

THE RELATIONSHIP BETWEEN FEMALE NURSES' DUAL ROLE CONFLICT AND WORK MOTIVATION AT SYEKH YUSUF GOWA HOSPITAL

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ABSTRACT

Background: Nurses' work motivation is still a problem in nursing services in hospitals, which is the main key to the success of health service development. Nurses who feel dual role conflict is a severe problem that can affect work motivation, especially in women.

Purpose: This study aims to find out the relationship between dual role conflict of female nurses with work motivation at Syekh Yusuf Gowa Hospital.

Methods: This research design is quantitative with a *cross sectional study* approach. A total of 134 respondents were obtained by *cluster random sampling*. Data collection used questionnaires of dual role conflict and work motivation.

Results: The results showed that the most female nurses' dual role conflict was in the low category of 74 respondents (55.2%) and the least was in the high category of 60 respondents (44.8%). Meanwhile, the most work motivation in the high category is 118 respondents (88.1%), and the least in the low category is 16 people (11.9%). Based on the cross-tabulation results of the Continuity Correction test, the p-value is 0.001.

Conclusion: It is concluded that there is a significant relationship between the dual role conflict of female nurses and work motivation at Syekh Yusuf Gowa Hospital. Therefore, it is important for nurses, especially female nurses at Syekh Yusuf Gowa Hospital, to manage psychological well-being so that the dual roles they carry out do not affect their work motivation.

Keywords: Dual Role Conflict, Female Nurses, Work Motivation.

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BACKGROUND

Nurses' work motivation is still a problem in nursing services in hospitals to date, so that nurses' work motivation is important to study because it is the main key to the success of health service development. In addition, it is also necessary to know the causes of low work motivation in order to achieve a high level of work motivation (Ariska et al., 2023). Indonesia is a country where health workers have low work motivation according to the World Health Organization (WHO), in addition to Argentina, India, Vietnam, and Nigeria. According to the 2018 National Safety Council (NSC) survey, two-thirds of American workers experienced a decrease in work motivation where the cause was work family conflict or fatigue. The highest decline in work motivation also occurred in 2,496

workers in Europe: 90% of health workers, 32% of educators, and 43% of workers who experienced office burnout (Ariska et al., 2023).

Based on the data Ministry of Health of the Republic of Indonesia in 2022 that there are approximately \pm 1.26 million health workers in Indonesia. Of this number, nurses represent the largest number of health workers, as many as 569,619 people, more than 70% of whom are women. (Kementerian Kesehatan Republik Indonesia, 2022). So, based on this data, the opportunity for female nurses to experience dual role conflict and decreased work motivation is great because of the large and high work responsibilities in terms of psychological and working time which is in line with the research of Tiara et al., (2019) which states that nurses in one of several public hospitals located in Indonesia with the results are at low work motivation, namely 79.1% (Tiara et al., 2019).

In 2020, health workers, in this case nurses, in South Sulawesi amounted to 8,444 people out of 100,000 population. In 2018, based on the South Sulawesi Strategic Plan, the ratio of female to male nurses was 100/100,000 population, and the current number of nurses has not met this ratio. The number of nurses is lower than the national ratio, causing their work motivation to decrease with a large workload (Dinas Kesehatan Sulawesi Selatan, 2021).

Based on the Indonesian National Nurses Association (PPNI), \pm 51% of working nurses reported decreased work motivation due to dual role conflict, dizziness, fatigue due to increased workload, reduced rest time, and low salary due to insufficient additional salary (Syarifudin et al. 2020). This is in line with the results of research Iswadi and Wibowo, (2021) where the results of their research show that around 33% of workers are in low work motivation and feel a high category of dual role conflict around 63% and produce dual role conflict related to work motivation.

It is not easy for women to play the role of mother while working, and they are often forced to choose between family and work. This phenomenon creates a situation of dual role conflict (Fauziah, 2020a). In modern times, many women have several roles at once, namely as wives, housewives, and helping the family finances through their careers and jobs, just like the duties of men. However, there is no distinction between women and men as mentioned in Q.S. An-Nahl/16: 97, below:

مَنْ عَمِلْ صَالِحًا مِّنْ ذَكَرٍ أَوْ أُنْثَىٰ وَهُوَ مُؤْمِنٌ فَلَنُحْيِيَنَّهٗ حَيٰوةً طَيِّبَةً وَلَنَجْزِيَنَّهُمْ أَجْرَهُمْ بِأَحْسَنِ مَا كَانُوا يَعْمَلُونَ

Translation:

"Whoever does good in a state of faith, male or female, We will surely give them a good life and a reward better than the work they have done". (QS. An-Nahl/16: 97)

Based on the verse above, Prof. Quraish Shihab explains that men and women have equality in the view of Islam and does not differentiate between faith and good deeds between the two because everything done will be accounted for. Distress will befall anyone who turns away from Allah swt. making them not believe and do good deeds. Islam also emphasizes that a good and prosperous life will be given to those who believe and do good deeds without distinguishing between men and women. Therefore, women who have dual roles have no distinction because they also have the ability to do good deeds (Kementerian Agama, 2022).

Syekh Yusuf Gowa Hospital is a class B type hospital that provides health services to the community in Gowa Regency and also as a referral hospital to surrounding community health centers. Based on data from Syekh Yusuf Gowa Hospital in September 2023, there were 249 nurses, most of whom were 204 female nurses (75%) and 45 male

nurses (25%). Therefore, at Syekh Yusuf Gowa Hospital it is likely that female nurses face low work motivation due to dual role conflict. This is supported by researcher interviews with 5 nurses at Syekh Yusuf Gowa Hospital, where 3 of the 5 female nurses have low work motivation due to problems related to dual role conflict. For nurses who are expected to have high work motivation because they are able to balance between home and work. For nurses who are thought to have low work motivation due to lack of support from husbands and family members, unbalanced division of household chores and childcare, dissatisfaction with salary, workload and demands that have been determined to exceed the time limit that should be, sometimes experiencing conflict when the child is sick so that it makes it pressure as a parent, and the absence of appreciation from superiors. However, they continue to do their work despite problems at home, and maintain good relationships among coworkers.

The hypothesis in this study is that the alternative hypothesis (H_a) is accepted if there is a relationship between the dual role conflict of female nurses and work motivation at Syekh Yusuf Gowa Hospital, namely if the p value $\leq \alpha$ is obtained, then H_a is accepted, but if the p value $> \alpha$ then H_a is rejected. Based on research by Iswadi and Wibowo, (2021), Fauziah, (2020), Erlianti et al., (2022), Sholihah et al., (2021), Purwanty et al., (2023), and Utaminingsih, (2019) that dual role conflict is related to women's motivation to work. If the perceived dual role conflict is high, then the work motivation will be low. The purpose of this study is to determine the role conflict of female nurses and work motivation, and to determine the relationship between the dual role conflict of female nurses and work motivation at Syekh Yusuf Gowa Hospital (Iswadi & Wibowo, 2021)(Putriyana et al., 2018)(Erlianti et al., 2022)(Sholihah et al., 2021)(Purwanty et al., 2023)(Utaminingsih, 2019).

OBJECTIVE

The purpose of this study is to identify the dual role conflict experienced by female nurses at Syekh Yusuf Gowa Hospital, as well as to determine the work motivation of female nurses in carrying out their duties. In addition, this study also aims to analyze the relationship between dual role conflict and the work motivation of female nurses at Syekh Yusuf Gowa Hospital, thereby providing a more comprehensive picture of the factors that influence the performance and professionalism of nurses.

METHODS

This research method is a quantitative cross-sectional study that uses a descriptive analytical survey design to determine whether two variables are related or not. There are 2 sources of data for this study, namely primary data directly from respondents and secondary data taken from archives of nursing files at Syekh Yusuf Gowa Hospital. Data collection was conducted by selecting respondents according to research criteria. Researchers then obtained written consent after explaining the purpose of the study. Next, questionnaires were distributed to respondents to be filled out independently. This research was conducted on January 17-23, 2024 at Syekh Yusuf Gowa Hospital.

This study initially involved 204 female nurses spread across several rooms, namely the 3rd floor internal medicine-surgery (36 people), 4th floor internal medicine-surgery (29 people), pediatrics ward (21 people), VIP ward (13 people), tulip ward (18 people), ICU ward (14 people), perinatology ward (26 people), emergency room (18 people), operating room (20 people), and polyclinic (9 people). However, after applying

the inclusion criteria, the final sample size was 134 respondents. A total of 70 nurses were excluded because they did not meet the criteria, namely, they were unmarried, did not have children, or were unwilling to fill out the consent form.

The sampling technique used was cluster random sampling, where clusters were defined based on the unit where the nurses worked. From each cluster, respondents were selected randomly according to the proportion of nurses in that unit, then adjusted to the predetermined inclusion criteria. This research has obtained Ethical Clearance from the Health Research Ethics Committee (KEPK) of UIN Alauddin Makassar, numbered C.033/KEPK/FKIK/I/2024.

The sample size was calculated using the Issac and Michael formula, so that the sample size was 134 people. The instruments used in this study consisted of two questionnaires. First, the Dual Role Conflict Questionnaire developed by Greenhaus and Beutell, which has been adapted and tested for validity and reliability by A. Kurniawan (2022). This questionnaire consists of 9 statements divided into 3 domains, namely time-based conflict, strain-based conflict, and behavior-based conflict. In this study, the validity of the statements was tested using Pearson's correlation test, and all items were declared valid with a calculated r value > 0.30 . The reliability test using Cronbach's Alpha produced a value of 0.798, which indicates high reliability (Kurniawan, 2022).

The work motivation questionnaire used is also standard, therefore it is no longer necessary to test its validity and reliability because it was taken from the book *Motivasi Nursalam* 2014 edition 4, where all questions on the questionnaire are said to be valid and the value of α , which is > 0.6 , means that all statements in the instrument are declared reliable (Elmiyanti, 2021).

RESULTS

Table 1. Frequency Distribution of Respondents Based on Age, Education, Length of Employment, Length of Marriage, Number of Children, Age of Each Child, Work Status, and Workplace at Syekh Yusuf Gowa Hospital (n: 134)

Characteristics	Frequency (n)	%
Age		
21 - 25 years	2	1.5 %
26 - 35 years old	29	21.6 %
36 - 45 years	64	47.8 %
≥ 46 years	39	29.1 %
Education		
Diploma	47	35.1 %
S1/D4	1	0.7 %
S1 + Ners	86	64.2 %
Length of Service		
≤ 5 years	47	35.1 %
> 5 years	87	64.9 %
Length of marriage		
1 - 5 years	36	26.9 %
6 - 15 years	58	43.3 %
> 15 years	40	29.9 %
Number of children		
1 child	39	29.1 %
2 children	61	45.5 %
≥ 3 children	34	25.4 %
Age of each child		
* filled in by the respondent and can be seen in the appendix of the respondent's answer		
Status		
Non-civil servant/P3K	13	9.7 %
PNS/P3K	121	90.3 %
Workspace		
3rd floor interna-surgery	24	17.9 %
4th floor interna-surgery	19	14.2 %
Children	14	10.4 %
VIP	8	6.0 %
Tulip	12	9.0 %
ICU	9	6.7 %
Perinatology	17	12.7 %
Emergency Room	12	9.0 %
Operation	13	9.7 %
Polyclinic	6	4.5 %

Based on the table, the majority of respondents were 36 - 45 years old, namely 64 people (47.8%), while the minority were 21 - 25 years old, namely

2 people (1.5%). Judging from the education of the respondents, the majority of their latest education, namely S1 + Ners, 86 people (64.2%) and the minority of S1 / D4 education, namely 1 person (0.7%). Judging from the working period, the majority of the working period has been > 5 years, namely 87 people (64.9%). Judging from the age range of marriage, the majority is 6-15 years as many as 58 respondents (43.3%) and the minority is at the age of marriage 1-5 years, namely 36 people (26.9%).

Based on the number of children, the majority had 2 children totaling 61 people (45.5%) and the minority had ≥3 children totaling 34 people (25.4%). The age of each child for respondents who have 2 children where the age of their first child is the majority, namely 10 years, totaling 12 people (8.9%) and the age of the second child is the majority, namely 5 and 7 years, each totaling 3 people (4.4%) which can be seen from the answers of each respondent. Judging from their status at work, the majority of respondents are civil servants / PKK as many as 121 people (90.3%). Judging from the room where the majority worked in the Interna - Surgical room on the 3rd floor, totaling 24 people (17.9%) and the minority were in the Polyclinic room, totaling 6 people (4.5%) which was calculated using the *Issac and Michael* formula.

Dual Role Conflict of Female Nurses at Syekh Yusuf Gowa Hospital

Table 2. Frequency Distribution of Dual Role Conflict of Female Nurses at Syekh Yusuf Gowa Hospital (n: 134)

Dual Role Conflict	Frequency	%
Low	74	55.2
High	60	44.8
Total	134	100

Source: Primary data, 2024

Table 2 shows that the dominant female nurses at Syekh Yusuf Gowa Hospital experienced dual role conflict with a low category of 74 people (55.2%).

Table 3. Mean Distributions of Female Nurses' Dual Role Conflict Instrumentat Syekh Yusuf Gowa Hospital (n: 134)

Description	Mean
Time based conflict	3.31
Strain based conflict	3.00
Behavior based conflict	2.95

Source: Primary data, 2024

In table 3, it can be concluded that in the instrument of dual role conflict in the *Time-based* conflict domain has the highest average value of all respondents, namely 3.31, while the *Behavior-based* conflict domain has the lowest average value of all respondents, namely 2.95.

Work Motivation at Syekh Yusuf Gowa Hospital

Table 4. Frequency Distribution of Work Motivation at Syekh Yusuf Hospital Gowa(n: 134)

Work Motivation	Frequency	%
Low	16	11.9
High	118	88.1
Total	134	100

Source: Primary data, 2024

Table 4 above shows that most work motivation at Syekh Yusuf Gowa Hospital has high work motivation, totaling 118 respondents (88.1%).

Table 5. Mean Distributions of Work Motivation Instruments at Syekh Yusuf Gowa Hospital (n: 134)

Description	Mean
Achievements	4.46
Award	4.01
Responsibility	4.21
Self-realization	4.04
Rewards/services	3.63
Working conditions	3.84
Policy	4.43
Interpersonal Relationship	4.20

Source: Primary data, 2024

In table 5, it can be concluded that in the achievement domain work motivation instrument has the highest average value of all respondents, namely 4.46, while the Rewards / Services domain has the lowest average value of 3.63.

The Relationship between Female Nurses' Dual Role Conflict and Work Motivation at Syekh Yusuf Gowa Hospital

Table 6. Results of Data Analysis of the Relationship between Female Nurses' Dual Role Conflict and Work Motivation at Syekh Yusuf Gowa Hospital (n: 134)

Dual Role Conflict	Work Motivation				Total		P Value
	Low		High		Frek	%	
	Frek	%	Frek	%			Frek
Low	2	1.5	72	53.7	74	55.2	0.001
High	14	10.4	46	34.3	60	44.8	
Total	16	11.9	118	88.1	134	100	

Continuity Correction Test

Table 6 shows that the number of respondents who experienced low dual role conflict with high work motivation was 72 people (53.7%), and respondents who experienced high dual role conflict with low work motivation were 14 people (11.9%). However, there are also respondents who are in the high dual role conflict category with high work motivation as well as 46 respondents (34.3%), and respondents who are in the low dual role conflict category with low work motivation as many as 2 people (1.5%).

Based on the results of the Chi-Square statistical test (continuity correction) in the form of a cross-tabulation between dual role conflict and work motivation, a p-value of 0.001 was obtained with a significance level (α) of 0.05. Since the p-value is smaller than α , these results indicate that there is a significant relationship between the dual role conflict of female nurses and work motivation at Syekh Yusuf Gowa Hospital.

DISCUSSION

Dual Role Conflict of Female Nurses at Syekh Yusuf Gowa Hospital

Based on table 2, the frequency of dual role conflict of female nurses at Syekh Yusuf Gowa Hospital shows a low dual role conflict of 74 people (55.2%), while the high category is 60 people (44.8%). This result is in line with research (Muslimin, 2022; Nadia Dwi Irmadiani, 2022; Fitriana Panduwinata et al., 2019; Anwar and Fauziah, 2019) which shows that dominant working women feel dual role conflict with a low category. However, in research Nasus et al., 2020; Iswadi and Wibowo, 2021) is not in line with the results of this study where the research shows that the dominant working women experience high dual role conflict (Muslimin, 2022; Nadia Dwi Irmadiani, 2022; Fitriana Panduwinata et al., 2019; Anwar & Fauziah, 2019).

There are 3 dimensions of dual role conflict which can be seen in table 3, namely time based conflict, Strain based conflict, and Behavior based conflict (Greenhaus, J. H., & Beutell, 2020). The following is an explanation of the results of the three dimensions:

Time-based conflict

Time-based conflict has the highest average value of all respondents, which is 3.31, meaning that female nurses at Syekh Yusuf Gowa Hospital are slightly affected by the inability to divide time which must divide their time between work and family, but most of them are able to so that the dual role conflict of female nurses at Syekh Yusuf Gowa Hospital is dominantly in the low category. These findings indicate that the time-based conflict experienced by respondents at Syekh Yusuf Gowa Hospital reflects the influence of time constraints in fulfilling responsibilities, both to family and work, on the availability of time to fulfill other responsibilities. This is evident from the majority of respondents' answers to statement number 3, "I am often late to the hospital because I have to finish my housework," where 50 people (37.3%) stated "Strongly Agree".

Strain-based conflict

These findings indicate that in terms of strain-based conflict, demands or pressures at work do not have a significant impact and do not hinder female nurses' ability to fulfill their responsibilities at home. This is demonstrated by the majority of respondents' answers to the statement "The amount of work at the hospital makes me tired so I don't have time with my family," where 90 people (67.2%) answered "Disagree".

Behaviorbased conflict

Behavior-based conflict has the lowest mean score of all respondents, which is 2.95. These findings indicate that in terms of behavior-based conflict, there is a difference between the attitudes of nurses at work and the attitudes expected by families at home. This can be seen from the majority of respondents who answered “Agree” (61 people, or 45.5%) to statement number 9, “The hospital expects me to be aggressive and objective towards the hospital, but my family has other expectations”.

The results of this study can also be supported by the characteristics of the respondents. The following is a discussion related to the relationship between dual role conflict and the characteristics of the respondents. When viewed from age, the dominant respondents have a high category of dual role conflict in the age range of 36 - 45 years, totaling 27 people out of 60 respondents. Respondents who are in the low dual role conflict category are also mostly in the age range 36 - 45 years, totaling 35 people out of 74 respondents. Based on this data, it is concluded that age does not really affect dual role conflict, this is in line with research by Sari et al. Sari et al., (2021) that dual role conflict can occur to anyone and regardless of age (Fitri et al., 2020).

Characteristics of respondents in terms of education, respondents whose dual role conflict is high or low are dominant at the S1 + Ners education level. Thus, education does not directly affect dual role conflict, but researchers assume that education affects dual role conflict because the total number of dominant respondents has an S1 + Ners education level which is in line with research by Widyasari et al. Widyasari et al., (2020) that someone with a low education is more likely to feel conflict from their family which can affect their work, while someone with higher education tends to feel conflict at work which can affect their family (Widyasari *et al.*, 2020).

These findings indicate that respondents with high or low levels of dual role conflict predominantly belong to the group with more than 5 years of work experience. This suggests that length of service does not directly affect the level of dual role conflict, although work experience remains a contributing factor. These results are in line with the findings of Sulastris and Almurhan, (2019) who stated that the relationship between dual role conflict and length of service is positive but can vary, influenced by other factors such as generational differences, experience, and family responsibilities.

Characteristics of respondents in terms of length of marriage, respondents whose dual role conflict category is low are dominant in the length of marriage 6-15 years as many as 29 out of 74 respondents. Meanwhile, those with high dual role conflict are also dominant in the 6-15 year marriage length range, 29 out of 60 respondents, but of these 29 respondents there are 19 respondents who still have toddlers, which triggers high dual role conflict which is in line with research by Muhid et al., (2019) that a person whose marriage age is longer is psychologically more mature in a household and will be easier to solve problems and control themselves.

Based on the characteristics of respondents from the number and age of children, respondents whose dual role conflict is low predominantly have 2 children, but with the age of the dominant child who is no longer a toddler. Meanwhile, respondents whose dual role conflict was high also had the most children, 27 out of 60 respondents and 14 of the 27 respondents had children under the age of five. This is in line with research Anggraini et al. (2023) that dual role conflict will be more easily felt by women who have children under five than women with children over the age of five (Anggraini *et al.*, 2023).

The characteristics of respondents in terms of their status at work, respondents

whose dual role conflict is high or low are dominantly ASN. Thus, ASN and Non-ASN do not directly affect dual role conflict in line with the research of Novita *et al.*, (2021) that being ASN does not rule out the possibility of not experiencing dual role conflict because it depends on individual motivation. ASN status is not the main factor, depending on how individuals manage the balance between work and personal life (Novita *et al.*, 2021).

Characteristics of respondents in terms of workplace space, respondents with high dual role conflict were dominant in the 4th floor Interna-Surgery room, 12 out of 60 respondents (12 out of 19 respondents on the 4th floor Interna-Surgery). Meanwhile, those with low dual role conflict were dominant in the Polyclinic. Thus, it is concluded that the room affects dual role conflict in accordance with the research of Nasus *et al.*, (2020) that nurses who work in the treatment room feel high dual role conflict because of the heavy duties and responsibilities in their room and are supported by research from Japlani *et al.*, (2020) that nurses in the Polyclinic can complete their work at a predetermined time compared to nurses who work in other rooms (Novita *et al.*, 2021).

Work Motivation at Syekh Yusuf Gowa Hospital

Based on table 4 shows that most respondents have high work motivation as many as 118 people (88.1%) and those in the low category are 16 people (11.9%). These results are in line with research (Septian Putra Setiawan *et al.*, 2023; Anggreini *et al.*, 2019 Machmudah *et al.*, 2019) dominant women's work motivation is in the high category. However, this study is not in line with research (Iswadi and Wibowo, 2021; Yasa and Mayasari, 2022) which states that the dominant work motivation of female workers is low (Septian Putra Setiawan *et al.*, 2023). (Septian Putra Setiawan *et al.*, 2023) (Anggreini *et al.*, 2019) (Machmudah *et al.*, 2019) (Iswadi & Wibowo, 2021) (Yasa & Mayasari, 2022).

Several factors that influence work motivation according to the theory of Nursalam, (2014) namely achievement, appreciation, responsibility, self-realization, rewards/services, working conditions, policies, and interpersonal relationships. Based on table 5 on the work motivation instrument that achievement has the highest average value of all respondents, namely 4.46, which means that achievement is very influential on work motivation in line with research by Nuariningsih and Widiastini, (2020) that someone can be motivated to work if they get the opportunity to achieve. Thus, nurses at Syekh Yusuf Gowa Hospital appear to have good opportunities to develop their achievements (Nuariningsih & Widiastini, 2020).

Rewards/services have the lowest average value of all respondents, namely 3.63, meaning that rewards/services are a problem related to nurses' work motivation at Syekh Yusuf Gowa Hospital which is in line with the research of Alfian and Rahmana, (2023) that rewards or services have a significant effect on work motivation because they can make a worker to be enthusiastic about doing work.

Work motivation in this study can also be attributed to the characteristics of the respondents. When viewed in terms of age, respondents whose work motivation is low are dominant at the age of ≥ 46 years, 7 out of 16 respondents. Meanwhile, those whose work motivation is high are dominant in the age range 36 - 45 years as many as 58 out of 118 respondents. Thus, it is concluded that age affects work motivation in line with the research of Budiman *et al.* (2022) that the more mature the age, the motivation to work will also be good because it is at a productive age, but if it is approaching old age, productivity will decrease due to the emergence of physical limitations and health

problems that affect motivation to work.

These findings indicate that respondents with both low and high work motivation predominantly had a bachelor's degree + nursing degree as their highest level of education. This suggests that education does not directly affect work motivation, although educational level still plays a role in shaping work attitudes and abilities. These results are in line with the research by Yasa and Mayasari, (2022) which states that the higher a person's education, the more their knowledge, attitudes, and abilities will increase, thereby encouraging better work motivation.

The characteristics of respondents are seen from the length of work, respondents whose work motivation is high are dominant in the range of work duration > 5 years as many as 79 out of 118 people (64.9%), while in the range of work duration ≤ 5 years as many as 8 out of 16 people (17%). So, it is concluded that length of work affects work motivation in line with research by Husain et al. Husain et al., (2023) stated that the length of work greatly influences work motivation because workers who have worked for a long time have more experience and knowledge in working than new workers.

Characteristics of respondents in terms of length of marriage, respondents whose work motivation is low are dominant in the range of length of marriage, namely 1 - 5 years as many as 7 out of 16 respondents. Meanwhile, those whose work motivation is high is mostly in the range of length of marriage, namely 6 - 15 years, totaling 54 out of 118 respondents. So, it is concluded that the length of marriage age can affect work motivation which is in line with the research of Muhid et al., (2019) that psychologically a person who has been married for a long time is more mature in the household and it will be easier to solve problems and control themselves to stay motivated to work.

Characteristics of respondents from the number of children, respondents who experience high work motivation dominantly have 2 children who are no longer toddlers. Meanwhile, respondents whose work motivation is low dominantly have 1 child, 7 out of 16 respondents where all of the 7 respondents are still toddlers, so that they can trigger low work motivation in line with research conducted by Fajriyati et al., (2022) that women who have toddlers find it difficult to carry out two roles at the same time at one time, thus affecting their motivation to work outside the home.

Characteristics of respondents in terms of their status in place, respondents whose work motivation is low or high are dominantly ASN. Thus, it is concluded that status as ASN or Non-ASN has no direct effect on work motivation, in line with research by B and Majid, (2019). B and Majid, (2019) that status as ASN or Non-ASN does not have much influence on work motivation as long as the conditions in the workplace are good, good relationships are established between coworkers, and there is a policy in the form of promotion and incentives from the leadership for workers with good performance.

Characteristics of respondents in terms of the room where they work, respondents whose work motivation is low are dominant in the operating room, namely a total of 4 out of 16 respondents (4 out of 13 respondents in the operating room). Meanwhile, respondents whose work motivation is high are dominant in the polyclinic room where all respondents in the room are categorized as high. Thus, it can be concluded that the room where work affects work motivation in accordance with the research of Slamet and Yusuf (2024). Slamet and Yusuf (2024) that the operating environment is often full of pressure and high stress due to having to make quick decisions and great responsibility for the health and safety of patients, which drains mental and emotional energy, and reduces work motivation.

The Relationship between Female Nurses' Dual Role Conflict and Work Motivation at Syekh Yusuf Gowa Hospital

Based on the results of bivariate analysis with the Continuity Correction test, the p-value is 0.001, in this case it is smaller than the α value, so the Alternative Hypothesis (H_a) is accepted, meaning that there is a relationship between the dual role conflict of female nurses and work motivation at Syekh Yusuf Gowa Hospital because the results of the p-value <0.05 . These results are in line with the results of the study Iswadi and Wibowo, (2021) that dual role conflict with work motivation has a relationship.

These results also have alignment with research Fauziah, (2020) which shows that dual role conflict has a negative effect on motivation to work, meaning that the amount of dual role conflict can make motivation to work low. In addition, these results are also in line with the results of research by Erlianti et al., (2022) which shows that dual role conflict has a significant effect on performance through work motivation as an intervening variable.

The results of this study are also in accordance with research Zikri and Daulay, (2018) that dual role conflict with work motivation has a positive effect, meaning that working women who feel dual role conflict can feel burdened and unable to meet their expectations in carrying out their dual roles, causing them to become unmotivated to work. Sholihah et al., (2021), Purwanti et al., (2023), and Utaminingsih, (2019) in their research shows that dual role conflict with work motivation has a positive effect, meaning that high dual role conflict means high work motivation.

This study found that there were two nurses (1.5%) who were classified as having low dual role conflict but low work motivation. This condition can be attributed to individual characteristics, as one of the respondents was in the over-46 age group, which in this study showed a tendency to have lower work motivation. Budiman et al. (2022) that if it is approaching old age, a person's productivity will decrease because physical limitations and health problems begin to appear which can affect his motivation to work, the second is due to the age of the child where the second respondent in this study has a child who is no longer a toddler with a young marriage age, namely in the range of 1 - 5 years and a relatively new working period of around 1 - 5 years which can affect dual role conflict and the individual's motivation to work (Anggreini et al., 2019; Budiman et al., 2022; Husain et al., 2023; Muhid et al., 2019).

This study also found that 46 respondents (34.3%) were in the high dual role conflict category but still had high work motivation. This condition can be attributed to several characteristics of the respondents, namely that the majority were aged 36–45 years, had worked for more than 5 years, had been married for 6–15 years, and had two children, with the youngest mostly still toddlers. These four factors may be the background that drives high work motivation even though the respondents face high dual role conflict (Anggreini et al., 2019; Budiman et al., 2022; Husain et al., 2023; Muhid et al., 2019).

CONCLUSION

Sebagian besar responden mengalami konflik peran ganda yang rendah (55,2%) dan motivasi kerja yang tinggi (88,1%). Analisis tabulasi silang menunjukkan bahwa konflik peran ganda secara signifikan terkait dengan motivasi kerja ($\chi^2(1) = [\text{nilai } \chi^2]$, $p=0,001$).

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