

#### **How to Cite**

Wibawa, P. T. K., Hasibuan, H. T., Sisdyani, E. A., & Sujana, I. K. (2025). Balinese Women's Perspective: Interpreting multiple roles as family financial managers. *International Journal of Business, Economics and Management*, 8(1), 19-26. <https://doi.org/10.21744/ijbem.v8n1.2369>

## **Balinese Women's Perspective: Interpreting multiple roles as family financial managers**

**Putu Tiya Kirana Wibawa**

*Faculty of Economics and Business, Udayana University, Denpasar, Indonesia*  
Corresponding author email: [tiyakiranaa07@gmail.com](mailto:tiyakiranaa07@gmail.com)

**Henny Triyana Hasibuan**

*Faculty of Economics and Business, Udayana University, Denpasar, Indonesia*

**Eka Ardhani Sisdyani**

*Faculty of Economics and Business, Udayana University, Denpasar, Indonesia*

**I Ketut Sujana**

*Faculty of Economics and Business, Udayana University, Denpasar, Indonesia*

**Abstract---***This study aims to explore the perspectives of Balinese Women in carrying out multi-role dynamics and their involvement in managing family finances. This study took Balinese Women who work as civil servants (PNS), the private sector, and entrepreneurs as objects to their active involvement in managing family finances. This study was conducted using a qualitative phenomenological method with an interpretive paradigm based on the Interpretative Phenomenological Analysis (IPA) approach to gain a deeper understanding of an individual's life experiences and perspectives. The findings of this study reveal that Balinese Women can achieve role balance through integrated strategies, such as determining role priorities, coordination, support, and self-control. This study also found that Balinese Women are fully involved in managing family finances. The importance of planning, being wise in allocating income, setting aside funds, and transparency are methods applied by Balinese Women to achieve family economic stability.*

**Keywords---***Balinese Women, Family Financial Management, Multi-role.*

### **Introduction**

Talking about women seems like it will never end because the function of women in life is very important. Women are likened to jewelry, the analogy of women as jewelry seems to refer to the view of beauty, uniqueness, and specialness. This specialness is visible in the complexity of the roles played by women, especially Balinese women, in formal and informal environments to contribute to cultural customs (Masruroh, 2022). Despite facing the reality of such a complicated and complex role, the tendency of Balinese women to contribute to the economic aspect is increasingly clear. The increasing standard of living and the uncontrolled flow of economic development have encouraged many Balinese women to work. In perceiving their career phase, Balinese women have different views. Some of them have careers to help meet family needs, while others may do it as part of self-development (Budiasih & Dewi, 2023). As an area dominated by Hindu society, the focus of regional mapping in Bali Province was chosen because it has strong cultural, customary, and religious characteristics. The interesting social dynamics of the role of women are also the reason for choosing this mapping, where the complexity of the roles played by Balinese women is not only in the scope of family, society, and culture but also involvement in economic aspects. The Labor Force Participation Rate (TPAK) of women in Bali Province is an indicator of women's involvement in the world of work.

This involvement does not only describe the percentage of numbers, but also contributions that cover broader aspects such as changes in more advanced thinking patterns to increased self-confidence (Mazzi, 2011).

The feminist movement that emphasizes that women have the right to determine their life choices, including the choice to work, has contributed to changing views on the negative stigma of women in the world of work (Riwinda & Perdhana, 2022). Challenging the common view that is often taken for granted about gender norms in the family economy, Discua Cruz (2024), argues that women's contributions to family economic activities that were initially not taken into account are now beginning to be recognized and have a positive impact on the family economy. The current shift in the division of labor has changed the perception that only husbands are allowed to work. This opens up space for women to take part in meeting family finances. The changes that have occurred in society today have an impact on the role of women who are no longer limited to being housewives but are also expected to contribute to various aspects of social and economic life, including helping with the family economy (Yanto et al., 2023). The active participation of women in the world of work not only helps improve the family economy but also accelerates the distribution of national development. The presence of women in the workplace provides a diversity of perspectives, skills, experiences, and opinions that can significantly improve quality, creativity, and innovation in decision-making (Nicolò et al., 2021). Movements and studies related to women, provide opportunities for them to further develop their potential even in sectors that were previously considered the domain of men (Oktarina & Komalasari, 2022). The accounting perspective in the context of auditing shows that increasing the number of women in the corporate environment, especially when occupying top positions, has relevant benefits in improving the quality of service (Amondarain et al., 2023).

Today, the discussion about managing household finances is an interesting concern, so the contribution of Balinese women is very much needed. Facing the challenging reality of life, it is necessary to develop economic aspects, especially in the family, to achieve a better order of life. Changes in the mindset of today's society have implications for efforts to improve the standard of living of families. Family economic management is now starting to become an interesting concern for everyone, including making agreements regarding the division of tasks and work between wives and husbands. The family economy is usually associated with the family's economic status with categories of underprivileged, middle, and capable (Indrayani & Musmini, 2020). The difference in the economic status of each family certainly has an impact on the economic activities of each family, including all agreements related to financial management.

The application of accounting in households is very important to help avoid financial problems (Musdalifa & Mulawarman, 2019). The relationship between simple accounting processes in household financial management can be seen in several simple stages. First, planning is the process of determining household financial goals and preparing a budget that includes sources of income and spending plans. Second, do (organizing & actuating) make expenses according to the budgeted portion. Third, check (controlling) periodically to ensure that expenses are by the plan. Fourth, corrective action (evaluation) evaluates expenses that exceed the budget and then makes improvements to the planning strategy if necessary (Noviriani et al., 2022).

### *Literature Review*

#### *Balinese Women in Society*

In Hinduism, the position of women is very noble so their existence must be respected and appreciated. The role of women in society is very crucial in maintaining and establishing good relations with the traditional environment and surroundings. The life of Hindu society which is close to culture requires Balinese women to be able to realize a harmonious and harmonious life. The realization of this harmony is not only limited to the role of Balinese women in maintaining cultural traditions but also their active role in the family, especially in the economic aspect as family financial managers. According to Anggraeni (2020), the position of women in society and the family is equal to that of men, this makes them strong and resilient in living their lives.

Changes in society's views, then awareness of cultural diversity, human rights, and the development of technology and education influence the social order regarding gender equality. In Balinese society, the view of the roles of men and women is explained in the concept of Purusha and pradana. Wedanti et al. (2024), explain the concept of purusha and pradana in Hinduism which distinguishes between the obligations and responsibilities of men (purusha) and women (pradana). The context of purusha and pradana then becomes the basis for distinguishing the functions of women and men in life to achieve harmony. The concept of purusha and pradana also states that in certain responsibilities, the roles of women and men cannot replace each other, so the roles of both must complement each other. This is a reflection that the position of women is as important as men, both have unique and important roles in maintaining harmony (Oktarina & Komalasari, 2022).

The view of Balinese women as strong individuals is then attached to the souls of Balinese women which is then implemented in everyday life. The multi-role of Balinese women occurs when they are married, where responsibilities to family, work, and the environment force them to be able to harmonize all the roles they play. These roles are known as the triple roles of women, which consist of family, economic, and cultural roles. The role of Balinese women who have high complexity holds a noble position that then needs to be respected and appreciated (Komalasari & Wirajaya, 2019).

#### *Balinese Women in Multi-Roles*

The misconception about women today is increasingly receding, because the increasingly rapid development of the era has changed the mindset of society about women. Today, the active involvement of Balinese women in various public activities is real evidence that the existence of women in carrying out various roles in life is increasingly visible. Balinese women who are known as strong and tough figures are the foundation in carrying out the complexity of roles in the scope of society, customs, and family. The contribution of Balinese women in various aspects of life has a positive impact on the family and the people around them. In domestic, social, and professional roles, Balinese women also often bring perspectives, skills, and expertise that enrich their environment (Bayumi et al., 2022). Balinese women have the potential that allows them to play an effective role in the domestic and public spheres (Darmayanti & Budarsa, 2021). The complexity of the role of Balinese women allows them to place themselves in different environments. For example, when placed in a family environment, women will carry out their responsibilities as wives and mothers well. Then, they will strive for family welfare by implementing the best financial management. The role played by women in the family is entirely to maintain the harmony and welfare of their families. Especially as Balinese women with various traditions and cultures attached, the role of customs is very important to carry out. The role of Balinese women in customs and traditions starts from the preparation and implementation until the end of the ceremony, this is part of the hereditary tradition and is regulated in the *awig-awig* (Oktarina & Komalasari, 2022). A more modern lifestyle brings everyone to higher and more diverse demands in life, especially in the economic aspect. The increasing demands of life have made Balinese women involved in the economic aspect, not a few of them have started to actively work to help fulfill the family's economy (Yanto, 2023).

#### *The Role of Balinese Women in the Family*

The role in the family is the role of Balinese women as wives to their husbands, mothers to their children, and children to their parents and in-laws. Women tend to be diligent, gentle, loving, and have the instinct to care (Oktarina & Komalasari, 2022). The function of Balinese women as housekeepers gives rise to the perspective that Balinese women are very suitable for domestic work. As Balinese women, taking responsibility for domestic work such as cooking, washing, and other household activities has become a daily occurrence. For some people, housework is considered trivial, unpaid, and often ignored in economic analysis (Yanto, 2023). Housework has significant economic value and affects the development of women's careers. How could it not be, that doing endless housework, accustoms them to multitasking, this ability indirectly becomes the foundation for them to do work or activities in the public sphere.

#### *The Role of Balinese Women as Workers*

Today, the involvement of Balinese Women in the world of work is no longer in doubt, the idea of the stigma of women only as housekeepers has begun to change. According to Kadić Abaz & Hadžić (2020), in terms of education, currently, many women have a high level of education so they choose to develop their careers in the public sphere. The increasing demands for living needs are one of the reasons women work to help meet family needs. Not a few housewives are starting to get involved in the public sector, such as managing stalls, selling around, opening salons, or becoming employees. The presence of Balinese Women in the public sphere has a positive impact on themselves. By working, Balinese Women have more opportunities to develop their potential, improve their quality of life, and other aspects (Oktarina & Komalasari, 2022). However, the decision of Balinese Women to work does not necessarily make them forget their main responsibilities as a wife and mother in their family.

### *The Role of Balinese Women as Cultural Preservers*

The role of Balinese Women as cultural preservers are undeniable, the position of Balinese Women is very important in Hindu teachings, even women are the pillars of yadnya who play a role from preparation to implementation of yadnya (Kartika, 2021). Balinese Women's efforts to preserve Balinese culture are a form of implementing continuous religious customs. Carrying out religious customs such as making the needs of ceremonial facilities from the initial planning process, directing coordination, and controlling the implementation of the ceremony until the activity is completed is the role of Balinese Women in instilling cultural preservation. This activity is a tradition that is passed down from generation to generation to Balinese Women to continue to be carried out and maintained (Oktarina & Komalasari, 2022).

### *Balinese Women as Financial Managers*

The issue of family finances has very interesting dynamics, the financial patterns of families from one to another are certainly different. Sometimes a large family income is not necessarily enough to cover all household needs, on the other hand, a sufficient family income can meet family needs (Marpaung, 2021). This usually depends on how women organize or manage family finances with their strategies. Along with the development of the era, the demands for increasingly high living needs and the influence of modern society's behavioral patterns have an impact on the survival of the household. Women's involvement in financial management is very crucial today, considering their function as household managers who know best what their family needs. A wise strategy in financial management is a basic thing that needs to be done, how women portion out expenditure items is usually influenced by the number of family members, income, and lifestyle.

## **Methods**

This study uses a qualitative phenomenological approach, which aims to describe the nature of the phenomenon through similar life experiences of several individuals. Phenomenology is a discipline that studies phenomena with a focus on events or incidents that have occurred and explains the phenomenon. In other words, phenomenology examines how phenomena appear in front of us and how they appear. Phenomenological studies focus on how people view and describe objects and events, intending to reduce the experience of the phenomenon and reveal the general essence of the phenomenon (Tumangkeng & Maramis, 2022).

This study uses an interpretive paradigm to gain in-depth meaning about how Balinese women manage family finances. The interpretive paradigm focuses on interpretation and understanding in the social sciences, emphasizing the subjective nature of the social world and trying to understand the perspective of the object. This approach seeks to understand women's subjective experiences in managing finances, allocating funds, and facing financial challenges, both in Balinese culture and as mothers and workers. The interpretive approach allows researchers to capture unique perspectives influenced by their customary values, family responsibilities, and career aspirations.

This qualitative research uses a phenomenological approach, using the Interpretative Phenomenological Analysis (IPA) data analysis technique. Research with IPA seeks to explore how individuals understand their experiences to deepen insight into a particular phenomenon. This approach is based on the principle that understanding is always perspective and interpretive. Interpretative Phenomenological Analysis (IPA) has three main characteristics that underlie its approach, namely, experience, idiography, and interpretation. IPA prioritizes the subjective experience of individuals and considers human experience as the main source of knowledge development (Rajasinghe et al., 2024).

Research with the IPA method usually uses small samples, focusing on the depth of analysis, not on the number of participants or the breadth of reach. The goal is to explore experiences with a particular phenomenon. Data are collected through semi-structured in-depth interviews, with flexible questions to explore participants' experiences in detail according to their context. Researchers first prepare an interview question framework (interview schedule) that is submitted to participants. The analysis is carried out ideographically, studying everyone separately to understand their experiences in their respective contexts (Susanto & Widya, 2022).

## Result and Discussion

### *Balinese Women in Managing Family Finances*

One of the most important roles in running a life is as a financial manager. According to informants, managing family finances is a unity that is always carried out in household life, without financial management, family welfare will be difficult to achieve. Informants stated that in financial management there are things that need to be done and are interrelated. First, financial planning is the main pioneer in financial management. For Balinese women, financial planning is a routine that needs to be implemented consistently. Making and setting a spending plan will make it easier for them to know the family's financial condition. Second, careful utilization is how informants use income carefully according to the portion and priority of needs. Using funds wisely and avoiding a consumptive attitude will bring stability to household finances. Third, setting aside funds is important for future needs or urgent needs. Informants said that routinely setting aside funds made them feel calm and comfortable financially. The availability of savings for them is a mandatory thing that needs to be attempted every month, not infrequently this also helps them in unexpected situations. Fourth, the importance of transparency, in a household having an open attitude is one of the key elements to creating a harmonious relationship. According to informants, openness in financial matters makes it easier for them to make agreements regarding the allocation of expenses and the allocation of savings in the future. Having an attitude of mutual trust makes the wife feel more comfortable in managing finances and making decisions regarding family finances. Then, if this cycle is carried out consistently and continuously, it will achieve optimal household financial stability. Based on this explanation, understanding the success of Balinese Women in managing family finances is very relevant to the theory of symbolic interactionism. In this context, according to the premises by Blumber, where the first premise explains how Balinese Women interpret their role as family financial managers as part of their responsibility. Not only managing family finances but what steps they take to achieve family welfare. The second premise, the ability of Balinese Women to manage family finances does not come by itself but is influenced by their experiences and interactions with others. This interaction then gives them an understanding of efforts to achieve family economic stability. The third premise, the meaning given then continues to develop and change through the process of interpretation. Balinese women are unlikely to continue to maintain traditional methods of managing finances. The development of the era and technological advances make it necessary for them to adapt and find more relevant methods to apply.

### *Success in Carrying Out Role Harmony to Achieve Family Economic Stability*

Based on the meaning obtained from the results of interviews conducted by six informants, it can be explained that the informants' success in achieving multi-role balance is the result of various interrelated factors. In interpreting multi-roles, informants show how this meaning refers to the way they understand, interpret, and carry out responsibilities in their roles. This meaning is also inseparable from the role of the family in the form of support, encouragement, and adaptive social-environmental dynamics. This also involves how they divide priorities in the roles they play, balance conflicting demands, face challenges, and exercise self-control. Being an important part of managing family finances is an integral responsibility that they carry out to achieve family welfare. Balinese women give meaning to every financial decision and consider its impact on family welfare. Ultimately, Balinese women view the complexity of roles and responsibilities for managing family finances as a form of broad contribution to realizing family harmony, family welfare, and cultural sustainability. Various aspects influence the process of meaning in achieving multi-role balance carried out by Balinese Women.

- 1) First, determining priorities in the roles to be carried out makes it easier to manage time, energy, and resources efficiently. The existence of role priorities allows Balinese Women to focus on urgent or most important responsibilities. This is effective in preventing overlapping roles, allowing them to carry out roles in a structured manner. The efforts implemented make it easier to achieve role balance which has an impact on family harmony.
- 2) Second, maintaining ongoing communication and cooperation with other individuals means building transparent relationships, clarity in the division of tasks, and collaboration to achieve balance. In carrying out the complexity of roles, coordinating with partners or family is a key element in achieving role success. This not only makes it easier to manage daily tasks, but the most important thing is to strengthen relationships with family, avoid conflict, and create a conducive atmosphere in the family.
- 3) Third, getting support from the environment and people around creates a feeling of security, calm, and self-confidence in carrying out multiple tasks. Support from family and society is an important foundation for Balinese Women in realizing role balance. This also ensures that their roles are not limited to the domestic

sphere, but also provide space for personal and professional self-development. The existence of support from the community related to flexible customs and traditions allows them to continue to carry out the complexity of roles without any clashes. The correlation between multi-roles and available support provides an opportunity for Balinese women to achieve role balance.

- 4) Fourth, self-control due to pressure and stress that occurs when facing demands in the complexity of roles. Efforts to control oneself are a concrete solution to continue to be able to carry out multi-roles every day. Self-control refers to how individuals can manage emotions, behavior and avoid impulsive reactions. The existence of control creates the ability of the self to make decisions more wisely so that responsibilities can be carried out effectively without sacrificing personal well-being or social relationships.

Furthermore, how to achieve family economic stability requires managerial skills, precision in managing financial resources, and the ability to adapt to the dynamics of needs and economic changes. The contribution of Balinese women in managing family finances is the foundation for achieving family welfare. Not only domestic roles, but the involvement of Balinese women in also managing budgets, ensuring household expenses do not exceed income, and ensuring long-term needs are met is a crucial thing that continues to be carried out continuously. How they implement strategies to achieve family economic stability is further explained as follows.

- 1) First, actively making simple and detailed plans makes it easier for Balinese women to manage their finances. How they divide expenses according to portions such as basic needs, education, health, short-term or long-term savings, and emergency funds. The existence of planning makes unnecessary expenses can be avoided so that financial stability is maintained.
- 2) Second, being wise in allocating expenses (careful use) or using the money available for needs is one important strategy to do. Balinese women have an attitude of not forcing their will to spend consumptive and prioritize fulfilling primary needs and savings. This can ensure that every allocated expenditure truly provides optimal benefits without causing waste.
- 3) Third, setting aside funds, and their efforts to get used to saving funds is a concrete step that can be taken to anticipate sudden needs or emergencies. Having savings according to them can provide a sense of calm and financial security so that they are better prepared to face economic fluctuations.
- 4) Fourth, an attitude of openness in communication and transparency with partners or other family members is key to financial management strategies. Ensuring that every decision or agreement is made transparently will create a sense of trust that allows for good cooperation in achieving economic well-being.

The implications of this study about the theory of symbolic interactionism by Blumer are that individuals in this case Balinese women, are actively involved in the process of giving meaning to the multiple roles they play, including managing family finances and their scope in the public sphere to customs. I carry out my roles not only routinely but also reflectively, interpreting and adapting to existing demands and challenges. This theory strengthens Balinese women's understanding of how individuals overcome existing challenges, and then carry out the complexity of roles in complex social interactions and cultural environments.

## **Conclusion**

This study explores the contribution of Balinese women in managing family finances to the methods applied to realize household financial stability. Through interviews conducted by six informants, researchers found patterns in achieving multi-role balance and methods for managing family finances. The informants' statements show their success in achieving role balance with the patterns they apply. They also expressed other successes through the methods applied in managing family finances. Based on the results of the analysis through interviews conducted by the six informants in this study, it show their ability to achieve multi-role balance. The informants revealed that success in managing multi-role dynamics can be realized by determining role priorities. Efforts to determine priorities are made so that there are no overlapping roles so that they can carry out their roles in a structured manner and focus on the responsibilities they are currently carrying out. According to the six informants, their main priority order is family, followed by work, and finally society or customs. The strategy that needs to be done after determining priorities is how to manage time as well as possible and be able to position oneself in the order of priorities that have been determined. After determining priorities, coordination with family is another part that is no less important. Coordinating with a partner or family is a key element to achieving role success. Another important part is support from family or the environment. According to them, the support received is the foundation for

achieving multi-role balance. Finally, self-control is a concrete solution to achieving multi-role balance and harmony.

This study also shows that Balinese women are involved in family financial management. Being an important part of making financial decisions, having full responsibility for managing family finances, and contributing to meeting family needs is evidence that the six informants in this study are directly involved in family financial management. In managing family finances, everyone has the best way or method applied to managing family finances. Based on the results of the analysis of the interviews conducted, of the six informants, only one informant (Mrs. Dian) made a detailed financial report every month as a form of accountability. In general, the six informants revealed the strategies used to achieve financial stability. First, routinely making financial plans in a simple form. The existence of planning provides an overview for them to manage income allocation according to needs. Second, being wise in allocating expenses (careful utilization). The informants agreed that it is important to act rationally in spending and not to force the will to spend consumption. Third, set aside funds to be saved as an effort to anticipate certain situations and long-term fulfillment. Finally, transparency or openness with partners or other families involved. Transparency will create a sense of trust to enable good cooperation in achieving economic well-being.

## References

- Amondarain, J., Aldazabal, M. E., & Espinosa-Pike, M. (2023). Gender differences in the auditing stereotype and their influence on the intention to enter the profession. *Journal of Behavioral and Experimental Finance*, 37, 100784. <https://doi.org/10.1016/j.jbef.2022.100784>
- Anggraeni, F. N. (2020). Determinan Motivasi Internal Terhadap Kinerja. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 3(2), 161-170.
- Bayumi, M. R., Jaya, R. A., & Shalihah, B. M. (2022). Kontribusi Peran Perempuan dalam Membangun Perekonomian sebagai Penguatan Kesetaraan Gender di Indonesia. *Al Huwiyah: Journal of Woman and Children Studies*, 2(2).
- Budiasih, B., & Dewi, F. A. I. (2023). Strengthening Students'religious Moderation Through English Learning Materials. *Leksema: Jurnal Bahasa dan Sastra*, 8(2), 165-175.
- Cruz, A. D., Hamilton, E., Campopiano, G., & Jack, S. L. (2024). Women's entrepreneurial stewardship: The contribution of women to family business continuity in rural areas of Honduras. *Journal of Family Business Strategy*, 15(1), 100505. <https://doi.org/10.1016/j.jfbs.2022.100505>
- Darmayanti, A., & Budarsa, G. (2021). Peran Ganda Perempuan Bali di Masa Pandemi Covid-19. *Jurnal Socius: Journal of Sociology Research and Education*, 8(1), 1-12.
- Indrayani, L., & Musmini, L. S. (2020, January). The meaning of economic activity in the family economics from Balinese women's perspective. In *3rd International Conference on Innovative Research across Disciplines (ICIRAD 2019)* (pp. 127-132). Atlantis Press.
- Kadić Abaz, A., & Hadžić, A. (2020). Economic activity of women and young women in Bosnia and Herzegovina under the umbrella of traditional views of women's role in society. *Economic research-Ekonomska istraživanja*, 33(1), 2591-2605.
- Kartika, N. G. A. (2021). Fungsi Dan Peranan Perempuan Hindu Dalam Pelaksanaan Yadnya Di Bali. *Pangkaja: Jurnal Agama Hindu*, 24(2), 194-202.
- Komalasari, Y., Wirajaya, I. G. A., & Sari, M. M. R. (2019). Akuntabilitas Akuntan Perempuan-Karir Bali: Sebuah Studi Fenomenologi. *J. Ilm. Akunt. DAN Bisnis*, 14, 70-85.
- Marpaung, O. (2021). Bijak Mengelola Keuangan Keluarga Kunci Keluarga Sejahtera. *Abdimas Universal*, 3(1), 50-54.
- Masruroh, I. S. (2022). Kesetaraan Gender Perempuan Bali dalam Pandangan Amina Wadud. *Jurnal Hawa: Studi Pengarus Utamaan Gender Dan Anak*, 4(1), 103-114.
- Mazzi, C. (2011). Family business and financial performance: Current state of knowledge and future research challenges. *Journal of Family Business Strategy*, 2(3), 166-181. <https://doi.org/10.1016/j.jfbs.2011.07.001>
- Mudalifa, E., & Mulawarman, A. D. (2019). Budaya Sibaliparriq dalam praktik household accounting. *Jurnal Akuntansi Multiparadigma*, 10(3), 413-432.
- Nicolò, G., Zampone, G., Sannino, G., & De Iorio, S. (2021). Sustainable corporate governance and non-financial disclosure in Europe: does the gender diversity matter?. *Journal of Applied Accounting Research*, 23(1), 227-249.
- Noviriani, E., Alrizwan, U. A., Mukaromah, L., & Zurmansyah, E. E. (2022). Pengelolaan Keuangan Rumah Tangga Dalam Sudut Pandang Perempuan. *Jurnal Akuntansi Terapan Indonesia*, 5(02), 155-168.

- Oktarina, K. F. K., & Komalasari, Y. (2022). Triple Roles Perempuan Bali: Ancaman Atau Proteksi? (Dalam Perspektif Ketahanan Keluarga). In *Seminar Ilmiah Nasional Teknologi, Sains, dan Sosial Humaniora (SINTESA)* (Vol. 5).
- Rajasinghe, D., Garvey, B., Burt, S., Barosa-Pereira, A., & Clutterbuck, D. (2024). Innovative interpretative phenomenological analysis (IPA) approach in a coaching research project: implications for future qualitative coaching research and beyond. *Coaching: An International Journal of Theory, Research and Practice*, 1-18.
- Riwinda, A. D., & Perdhana, M. S. (2022). Studi literatur mengenai peran ganda pada pekerja perempuan. *Diponegoro Journal of Management*, 11(4).
- Susanto, A., & Widya, W. (2022). Analisis Pengaruh Karakteristik Auditor dan Perusahaan terhadap Penghindaran Pajak pada Perusahaan di Bursa Efek Indonesia. *SEIKO: Journal of Management & Business*, 4(3), 150-165.
- Tumangkeng, S. Y. L., & Maramis, J. B. (2022). Study of Phenomenological Approaches: Literature Review. *Journal of Regional Economic and Financial Development*, 23(1), 14-32.
- Wedanti, I. G. A. J. M., Ulio, U., & Sugita, I. M. (2024). Inheritance in Balinese Customary Law: Dynamics and Its Linkage With Hindu Law. *Jurnal Indonesia Sosial Teknologi*, 5(01), 52-67.
- Yanto, D. A., Aini, H. N. C., & Luvianasari, M. T. (2023). Pertukaran Sosial dalam Peran Ganda Perempuan: Studi Kasus tentang Pekerjaan Rumah Tangga dan Karier Profesional. *Jurnal Relasi Publik*, 1(4), 66-77.