



THE ROLE OF ISLAMIC VALUES IN MARRIED WOMEN'S EMPLOYMENT DECISIONS IN DELI SERDANG



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Abstract

This study analyzes the factors influencing employment decisions among married women in Deli Serdang from an Islamic perspective. These decisions are shaped by social, economic, cultural, and religious factors, with Islamic ethics and Sharia serving as key considerations for women's roles, especially in economic activities outside the home. Using a quantitative approach with questionnaires and literature review, the study found that employment opportunities significantly affect work decisions, followed by age and family size. While income and education have no significant individual impact, all variables collectively contribute 62.7% to these decisions. Influential factors include family economic needs, social participation, family support, and understanding of women's roles in Islam. Islam permits women to work within Sharia guidelines, ensuring dignity and fulfilling family obligations. This research highlights the balance between women's roles in family and society in line with Islamic teachings.

Studi ini menganalisis faktor-faktor yang memengaruhi keputusan bekerja di kalangan perempuan yang sudah menikah di Deli Serdang dari perspektif Islam. Keputusan-keputusan ini dibentuk oleh faktor-faktor sosial, ekonomi, budaya, dan agama, dengan etika dan syariah Islam sebagai pertimbangan utama dalam peran perempuan, terutama dalam kegiatan ekonomi di luar rumah. Dengan menggunakan pendekatan kuantitatif melalui kuesioner dan tinjauan literatur, penelitian ini menemukan bahwa kesempatan kerja secara signifikan mempengaruhi keputusan bekerja, diikuti oleh usia dan jumlah anggota keluarga. Sementara pendapatan dan pendidikan tidak memiliki dampak yang signifikan secara individu, semua variabel secara kolektif berkontribusi sebesar 62,7% terhadap keputusan tersebut. Faktor-faktor yang berpengaruh termasuk kebutuhan ekonomi keluarga, partisipasi sosial, dukungan keluarga, dan pemahaman tentang peran perempuan dalam Islam. Islam mengizinkan perempuan untuk bekerja sesuai dengan pedoman Syariah, memastikan martabat dan memenuhi kewajiban keluarga. Penelitian ini menyoroti keseimbangan antara peran perempuan dalam keluarga dan masyarakat yang sejalan dengan ajaran Islam.

INTRODUCTION

In the context of modern society, the role of married women is indeed becoming increasingly complex, especially due to the rapidly growing economic and social demands (Khan & Ahmad, 2018). On the one hand, the traditional role as a wife and mother who takes care of the household is still highly valued, but on the other hand, the role of women in the world of work is increasingly recognized (Khan & Ahmad, 2018). This phenomenon is very relevant to the social dynamics that occur in the North Sumatra region, where many women are faced with a dilemma between fulfilling their domestic roles and the desire or need to work outside the home. Work greatly influences the conflict between work and family life (Ejike et al., 2024). Married women are often faced with a dilemma between domestic responsibilities and the need or desire to participate in economic activities. From an Islamic perspective, women's roles as mothers and wives are highly respected, and religion provides clear guidance regarding this role, including in an economic context. The traditional view that requires women to stay at home and take care of their families is beginning to shift. Now, many wives are encouraged to pursue successful careers and make financial contributions to their families. In addition, economic pressures caused by rising living costs are also significant factors influencing women's decisions to work. In many cases, both partners must work to meet the family's economic needs. In addition, some women feel that professional life provides its own satisfaction, although some prefer to stay at home but are forced to work due to financial pressures or



developing social norms. This choice can even be taken by women who already have families, showing that the decision to work outside the home is dynamic and contextual.

Deli Serdang, as one of the regencies in North Sumatra, is known for its rapidly growing economic dynamics. Behind this progress, the role of female workers is very significant in various sectors, from agriculture, industry, to trade. Many women in Deli Serdang work in plantations, factories, and also the service sector, making important contributions to the family and regional economy. According to data from the Central Statistics Agency (BPS) of Deli Serdang Regency, the Deli Serdang economy in 2023 grew by 5.34 percent, higher than the growth in 2022 which was 4.70 percent. In terms of production, the highest growth occurred in the Transportation and Warehousing sector, which reached 24.11 percent. Meanwhile, in terms of expenditure, the highest growth was recorded in the Consumption Expenditure Component of Non – Profit Institutions Serving Households (LNPRIT) at 8.66 percent. Overall, Deli Serdang's GRDP (Gross Regional Domestic Product) based on current prices in 2023 reached IDR 139,097.71 billion, and at constant prices it was IDR 79,603.68 billion (Badan Pusat Statistik Kabupaten Deli Serdang, 2024).

With 7,197 thousand working population, North Sumatra Province is the fourth largest in Indonesia, according to 2022 figures from the Central Statistics Agency. As of August 2022, the working age population in North Sumatra reached 11,031 thousand people, and the workforce in North Sumatra is estimated to reach 7,670 thousand, with a decrease of 473 thousand compared to the current level. In Deli Serdang, the number of working population is 1,073,496 people, which is equivalent to 91.21 percent of the total workforce. Of this number, there are 698,416 men and 375,080 women who are working (Badan Pusat Statistik Kabupaten Deli Serdang, 2022).

The following is a graph of the population that is the workforce and not the workforce based on gender in Deli Serdang Regency.

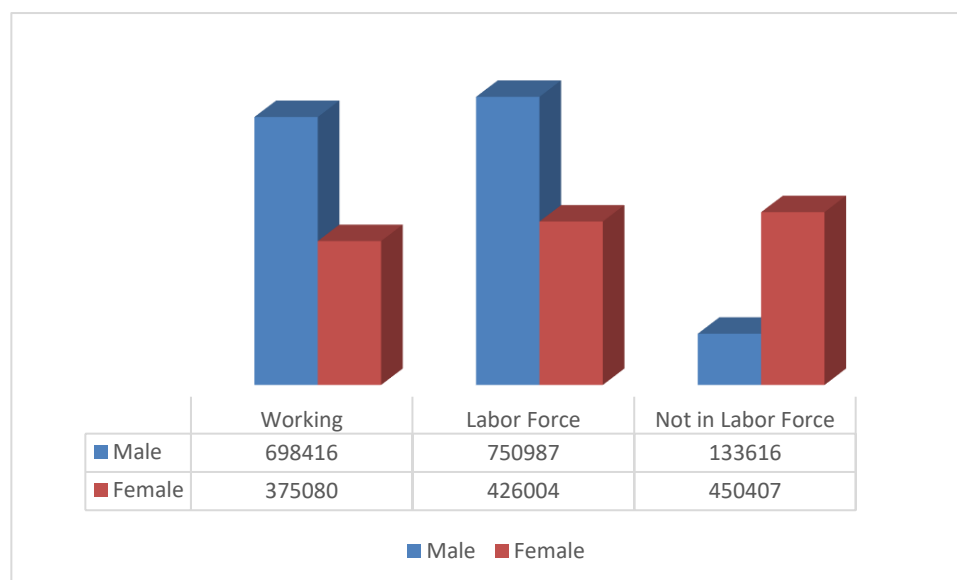


Figure 1. Labor Force and Non – Labor Force by Gender in Deli Serdang Regency in 2022
Source: Central Statistics Agency of Deli Serdang Regency, processed data, 2022

Deli Serdang Regency Labor Statistics (Badan Pusat Statistik Kabupaten Deli Serdang, 2022), Deli Serdang Regency has 1,176,991 people who are included in the Labor Force category. Of this number, 750,987 people are male, while 426,004 people are female. The Labor Force includes individuals who are active in the labor market, both those who are

working and those who are unemployed. Based on gender, from the total number of Labor Force residents in Deli Serdang Regency, there are significant differences. The percentage of male residents reaches 63.81 percent, while the female population only reaches 36.19 percent. The population who are not included in the Labor Force category is 584,023 people in Deli Serdang Regency, which is equivalent to 33.16 percent of the total working age population. Of this number, there are 133,616 men and 450,407 women. This category includes residents who are in school, those who take care of the household, and individuals who are involved in activities other than their personal activities (Badan Pusat Statistik Kabupaten Deli Serdang, 2022).

After World War II, there was an increase in the number of women entering the workforce. According to research by Blau and Kahn (2007), this trend began in the 1980s and continued into the 2000s. They also identified several factors influencing married women's decision to work, including the number and age of children, as well as income. The growing participation of women in the labor force signifies progress in women's empowerment, as Duflo (2012) explains that women's empowerment is closely linked to economic development. This is because it reduces inequalities, which is crucial for the growth of a nation.

In addition to its direct effects, promoting gender equality and women's empowerment also indirectly provides other benefits that can stimulate economic growth (Sari & Sulastri, 2024). However, a woman's decision to work can also have negative consequences for her marriage. According to Byrne and Barling (2017), this decision can have a negative impact on the quality of the marital relationship, especially the level of satisfaction of the couple. This adds to the challenges for couples who are already facing marital problems because of the woman's desire to work. In making decisions, married women who plan to work must also consider the potential negative impacts that may arise as a result. Thus, support from a partner is an important factor in maintaining a balance between work and home life (Goni et al., 2024; Rini, 2024). Despite increasing female participation in the workforce, married women's decisions to work in Deli Serdang Regency remain complex and influenced by various factors.

Related to the decision of married women who work has been studied by previous researchers. (Pusparani et al., 2020) analyzed women's decisions regarding whether or not to continue working after marriage. The results show that educational factors, husband's income, and the number of family dependents influence the decision. (Annazah, 2021) found that education, economic status, and number of children affect the decision of productive – age married women to work in West Java Province. (Sukma & Umiyati, 2018) analyzed married women's decision to work and their contribution to the household economy, focusing on the formal and informal sectors. (Direja, 2021) analyzed the factors that influence the work participation of married women in Banten Province. The results show that age, education, number of children, and economic status have a significant effect on married women's decision to work. (Ramadhani, et al., 2023) analyzed the factors that influence the work participation of married women in Indonesia. Economic (husband's income), social (number of children), and demographic (location and education) factors play an important role in influencing married women's decision to work. Supportive policies, such as childcare and education facilities, can increase their participation in the labor force. (Hutabarat, 2024) analyzed the factors that influence the work participation of married women in Indonesia. Married women's decision to work is influenced by a combination of economic, social, and demographic factors. Supportive policies such as the provision of childcare facilities and higher education for women can increase their work participation.

Another study conducted by (Putri, 2018) analyzed the factors that influence married women's decision to work in West Sumatra. The results show that education, husband's income, and the number of children affect the decision. (Mustika, 2024) examined the factors that influence the decision of married women to work in Denpasar City. The wife's higher education level and lower husband's income increase the likelihood of married women to work in Denpasar City. (Ningsih & Saskara, 2017)) examined the factors that influence the decision of married Balinese women to work in the public sector in Kerobokan Traditional Village, Badung Regency. The decision of married Balinese women to work in the public sector is influenced by a combination of factors of education, economy, family dependents, involvement in cultural activities, and the number of children under five. (Yulita & Anis, 2024) analyzed the factors that influence married women's decision to work in West Sumatra Province. The decision of married women to work is influenced by various factors, both demographic (age, education), economic (husband's income, training), and family responsibilities (number of household members, presence of children under five). The location of residence also plays a significant role.

Based on the research that has been done before, it seems that no one has examined the decision of working women in an Islamic perspective. this study fills the gap from previous research by describing the decision factors of married women working in an Islamic perspective. this is what is the research gap in this study. This study aims to enrich existing insights by analyzing the elements that influence married women's work choices in the region. The findings of this study are expected to provide practical benefits for policymakers and business actors who wish to support increased female involvement in the workforce. In addition, this study will make an important contribution to the ongoing discussion on factors that influence employment decisions, especially in the context of globalization and cultural diversity. Despite the increasing female participation in the workforce, married women's decisions to work in Deli Serdang Regency are still influenced by cultural and religious factors. Most previous studies have focused on the factors that determine married women's work decisions, but only a few studies have examined them from an Islamic perspective. This research gap suggests the need for further exploration of the role of Islamic values and beliefs in shaping married women's employment decisions in Deli Serdang.

METHOD

This research is a type of field research, where data is collected directly from real situations where phenomena occur (Hasan, 2002, p. 11). The method used in this study is a quantitative method, which includes investigations into certain populations or samples, data collection with research instruments, quantitative data evaluation, and testing previously formulated hypotheses. The research was conducted in Deli Serdang by collecting data through distributing questionnaires in Deli Serdang. The number of female population working in Deli Serdang Regency (Badan Pusat Statistik Kabupaten Deli Serdang, 2022) based on data from the Central Statistics Agency was 375,080 people and with the Slovin Formula a sample of 100 respondents was obtained. Data analysis was carried out using multiple linear regression, with independent variables including education level and employment opportunities, while the dependent variable was the decision of married women to work in Deli Serdang. The tests used in this study included data instrument tests, namely validity and reliability tests, classical assumption tests, and hypothesis tests.

RESULTS AND DISCUSSION

RESULTS

Table 1. Validity Test

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	r-tabel	Conclusion
item1	39,5600	60,895	0,756	0,948	0,195	valid
item2	39,6900	61,549	0,708	0,949	0,195	valid
item3	39,9600	56,382	0,694	0,952	0,195	valid
item4	40,0800	59,509	0,706	0,949	0,195	valid
item5	39,9600	58,019	0,797	0,946	0,195	valid
item6	39,8900	56,604	0,856	0,944	0,195	valid
item7	39,8200	57,624	0,829	0,945	0,195	valid
item8	40,0000	60,444	0,714	0,949	0,195	valid
item9	39,6300	58,094	0,864	0,944	0,195	valid
item10	39,6000	56,808	0,882	0,943	0,195	valid
item11	39,4100	58,164	0,849	0,944	0,195	valid

Source: Data processed with SPSS, 2024.

Based on this table, it can be seen that the significant correlation value (r -stat) between each statement item and the total score is greater than the expected significant correlation value (r table = 0.195). Therefore, it can be concluded that the statement item is declared valid.

Table 2. Reliability Test

Cronbach's Alpha	N of Items
0.951	11

Source: Data processed with SPSS, 2024.

The Cronbach's alpha value of 0.919 exceeds 0.6, indicating that the research is considered reliable.

1. Classical Assumption Test

1) Normality Test

The Kolmogorov–Smirnov test is conducted to determine the normality of the data.

Table 3. One – Sample Kolmogorov – Smirnov Test

Item	Unstandardized Residual
N	100
Normal Parameters ^{a,b}	
Mean	0.0000000
Std. Deviation	1.75263515
Most Extreme Differences	
Absolute	0.066
Positive	0.062
Negative	– 0.066
Test Statistic	0.066

Asymp. Sig. (2 – tailed)	0.200 ^{c,d}
a. Test distribution is Normal.	
b. Calculated from data.	
c. Lilliefors Significance Correction.	
d. This is a lower bound of the true significance.	

Source: Data processed with SPSS, 2024

The value of the Asymptotic Sig. coefficient. The Kolmogorov – Smirnov test results exceed the predetermined significance threshold of 5% (0.05).

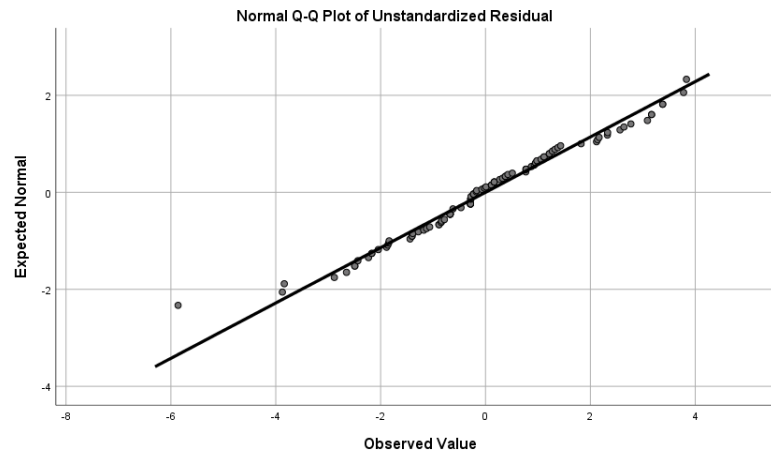


Figure 2. Normality P – Plot

Source: Data processed with SPSS, 2024

In the normal p – plot graph, the points are spread around the diagonal line, and the pattern follows the direction of the line, so the regression model meets the normality assumption.

2) Multicollinearity Test

Table 4. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Education	0.487	2.053
Job Opportunity	0.487	2.053
a. Dependent Variable: Work Decision		

Source: Data processed with SPSS, 2024.

Variance Inflation Factor (VIF) in the study, the tolerance value is greater than 0.10 or less than the VIF value of 10, so it can be concluded that the independent variables are multicollinear.

3) Heteroscedasticity Test

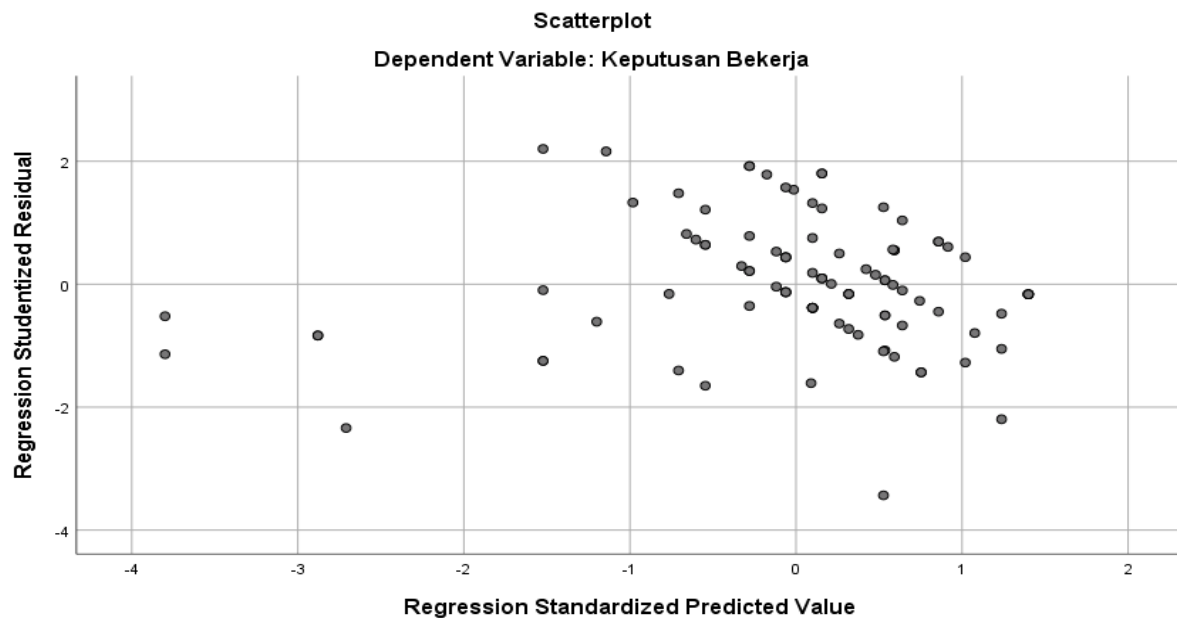


Figure 3. Scatterplot in Heteroscedasticity Test

Source: Data processed with SPSS, 2024

In the image, the data points are spread around the axis at number 0, so the absence of a particular pattern in this graph indicates that heteroscedasticity does not occur.

2. Hypothesis Testing

1) t – test

Table 5. t – Test Results

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.235	0.941		2.376	0.019
	Education	0.606	0.107	0.439	5.654	0.000
	Job Opportunity	0.448	0.073	0.474	6.107	0.000

a. Dependent Variable: Work Decision

Source: Data processed with SPSS, 2024

From the results above, then:

a) The Influence of Education Variable on Work Decision

From the analysis results, the sig. value of the education variable is $0.000 < 0.05$. And the t – count value $(5.654) > t - \text{table } (1.98447)$ then partially there is an influence between education and work decisions.

b) The Influence of the Job Opportunity Variable on Work Decision

From the analysis results, the sig. value of the job opportunity variable is $0.000 < 0.05$. And the t – count value $(6.107) > t - \text{table } (1.98447)$, then partially there is an influence between job opportunities and work decisions.

From the results of the t – test above, it can be seen that the largest t value is the Job Opportunity variable, which is 6.107. This shows that the most significant factor influencing the decision of married women to work in the Deli Serdang area is due to the opportunity to work.

2) F – test

Table 6. F Test Results

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	763.899	2	381.949	121.831	.000 ^b
	Residual	304.101	97	3.135		
	Total	1068.000	99			
a. Dependent Variable: Work Decision						
b. Predictors: (Constant), Job Opportunity, Education						

Source: Data processed with SPSS, 2024

Based on the regression results above, it is known that the significant value for education and job opportunities together have an effect on the decision to work of 0.000. It is known that the F – count value is 121.831 and the F – table value is 3.09, so the F – count value (129.906) > F – table (3.09) with a significant value of 0.000 < 0.05, then education and job opportunities together have a significant effect on the decision to work.

3) Coefficient of Determination

Table 7. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.846 ^a	0.715	0.709	1.77061
a. Predictors: (Constant), Job Opportunity, Education				
b. Dependent Variable: Work Decision				

Source: Data processed with SPSS, 2024.

Based on the table shows that the result of R Square is 0.715 or 71.5%. This means that the variables of education and employment opportunities can explain the variable of work decisions, which is 71.5%. While the remaining 28.5% is explained by other factors outside the research variables.

3. Multiple Linear Regression Analysis

Multiple analysis equation. as follows.

$$\text{Work Decision} = 2.23 + 0.61\text{Education} + 0.45\text{Employment Opportunity}$$

The interpretation of the data is as follows:

- If education increases, the decision to work by married women in Deli Serdang will increase, and vice versa.
- If employment opportunities increase, the decision to work by married women in Deli Serdang will increase, and vice versa.

DISCUSSION

Work Decisions by Women with Married Status in Deli Serdang Regency

In Deli Serdang Regency, North Sumatra, this phenomenon is interesting to study considering that the region has unique social and economic dynamics. The results of the study show that education and job opportunities are important factors in influencing married women to decide to work. In Deli Serdang, social and cultural norms play a major role in determining women's roles in the household. In some communities, women may be expected to focus more on domestic roles such as taking care of the household and children, compared to working outside the home. Support from husbands and other family

members is also an important factor. Women who receive support to work from their husbands and families tend to have a greater chance of participating in the workforce.

The economic condition of the family is one of the determining factors for married women's decisions to work. In families with lower incomes, women are often forced to work to help supplement the family's income. Although in the results of the study, income has not significantly influenced married women's decisions to work. Deli Serdang as one of the largest regencies in North Sumatra, like Medan, the high cost of living can be a motivator for married women to work. They may feel the need to work to meet the basic needs of the family. The level of education has a significant effect on the decision of married women to work. Women with higher levels of education tend to be more motivated and have greater opportunities to work, both because they have the skills needed by the labor market and because they are more aware of the financial and personal benefits of working. Education also increases women's awareness of their rights, including the right to work and have a career, and opens up access to various opportunities in the world of work.

The availability of employment in Deli Serdang, both in the formal and informal sectors, is a major determinant for women who want to work. The existence of manufacturing companies, the trade sector, and services, provide opportunities for women to get jobs that match their abilities and interests. Women with married status tend to be more selective in choosing jobs. The suitability of jobs with educational qualifications and skills will increase their interest in working. If the available jobs are not suitable, they tend to reject the opportunity. In this case, there needs to be programs that support women's participation in the world of work, such as skills training, capital assistance for small businesses, and policies that encourage gender equality in the workplace, also play a role in married women's decisions to work. Although currently there are such programs such as maternity leave policies. Policies that support work – family balance, such as maternity leave, may also influence married women's decisions to continue working after having children.

Women's Work Decisions in Islamic Perspective

In Islam, the role and responsibilities of women as individuals, wives, and mothers are highly respected and positioned with full honor. The decision of married women to work outside the home is one of the issues that is often discussed, especially in the social, cultural, and religious context. From an Islamic perspective, this decision needs to be understood through a holistic approach, taking into account religious teachings, individual rights, and social and family responsibilities. Islam does not prohibit women from working as long as the work is in accordance with Islamic values. Many female figures in Islamic history, such as Khadijah bint Khuwailid, the wife of the Prophet Muhammad SAW, who was a successful businesswoman, are proof that women can be active in the world of work. However, Islam also emphasizes the importance of maintaining a balance between family and career responsibilities.

In the Qur'an and hadith, there are no verses that explicitly prohibit women from working. However, Islam emphasizes the importance of maintaining honor, morality, and domestic roles that should not be ignored. Therefore, the decision of a married woman to work needs to consider various aspects, including personal, family, and community interests. In Islam, the husband's main obligation is to provide for his wife and family. This is emphasized in the Qur'an, Surah An – Nisa verse 34, which states that men are leaders for women because they are responsible for providing a living. However, this does not mean that women are not allowed to work. Islam gives women the freedom to work as long as it does not interfere with their main duties in the family. Women have the right to choose to work if their husbands allow it, and if they are able to balance work with

household responsibilities. This decision should also be based on consultation with their husbands, to ensure that no party is disadvantaged, especially in fulfilling family responsibilities. Islam sets ethics and boundaries for women who work. The work chosen must be halal and not contrary to sharia principles. In addition, women are expected to maintain Islamic manners and behavior, such as dressing according to sharia, maintaining interactions with the opposite sex, and not engaging in activities that could damage morals or religion.

Other boundaries include those in the workplace. Islam emphasizes the importance of safety and a work environment that does not compromise a woman's honor and integrity. Therefore, women who marry and decide to work must ensure that their work environment supports Islamic values and does not interfere with family life. Islam places great emphasis on the role of mothers and wives in the family. The Prophet Muhammad SAW once said that heaven is under the feet of the mother, which shows how high the position of a mother is in Islam. Therefore, married women need to carefully consider the impact of their work on family life, especially in terms of childcare and household harmony. However, Islam also recognizes that every family's circumstances are different. Some families may need additional income, so women need to work. In such situations, Islam does not forbid women from working, as long as their obligations as wives and mothers are still fulfilled. Islam encourages balance and does not require women to choose between family or career exclusively.

In Islam, household life is built on the principle of deliberation and cooperation. Important decisions, including a woman's decision to work, should be discussed together between husband and wife. The husband as the head of the family is expected to provide wise considerations and not impose his will, while the wife is also expected to respect her husband's opinion. The husband's permission in a woman's decision to work is also considered important in Islam. This is not to limit women's freedom, but to maintain household harmony and ensure that the decision is made by considering all important aspects. Islam highly values education and knowledge, both for men and women. With a good education, Muslim women can contribute better not only to the family, but also to society. Islam does not limit the role of women in terms of work as long as they have adequate skills and knowledge to do the work in an Islamic way (Shihab, 2020).

The results of this study are supported by previous research including (Pusparani et al., 2020), show that educational factors, husband's income, and the number of family dependents influence the decision. (Annazah, 2021) found that education, economic status, and number of children affect the decision of productive – age married women to work in West Java Province. (Sukma & Umiyati, 2018) analyzed married women's decision to work and their contribution to the household economy, focusing on the formal and informal sectors. (Direja, 2021), the results show that age, education, number of children, and economic status have a significant effect on married women's decision to work. (Ramadhani, et al., 2023) analyzed economic (husband's income), social (number of children), and demographic (location and education) factors play an important role in influencing married women's decision to work. (Hutabarat, 2024) analyzed married women's decision to work is influenced by a combination of economic, social, and demographic factors.

CONCLUSION

The study reveals that employment opportunities serve as the most influential factor in determining the decision of married women in Deli Serdang Regency to work. From an Islamic standpoint, women are permitted to engage in work activities provided they adhere to certain conditions, including upholding moral values, prioritizing family

responsibilities, and securing consent and support from their husbands. Islam does not prohibit women from working, as long as their employment does not compromise their primary household obligations and aligns with sharia principles. Striking a balance between family duties and professional roles enables women to contribute actively to society while fulfilling their roles as wives and mothers. Enhancing access to education and skill development, particularly in rural areas, is essential to empower married women for the workforce. Non – formal education and community – based training programs can play a significant role in improving their work qualifications. Moreover, employers in Deli Serdang should foster a supportive work environment by implementing family – friendly policies, such as flexible working hours, sufficient maternity leave, and measures to prevent discrimination.

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