

# Analysis of the Role of Women and the Career of Marriage for the Family Harmony in Moris-Foun Village, Comoro, Dili, East Timor

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**Abstract** - This research aims to analyze the role of women and the careers of married couples in Moris-Foun village. Use observation methods, questionnaires, and literature. The total population is 1,399, and the sample collected by the researcher as an indicator for data analysis is 130 using simple random sampling. The data collected by the researcher was analyzed with the help of SPSS (Statistical Package for Social Sciences), version 20.0. The results of this research indicate that the role of women has a positive and significant impact on family harmony, and the career of married couples also affects family harmony.

**Keywords** - Female Role, Couple Career, Family Harmony.

## I. INTRODUCTION

Literally in the early decades, women as subordinate elements of men, women submit to men, who use to decide from the power or force of men or men's authoritarianism, and they represent only the family, women's function is only to promote or take care of household chores as housewives and children. Thus, women are bound in submission and acceptance of men, waiting and receiving only guidance from men, thus leading women to various limitations without power that can give freedom to women to take something that responds to their autonomy of will or desire, to limit and interfere with their fundamental rights as human beings. Historically, the effective participation of women, both in private service and in real functionalism, occupied a subordinate position that followed only the will of men; in those times considered women as objects. From all these acts considered, women do not have the capacity, and worse, women do not have the right to protection of their physical, moral, and psychological integrity. All these acts have led to various inequalities and social segregation against women.

According Rahman at all in (2017), said that the role of women in the family is to see the needs of the husband, take care of the house and educate children. From the 17th and 19th centuries the role of women was clearly defined, women occupied a special position and also assumed socially valued functions that allowed for recognition. Thus, beginning in the 20th century, women began to be valued in public services such as commerce, offices and their participation in other areas. From this has given autonomy to women's decisions, has desired equality in the right to choose and decisions. Women leave their function as reproducers or become mothers only, to assume social identity with their autonomy or independent in their decisions.

According to authors Aziz & Mangestuti in (Wijayanti, 2021) One of the roles of women in the family institution is as administrators in the household. Taking care of the household is not only about whether you are married or not but as a married couple, your partner can also help with the household chores that are usually done by the wife, because the role of women is not only focused on household chores. Timor-Leste as a State that is constituted by cultural variables and customs that also become a limit for women to exercise their autonomous rights, ideology or party system binds men as the center of all power, does not give position to women to exercise rights, does not give good value to women. After Timor-Leste restored its independence in 2002 as an independent state, after facing a long period of colonization and invasion, immediately established equality and universality, and equality between women and men, as an important framework that guarantees

equal opportunities for women and men in social, political, economic and cultural aspects. 16 and 17, in (State of RDTL), Timor-Leste also ratified a global convention that supports gender equality policies and commitments. From the long history of Timor-Leste's independence struggle, women's involvement in the resistance struggle has also been a significant contributing nucleus to independence. The Timorese state links gender equality to legislation or laws, considering the struggle for equal rights between women and men as a national priority, but situations are different at the village, suku, post and family levels due to the dominance and structural orientation of the patriarchal system.

In this digital era, women as centrality in social issues, especially directly linked to political, economic, social, cultural and religious factors, has also become a public issue that today the general society in Timor-Leste and other countries put as a priority struggle. The role of women or working mothers will have a positive impact on society and the family economy, from the research on "Public Perceptions of Women's Leadership in Timor-Leste", conducted by Women's Action For Voice Empowerment 2020, at the Alola Foundation, IWDA, 2020) they can't make strategic decisions because first she has to do housework.

The result of the family exists individuals with dynamic needs that behavior and characteristics of the family must value communication, respect, share time with the family, share responsibilities to each other, flexibility in the family, together solve problems and cultivate love in the family, therefore the requirement to have capacity or hard work to meet the needs of the family must respect each other values and qualities in their opinions, beliefs and individuality, healthy family life children must have the opportunity to live in a healthy family, care, welcoming, emotional, social and economic support, important in collaboration between two relatives or between family responsibilities of the husband and wife financial and automatic forecasting of needs with its variety based on the environment in need. The perspective of women's career role in forming a harmonious family means working with the whole and also taking maximum responsibility for family issues' concerns identical to morality, financial and management that has transparency and honesty in the family. The situational environment of the family requires creativity and the ability to solve the financial problems that accumulate from the perception of future cognitive needs in a family.

The married career is a professional trajectory and a responsibility that married people do to support the family and promote a well-being in life not only at home. A couple's career can include functions in a variety of areas, such as; education, health, agriculture, business, administration, the arts, and community service. Ideally, this career needs to be developed harmoniously over time to facilitate a balance between marital functions, family care, and professional success. The career of marriage can be important in people's lives, because as married people have the responsibility to support their families well and also contribute to the community. This career can be not only in the economic aspect, but also in the moral and social aspect. Family consists of a group of people who live together in a house and are linked by marriage, blood, or adoption, the family is the smallest unit in society according to scholar Syukur in Yulianti in (Astuti & Triayunda, 2023).

According to Rahayu in Yulianti, (2023) a harmonious family is a happy and satisfied family, harmony, acceptance of all situations, and self-actualization, which covers all elements of human physical, mental and social well-being. A harmonious family is a family that has a strong unity with the family itself that is not disunity but good communication can be established effectively in the family to create a harmonious family life. According to Astuti & Triayunda, in Yulianti, (2023) harmony is a very important part in determining the survival of the family or not. The development of effective communication between husband and wife is a very important component of creating a healthy and harmonious family life.

## **II. LITERATURE REVIEW**

### ***A. Female Role Definition***

The role of a woman is to be the protagonist of her life and choose the path to take. For a long time, society has said that women's role is to marry, take care of the house, and submit to men's decisions. This situation began to change, a context marked by the contraceptive revolution and the cultural revolution. Currently, a woman's role is to be a mother or wife only when she wants to, and recognition of her rights. This change in women's roles in society accompanied economic, scientific, and social developments.

According to Ahdiah (2017) states that "analysis of women's role can be done from the perspective of their position in business with indirect productive services (domestic) and direct productive services (public)." According to Rahimah (2017) this role can be seen in almost all forms of society and culture, where among the role of women in the family is to look after the needs of the husband, take care of the house and educate children. The passage of time and era has changed a lot about the role of women in the family institution.

The context of modernization, urbanization and globalization brings many developments and influences in industrial society is an important element that leads to changes in the landscape and the role of women in the family. The role of women in society in the current era of globalization, they are not only responsible for their role as mothers or wives, but also play a role as supporters of the family economy and become the backbone of the family by scholar Willius Kogoya in (Harahap 2024).

Its role as supporting the family economy brings about major changes in the dynamics of society and families. They have shown that women can help the family economically, despite differences in responsibilities. Vitor Amaro Burity da Silva (2023), in his publication *The Role and Value of Women in the Family and Society*, the role of women in the family, society and profession is as follows:

1. In the family, women are not only seen as housewives and mothers, but have the autonomy to decide about their bodies, their sexuality, their number of children, and their division of domestic duties with their partners. They also have the right to access to various forms of intellectual training, especially the ability to expand their personal and intellectual horizons.
2. In society, women have the right to involve themselves in social functions, especially to actively participate in public spaces and the labor market, to choose professional jobs, and to be free to do the work that they can according to their capacity to assign.
3. In the profession, women are beginning to enter the labor market in various sectors of the economy, from the most traditional to the most innovative. Women also hold leadership positions in public and private institutions, showing competence, creativity and responsibility.

According to scholar Indah Ahdiah (2016), said that the aspect of women's role in society is very important, to achieve equality and contribute to development. Aspects of the female role may include:

1. Economy: Women can be entrepreneurs, work in other fields and contribute to the economy
2. Family: Women can be mothers and teach children, strengthen family relationships
3. Education: Women can contribute to education and will teach the new generation
4. Leadership: Women can occupy leadership positions in government, business, and community.

### ***B. Career Couple***

Arpita Ghosh (2016) defines a married career as a phenomenon that combines two important elements (communication, fidelity) as a phenomenon that has a balanced relationship in systems and behaviors. In systematic terms, a couple can be understood as a small unit of social interaction, associated with a man and a woman together, who intend to form a new nucleus (want to have children). So when we talk about a married career, we are specifically talking about the family unit, which is formed by a woman and a man. Usually, the incidence of couples in dual careers because each couple has their own career and family.

Bhowon & Dabee (2021) define married careers as "arrangements in which both partners in an intimate relationship pursue professional careers and simultaneously maintain a joint home life". They emphasized the challenge of balancing career demands and home responsibilities. Abele & Volmer (2015) propose that career marriage refers to "the process by which both partners in a marriage relationship manage their individual careers and family life together, to achieve professional and personal satisfaction". They highlighted the importance of collaboration and mutual support.

According to Greenhaus & Kossek (2015) the married career describes the "an arrangement in which both partners in a marriage or cohabitation relationship have a significant career and pursue professional goals individually". They emphasize the aspect of professional independence in the context of intimate relationships.

According to Camilla Freitas in (2022), the types of careers for married people:

- Working Together: both partners work together on a business, project or venture. They can share roles, responsibilities, and resources to create a dynamic of working in partnership.
- Complementary and Individual Careers: Each partner works in an area that complements or contributes to the other, and each partner has an independent career, with their own responsibilities and professional goals
- Balanced and Flexible Career: one partner can focus on their career while the other takes on domestic and family responsibilities and partners can choose a flexible work model, such as self-employment, to balance their career with family responsibilities.

According to scholar Delatorre Wagner (Marina Zanella 2021) The career aspect of married people can be complex because it is influenced by various factors, human, social, political, economic, cultural, and religious, that can be defined by some characteristics:

- Prioritize Family Well-Being: couples should give priority to harmony and family well-being, influenced by the aspects mentioned above.
- Teamwork: couples work together, whether on personal projects, business building, or other complementary roles, to strengthen relationships and create opportunities for family growth.
- Adaptation and Commitment: the couple needs to adapt to the political, cultural, and religious needs that are the values of life, to help the family create a civilized and dynamic family environment.

### **C. Harmony Family Definition**

Gunarsa Wahidin in (2023) states that a harmonious family consists of all family members who experience happiness and accept all their circumstances (self-actualization, existence), which includes the social, mental and physical aspects of their lives. Worthington in (Nastiar, 2025) The smallest social group in society is the family. Because the family is a unit of the smallest social group, it needs its own organization and must have a head of the family who will have the greatest influence on the behavior of the family being cared for. A happy family is a family where everyone has mastered many techniques for treating each other well. Family members benefit from mutual loyalty, love, and support. They can communicate, have fun together, and show appreciation for each other. Septiana et al., 2014 in ((2018), 2023).

Building a harmonious family is a solid basis for managing the household. This should be based on love, respect, compassion, harmony, and peace in the family and based on the foundation of mutual understanding. A family is said to be harmonious if all family members are satisfied with their situation and existence, including physical, mental, emotional and social elements, indicated by reduced stress and disappointment. Harmony is a very important part of determining whether a family survives or not. The development of effective communication between husband and wife is a very important component to create a healthy harmonious family life Septiana et al., in (2018), 2023). According to Basri in Arwan (2023), quality and harmonious families are families that respect each other, are disciplined, happy to help each other, have a strong work ethic, make the most of their free time, and meet their basic needs.

According to Gunarsa (2017), there are types that contribute to family harmony are:

1. Effective Communication: Family members can learn to express their views freely and respectfully.
2. Mutual Respect: Family members want to let go of what makes them suffer.
3. Cooperation: Family members can help each other in everything.
4. Empathy: Understanding each other's feelings and thoughts.

### **D. Research Hypothesis**

According to Sugiyono in Riani Tanjung (2021), the research hypothesis is an unproven proposition or assumption. This means that the assumption is still tentative. The hypothesis explains facts or phenomena, as well as possible answers to the research question.

- H1: There is a positive and significant impact of the role of women on Family Harmony in Moris Foun Comoro Village, Dili Timor-Leste.
- H2: There is a positive and significant impact of Married Career on Harmonious Family in Moris Foun

Comoro Village, Dili Timor-Leste.

- H3: There is a positive and significant impact of women's role, and married career on Family Harmony in Moris Foun Comoro Village, Dili Timor-Leste.

### III. RESEARCH METHODS

The methods used in this research are quantitative methods and use questionnaires as a data collection instrument. The type of research applied is the survey method, with the questionnaire as the instrument to collect data. The population of Moris Foun Village is a total of 1,399 people. The sample represented by the population is 130 communities using simple random sampling. Data Analyses using Multiple Regression analysis with SPSS Application.

### IV. RESULT AND DISCUSSION

#### A. Characteristics of Respondent

**Table 1. Respondent Characteristics Based on Age**

No.	Age	Frequency	Percentage (%)
1.	<24 years	20	15.4%
2.	24-30 years	43	33.1%
3.	30-40 years	49	37.7%
4.	>50 years	18	13.8%
	<b>Total</b>	<b>130</b>	<b>100%</b>

Based on the table above, the age of the respondent is classified into four parts. Respondents aged < 24 years total 20 people with 15.4%, respondents aged between 24-30 years total 43 people with 33.1%, respondents aged between 30-40 years total 49 people with 37.7%, and respondents aged >50 years total 18.

**Table 2. Occupation-based Respondent Characteristics**

No.	Profession	Frequency	Percentage
1.	Housewife	68	52.3%
2.	Businessman	19	14.6%
3.	Civil Servant	22	16.2%
4.	Private-Sector Employee	21	16.9%
	<b>Total</b>	<b>130</b>	<b>100%</b>

Based on the table above, respondents with the profession of housewife with a total of 68 people with 52.3%, respondents with the profession of businessman with a total of 19 people with 14.6%, respondents with the profession of public servants with a total of 22 people with 16.2%, respondents with the profession of private employees with a total of 21 people 16.9%. From this result shows that most respondents in the research site, is with the profession of housewife 68 people.

#### B. Validity and Replicability Testing

Testing is an instrument used to meet the requirements to obtain data based on what is being tested. When to obtain the results of data analysis based on the data collected will be tested through validity and reliability tests. The results of the analysis are as follows:

**Table 3. Validity Test Results of Questionnaire Items**

NO	Variables	Item	R-Count	R-table	Observations
		Questions			
1.	Female Role	FR1	0.786	0.172	Valid
		FR2	0.710	0.172	Valid
		FR3	0.657	0.172	Valid
		FR4	0.605	0.172	Valid
		FR5	0.790	0.172	Valid
		FR6	0.679	0.172	Valid

2.	Marriage Career Life	KKN1	0.516	0.172	Valid
		KKN2	0.601	0.172	Valid
		KKN3	0.632	0.172	Valid
		KKN4	0.594	0.172	Valid
		KKN5	0.600	0.172	Valid
		KKN6	0.582	0.172	Valid
3.	Family Harmony	FA1	0.649	0.172	Valid
		FA2	0.537	0.172	Valid
		FA3	0.480	0.172	Valid
		FA4	0.539	0.172	Valid
		FA5	0.695	0.172	Valid
		FA6	0.593	0.172	Valid

Of all the questions that exist in the three variables referred to, the value of R-count is greater than R-table 0.172. This result means that the items or questions from the three variables are considered valid. Reliability Testing is the process of testing the consistency of respondents' answers. Reliability is expressed in the form of numbers, usually as a coefficient; the higher the coefficient, the better and more consistent the reliability or consistency of the respondents' answers. A variable is said to be reliable when the value of Cronbach's alpha ( $\alpha$ ) > 0.60. Summary of the results of counting alpha values ( $\alpha$ ) helped by the application of SPSS 20.0. The summary of the Recovery Test is in this table

**Table 4. Internal Consistency Reliability of Study Variables**

No.	Variables	Cronbach Alpha	Observation
1.	Women Role	0.798	Reliable
2.	Married Life Career	0.618	Reliable
3.	Family Harmony	0.611	Reliable

Based on the table above, the Cronbach alpha value of the variable Women's Role is 0.798, the variable Married Career is 0.618, and the value of Family Harmony is 0.611. Because the Cronbach alpha value of each variable is greater than 0.60, it means that the variable is considered reliable and consistent, so it can be used in research.

### C. Multiple Linear Regression Analysis

Based on the results of the analysis obtained from the questionnaire with the support of SPSS version 20 application, the results of the regression analysis can be seen in the following table:

**Table 5. Results of Multiple Linear Regression Analysis**

Variables	B	Beta	t-stat	Sig
Constant	6.409		4.553	0,000
Women's Role (X1)	0,167	0,211	2.362	0,20
Married Life Career (X2)	0,447	0,413	4.627	0,000
R	= 0,560		F stat = 29.018	
R Square	= 0,314		Sig F = 0,000	
Adjusted R Square	= 0,303			

From the results of the above table, the regression is as follows:

$Y = 6.409 + 0.167 + 0.447$ . The results showed that the role of women with married careers has a positive impact on family harmony, with a value of 31.4%. The role of women has a small impact compared to the variable Married Career (0.447).

### D. Explanation (Discussion)

#### a. Impact of Women's Role on Family Harmony

The results of this research show that the role of women has a positive and significant impact on Family Harmony. The research results showed that the t-statistic value, with a value of 2.362, is greater than the t-table

(1.657). Thus, when the role of women is raised, it will also raise the Family Harmony in Moris-Foun Village. On the other hand, the role of women will also affect the family harmony, which will be less.

#### *b. Impact of Married Career on Family Harmony*

The results of this research show that the career of married couples has an impact on the family, so the significant value (0.000) < 0.05. This result means that the variable Career

#### *c. The couple has a partial influence on Family Harmony in Moris-Foun Village*

From the distribution of questionnaires conducted in Moris-Foun Village, the majority of respondents were housewives, with a total of 68 people.

## V. CONCLUSION AND SUGGESTION

### **A. Conclusion**

Based on the results of analysis and explanation carried out in this research, the researcher gave her conclusion as follows:

1. The role of women has a positive and significant impact on Family Harmony. So when the role of women is increased, then this can increase the harmony of the family. Similarly, when the role of women decreases, it will also affect the Harmony Family in Moris-Foun Village, Comoro Suco.
2. The results of this research show that the career of married couples has an impact on family harmony.
3. The Role of Women and the Career of the Married Couple has a positive impact and significance for Family Harmony. It means that when women play their role as women and career marriage, that is right and good, and will also raise a harmonious family.

### **B. Suggestions**

From the results of this research, some suggestions need to be made as follows

1. Based on the results of data analysis, which showed that the role of women influences family harmony, the researcher suggested that women improve their role as women who cannot influence family harmony.
2. Based on the results of data analysis, which shows that a married career influences family harmony, it is suggested that women be able to share their time or manage their time well.
3. It is also suggested that future researchers may take the topic of the Role of Women and the Career of Married Couples for Family Harmony to find out the percentage that could not be detected in this research.

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