Work-Family Balance Among Career Parents in Shaping Children's Discipline Character: An Analysis of Family Parenting Practices in Teripa Hamlet, Layabaung Village, West Simeulue District

Nely Sriwahyuni, Muhammad Yunan Harahap, Hadi Saputra Panggabean

Abstract

This study aims to analyze work-family balance in career parents in developing children's discipline through family parenting practices in Teripa Hamlet, Layabaung Village, West Simeulue District. The study uses a qualitative approach with a case study design. Data was collected through in-depth interviews, observation, and documentation of parents who have active jobs and are directly involved in child-rearing. Data analysis was carried out using the interactive model of Miles, Huberman, and Saldana, referring to Greenhaus and Beutell's Work-Family Balance theory, Baumrind's parenting style theory, and Lickona's character education theory. The results show that career parents face challenges in managing time, job demands, and family responsibilities but are able to develop parenting strategies through time management, role sharing, consistent communication, application of family rules, and exemplary conduct. Responsive and consistent parenting practices play a role in building children's discipline character through instilling habits of responsibility, obedience to rules, and self-control. This study shows that the success of shaping children's discipline character is influenced not only by the frequency of parental presence, but also by the quality of involvement and the family's ability to create a supportive parenting environment.

***Keywords**: Work-Family Balance, Career Parents, Parenting Patterns, Discipline Character, Family Education.*

Nely Sriwahyuni[1]
Master of Islamic Religious Education, Universityof Pembangunan Panca Budi, Indonesia
e-mail: nellysriwahyuni1200@gmail.com

Muhammad Yunan Harahap[2] , Hadi Saputra Panggabean
e-mail: yunan@dosen.pancabudi.ac.id[1], hadi@dosen.pancabudi.ac.id[2]
2nd International Conference on Islamic Community Studies (ICICS)
Theme: History of Malay Civilisation and Islamic Human Capacity and Halal Hub in the Globalization Era

Introduction

Changes in social and economic structures in modern society have increased parents' involvement in professional work, leading to the phenomenon of families where both parents are actively working (*dual-earner families*). This situation requires parents to play two roles at the same time: meeting work demands and fulfilling childcare responsibilities. It presents challenges in achieving work-family balance, especially in providing consistent time, attention, and guidance for a child's development. Research shows that work demands, limited time, and the ability to manage boundaries between work and family can affect the quality of family interactions and parenting practices, while a good balance of roles contributes to parents' well-being and positive child development [1], [2]. Therefore, the ability of career parents to manage work-family balance becomes an important aspect in creating a family environment that supports the development of children's character, including discipline.

Family has a strategic role as the first educational environment that helps shape a child's values, attitudes, and behavior. Character building doesn't just happen through formal education at school, but also through interactions, habits, role modeling, and communication that occur in daily life within the family. One important character that needs to be developed from childhood is discipline, which is a child's ability to follow rules, take responsibility, build positive habits, and control behavior according to social values and norms. Parents play a crucial role through their parenting practices, as the family becomes the initial space for children to learn about responsibility, self-control, and following rules. Research shows that a responsive, consistent, and role-model-based parenting style is related to children's character development, including aspects like discipline, responsibility, and self-regulation [3], [4]. In addition, studies on character education-based parenting found that parents being involved in setting family rules, encouraging positive behaviors, and giving direct examples contributes to shaping children's discipline [5].

In the context of modern families, working parents face more complex challenges in building their children's discipline. Limited time with kids due to job demands can affect the intensity of communication, supervision, and consistency in applying family rules. However, parental involvement in raising children is not only determined by the amount of time available but also by the quality of interactions, emotional support, role modeling, and parenting strategies applied. Research shows that the quality of time spent with parents, positive communication, and active involvement in a child's life are linked to the development of children's well-being and positive behavior [6]. Additionally, balancing work and family demands affects parents' ability to practice positive parenting, as work-family conflicts can reduce parents' well-being and impact the quality of interactions with their children because Parental educational interaction with children is an important thing in everyday life [7], [8]. Therefore, shaping a child's discipline in families with career-oriented parents can be done through managing family routines, effective communication, consistently applying rules, and involving all family members in the parenting process [9], [10].

The concept of work-family balance has become an important aspect in understanding how career parents carry out their parenting roles. Work-family balance describes an individual's ability to manage the demands of work and family so that both roles can run harmoniously. Imbalance between work and family can lead to reduced emotional involvement of parents, increased psychological pressure, and lower quality interactions with children. On the other hand, balanced roles can support the creation of a stable family environment and give parents space to apply effective parenting practices. Family parenting practices greatly contribute to a child's development of discipline. Parenting styles that provide a combination of clear rules, open communication, emotional support, and role modeling can help children understand the importance of responsibility and adherence to rules. Studies on parenting patterns show that a responsive and consistent parenting approach helps build a child's discipline through habituation and internalization of values in daily life [11]. Also, research on

family environments shows that democratic parenting and parental involvement are related to the development of positive character in children, including discipline and responsibility [12]. Some previous studies have discussed the relationship between parenting styles and children's character development. Research on parenting shows that parental involvement, the quality of the parent-child relationship, and consistency in applying family rules contribute to the development of children's self-regulation skills, responsibility, and positive behavior [3]. Other studies also indicate that responsive and consistent parenting practices play an important role in building children's discipline through habituation, communication, and role modeling within the family [10]. However, most research still focuses on parenting styles in general or the direct relationship between parenting practices and children's character development. Studies that specifically analyze how career parents achieve a balance between work demands and parenting responsibilities are still relatively limited. Actually, parents with professional demands face different parenting dynamics, especially in managing time with their children, maintaining consistency in family rules, building role-sharing among family members, and keeping emotional closeness with their kids. Research on work-family balance shows that parents' ability to manage work and family demands affects their well-being as well as the quality of their involvement in family life [1], [13].

Therefore, further studies are needed on how work-family balance for career parents is realized through family parenting practices in shaping children's discipline.

The family context in rural areas has its own characteristics when it comes to parenting practices, especially regarding the division of family roles, parental involvement in children's activities, and strategies for maintaining discipline values amidst limited resources and work demands.

Therefore, studying the experiences of career parents in the local context of Teripa Hamlet, Layabaung Village, West Simeulue District is important to understand how families adapt their parenting practices in response to social changes and modern work demands. Based on this situation, this study aims to analyze how work-family balance among career parents plays a role in developing children's discipline through family parenting practices. This research is expected to provide a theoretical contribution to studies on family education and character education, while also offering a practical overview of parenting strategies that can be applied by families with professional work demands.

Literature Review

2.1 Work-Family Balance in Career Parents

Work-family balance is an important concept in understanding how career parents manage their professional responsibilities while also fulfilling parenting roles at home. Greenhaus and Beutell (1985) explain that work-family conflict arises when the demands of work and family clash [14]. This conflict can take the form of time-based conflict, strain-based conflict, and behavior-based conflict. In the context of career parents, time-based conflict happens when work hours cut into time spent with children, strain-based conflict occurs when work pressure affects a parent's emotional state at home, and behavior-based conflict arises when the behaviors expected at work do't always match the needs of family interactions. Contemporary studies on work-family balance show that balancing work and family isn't just about the amount of time available, but also about an individual's ability to manage role boundaries, family support, psychological resources, and the quality of involvement in both areas [1]. In the parenting context, being able to maintain this balance is important because work demands can affect communication intensity, consistency in guidance, and emotional involvement of parents with children. [7] point out that work-family conflict in working mothers can influence positive discipline practices through parents' well-being. These findings show that the quality of parenting is closely tied to parents' ability to manage the pressures between work and family life. In this study, the Work-Family Balance theory is used to analyze

how career-minded parents handle their time, work stress, and division of family roles to consistently carry out parenting. The analysis focuses on time management strategies, sharing responsibilities between dad and mom, managing work pressure, and efforts to maintain parental involvement in children's lives.

2.2 Parenting Practices of Career Parents

Parenting practices are the processes parents use to guide, direct, control, and support their children's development. Baumrind (1991) explains parenting styles through the dimensions of responsiveness and demandingness. Responsiveness is about warmth, attention, support, and parents' sensitivity to their child's needs, while demandingness is about expectations, rules, supervision, and demands on children's behavior. Based on these two dimensions, Baumrind identified democratic or authoritative, authoritarian, and permissive parenting styles. The democratic parenting style combines clear rules with open communication and emotional support. This style is relevant for building discipline because children are not only required to follow the rules but are also helped to understand the reasons behind those rules. Meanwhile, the permissive style gives more freedom with relatively low levels of supervision [15]. Research by Sugiarti shows that parenting styles are related to the formation of a child's character. Parental involvement, acceptance, communication, and consistency in parenting support the development of positive behaviors in children [3]. Similar findings are also seen in family studies that emphasize the importance of routines, consistent rules, and the quality of family relationships in shaping children's behavior [10]. In the context of career parents, parenting practices become more complex because parents need to adjust their parenting style to time constraints and work demands. Therefore, this study not only identifies the types of parenting styles applied but also analyzes how career parents maintain consistency in rules, communication, supervision, role modeling, and emotional closeness with their children amid their busy schedules professional.

2.3 Building Children's Discipline Character

Discipline is about a child's ability to control their behavior, follow rules, fulfill responsibilities, manage their time, and build positive habits. From a character education perspective, discipline isn't just about obeying rules, but also about internalizing values that help a child consciously regulate their behavior. Lickona (1991) explains that character development happens through three main components: moral knowing, moral feeling, and moral action. Moral knowing is about understanding good values and rules. Moral feeling is about awareness and emotional commitment to those values. Moral action is about the ability to apply those values in real behavior. In the context of child discipline, these three components can be seen when a child understands the importance of rules, is aware of following rules, and can consistently carry out responsibilities. Building a disciplined character in the family happens through familiarization, role modeling, communication, giving rules, and reinforcing behavior [16]. Lesmana and Deliati (2022) show that character education-based parenting patterns are related to the development of discipline in early childhood. Other studies also show that consistent rules and parental involvement support the development of self-control and responsible behavior in children [5]. In this study, the Character Education theory is used to analyze how career parents' parenting practices contribute to shaping children's disciplined character. The indicators observed include the child's ability to follow family rules, carry out routines, complete responsibilities, manage time, and show self-control in daily life.

2.4 Integration of Work-Family Balance, Parenting Practices, and Discipline Character

These three theoretical perspectives form an interconnected analytical framework. Work-Family Balance explains the conditions and abilities of parents in managing work and family demands. Parenting Style explains the types of parenting practices applied in parent-child interactions. Character Education explains the process of internalizing discipline values until they become consistent behavior. Conceptually, work-family balance can influence the quality of parenting practices. When parents are able to manage their time and work pressures well,

they have a greater chance to give attention, apply rules consistently, build communication, and set a good example for their children. On the other hand, high work-family conflict can reduce the quality of interactions and consistency in parenting. This situation can, in turn, affect the process of developing a child's discipline character. Thus, the direction of this research can be mapped out conceptually as: work-family balance - quality of parenting practices - development of children's discipline character. This study focuses on how career parents manage work and family demands, how this management is reflected in parenting practices, and how those practices contribute to shaping children's discipline character.

2.5 Research Gap

Previous research has extensively discussed the relationship between parenting styles and children's character development, as well as the link between work-family conflict and parental well-being. However, studies that specifically integrate work-family balance, career parents' parenting practices, and the development of children's disciplined character are still limited. Most research tends to address these three aspects separately. Therefore, this study aims to fill that gap by analyzing in an integrated way how career parents build work-family balance and translate it into parenting practices that support the development of children's disciplined character.

Research Methodology

This study uses a qualitative approach with a case study design to analyze work-family balance among career parents in developing children's discipline through family parenting practices in Teripa Hamlet, Layabaung Village, West Simeulue District. The research informants were selected using purposive sampling with criteria consisting of 5 parents who have active jobs, have school-aged children, and are directly involved in the parenting process. The research data was collected through in-depth interviews, observation, and documentation related to family parenting practices. The data was analyzed using the interactive model by Miles, Huberman, and Saldaña, which includes stages of data condensation, data display, and drawing and verifying conclusions. The research analysis refers to Greenhaus and Beutell's Work-Family Balance theory to understand managing work and family demands, Baumrind's parenting style theory to analyze parental childcare practices, and Lickona's character education theory to examine the process of developing children's discipline. Data validity was ensured through source and technique triangulation as well as member checking to confirm the credibility of the research results [17], [18]

Results and Discussion

Based on the research that has been conducted, it was found that work-family balance plays an important role in career parents' parenting practices to develop their child's discipline. The following discussion explains the research findings by relating them to Work-Family Balance theory, parenting patterns, and character education.

a. Work-Family Balance of Career Parents in Supporting Childcare

Research results show that career parents in Teripa Hamlet, Layabaung Village, West Simeulue District, face challenges in balancing time between job demands and parenting responsibilities. Informants revealed that limited time due to work is the main obstacle in spending time with their children, but this situation is managed through time management, dividing roles between father and mother, and making the most of quality time with children. These findings indicate that work-family balance is not just about the amount of time available, but also parents' ability to manage the quality of their involvement with their children.

These findings are in line with the Work-Family Balance Theory proposed by Greenhaus and Beutell (1985), which states that individuals need to manage demands from two areas of life, namely work and family, to avoid role conflict. In the context of this study, career parents use adaptation strategies through organizing family activities, maintaining regular

communication, and sharing childcare responsibilities [19]. In the family context of Dusun Teripa, these strategies are also influenced by the social characteristics of a community that still has strong family ties. Support from partners and extended family becomes one of the mechanisms that help parents stay involved in parenting even with work demands. This ability shows an effort to build role balance so that work demands do not completely reduce parents' involvement in their children's development. Bilodeau (2023) explain that the relationship between parents' work and child development is influenced by how families manage both conflicts and support between work and family domains. High work-family conflict can affect the quality of family relationships, while a more balanced work-family situation can support positive parental involvement with children [2]. This reinforces research findings that career parents don't necessarily face obstacles in parenting as long as they can develop effective role management strategies. In addition, research on mothers with professional careers in Indonesia shows that work schedule arrangements, family support, and the quality of interaction with children are connected to child development. Parents who are able to provide quality time can still support their children's development even with job demands. Therefore, in this study, work-family balance is understood as parents' ability to maintain the quality of family relationships through role management strategies, not just by cutting down on work activities.

b. Parenting Practices of Career Parents in Shaping Children's Discipline

The interview results show that career-oriented parents apply parenting practices by setting family rules, establishing daily routines, communicating, and leading by example. The informants explained that children's discipline is built through simple habits like managing study time, tidying up personal belongings, taking care of household responsibilities, and following family rules. These findings suggest that a disciplined character doesn't form instantly but develops through a process of consistently repeated behaviors. The findings align with Baumrind's Parenting Style theory, which explains that authoritative parenting is characterized by a balance between demands and emotional support. Parents give clear rules, but they still involve their kids through communication and providing understanding. This pattern is seen in the families of the informants, where rules are not just given as orders, but the reasons and purposes behind them are explained. Research by [3] shows that parenting practices contribute to shaping a child's character through interaction, communication, and parental involvement. Parenting that offers emotional support while setting behavioral limits can help children develop responsibility and self-control. In the context of this study, career parents tend to apply an adaptive parenting style. Even with limited time, they still maintain consistency in family rules through daily routines. This shows that successful parenting is not just influenced by how physically present parents are, but also by the quality of interactions and the consistency of values applied in the family.

c. The Role of Role Modeling and Family Communication in Developing Children's Discipline

The research results show that family communication is a key strategy for career-focused parents to maintain emotional closeness with their children. The informants explained that they try to keep track of their kids' activities, listen to their experiences, and give guidance even though their time together is relatively limited. Besides communication, parents leading by example is also important because children learn about character by observing their parents' behavior. This finding aligns with Thomas Lickona's character education theory, which states that character building involves three components: moral knowing, moral feeling, and moral action. Children need to understand the value of discipline, be aware of its importance, and then apply it in their daily actions. In this study, parents build this process by giving rules, explaining responsibilities, and setting examples of disciplined behavior in family life. The quality of parent-child communication also plays an important role in the development of positive behavior in children. Research on the quality of time spent with parents shows that meaningful interactions such as talking, accompanying children's activities, and building emotional

connections are linked to positive child development. Therefore, time limitations due to work do not directly hinder the formation of children's discipline as long as parents are able to create meaningful interactions. Career-oriented parents in this study use communication and example-setting as mechanisms to maintain their influence on family education.

d. Challenges of Career Parents in Developing Children's Discipline

The research found that the main obstacles for career parents in building their children's discipline include limited time, fatigue after work, and challenges in maintaining consistent parenting. These conditions show that work demands can affect parents' emotional readiness to be there for their children. This finding is related to the concept of work-family conflict, which is when pressure from work hinders fulfilling family responsibilities. Research found that parents' work-family conflict can be linked to changes in the quality of parent-child relationships and children's social behavior through the mechanism of parenting stress. However, this study shows that career parents in Teripa Hamlet have strategies to reduce these impacts through cooperation between partners, sharing responsibilities, and maintaining family routines. This indicates that families have adaptation mechanisms to maintain their educational role despite facing work demands.

e. Conceptual Model Based on Research Findings

Based on research results and theoretical studies, the relationship between work-family balance and the formation of children's discipline character can be explained through three main stages:

a. Work-family balance, Parents manage work demands through time management, role sharing, and strategies to maintain family involvement.
b. Family parenting practices, This balance is realized through parenting patterns such as family rules, communication, routines, and leading by example.
c. Building children's discipline, Consistent parenting helps children understand rules, develop responsibility, and improve self-control.

Therefore, this study shows that children's discipline in career-parent families is shaped through parenting processes influenced by the parents' ability to manage the balance between work and family.

Conclusion

Based on the research conducted, it can be concluded that work-family balance for career parents plays an important role in developing children's discipline through family parenting practices. Career parents in Teripa Hamlet, Layabaung Village, West Simeulue District, use strategies like time management, role sharing, consistent communication, and leading by example to build children's discipline habits. Even though they face challenges such as limited time and work demands, the quality of parental involvement, consistency in family rules, and responsive parenting patterns can support the formation of children's discipline. These findings show that successful parenting is not only determined by how often parents are present, but also by the family's ability to create a focused and sustainable parenting environment. So, this research can help in understanding the strategies of career parents in maintaining family educational functions through adaptive parenting practices in the context of the local community.

References

[1] T. D. Allen, "Work-Family Research: A Review and Next Steps," *Pers. Psychol.*, vol. 76, no. 2, 2023.

[2] M. M. C. Jaunathan Bilodeau, "Work-Family Interface and Children's Mental Health: A Systematic Review," *Child Adolesc. Psychiatry Ment. Health*, vol. 17 No.45, 2023, doi: https://doi.org/10.1186/s13034-023-00596-w.

[3] E. E. Rini Sugiarti, "The Influence of Parenting on Building Character in Adolescents," *HeliyonA Cell Press J.*, vol. 8, no. 5, 2022.

[4] I. A. Prio Utomo, "Family-Based Character Education: The Role of Parenting as the Basic of Character Education for Elementary Children," *Pus. Publ. IlmiahUniversitas Islam Negeru Fatmawati sukarno Bengkulu*, vol. 2 No.1, 2022, doi: http://dx.doi.org/10.29300/jpe.v2i1.3681.

[5] D. Lesmana, Gusman, "Parenting Patterns Based on Character Education Against Early Childhood Discipline," *Indones. J. Educ.*, vol. 1, no. 1, pp. 18–24, 2022, doi: https://doi.org/10.56495/ije.v1i1.176.

[6] X. G. Dongxu Li, "The Effect of the Time Parents Spend with Children on Children's Well-Being," *Sec. Hum. Dev. Psychol.*, vol. 14, 2023, doi: https://doi.org/10.3389/fpsyg.2023.1096128.

[7] H. wirawan Abdul kadir, "Working Mothers in Indonesian Public Organizations: Investigating the Effect of Work-Family Conflict on Positive Discipline Parenting Via Well-being," *J. Appl. Soc. Sci.*, vol. 18, no. 1, 2023, doi: https://doi.org/10.1177/19367244231196782.

[8] M. Y. Harahap, "Parents' Education Interaction Patterns on The Effectiveness of Supervition and Development of Children's Religious Character in Kota Pari Village, Pantai Cermin DIstrict, Serdang Bedagai District," PROCEEDING INTERNASIONAL SEMINAR AND CONFERENCE ON ISLAMIC STUDIES, 2022, pp. 403–414.

[9] R. Y. Hera Mutaharoh, "Adaptasi Pengasuhan Keluarga Pekerja Shift dalam Membentuk Karakter Disiplin Anak," *J. Penelit. Dan Pengemb. Pendidik. Non Form. Informal*, vol. 12 (2), pp. 760–772, 2026, doi: https://doi.org/10.33394/jtni.v12i2.19942.

[10] R. T. Rikuya Hosokawa, "Associations between Family Routines, Family Relationships, and Children's Behavior," *J. Child Fam. Stud.*, vol. 32, pp. 3988–3998, 2023, doi: https://doi.org/10.1007/s10826-023-02687-w.

[11] D. Kurniasih, N., & Hastuti, "Pola Asuh dan Pembentukan Karakter Disiplin Anak.," *J. Child Dev. Stud.*, 2024.

[12] H. S. H. Susilowati, "Analisis Pengaruh Lingkungan Keluarga dalam Pembentukan Karakter Siswa Sekolah Dasar," *J. Pendidik. dan Pembelajaran Sekol. Dasar*, vol. 5, No.2, 2025, doi: https://doi.org/10.26858/jppsd.v5i2.76931.

[13] Medina-Garrido, "Relationship Between Work-Family Balance, Employee Well-Being and Job Performance.," *Int. J. Environ. Res. Public Heal.*, 2024, doi: https://doi.org/10.3390/ijerph.

[14] N. J. Greenhaus, J. H., & Beutell, "Sources of conflict between work and family roles.," 1985.

[15] B. D, "The Influence of Parenting Style on Adolescent Competence and Substance Use.," *J. Early Adolesc.*, vol. 11, no. 1, pp. 56–95, 1991.

[16] T. Lickona, *Educating for Character, How Our Schools Can Teach Respect and Responsibility*. New York: Bantam Books, 1992.

[17] C. N. Creswell, J. W., & Poth, *Qualitative inquiry and research design: Choosing among five approaches (4th ed.)*. SAGE Publications., 2018.

[18] J. S. Matthew B.Miles, Michael Huberman, *Qualitative Data Analysis*. Sage, 2018.

[19] N. J. B. Jeffrey H.Greenhaus, "Sources of Conflict Between Work and Family Roles.," *Acad. Manag. Rev.*, vol. 10, no. 1, pp. 76–88, 1985.