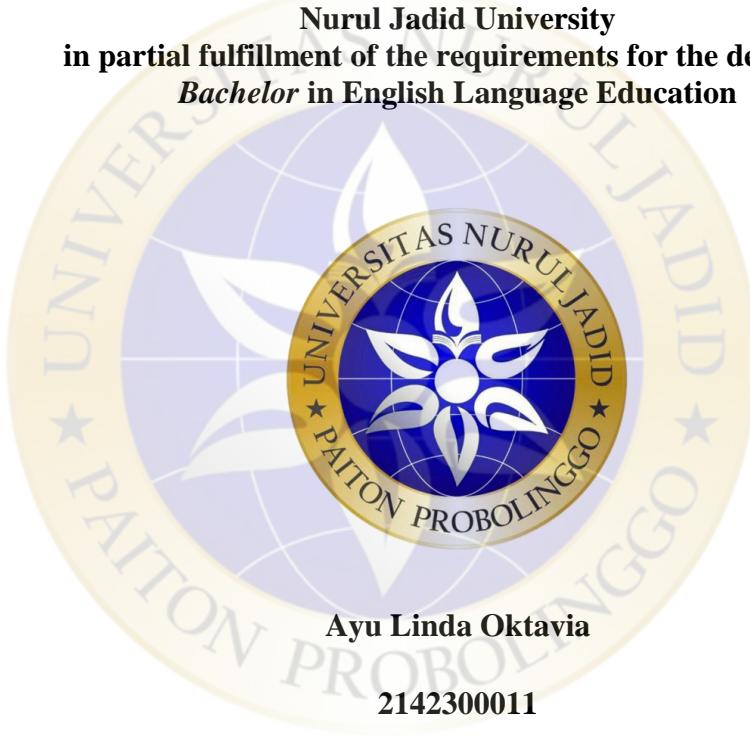


**BALANCING ROLES AND RESPONSIBILITIES: A STUDY
ON CHALLENGES AND STRATEGIES OF FEMALE ENGLISH
TEACHERS**

Skripsi
Presented to
Undergraduate Program
English Education Program
Nurul Jadid University
in partial fulfillment of the requirements for the degree of
Bachelor in English Language Education



**NURUL JADID UNIVERSITY
UNDERGRADUATE PROGRAM
ENGLISH EDUCATION PROGRAM
2025**

**BALANCING ROLES AND RESPONSIBILITIES: A STUDY
ON CHALLENGES AND STRATEGIES OF FEMALE ENGLISH
TEACHERS**

Skripsi



By:

Ayu Linda Oktavia

NIM 2142300011

APPROVAL

APPROVAL

This is to certify that the Thesis of Ayu Linda Oktavia had been approved by
board of the Examiners on 6 Agustus 2025

Chairperson



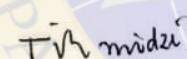
Mochlis Ekowijayanto, M.Pd

Examiner I

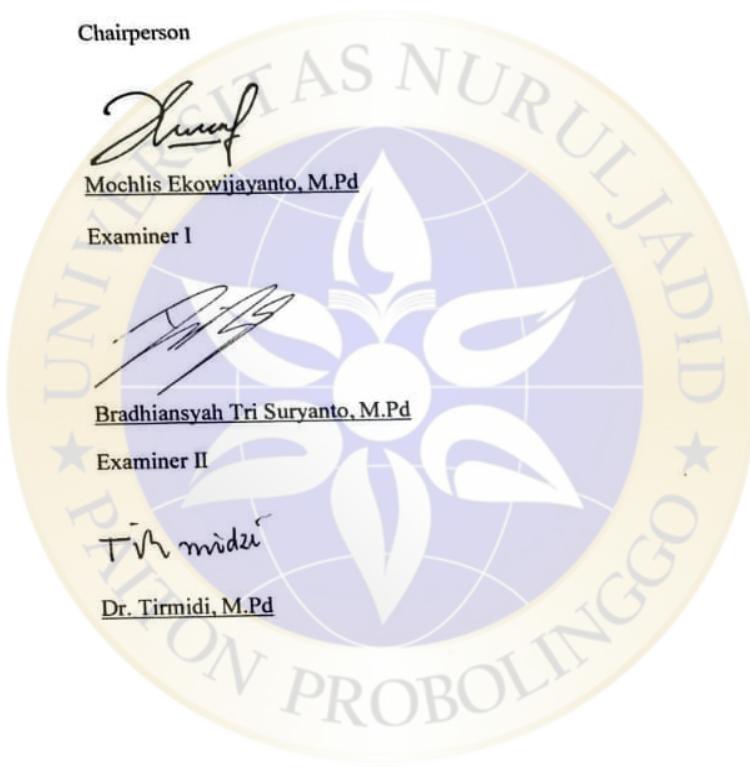


Bradhiansyah Tri Suryanto, M.Pd

Examiner II



Dr. Tirmidi, M.Pd



Acknowledged by

Faculty of Social and Humanity

Nurul Jadid University

Dean



Dr. Chusnul Muali, M.Pd

MOTTO

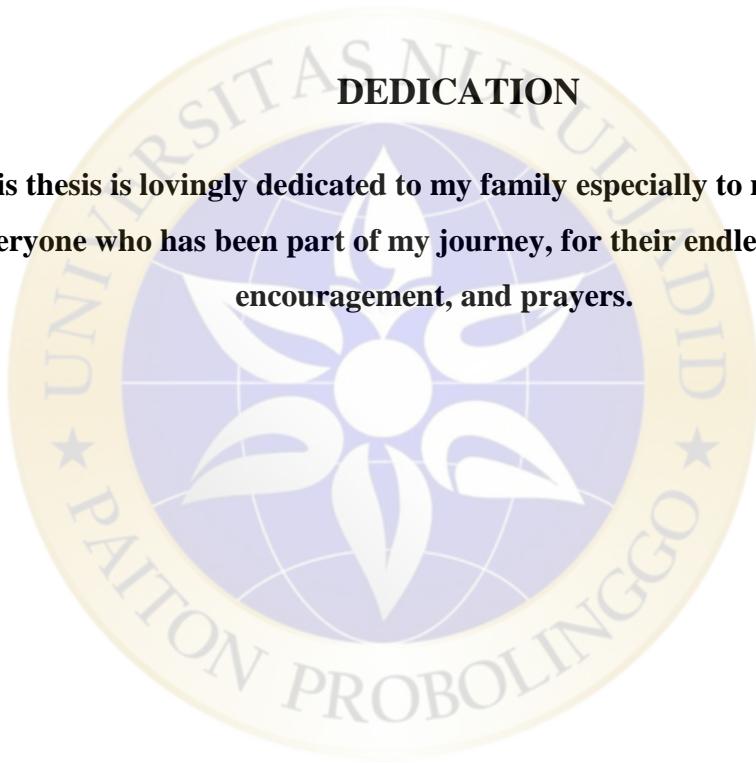
“For indeed, with hardship [will be] ease.”

“Indeed, with hardship [will be] ease.”

(Qur'an 94:5–6)

DEDICATION

This thesis is lovingly dedicated to my family especially to my mother and everyone who has been part of my journey, for their endless support, encouragement, and prayers.



DECLARATION OF AUTHORSHIP

DECLARATION OF AUTHORSHIP

Bismillahirrohmanirrohim

Herewith I'am:

Name : Ayu Linda Oktavia

NIM : 2142300011

Major : English Education Department

Address : Jalan Dr. Soetomo Dusun Krajan, RT.02/RW.01,
Desa Kandang Jati Wetan Kab. Peobolinggo, Jawa Timur.

Declare that :

1. This Thesis is the sole work of the author and was not written in collaboration with any other person, nor does it include, without due acknowledgement, the work of any other person.
2. If, at a later time, it is found that the skripsi is a product of plagiarism, I am willing to accept any legal consequences that may be imposed on me.

Paiton, 6 August 2025



Ayu Linda Oktavia

ABSTRACT

Oktavia, Ayu Linda. 2025. *Balancing Roles and Responsibilities: A Study on Challenges and Strategies of Female English Teachers*. Thesis, English Education Departement, Faculty of Social & Humanities, University of Nurul Jadid Paiton Probolinggo. Supervisor: Durratul Hikmah, M.Pd.

Keywords: *Female English Teachers, Dual Role, Challenges, Coping Strategies*

This study examines the challenges and strategies of female English teachers in East Java, Indonesia in balancing their professional roles as educators and their personal roles as individuals. In a cultural context still influenced by patriarchal values, female teachers face complex dual demands, potentially leading to role conflicts, stress, and emotional exhaustion that can impact the quality of teaching. Using a phenomenological approach, this study aims to (1) identify the challenges faced by female English teachers in balancing their roles and responsibilities, and (2) explore the strategies they develop to manage their roles and responsibilities in a balanced way. The results of the study indicate that the participants face five main interrelated challenges: time management challenges, domestic or family roles challenges, psychological and emotional challenges, social pressure and gender expectation, and problems from the work environment. To overcome these challenges, the teachers actively develop various strategies that can be categorized into Lazarus and Folkman's coping framework. These strategies include problem-focused coping (structured time management, prioritization, and seeking instrumental social support) and emotion-focused coping (seeking emotional support, self-regulation through mindfulness and spirituality, engaging in relaxation activities, and positive reframing or reinterpreting challenges in a positive light). These findings emphasize that female teachers are resilient and active agents in navigating the complexities of their dual roles. This research is expected to contribute to teachers, educational institutions, and policymakers in creating a more supportive and gender-sensitive environment.

ACKNOWLEDGMENT

Above all, my deepest gratitude goes to Allah SWT for His endless blessings, guidance, and strength, which have enabled me to complete this *skripsi* entitled “Balancing Roles and Responsibilities: A Study on Challenges and Strategies of Female English Teachers.” Every step of this journey has been possible only by His will.

My sincere appreciation goes to my supervisor, Durratul Hikmah, M.Pd, for the valuable guidance, patience, and constructive feedback that have greatly improved this work. Your support and encouragement have been truly meaningful.

I am profoundly grateful to my beloved family, who never pressured me, never compared me with others, and always gave me their unconditional love, prayers, and endless support. I am truly blessed to have a family who stands by me in every circumstance.

My heartfelt thanks also go to my friends, who have supported and helped me in countless ways during this journey. I would like to express special appreciation to my group members, who have been reliable companions, always sharing important information and lending a helping hand throughout the research and writing process.

Lastly, I extend my gratitude to all individuals and parties who have directly or indirectly contributed to the completion of this *skripsi*. Your kindness and support will always be remembered with gratitude.

TABLE OF CONTENS

APPROVAL.....	iii
MOTTO	iv
DECLARATION OF AUTHORSHIP	v
ABSTRACT.....	vi
ACKNOWLEDGMENT	vii
TABLE OF CONTENS	viii
CHAPTER I	1
A. Background of the Study	1
B. Research Questions.....	5
C. Aims of the Study	5
D. Significance of the Study.....	5
E. Definition of Key Term	6
F. Previous Study	8
CHAPTER II.....	12
A. Feminist and the Women's changing Roles.....	12
B. Dual Roles.....	14
C. Female English Teacher.....	15
D. Challenges for Female Teachers.....	18
E. Women Teachers' Strategies	24
CHAPTER III	32
METHODOLOGY	32
A. Research Design	32
B. Stages of Research	33
C. Research Instrument	34
D. Research Participant	35
E. Data Collection Techniques.....	37
F. Data Analysis.....	39
G. Trustworthiness of the Study	40
CHAPTER IV	43

A. Findings	43
B. Discussion.....	64
CHAPTER V.....	74
A. Conclusion	74
B. Suggestion.....	75
REFERENCES.....	78
APPENDIXES	84
BIOGRAPHICAL SKETCH	132

