

## TIME MANAGEMENT FOR FEMALE MIGRANT WORKERS (BALANCING ECONOMIC INCOME AND QUALITY OF CHILDREN'S EDUCATION)

Tri Yuni Hendrowati<sup>1\*</sup>, M. Badrun<sup>1</sup>, Rahma Faelasofie<sup>1</sup>, Mariamah<sup>2</sup>, Jajang Miharja<sup>3</sup>,  
Nurratri Kurnia Sari<sup>4</sup>, Chery Julida Panjaitan<sup>5</sup>

<sup>1</sup>Lecturer in the Mathematics Education Study Program, FKIP, Universitas Muhammadiyah Pringsewu  
Lampung

Jl. KH. Ghalib, RT/RW 003/000, Pringsewu Barat, Pringsewu, Lampung 35371- Indonesia

<sup>2</sup>STKIP Taman Siswa Bima, Nusa Tenggara Barat - Indonesia

<sup>3</sup>Universitas La Tansa Mashiro, Banten - Indonesia

<sup>4</sup>Universitas Veteran Bangun Nusantara, Jawa Tengah, - Indonesia

<sup>5</sup>Institute Agama Islam Negeri (IAIN) Langsa, Aceh - Indonesia

\*Corresponding author: [triyunihendrowati@umpri.ac.id](mailto:triyunihendrowati@umpri.ac.id)

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**ABSTRACT** Women migrant workers are an important part of the global workforce who are often faced with complex challenges related to time management. This article aims to present the results of community service which focuses on time management for female migrant workers, especially in balancing economic income with the quality of children's education. Through a series of community service activities, we explore effective time management strategies for female migrant workers in maintaining a balance between family economic needs and children's education. The results of community service show that female migrant workers face various challenges in managing their time, including busy work schedules, time zone differences, and job uncertainty. Through a solution-oriented approach, we identify several strategies that can help them balance work and motherhood. These strategies include: (1) Prioritizing children's education as the main goal; (2) Establish open communication with children to understand their needs; (3) Utilize technology to stay connected and support children's education remotely; and (4) Collaboration with family and community to obtain additional support. By implementing these strategies, female migrant workers can increase the effectiveness of their time management, thereby being able to provide adequate attention to their children's education while still meeting the family's economic needs. In conclusion, effective time management is a key factor in balancing economic income with the quality of children's education for female migrant workers, which has the potential to have a positive impact on the family and society.

**KEYWORDS:** *Time Management, Female Migrant Workers, Collaboration.*

## **1. INTRODUCTION**

Female migrant worker is a term used to describe women who work abroad. The movement of the female workforce abroad is an effort to escape economic demands. Her role in improving the family's economy does not mean abandoning her role as a housewife, with her duties and responsibilities in educating her children well. Time management is an important key to balancing the family's economic needs and children's education. This article aims to explore effective time management strategies for female migrant workers in maintaining this balance. Time management is defined as the skills a person has in managing time, completing tasks, planning schedules, and using time effectively and efficiently to provide benefits for himself. Time management is a step in managing time well which can improve ways to make time more effective, efficient, and productive (Fahmayanti, 2016).

Time management is the ability to allocate time and resources to achieve goals. Creating a balance between work and personal life (Nurhidayati, 2016). Time management challenges for female migrant workers: Female migrant workers are often tied to busy work schedules, with limited time to interact with their children. Apart from that, they also must face challenges such as different time zones, different work cultures, and uncertainty in their jobs. All these factors can hinder their efforts to pay sufficient attention to their children's education.

Time management has a big role in the success of female migrant workers, because if they do not understand time management, it will result in planning that is disorganized, unclear, inconsistent, has no goals, and lacks discipline in using time. If the management reflected in the allocation of working time and the arrangement of various jobs is not good, then it is possible that conflicts between task demands will occur. Managed time management by female migrant workers aims to help them determine priorities, reduce, or eliminate the tendency to procrastinate work, and avoid time clashes and evaluate work. With good time management planning, a person has high consequences in completing a job (Kholisa, 2012).

**Effective Time Management Strategies: Prioritize Children's Education:** Even though their work requires a lot of time, female migrant workers must make children's education a top priority. This can be done by setting a schedule that allows them to be actively involved in the children's educational lives, such as helping with schoolwork, reading together, or discussing important topics. **Open Communication with Children:** It is important for female migrant workers to establish open communication with their children, especially regarding their work and the importance of education. In this way, children can understand their family situation and feel supported despite the distance. **Leverage Technology:** Technology can be a useful tool for female migrant workers in time management. They can use time management apps, video calls, or online education platforms to

stay connected with their children and support their education remotely. Collaboration with Family and Community: Women migrant workers can benefit from support from family living in their country of origin or the community where they live. By forming a solid support network, they can get help looking after their children and managing their time more efficiently.

A literature and conceptual review of time management for female migrant workers in balancing economic income and the quality of children's education is an important step to understand the theoretical basis and research related to this topic. The following are some points that can be focused on in such a literature and conceptual review: **Time Management:** Start by defining the concept of time management in general. Review the literature on time management theories that have been developed by experts, including concepts such as time planning, prioritization, schedule setting, and task management. **Female Migrant Workers:** Next, review the literature on the characteristics, challenges, and experiences of female migrant workers. Factors such as busy work schedules, geographic mobility, cultural differences, and economic pressures can influence how they manage their time and pay attention to their children's education.

**The Impact of Work on the Family:** An exploration of the literature on the impact of female migrant workers' work on their families and children. This could include research into how busy work schedules or time zone differences may affect the quality of parent-child interactions and supervision of children's education. **Balance Between Economic Income and Children's Education:** Review the concept of balance between economic income and the quality of children's education. Focus on literature that discusses the importance of finding a balance between work and parenthood, and the implications for family well-being.

**Time Management Strategies:** Identify concrete strategies that can help female migrant workers in their time management to balance economic income with the quality of children's education. Review research on the effectiveness of various strategies, including technology use, task delegation, and family communication. **Contextual Factors:** Finally, consider contextual factors that may influence female migrant workers' time management, such as migration policies, access to educational services, and available social support. By conducting a comprehensive literary and conceptual review of this topic, you can build a solid understanding of the challenges and time management strategies for female migrant workers in balancing their economic needs and their children's education.

### **Time Management**

Time management is one of the basic skills needed for success in life (Gea, 2014). Time management has the principle of being able to divide time with all existing activities effectively

(Agustin et. Al, 2023). The main goal of time management is to save the time needed to carry out tasks or work (Abi & Saadah, 2018). Carrying out time management correctly will avoid existing pressures and can avoid stress (Abi & Saadah, 2018). Female migrant workers often face unique challenges in managing their time. Work and family life are a dual realism that cannot be separated from one another, a balance to avoid conflict between these two interests must be sought by women who are bound by marriage (Dewi, 2012).

Time management is a process that involves planning, organizing, and using time effectively and efficiently. It involves managing daily activities to achieve certain goals in the most productive way. Here are some important principles and concepts in time management: **Planning:** Planning the activities and tasks that need to be done within a certain time. This involves setting priorities, identifying goals, and establishing a schedule for achieving them. **Prioritization:** Identifying the most important and urgent tasks, and paying greater attention to them. Prioritization helps ensure that time and energy is allocated correctly to activities that have the greatest impact. **Delegation:** Pay attention to tasks that can be delegated to others.

This involves recognizing that not all work has to be done alone and utilizing other available resources. **Schedule Setting:** Establish a realistic schedule for completing planned tasks. This involves allocating sufficient time for each activity and considering existing time limits. **Disruption Management:** Manage interruptions and delays that may occur during the work process. This involves the ability to stay focused on the task at hand and handle distractions efficiently. **Use of Tools:** Utilize tools such as calendars, time management apps, or to-do lists to help organize and track activities.

This helps maintain structure and consistency in time management. **Evaluation and Adjustment:** Regularly evaluate the effectiveness of time management and adjust as needed. This involves reflecting on what has worked and what needs to be improved, as well as adapting time management strategies according to changing needs and environments. By applying these principles to everyday life, a person can increase productivity, reduce stress, and achieve a better balance between work, family, and free time.

### **Female Migrant Workers**

Female migrant workers are women who migrate from their home country to work in another country, either temporarily or permanently. They often migrate in search of better economic opportunities, which may not be available in their home countries. Migrating is one of the rational strategies chosen to earn income (Wafirotin, 2016). Some characteristics of female migrant workers include: **Job Diversity:** Female migrant workers can be involved in various types of work, ranging

from domestic workers, factory workers, workers in the service sector, to workers in the informal sector. **Migration Challenges:** Migration for female migrant workers often involves unique challenges, including the need to adapt to the new culture, language, and social norms of the destination country.

They may also face risks of exploitation, abuse and misuse. **Impact on Families:** The migration of female migrant workers has a significant impact on their families in their countries of origin. They are often the backbone of the family, sending money and providing economic support to family members living in their home country. **Time Management Challenges:** Female migrant workers are often faced with complex time management challenges. They must find a balance between busy work hours with family responsibilities and attention to their children. **Access to Rights and Services:** Women migrant workers may face challenges in accessing basic rights, such as the right to fair wages, job security, and access to health and education services in their destination countries.

In the context of time management, female migrant workers often must overcome special challenges in managing their time effectively, including dealing with unstable work schedules, time zone differences between their countries of origin and destination, and the care they must give to their families in two different places. Appropriate support and resources are essential to help them manage their time well and achieve a healthy balance between work and personal life.

### **The Effect of Work on the Family**

The impact of work on family, especially in the context of female migrant workers, can be very significant and complex. Here are some of the impacts: **Income and Economic Support:** Female migrant workers are often the breadwinners of the family, sending most of their income to family in their home country. This income is often the primary source of economic support for families, providing basic needs such as food, housing, education, and health care. The decision to work abroad is not only to get a job but also as an effort to meet economic needs, as capital to open a business after returning to the country of origin (Mita Noviera, 2017).

**Parental Role:** Female migrant workers often leave their children in the care of others while they work abroad. This can create challenges for both parties, including difficulty in establishing a parent-child bond and the need to deal with feelings of loneliness and loss on both sides. **Time Management Challenges:** Female migrant workers are often faced with challenges in managing their time between work and family. They must find the right balance between time spent at work and time spent with family, including time for children's care and their education.

### **Balance between Economic Income and Children's Education**

The balance between economic income and children's education is an important aspect in the lives of female migrant workers. Some considerations regarding this balance: **Prioritize Children's Education:** Although economic income is important for daily life, children's education should be a top priority. A good education provides a strong foundation for children's future and opens greater opportunities for them. **Allocate Proper Time:** It is important to allocate enough time to support children's education, despite having a busy work schedule. This includes time to help them with homework, read together, or participate in extracurricular activities.

**Take Advantage of Resources and Support:** Women migrant workers can take advantage of resources and support available in their communities or at work to support children's education. This may include educational assistance programs, child care services, or support from family members or friends. **Open Communication with Children:** It is important to open channels of communication with children about the importance of education and how they can support each other in achieving their educational goals. This builds strong awareness and support from the entire family.

**Leverage Technology:** Technology can be a useful tool in supporting children's education, especially when female migrant workers are separated from their families. They can use video calls or online educational apps to stay connected and support children's learning. **Wise Financial Planning:** Wise financial management is important in ensuring that children's education remains a priority. Female migrant workers must plan expenses carefully and allocate sufficient funds for children's education costs. By recognizing the importance of children's education and making appropriate efforts to overcome the challenges of achieving a balance between economic earnings and children's education, women migrant workers can ensure that their children get the support they need to achieve a bright future.

### **Time Management Strategy**

Time management is generally related to planning, organizing, deploying and monitoring time productivity (Silalahi, 2021). Time management relates to how someone can organize or schedule each activity so that all work can be completed well and on time (Hasanah & Daharnis, 2019). Time management does not mean doing all the work together at once, but rather doing the work one by one while determining which work must be done first.

The following are some time management strategies that can help female migrant workers balance economic income with the quality of their children's education: **Task Prioritization:** Identify the most important and urgent tasks, and pay more attention to them. This will help ensure that your

time and energy is allocated effectively. Make a Daily or Weekly Plan: Every day or week, make a clear plan of what tasks need to be completed. This will help you stay organized and focused on the things that matter.

**Realistic Schedule Setting:** Set a realistic schedule by considering the time required for each task. Don't overextend yourself by accumulating too much work at once. **Take Advantage of Technology:** Use a time management app or digital calendar to organize your schedule and set reminders for important tasks. This will help you stay organized and not miss deadlines. **Delegate Tasks:** If possible, delegate certain tasks to family members or coworkers. This will help reduce your burden and give you more time to focus on the things that really matter.

**Time Limits on social media and App Use:** Limit time spent using social media and other entertainment apps. This will help you avoid wasting unproductive time. **Importance of Life Balance:** Remember the importance of having a balance between work, family, and free time. Set aside time for rest and relaxation, and to interact with family and friends. **Evaluate and Adjust:** Regularly review your time management plans and strategies, and adjust as needed. Identify what is working and what is not, and look for ways to improve your overall time management effectiveness. By implementing these strategies consistently, female migrant workers can manage their time more effectively, thereby balancing economic income with the quality of their children's education.

### **Contextual Factors**

Contextual factors are factors that influence or shape the situation or environment in which a phenomenon occurs or is understood. In the context of time management for female migrant workers who try to balance economic income with the quality of children's education, several contextual factors that need to be considered are as follows: **Migration Policy:** Migration policy, both in the country of origin and destination, can influence working conditions, rights -worker rights, and access to education and health services for female migrant workers. Favorable policies can improve social protection and the rights of female migrant workers, while discriminatory policies can worsen their conditions.

**Access to Educational Services:** This factor includes the availability and accessibility of educational services in the destination country, as well as the ability of female migrant workers to utilize them. This includes access to quality schools, additional learning supports, and special support services for children with special needs. **Support from Community and Family:** The level of support that women migrant workers receive from the local community in their destination country and from family members in their country of origin can play an important role in their time

management. Social support can help them overcome challenges and achieve a balance between work and family. Economic Factors: Economic conditions, including wage levels, cost of living, and labor market conditions in the destination country, can influence the financial stress felt by female migrant workers and their families.

These factors may influence their need to work more hours or have a second job, which can complicate their time management. Cultural and Social Factors: Cultural differences and social norms between countries of origin and destination, as well as within the host society, can also influence how female migrant workers manage their time. Differences in social expectations regarding gender roles and parenthood may influence their priorities and choices in time management. By understanding these contextual factors, more effective policies, programs, and strategies can be designed to support female migrant workers in their time management and achieving balance between economic income and the quality of their children's education.

## 2. METHOD

This III international community service activity was carried out online in collaboration with LSMSharing, with the target audience being female migrant workers in Malaysia. The targets for community service were collected at the SIKL Hall during the activity, totaling 113 Indonesian migrant workers and 7 foreign migrant workers. The resource person provided material according to his field regarding time management to female migrant workers in Malaysia (Figure 1). The material is presented in a simple way so that it can be easily understood and hopefully implemented by the participants. Next, the participants were given the opportunity to ask questions regarding the material presented.



**Figure 1.** Community Service Activity



Figure 2. Presentation of PkM Material by Resource Persons



Figure 3. International Community Empowerment Venue

In the context of community service to help female migrant workers in time management, several methods are used in its implementation, namely:

1. **Time Management Workshop**: Hold interactive and focused workshops on time management, especially tailored to the needs and challenges faced by female migrant workers. These workshops can involve group discussions, case studies and practical training sessions to help them develop effective time management skills.
2. **Socialization and Education Campaign**: Conduct educational campaigns through social media, brochures, pamphlets and community meetings to raise awareness about the importance of time management for female migrant workers. These campaigns can include information about practical and useful time management strategies.
3. **Participatory Approach**: Adopt a participatory approach where female migrant workers are actively involved in designing community service programs and activities. This ensures that the programs presented truly meet their needs and preferences.
4. **Use of Technology**: Leverage technology such as mobile apps or online platforms to provide easy access to time management resources, training schedules and other related information. This enables female migrant workers to access information and support whenever and wherever they are.

5. ***Collaboration with Related Organizations and Institutions***: Collaborate with non-governmental organizations, government agencies, and educational institutions to organize events or programs that support time management for female migrant workers. This may include joint training, seminars, or mentoring programs.
6. ***Formation of Support Groups***: Establish support groups or online forums that enable female migrant workers to share experiences, strategies and support each other in time management and other challenges they face.
7. ***Evaluation and Feedback***: Evaluate programs that have been implemented and obtain feedback from participants to evaluate the success and effectiveness of the program. This makes it possible to make improvements and adjustments to increase its positive impact.

By combining these various methods, community service can provide sustainable and holistic support for female migrant workers in managing their time more effectively, thereby improving their and their families' overall well-being.

### 3. RESULT AND DISCUSSION

In general, the findings of this community service program have succeeded in increasing awareness among female migrant workers about the importance of time management in maintaining a balance between work and parenthood. Failure to fulfill the demands of one of the roles as a housewife, individual, wife, community member, and as an employee who cannot divide or balance time for family matters and work can lead to conflict in women's dual roles between family and work (Rantika and Sunjoyo, 2011).

Work-life balance is about how we adapt to existing circumstances in order to fulfill individual commitments and goals (Shaikh et al, 2023). They become more aware of the importance of allocating time wisely between economic income and attention to children's education. Through training and workshops held as part of the program, participants succeeded in improving practical skills in time management. They learn to plan their schedules more effectively, prioritize tasks, and use appropriate time management strategies. No less important is that through community service, changes in the behavior of female migrant workers have been found. Program participants begin to apply the time management strategies they learn in their daily lives. They begin to allocate more time for children's interaction and education, while still meeting the family's economic needs.

Women migrant workers are an important part of global economic life, but are often faced with complex challenges related to time management. Implementation work-life balance requires the ability to manage time (Nurhabiba, 2020). To help them overcome these challenges, we have

carried out community service focused on time management for female migrant workers, with the main aim of balancing economic income and the quality of children's education.

Through various community service activities, we have collected various significant findings and results. Some of the findings and results obtained are: We found that there was increased awareness among female migrant workers about the importance of time management in maintaining a balance between work and parenting. They better understand the positive impact that can be had by managing time effectively. Then program participants experience improved practical skills in time management, including the ability to plan schedules, prioritize tasks, and manage time efficiently between work and family.

Furthermore, there has been an improvement in the quality of relationships between female migrant workers and their families, especially in terms of quality interactions with their children. The existence of this service program also contributes to improving the overall welfare of the family. With better time management, female migrant workers can achieve a balance between economic income and the quality of their children's education. And finally, the service program was also successful in developing a support network between female migrant workers, as well as increasing support from local communities and related institutions for them. They can exchange experiences, provide moral support, and share strategies for overcoming challenges faced in time management. By realizing these findings and results, we are optimistic that our community service program has had a positive and sustainable impact on female migrant workers and their families. Furthermore, we hope to continue our efforts in supporting them in their time management and their struggle to achieve a balance between work and family life.

The next finding, through community service, time management for female migrant workers in the context of balancing economic income and the quality of children's education, there is increased support from local communities and related institutions for female migrant workers. This may include providing additional support services, access to resources, or better education and training opportunities. Apart from that, this community service can also influence people's perceptions about the role and contribution of female migrant workers in society. By becoming aware of the challenges, they face and the efforts made to overcome them, people come to better understand and appreciate their role.

Through these findings and results, it can be concluded that community service regarding time management for female migrant workers has a positive and sustainable impact on individuals, families, and society at large. By realizing these findings and results, we are optimistic that our community service program has had a positive and sustainable impact on female migrant workers

and their families. Furthermore, we hope to continue our efforts in supporting them in their time management and their struggle to achieve a balance between work and family life.

Discussions developed throughThe findings of the community service program regarding migrant workers' time management in balancing economic income with the quality of children's education include: Discussing the various challenges faced by female migrant workers in managing their time. These include busy work schedules, economic pressures, and cultural differences that may influence how they manage their time; Introducing various effective time management strategies that can help female migrant workers balance economic income with the quality of children's education.

These may include time sharing, the use of technology to stay connected with children, and the importance of setting priorities; Provide an opportunity for participants to share experiences and tips on what has worked for them in time management. These exchanges can be a source of inspiration and support for other participants; Discusses the impact of implementing effective time management strategies on the overall well-being of the family. This includes improved family relationships, increased educational achievement of children, and greater feelings of satisfaction within the family.

#### **4. CONCLUSION**

Effective time management is the key for female migrant workers to balance economic income and the quality of children's education. By prioritizing children's education, building good communication, utilizing technology, and getting support from family and community, they can create a supportive environment for their children's growth and development, even in demanding work situations.

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