RE-ORIENTATION OF WOMEN'S CAREER SELF-CONCEPT IN THE TRANSITION PERIOD OF MOTHERHOOD

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ABSTRACT

Many challenges are faced by women (housewives) who have careers outside the home, ranging from arranging schedules with their husbands and children to managing household chores efficiently. The purpose of writing this paper is to explore changes in women's self-conceptduring the transition to motherhood, focusing on how these changes affect aspects of identity and work-family life balance. A qualitative approach with in-depth interviews was used to explore a group of career women in education units who were undergoing a transition to motherhood. The data were analyzed using a thematic approach to identify four patterns of change:research indicates that career women experience a significant reorientation towards their self-concept during the transition to motherhood. These changes involve adjustments to career roles, reassessment of life priorities, and negotiating a balance between job responsibilities and motherhood.The re-orientation of career women's self-concept in the T period of motherhood marked a tipping point in a career woman's journey, where their self-concept underwent a substantial shift. The introduction of a new role as a mother requires careful adaptation and negotiation to the demands of work and family responsibilities. Awareness of these dynamics can support the development of policies and support programs for career women in facing these life transition challenges.

Keywords: Self-concept re-orientation, Women's career, Transition to motherhood, Motherhood and career, Psychological dynamics of women.

INTRODUCTION

Career women in the contemporary era face significant dynamics of role change, especially as they enter the transition phase of motherhood (1). This journey includes transformation not only in the context of the role of mothers, but also in their self-concept and identity as individuals who have curryer (2). This transition period is a crucial moment that can affect women's work-family life balance, job satisfaction, and

professional development (3). When women stepinto motherhood, changes in the demands of time, energy, and attention can give rise to complex dilemmas (4). Various studies show that women often experience tension between the demands of continued work and new responsibilities as mothers (5,6). In this context, women'sself-concept takes center stage because of the potential for significant changes in perceptions of themselves, life goals, and the values underlying success (7,8).

In addition, traditional gender roles and social stereotypes often influence how society and individuals view women who combine curryandmotherhood (6,9). The process of re-orienting a woman's self-conceptin the transition to motherhood requires a deep understanding of the psychological, social, and organizational dynamics involved. A woman's life journey is often accompanied by significant transitions that can affect her self-concept (10). One of the most complex transitions is the shift from a busy professional life to motherhood (11). This process not only involves physical adjustment and new responsibilities, but also gives rise to psychological dynamics that affect women's self-concept.

The phenomenon of career women also holding as mothers reflects the complex dynamics in the lives of modern women (12). In this era, more and more women are developing their professional careers while still carrying out important roles as mothers. This phenomenon creates a unique set of challenges and dynamics that need to befaced (13). There is a desire to balance time between the demands of work and the responsibilities of motherhood. Career women are often faced with pressure to meet expectations at work while still providing maximum attention and support to their families (5). These challenges require effective time management and the ability to cope with the stress that arises from this double burden.

The emergence of stigma or stereotypes related to career women becoming mothers can affect perceptions of their dedication and ability in the workplace (14). Some may hold the view that women who have successful careers tend to be less able to give attention to their families. This creates additional pressure to prove yourself in both areas. Meanwhile, identity change is also an important aspect of this phenomenon. Career women experience a transformation in their self-concept as they enter motherhood (15). These changes include adjustments to their values, priorities, and professional identity. This process can have a significant psychological and emotional impact(16) .

On the other hand, this phenomenon also creates the potential for positive changes in organizational culture . Education units that understand the needs of women in motherhood and provide support, such as family-friendly leave policies or work flexibility, can create a more inclusive work environment and support women's career development. Overall, the phenomenon of women working as well as motherhood reflects the complex dynamics between professional roles and family roles (17). A deep understanding of the challenges and potential solutions that support women in managing these multiple roles is key to creating an environment that supports success and balance in their lives.

In the face of i(18)ni's complexity, the focus of an in-depth and analytical paper on how womenexperience changes in self-concept during the transition to motherhood is crucial. This article aims to provide deep insight into this re-orientation process, bridge current knowledge gaps, and provide a basis for the development of more effective policies and support programs for womenat this important stage in their lives.

Experiencing the dual roles of working professionals and mothers is a complex challenge for modern women(19). First, women often have to navigate the demands of time-intensive work while considering the responsibilities of parenthood. This could include a long work schedule, business trips, and hopes to get ahead in curryer. Studies show that women often feel the pressure of role conflicts between work duties and family responsibilities (20,21). In addition, women are also faced with significant psychological impacts. The process of transitioning into motherhood can trigger changes in women's self-concept and identity. Several studies show that women often experience stress, anxiety, and uncertainty during this transition (22). The balance between the need to succeed in curryer and the desire to give adequate attention to children can be a source of discomfort and internal dilemmas(23) .

The challengeof curry er also comes up on this trip. Women may face barriers in their career advancement due to societal perceptions or company policies that lack support for dual roles. Research shows that organisational support, such as family-friendly leave policies and work flexibility, can help overcome these barriers (24). Womenachieving work-life balance and family also play a key role. Increased spousal involvement in household tasks and social support from family and friends can help create a supportive environment for women living these multiple roles (25).

Lastly, personal strategies such as effective time management and careful planning are also key factors in managing this dual role (26). By prioritizing tasks, identifying priorities, and building support networks, women can more successfully overcome these dual-role challenges (27).By understanding and overcoming these challenges, women can establish a better balance between professional success and motherhood, enriching their lives in both aspects.

METHOD

Design This study uses a qualitative approach to gain a deep understanding of women's experiencesduring the transition to motherhood. This approach is considered appropriate because it provides space to explore the psychological, social, and individual aspects involved in self-concept change (26). Participants are selected through multilevel selection, ensuring representation of different professions and levels of work experience. Women who are going through or have experienced a transition into motherhood are the main focus. The number of participants will be determined through a purposive sampling approach to ensure diversity of experiences(28).

Data collection is done throughin-depth interviews and field notes. Structured questions will be designed to explore changes in self-concept, career roles, and

adaptation to motherhood. In addition, participatory observation and analysis of documents (e.g., personal journals) can be used to deepen understanding.

The qualitative data analysis stage is carried out using a thematic approach. The analysis steps include open and related coding, identification of thematic patterns, and development of narratives that reflect the results of the study. The analysis will involve more than one researcher to ensure objectivity and consistency of interpretation.

This research will pay attention to the principles of research ethics, including obtaining ethical approval from authorized institutions and ensuring the confidentiality and anonymity of participants. Participants will provide written information about the purpose of the study and the rights of the branda (29,30).

RESULTS AND DISCUSSION

The participants of this study amounted to 5 women working in the world of Education, who carried out the dual role of educators working housewives (wives for their husbands and mothers for their children) with an age range of 45-60 years. Participants in this study have different residences from the educational institutions where they work. The majority of 87.5% of participants had 2-3 children with a fairly long age range and there were even participants who already had grandchildren. This re-orientation of the career woman's self-concept refers to: the role of currye r, the reassessment of life priorities, and the negotiation of a balance between job responsibilities and motherhood

1. Changes in Priorities and Values

The role of women in the career world has undergone a significant shift over the past few decades. The tradition underlying the view that women should focus solely on domestic roles has been replaced by the spirit of gender equality and women's empowerment in various walks of life. This change is reflected in the shift in priorities and values recognized by women in achieving successful careers (31). Women may place more attention on traditional roles as mothers and housekeepers. Today, however, more and more women are pursuing professional careers with ambitions just as strong as their male counterparts. Life priorities have changed, with women prioritizing personal and professional achievements along their career paths. This reflects the drive to overcome gender stereotypes and prove that women have tremendous potential in the professional world (32).

In addition, the values held by women in careers have also changed over time. Equality and inclusivity in the workplace are becoming increasingly valued values, with women contributing to a fair and equal work environment. Women who are successful in careers can now be role models for the next generation, motivating young women to pursue their dreams without gender restrictions. It's also important to note that flexibility and work-life balance are becoming increasingly recognized values by career women. The understanding that success is not only measured by professional achievement, but also by work-life balance, underlies modern women's career decisions (33). Thus, the changing priorities and values in career women reflect a social and cultural evolution

that provides space for women's empowerment in various aspects of life. This marks a positive paradigm shift, where women are increasingly recognised for their contributions to the world of work and empowered to succeed in careers according to their ambitions and potential.

b. The Tension Between Job Responsibilities and Motherhood

The tension between job responsibilities and motherhood is a challenge often faced by many women in modern society. More and more women are pursuing professional careers that require a commitment of time and energy, but at the same time, the responsibilities of motherhood and housekeeping remain an important aspect of their lives. These tensions create complex dilemmas as women often feel faced with a difficult choice between succeeding in their careers or fulfilling traditional motherhood (34).

First of all, women often feel pressured to achieve high levels of productivity and dedication at work, which can drain their time and attention. On the other hand, the demands of motherhood require a constant emotional and physical presence to support children's development. In this situation, many women feel they are in the middle of a competition between job expectations and family needs. This tension can create negative impacts, both in terms of women's mental and physical well-being. Stress and burnout often arise from trying to strike a difficult balance between career and motherhood. Therefore, it is important to encourage education units and organizations to understand and support the needs of female employees by implementing policies that support flexibility in working time, childcare services, and other support (35).

As awareness of the importance of work-family balance grows, many organizations are beginning to recognize the value of that balance and seek to create a work environment that supports women in their dual roles. Empowering women in careers is not only concerned with professional achievement, but also with facilitating conditions that enable women to fulfill important roles as mothers more comfortably (36). Therefore, creating awareness, organizational support, and inclusive policies can help reduce tensions that may arise between job responsibilities and motherhood, enabling women to succeed in various aspects of their lives.

c. Adjustment to career roles

Many career women are faced with the need to make adjustments to their career roles in order to cope with the challenges and demands that arise in everyday life. These adjustments can include a variety of strategies, including modification of working hours, more flexible project selection, or consideration of taking temporary time off. One common way taken by career women is the modification of working hours. Some women may choose to adopt more flexible working patterns, such as working from home or adjusting working hours to suit family needs. This provides greater flexibility in carrying out motherly responsibilities while maintaining involvement in their careers. Modified working hours can also create a more balanced working atmosphere and support work-family life balance(37).

In addition, more flexible project selection is also an option for career women who want to remain active in the professional world without sacrificing motherhood. Projects with a higher degree of flexibility allow them to manage their time and responsibilities more effectively, accommodating the dynamics of family life without sacrificing the quality of work (38). The consideration of taking temporary leave is also a step taken by a number of career women (39). This leave can be used to focus on motherhood or to deal with changes in personal life. While this leave may seem like a pause in careers, many women see it as a long-term investment to build a solid family foundation before returning to fully engage in their work.

Overall, career role adjustment is becoming a must for many women who face the complexity of personal and professional life demands. Successfully engaging in these two worlds often requires creativity and resilience to find a solution that fits. With support from companies, supportive policies, and awareness of women's needs in careers, it is hoped that this adjustment can take place more smoothly, enabling women to achieve success in all aspects of their lives.

d. Self-Concept Re-orientation Pattern:

The re-orientation of self-concept in the context of multiple roles, especially for women seeking to perform professional roles and domestic roles simultaneously, becomes a complex and substantial journey. Self-concept includes an individual's perception of himself, both as a professional worker and as a mother or household manager. This re-orientation reflects a shift in the way women understand and structure their identities in the face of the demands of multiple roles (40). First of all, self-concept re-orientation involves a reassessment of self-worth in both roles. Women can undergo an evolution in the way they see themselves as individuals capable of overcoming challenges in the professional world while fulfilling traditional roles as family supporters. This involves understanding that success in both roles does not negate each other, but rather can support and strengthen each other (41).

Furthermore, the re-orientation of self-concept also includes the formation of a more inclusive identity. Women not only identify themselves as workers or mothers, but also as individuals who have a multidimensional dimension. This involves integrating aspects of their identity, such as professional intelligence, emotional sensitivity, and organizational abilities, resulting in a holistic self-image.

In this re-orientation process, social support and recognition of multiple roles are essential. Institutions and societies need to understand and value women who seek to carry out multiple roles, creating an environment that supports the development of these multiple identities. Such support could include flexible working policies, increased access to childcare services, and a work culture that promotes inclusivity and equity.

By reorienting the self-concept of multiple roles, it is hoped that women can achieve success not only in one aspect of life, but in both dimensions that make up their identity. This process not only creates women's career sustainability, but also confirms the valuable contributions of women in various sectors of life. Reorienting self-concept into

multiple roles is not just about balancing tasks, but also about celebrating the uniqueness and power that women have in leading and participating in these two worlds harmoniously.

e. **Social environmental impact and prestasi**

Improved Employee Wellbeing: A positive social and organizational environment has a direct impact on employee well-being. A supportive, collaborative, and inclusive work atmosphere can increase job satisfaction and employee motivation. By feeling valued and supported by the organization, employees tend to be more energized and contribute to the maximum, creating a productive and positive work environment.

Innovation and Creativity: Social and organizational environments that encourage collaboration and openness can be catalysts for innovation and creativity. Employees who feel comfortable sharing ideas, collaborating with colleagues, and working in supportive teams have greater opportunities to create new solutions and be open-minded. The innovations that emerge from this kind of environment can provide a competitive advantage to organizations.

Better Organizational Performance: Organizational success depends not only on the excellence of the product or service, but also on the performance of employees. A positive social and organizational environment can improve the productivity and overall performance of the organization. Employees who feel empowered and supported tend to be more focused, resilient, and contribute to achieving organizational goals. Employee Development: An organizational environment that cares about employee development can spark professional and personal growth. Training and development programs, mentorship, and support for career development can have a positive impact on employees' abilities. In addition, organizations that encourage continuous learning can ensure that employees remain relevant in the face of a dynamic changing business environment.

Influence on Organizational Image and Attractiveness: A positive social and organizational environment can affect an organization's image and attractiveness as a workplace. Organizations known for paying attention to employee well-being, work ethic values, and recognizing employee achievements tend to attract high-quality talent. This positive image can also increase employee retention, reduce turnover, and create a good reputation in the eyes of the public.

CONCLUSION

1. By looking at the results of the study, it can be concluded that: "Re-orientation of Career Women's Self-Concept in the Transition Period of Motherhood" can summarize the findings and provide answers to related problems. Here are the conclusions that can be drawn.

2. Changes in Self-Concept: The transition period of motherhood brings significant changes in the self-concept of career women. This process of reorientation involves

the evolution of values, priorities, and identities, giving rise to new dynamics in the way the woman sees and understands herself.

3. Strategies for Responding to Change:
   The findings suggest that career women are adopting a variety of strategies to cope with changes in their roles. Adjusting to changing demands for time, energy, and attention is key in maintaining a balance between career and motherhood.
4. Supporting and Inhibiting Factors: In the face of motherhood transition, supportive factors such as family support, co-workers, and organizational policies play an important role. On the other hand, inhibiting factors such as unrealistic social expectations and gender inequality can be challenges that need to be addressed.
5. The re-orientation of career women's self-concept during the transition to motherhood is not only about adjustment, but also about creating harmony between motherhood and career. The findings highlight the importance of understanding and embracing this dual role as a strength and source of personal growth.

Implications

The conclusion of this study provides a holistic picture of the complexity of changing the self-concept of career women during the transition to motherhood. The implications of these findings could form the basis for the development of support programs, organizational policies, and management practices that are more responsive to the needs of career women at this crucial phase of life. These conclusions provide deep insights and concrete answers to issues surrounding the re-orientation of career women's self-concepts during the transition to motherhood, helping to direct efforts to provide better support and create an environment that supports growth and balance.

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