

ABSTRACT

This study is motivated by the increasing participation of women in the formal workforce, which is not accompanied by a reduction in domestic responsibilities, leading to Work-family Conflict. This condition becomes more complex when women work in male-dominated environments characterized by patriarchal values. This study aims to explore in depth the lived experiences and meanings constructed by female employees regarding work-family conflict within such contexts. This research adopts a qualitative approach using Heideggerian hermeneutic phenomenology. Data were collected through in-depth interviews with married female employees at the Regional Office of PT Perkebunan Nusantara I Regional 3 and analyzed interpretatively using NVivo 12. The findings indicate that Work-family Conflict is not solely shaped by time-, strain-, and behavior-based conflicts, but also by structural gender dominance within the organization. Three main themes emerged: the meaning of Work-family Conflict, the reality of a masculine workplace, and self-adjustment as a survival strategy.

Keywords: *Work-family conflict, female employees, masculine workplace, phenomenology, gender inequality, gender in workplace*

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