23 to May 4, 2025. The Google Form link was distributed to respondents via the WhatsApp application.

3.1.7. Data retrieval

The main data collection in this study was also carried out online using Google Form. The research subjects consisted of 84 mothers who worked in the Kudus area. The author used a purposive sampling technique, namely the deliberate selection of samples based on certain criteria that had been previously determined. In addition to being shared online, data collection was also carried out directly by visiting several respondents at certain locations. This process was carried out from 10 to 20 May 2025, by sharing a Google Form link to respondents as a data collection instrument.

3.1.8. Normality test

Table 4. Normality Test Results

No	Variables	K-SZ	p(0.05)	Information
1	Dual Role Conflict	0,052	0,096	Normally distributed
2	Dual Role Conflict	0,200	0,075	Normally distributed
3	<i>Fear of success</i>	0,162	0,088	Normally distributed

This normality test is conducted to determine whether the data in the study has a normal distribution or not. The normality test is used to test data from three variables, namely fear of success, dual role conflict, and family social support in working mothers in the Kudus area. The test was conducted using the SPSS (Statistical Package for the Social Sciences) version 22.0 for Windows with the Kolmogorov-Smirnov Test method through the Asymptotic approach. Data is said to be normally distributed if the significance value (p) is greater than 0.05 ($p > 0.05$).

The results of the normality test on the dual role conflict variable showed a significance value (p) of 0.052 and a K-SZ value of 0.096. Because the p value is greater than 0.05, the data on the dual role conflict variable is stated to be normally distributed. Furthermore, the family social support variable obtained a significance value of 0.200 and a K-SZ value of 0.075. Because the p value is greater than 0.05, the data on this variable is also normally distributed. Likewise with the fear of success variable, which shows a significance value of 0.162 and a K-SZ value of 0.088. Because the p value is greater than 0.05, the data on this variable is also normally distributed. Thus, the three variables in this study have normal data distribution.

3.1.9. Linearity Test

After the normality test, what must be fulfilled in the correlation technique is the linearity test of the relationship. The results of the linearity test can be seen in the following table:

Table 5. Linearity Test Results Table

Linearity Test Results Between Dual Role Conflict and Fear of Success

Variables	F	Sig (p)	Information
Dual Role Conflict with Fear of Success	1.154	0,334	Linear

The results of the linearity test above show a correlation between dual role conflict and fear of success. This is indicated by the results obtained from the Linear F value of 1.154 and p of 0.334 ($p > 0.05$). These figures indicate that there is a linear relationship.

Table 6. Linearity Test Results

Linearity Test Results Between Family Social Support and Fear of Success

Variables	F	Sig (p)	Information
Family Social Support with Fear of Success	0.772	0,797	Linear

The results of the linearity test above show a correlation between family social support and fear of success. This is indicated by the results obtained from the Linear F value of 0.772 and p of 0.797 ($p > 0.05$). These figures indicate that there is a linear relationship.

3.1.10. Hypothesis Testing

Major Hypothesis Test

The major hypothesis testing in this study was carried out with the help of SPSS (Statistical Package for the Social Sciences) version 22.0 for Windows calculations using the two predictor regression analysis correlation technique, the results are as follows:

Table 7. Regression Test Results Table

Model	R	R ²	Adjusted R Squared	Std Error the Estimate	F	Sig (p)
1 regression	0,791	0,626	0, 617	8,408	67,895	0,000

Based on the results of the regression test, the p value was 0.000 ($p < 0.001$) with r_{x1y} of 0.791, indicating a very significant relationship between X1 (Dual Role Conflict) and X2 (Family Social Support) with Y (Fear of Success), so that the hypothesis stating that there is a relationship between dual role conflict and family social support on fear of success in working mothers is accepted with an effective contribution.

Minor Hypothesis Test

To test the hypothesis regarding the positive relationship between Dual Role Conflict and fear of success using SPSS (Statistical Package for the Social Sciences) version 22.0 for Windows with product moment analysis, with the following results:

Table 8. Minor Hypothesis 1

Variables	R	Sig (p)
Dual Role Conflict * Fear of success	0,707	0,000

Based on the results of the product moment test on the variables KPG (X1) with FOS (Y), the p result was obtained at 0.000 ($p < 0.05$) with r_{x1y} 0.707 indicating a relationship between KPG (X1) and FOS (Y), so that the hypothesis stating a positive relationship between dual role conflict and fear of success. This means that the higher the dual role conflict, the higher the fear of success, and vice versa, the lower the dual role conflict, the lower the fear of success. So the hypothesis stating a positive relationship between dual role conflict and fear of success is accepted.

To test the hypothesis regarding the negative relationship between family social support and fear of success using SPSS (Statistical Package for the Social Sciences) version 22.0 for Windows with product moment analysis, with the following results:

Table 9. Minor Hypothesis 2

Variabel	R	Sig (p)
Family Social Support * Fear of success	-0, 469	0,000

Based on the results of the Product Moment test on the DSK (X2) variable with FOS (Y), the p result was 0.000 ($p < 0.05$) with r_{x1y} -0.469 indicating a negative relationship between family social support and fear of success. This means that the higher the family social support, the lower the fear of success, and vice versa, the lower the family social support, the higher the fear of success. So the hypothesis stating that there is a negative relationship between family social support and fear of success is accepted.

3.2. Discussion

The results of this study indicate that there is a relationship between dual role conflict and family social support on fear of success in working mothers. The majority of participants are working mothers in the Kudus area which is dominated by the informal sector, such as private employees, Sales Promotion Girls, and cashiers. These types of jobs generally have a high workload and less flexible working hours, thus potentially increasing psychological stress. This pressure can trigger stress and increase the possibility of role conflict between the demands of being a worker and the responsibilities of being a housewife. The condition of dual role conflict can contribute to the emergence of fear of success, especially when success in work is considered to worsen the balance of the role being undertaken. This indicates the existence of complex psychological dynamics in working mothers in dealing with dual roles and limited social support from the family.

Based on the results of the multiple regression analysis of the two predictors presented in the Table, it is known that there is a very significant relationship between dual role conflict and family social support on fear of success in working mothers. These results indicate that both predictor variables can simultaneously explain the variability of fear of success by 62.6%. This finding indicates that the higher the dual role conflict experienced and the lower the family social support received, the higher the level of fear of success felt by working mothers. In addition, the results of the categorization based on standard deviation presented in Table 4.11 show that the majority of participants are in the moderate to high fear of success category. For dual role conflict, most participants are in the high to moderate category, while for the family social support variable, the majority are in the moderate to low category. This reflects that the role pressures originating from the two main domains of work and family are quite large and have a significant impact on the condition of participants' fear of success.

Dual role conflict arises when the demands of two or more roles that a person is undergoing cause conflicting pressures, thus potentially disrupting the individual's psychological functioning. In the context of working mothers, this conflict occurs when time, energy, and responsibilities must be divided simultaneously between the roles of a professional worker and the role of a mother at home. The inability to optimally fulfill the demands of both roles can cause stress, guilt, and feelings of being burdened. This condition can then trigger the emergence of fear of success, namely the fear that success in a career will actually increase the burden of roles and add pressure to personal and family life [23].

Furthermore, explained that fear of success is a psychological fear experienced by individuals when they approach or have the potential to achieve success. This fear arises because of the belief that success will not only bring prestige and social recognition, but also a greater burden of responsibility and changes in existing social relationships, both with family and coworkers. These changes can cause feelings of alienation, rejection, or even loss of social support, which ultimately triggers feelings of fear of success itself [24]. Fear of success is not only related to perceptions of the external consequences of success, but is also rooted in the individual's internal doubts about their own capacity and competence [25]. This doubt causes individuals to feel unworthy or unprepared to face the consequences of the success that will be achieved. As a result, they are driven to avoid situations that have the potential to lead them to achievement, such as refusing job promotions, being reluctant to take on new challenges, and choosing to remain in a safe and stable position. This is done as a strategy to avoid dual role conflict, especially in maintaining a balance between work demands and family responsibilities.

The first minor hypothesis in this study states that there is a positive correlation between dual role conflict and fear of success in working mothers. Based on the results of the analysis presented in Table 4.16, it was found that there is a significant and unidirectional relationship between the two variables. This means that the higher the level of dual role conflict experienced by working mothers, the higher their tendency to experience fear of success. This finding is in line with research conducted by Febriani et al., [26] in a study entitled "The Relationship Between Work-Family Conflict and Fear of Success in Teachers of State Vocational High School X, Padang City", which showed a positive and significant correlation between dual role conflict and fear of success. The conformity of the results is also seen in the research of Kundu et al., [27] entitled "Fear of Success Among Women Managers: An Empirical Investigation". The study discusses how the conflict between domestic and professional roles is related to fear of success, especially in women with high traditional feminine values. Thus, the previous findings support the results of this study that dual role conflict is one of the factors contributing to the high tendency of fear of success in working mothers.

Showed that women who work outside the home have a high risk of experiencing conflict between work and household roles, which causes psychological stress Pradani & Widyastuti [28] showed that women who work outside the home have a high risk of experiencing conflict between work and household roles, which causes psychological stress. Something similar was expressed by Iswadi & Wibowo [29] that dual role conflict arises due to pressure from two sources, namely work and family, which demand simultaneous roles as workers and mothers/wives. When one role is too dominant, the other role tends to be neglected, causing imbalance and psychological stress.

Added that the high level of dual role conflict among working women is triggered by high demands from both sides of life [30]. However, this conflict can function as a performance motivator if managed adaptively. However, if not handled properly, this conflict can cause psychological consequences such as anxiety, stress, and the emergence of fear of success [26].

The second minor hypothesis in this study states that there is a negative relationship between family social support and fear of success. Based on the results of the analysis in Table 4.17, it was found that there is a very significant negative relationship between family social support and fear of success. This means that the higher the level of family social support, the lower the tendency of individuals to experience fear of success and vice versa, the lower the family social support, the higher the tendency to experience fear of success. This finding is in line with the research conducted by Triyani & Surjanti [31] in a study entitled "Analysis of Factors Influencing Career Women's Fear of Success and Its Effect on Work Performance (A Study in Semarang City)", which shows a significant negative influence between family social support and fear of success. In addition, research by Bonitasari

& Nurmaya [32] entitled "The Effect of Work Family Conflict and Social Support on Teacher Fear of Success in Gunungkidul District" shows that social support has a significant negative effect on fear of success, meaning that the higher the social support received, the lower the level of fear of success experienced by female teachers. Thus, previous findings strengthen the results of this study, that family social support has an important role in reducing the tendency of fear of success in married working women.

Social support is the existence of other people who can be relied on to provide assistance, encouragement, acceptance, and attention, so as to improve the welfare of individual life [33]. As an external social factor, social support plays an important role in helping individuals overcome various life problems. Individuals who receive social support tend to have higher work motivation compared to those who do not receive support.

For women, especially those who are married and working, social support is crucial in carrying out various roles. Kumolohadi [34] explains that the obstacles faced by women in developing their potential come from two sources, namely internal and external factors. Internal factors include fear of the consequences of career success/fear of success, such as concerns about no longer receiving protection from a husband or partner, and the risk of a family that is less cared for. Meanwhile, external factors come from the views of society which tend to assume that household chores and childcare are the main responsibilities of women, even though the women also work outside the home. In the context of married women, social support can be obtained from those closest to them such as husbands, children, parents, siblings, and close friends. In this context, social support from individuals closest to them such as husbands, children, parents, siblings, and close friends becomes very important. Support provided especially by partners and the nuclear family has been shown to improve women's ability to balance the demands of work and household roles, which in the end can reduce the tendency for fear of success to arise.

Finally, this study still has several limitations that need to be considered by future authors. First, the number of participants is limited to working mothers in the Kudus area and is dominated by informal sector workers, so the results cannot be generalized to working mothers in other areas or professions. Second, data collection was conducted online using a Google form. This makes participants limited to those who have internet access and digital devices, so it is likely not representative of the conditions of working mothers who are less accessible to technology.

4. CONCLUSION

This study aimed to examine the relationship between dual role conflict and family social support on fear of success among working mothers. The findings reveal a highly significant relationship between dual role conflict and family social support with fear of success, indicated by a correlation coefficient of $r_{12y} = 0.791$ with a significance level of $p = 0.000$ ($p < 0.001$), and an effective contribution of 62.6%. The first hypothesis, which proposed a positive relationship between dual role conflict and fear of success, is supported ($r = 0.707$, $p < 0.05$), suggesting that the greater the dual role conflict experienced by working mothers, the higher their fear of success. The second hypothesis, which proposed a negative relationship between family social support and fear of success, is also supported ($r = -0.469$, $p < 0.05$), indicating that stronger family support is associated with lower levels of fear of success. These findings highlight that fear of success is not merely an individual psychological phenomenon but is closely influenced by social dynamics, gender roles, and domestic pressures, particularly within the patriarchal structure of Indonesian society.

Based on the results of this study, there are several recommendations that can be used as a basis for further research. First, Future research should expand the population scope beyond working mothers in Kudus Regency to include other regions with diverse social and cultural backgrounds. This will provide a more comprehensive understanding of the interplay between dual role conflict, family support, and fear of success. Second, A qualitative or mixed-methods approach is recommended to explore in-depth the subjective experiences of working mothers, particularly related to communication patterns within families, societal expectations of gender roles, and coping mechanisms. Third, It is advisable to develop or adapt measurement instruments that reflect Indonesia's unique cultural and gender dynamics. Instruments developed in foreign contexts, such as those by Stanculescu and Taylor, should be reviewed and adjusted to better align with local realities. Fourth, Future studies may incorporate mediating or moderating variables such as self-efficacy, workplace support, or religious values, which could further explain the psychological mechanisms underlying the relationship between dual role conflict, social support, and fear of success. Lastly, integrating a cross-cultural perspective is essential. Comparative studies between Indonesian women and those from countries with different gender norms—such as Scandinavian nations, Japan, or conservative Islamic societies—could deepen insights into how fear of success is shaped and managed across cultural contexts.

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