

A Systematic Review of Psychological Well-being in Working Mothers with Children with Special Needs

Dwika Rachma Widyantini¹, Iriani Indri Hapsari², Lussy Dwiutami Wahyuni³, Zarina Akbar⁴

¹*Master of Science Psychology, Faculty of Psychology, Universitas Negeri Jakarta*

²*Master of Science Psychology, Faculty of Psychology, Universitas Negeri Jakarta*

³*Master of Science Psychology, Faculty of Psychology, Universitas Negeri Jakarta*

⁴*Master of Science Psychology, Faculty of Psychology, Universitas Negeri Jakarta*

dwika.rachma@mhs.unj.ac.id; iriani@unj.ac.id; lussysf@unj.ac.id; zarina_akbar@unj.ac.id

Abstract: The role of women in the family is no longer limited to being the primary caregiver, but also as important contributors to the economy. This has led to many women having to juggle dual roles as mothers and workers. The challenges faced by mothers become even greater when they have children with special needs who require more attention than typical children. This systematic review aims to explore the psychological well-being of working mothers who have children with special needs, a group facing dual pressures from professional responsibilities and caregiving demands. Based on the analysis of 10 selected peer reviewed articles (2015-2025), the findings indicate that psychological well-being is shaped by various factors, including social support, work flexibility, self-acceptance, and healthy coping strategies. Additionally, disparities in access to essential services such as counselling, inclusive daycare, and digital information pose significant challenges, particularly for mothers with lower education and digital literacy levels. While dual roles may increase stress and emotional fatigue, psychological well-being remains achievable through a combination of internal and external protective factors. Therefore, multidimensional interventions encompassing psychological, social, and policy reforms are crucial to enhance sustainably the quality of life for working mothers with special needs children.

Keywords: Working mothers, children with special needs, psychological, well-being, social support, work flexibility.

INTRODUCTION

In recent decades, the role of women in the workplace has undergone significant changes. Women are no longer seen solely as the family's primary caregivers but also as important contributors to the economic sector. Amidst these dynamics, many women must juggle dual roles as mothers and workers. This challenge becomes even more complex when these women also have children with special needs, or what are often referred to as children with disabilities. Children with special needs, or children with disabilities, are children born with physical or mental conditions that are not considered normal, hence the term 'children with disabilities.' The Convention on the Rights of Persons with Disabilities states that disability is an evolving concept, meaning that individuals with disabilities experience physical, mental, intellectual, or sensory limitations over an extended period, which can hinder their full participation in society (Arida, 2017). However, children with disabilities do not always exhibit mental, emotional, or physical impairments; they may also be children with unique characteristics that differ from those of typical children (Pitaloka et al., 2022). These unique characteristics, related to their psychological and physical conditions, require appropriate instructional materials or practices to optimise their potential (Karima et al., 2023; Kusnadi et al., 2021). Children with special needs require parental care, which is an important component in their development (Astiti & Valentina, 2024). Children with physical disabilities or physical limitations experience various difficulties in carrying out daily activities (Ludji et al., 2024; Yulianasari, 2022). This situation causes parents psychological stress, including panic, shock, and shame (Santana & Istiana, 2019).

Over the past decade, children with special needs have become a focus of public and government attention due to their unique requirements differing from those of typically developing children (Nancy & Nduru, 2020). In Indonesia, the number of children with special needs reached 1.6 million in 2017 according to the Badan Pusat Statistik (BPS) and this continues to grow annually (Laili et al., 2022). Working mothers of children with special needs face considerable psychosocial pressures that can significantly impact their psychological well-being. These pressures arise from the complex demands of their dual roles in professional and caregiving capacities, combined with social stigma and limited systemic support. Despite growing research on either working mothers or mothers of children with special needs separately, there remains a limited comprehensive understanding integrating these two dimensions from psychological, social, economic, and policy perspectives. Therefore, it is important to focus research on the life dynamics of working mothers with children with special needs, not only to understand the challenges they face but also to formulate adaptive interventions, social support systems, and working policies that enable them to maintain a healthy and balanced quality of life amidst complex role pressures.

Psychological well-being is a description of a person's psychological health based on the fulfilment of good psychological functioning. Age, gender, socioeconomic status, and culture are demographic components related to psychological well-being (Hastutiningtyas et al., 2017). (Kotijah et al., 2021) describe psychological well-being as the full realisation of an individual's psychological potential and a state in which an individual can accept their strengths and weaknesses, have a purpose in life, build positive relationships with others, be independent, be able to control their environment, and continue to develop personally. Psychological well-being refers to a state in which an individual can function optimally emotionally, cognitively, and socially. Psychological well-being is also the highest state that an individual can achieve. Psychological well-being is also known as a concept that describes optimal positive functioning (Pertwi, 2023). Ryff (1989) identified six main dimensions of psychological well-being, namely: self-acceptance, positive relationships with others, autonomy, mastery of the environment, life purpose, and personal growth. In the lives of working mothers with children with special needs, psychological well-being is a crucial aspect because they face multiple pressures, including work demands, intensive childcare, social stigma, and limited systemic support. Characteristics of individuals with high psychological well-being include independence, the ability to adapt to their surroundings, a desire to continue growing and developing in all aspects, warm relationships with others, specific goals they wish to achieve in life, and a positive self-assessment (Ratnayanti & Wahyuningrum, 2016). Syahidah (2018) states that the psychological well-being of mothers with special needs children tends to be low, as mothers have not fully accepted their condition, feel ashamed, angry, disappointed, often face ridicule for having special needs children, and withdraw from their environment (Wahyudi et al., 2021). This also leads to parental rejection of their child's abnormal condition, thereby increasing stress on the mother (Mardhotillah & Desiningrum, 2018).

Various studies show that mothers with special needs children are prone to stress due to negative stigma from the general public towards them, which results in pressure from others, feelings of isolation, and parenting pressure. In addition, the family's financial condition is disrupted due to the high costs incurred by special needs children, such as seeking therapists, special schools, and others, all of which can cause prolonged stress (Budiarti & Hanoum, 2019). Parenting stress is a physical and mental reaction in the form of negative thoughts and emotions towards the child and oneself (Nikmatunasikah, 2024). Furthermore, when they also have professional responsibilities at work, this psychological burden can increase sharply. Conflicts between work demands and parenting roles often lead to role conflicts, which negatively impact work-life balance, personal satisfaction, and work performance. In many cases, women find themselves in a dilemma between professional responsibilities and their children's needs, which often leads to feelings of guilt, frustration, and mental exhaustion. While there are studies highlighting the conditions of mothers with children with

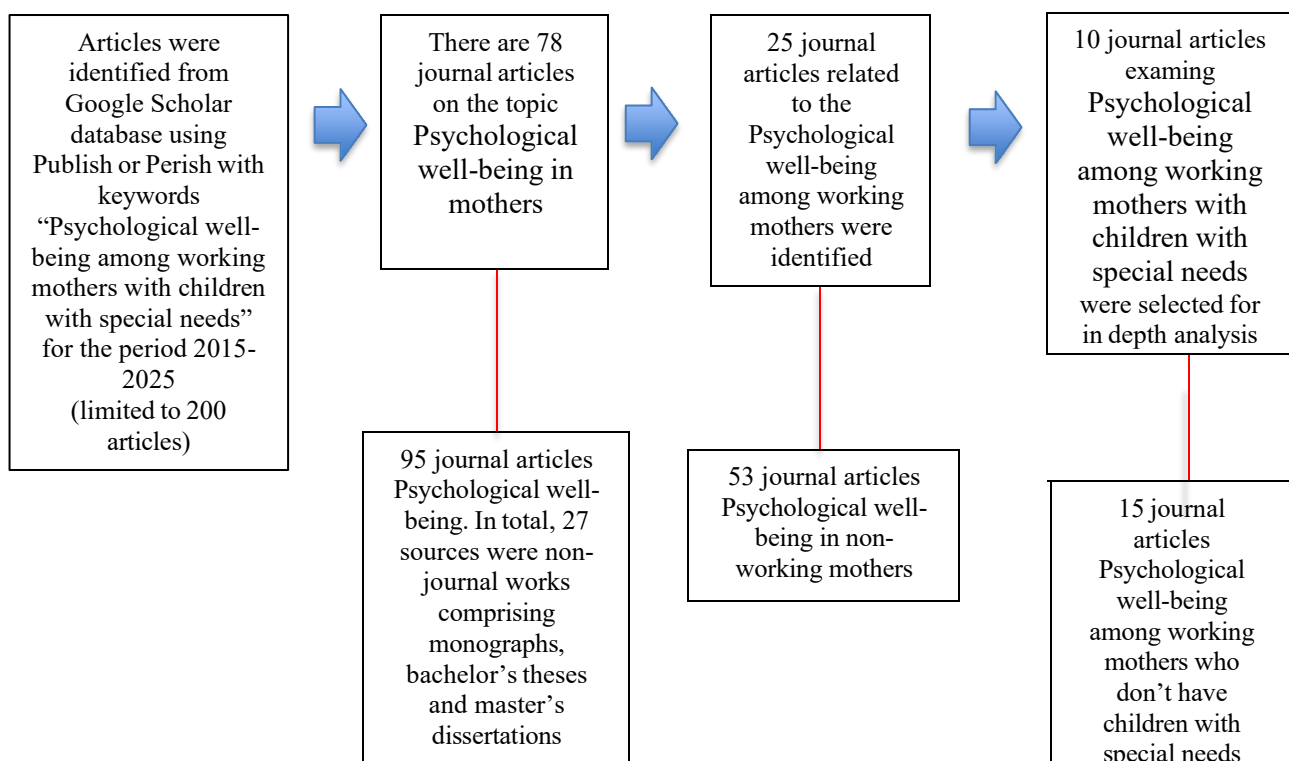
special needs or working mothers separately, comprehensive research specifically addressing the psychological well-being of working mothers with children with special needs remains limited. There is little literature that comprehensively integrates the two dimensions of stress work and caring for children with special needs from psychological, social, economic, and policy perspectives. Additionally, there are few systematic syntheses that discuss protective factors such as social support, coping strategies, or flexible work policies that could alleviate their burdens.

In this context, this study was designed as a systematic literature review to explore and synthesise relevant scientific findings on the psychological well-being of working mothers with children with special needs. Through a systematic and structured approach, this article aims to identify the dominant dimensions of psychological well-being in the context of working mothers with children with special needs, analyse the factors influencing their psychological condition, both internal (such as resilience, coping strategies) and external (such as spousal support, work environment, and public policy) and to describe practical implications that can be utilised by educational institutions, mental health service providers, and workplace institutions to design more inclusive and responsive support programs tailored to their needs. Through a deep and evidence-based understanding of this condition, it is hoped that this review can contribute both conceptually and practically to the development of policies and intervention programs that consider the psychological functioning of working mothers caring for children with special needs. Thus, not only can the well-being of mothers be improved, but also the quality of childcare, family relationships, and productivity in broader work and social contexts.

MATERIALS AND METHODS

This study employed a systematic literature review (SLR) to comprehensively identify, evaluate, and synthesize research specifically focused on relevance to dual roles, psychological well-being of working mothers with children who have special needs. The review aimed to examine how multiple factors such as role pressures, social support, work flexibility, and access to services influence these mothers, psychological health, as well as to identify gaps in existing literature for future investigation.

The first step in this research was to select a theme to be studied. The theme of this research is ‘Psychological well-being among working mothers with children with special needs.’ To collect literature study data, the Publish or Perish (PoP) application was used to search for Google Scholar articles with the keyword ‘Psychological well-being among working mothers with children with special needs.’ The number of articles was limited to 200 and filtered from 2015 to 2025. After that, the articles were filtered again through a one-by-one selection process to review their content. After the analysis was completed, 78 articles were found to be relevant to the topic of psychological well-being in mothers. These were further filtered down to 25 journal articles related to psychological well-being among working mothers. From the 25 selected articles, the 10 most relevant to the research topic, psychological well-being among working mothers with children with special needs, will be chosen and analysed in greater depth. See Figure 1 for the screening process:



*Figure 1. Flowchart of Article Screening Process in the Systematic Literature Review Stages
 (Musdary, Amalia, Lubis, & Ningsih, 2021)*

RESULTS

From the screening results using the Publish or Perish (PoP) application, 10 articles were obtained related to the topic of psychological well-being in working mothers with children with special needs.

Table 1. Psychological Well-being of Working Mothers with Children with Special Needs

Number	Authors & Years	Tittles	Methods & Participants	Result
1	Aulia Fauzya Ramadhani, Amalia Rahmandani (2019)	Parenting Experiences of Single Mothers with Intellectually Disabled Children (Interpretative Phenomenological Analysis Study)	Qualitative with Interpretative Phenomenological Analysis (IPA) approach 3 divorced single mothers who were working and had children with intellectual disabilities	Being a single mother with an intellectually disabled child posed significant challenges. Adjustment was strongly influenced by family and environmental support, as well as the coping mechanisms used. All three mothers actively and lovingly fulfilled their parenting roles despite having to work. Their hopes remained high for their children to grow up independent and happy.
2	Rahmahdianti & Devi Rusli (2020)	Gratitude and Psychological Well-being in Working Mothers with Children with Intellectual Disabilities	Quantitative regression approach 31 working mothers in Padang	Working mothers with intellectually disabled children had high levels of gratitude and psychological well-being. Additionally, there was a significant and positive influence of gratitude on psychological well-being. Gratitude contributed 29% to the increase in psychological well-being.
3	Khodijatus Surur, Fajar Kawuryan, Rr. Dwi Astuti (2022)	Coping Stress in Mothers with Children with Special Needs	Qualitative Phenomenology 2 homemakers and 1 working mothers (factory worker)	Informants N and E (homemakers) tended to use problem-focused coping, which was more active and adaptive. Informant S (working mother) mostly used emotion-focused coping, showing more resignation and responsiveness to stress through compliance. Effective coping depended on individual conditions and available social support.
4	Nurfi Laili, Zaki Nur Fahmawati, Ramon Ananda Paryontri (2022)	Psychological Well-being of Parents with Children with Special Needs Attending Special Schools: A Qualitative Study	Qualitative Case Study Two mothers of children with special needs attending SLB 'Aisyiyah Tulangan Sidoarjo, namely Mother W (working mother) and Mother S (non-working mother)	Both participants showed aspects of psychological well-being. Mothers S was strong in social relationships and self-acceptance but weak in autonomy, while Mothers W was strong in self-acceptance, independence, and had clear life goals. Their main challenges were financial limitations, social stigma, and lack of family support. Support from the environment (special schools, therapists, fellow parents) played a significant role in improving their psychological well-being.
5	Ade Putra Hayat (2022)	Perceptions of Parenting Patterns in Working and Non- Working Mothers: A Case Study in Gondokusuman, Yogyakarta	Qualitative Descriptive Working mothers and homemakers in Gondokusuman District, Yogyakarta	The dominant time available to non-working mothers had a greater influence on parenting intensity. However, working mothers could still maintain high integrity if they were able to balance work and family. Differences in employment status affected parenting patterns and quality. An ideal family was determined by role equality, good communication, and the ability to

				adjust priorities. Parenting was not solely the mother's responsibility but required cooperation between husband and wife.
6	Andrea Tokić, Ana Slišković, and Matilda Nikolić Ivanišević (2023)	Well-Being of Parents of Children with Disabilities- Does Employment Status Matter?	Quantitative, Online Survey 814 parents in Croatia (93% mothers). 467 employed parents (273 full-time, 194 part-time), 182 formal caregivers (recognized and state-subsidized), 165 employed parents	Employment provided psychological protection, offered a "break" from caregiving stress, and provided additional social networks. Formal caregivers did not receive equivalent benefits due to a lack of social recognition and social isolation despite receiving subsidies. Conversely, unemployment or lack of social support led to lower well-being. Employed parents (both part-time and full-time) were better off than unemployed parents. Other controlled factors (education level and child's disability level) also significantly affected well-being.
7	Matilda Nikolić Ivanišević, Ana Slišković, Jelena Ombla, Andrea Tokić, Theresa Brown (2023)	Life Satisfaction in Employed Mothers of Children with Disabilities: The Importance of Personal Family, Work, and Society Characteristics	Online Survey 508 employed mothers in Croatia with children with developmental disabilities (age ≤ 19 years)	The life satisfaction of working mothers with disabled children was more influenced by personal characteristics (optimism), family conditions (support and stress), and the public health system, rather than work factors. Further research is recommended to include fathers and a more diverse population.
8	Diana Dwi Fortuna, Dwi Sandra Khoirun Nissa Damanik, Fadhl Kahiratu Zahlevi (2024)	A Phenomenological Study of Psychological Well-being in Working Mothers with Children with Down Syndrome	Qualitative Phenomenology 3 working mothers with children with Down Syndrome	All three mothers showed a relatively high level of psychological well-being despite facing significant challenges. Each participant also excelled in different dimensions, for example. Participant P in personal growth, N in self-acceptance, and M in the combination of self-acceptance and personal growth. This indicates that psychological well-being can still be achieved by working mothers with Down Syndrome children through acceptance, social support, and good self-management.
9	Sri Nurhayati Selian & Yulasteriyani (2024)	Experiences of Working Parents with Children with Special Needs: A Phenomenological Study	Qualitative with descriptive approach 8 working mothers with children with special needs	Working mothers with children with special needs face dual challenges: emotional, financial, and dual roles. The balance between work and household is highly influenced by support from spouses, family, and the workplace. This study emphasizes the importance of self-acceptance, social support, work flexibility, and psychological empowerment for mothers
10	Azizah Batubara, Ismail, Yuda Satria (2024)	Psychological Well-being: Working Mothers and Homemakers in Balai Kasih Village, Kuala District, Langkat Regency	Comparative 38 mothers (19 working mothers and 19 homemakers)	The majority of working mothers had low psychological well-being. They experienced stress and fatigue due to facing dual roles as breadwinners and household managers. Conversely, homemakers had high psychological well-being. They focused solely on domestic tasks and were not burdened by work outside the home.

From the ten articles analyzed, it can be seen that scientific attention to the conditions of working mothers who have children with special needs is increasing, along with the complexity of the dual roles they have to live. Working mothers are not only required to fulfill their professional responsibilities as breadwinners, but also to play a central role in the care of children who require special attention, extra time, and different emotional and psychological approaches than typical children. This situation makes them a highly vulnerable group to stress, emotional exhaustion, and the risk of declining psychological well-being.

Study Characteristic by Method

There were two primary methodological approaches among the ten reviewed articles:

- Qualitative (7 articles): Investigating subjective experiences, coping strategies, and parenting dynamics through in-depth interviews using phenomenology, case studies, and IPA. The emotional intricacy and significance of mothers' dual roles were made clear by this method.
- Quantitative (3 articles): Regression analysis and surveys are used to examine statistical relationships between variables like psychological well-being, work status, and thankfulness. presenting empirical data that can be applied broadly.

Both strategies work well together: Qualitative is appreciating the richness of individual experiences, and Quantitative is measuring relationship patterns objectively. This combination offers a thorough comprehension of the psychological difficulties faced by working mothers who have children with special needs.

The Role of Work Mothers' Psychological Well-being

Working mothers who have children with special needs often view their jobs in one of two ways: either as a path to high psychological well-being or as an added burden. Interestingly, a study by Fortuna, Damanik, & Zahlevi (2024) found that three mothers in their research, despite facing significant challenges, showed surprisingly high levels of psychological well-being. Each mother excelled in different areas—one in personal growth, another in self-acceptance, and a third in a combination of both. This suggests that even for working mothers of children with Down syndrome, psychological well-being is achievable through acceptance, social support, and good self-management.

Similarly, Rahmahdianti & Rusli (2020) highlighted that gratitude positively impacts working mothers' well-being by 29%. They also noted that working mothers with intellectually disabled children often exhibit high levels of both gratitude and psychological well-being. Ramadhani & Rahmandani (2019) interviewed three single working mothers with intellectually disabled children. These mothers viewed their situation as a huge challenge, but their ability to adapt was heavily influenced by family and environmental support, as well as their coping mechanisms. Despite working, all three mothers remained actively and lovingly involved in their children's care, holding strong hopes for their children's independence and happiness. Furthermore, Ivanisevic et al. (2023) surveyed 508 working mothers in Croatia and concluded that job factors were less influential on the life satisfaction of mothers with disabled children. Instead, personal characteristics like optimism, family conditions (support and stress), and the public health system played a much larger role.

Comparison of Time Flexibility of Working vs Non-Working Mothers

When we compare the time flexibility of working mothers and those who don't work, we see some fundamental differences in how they manage their time, set priorities, and handle role pressures. Working mothers often face a tough balancing act, trying to split their time between professional responsibilities and domestic duties. This usually means they have limited flexibility for personal or family activities. While some modern jobs offer flexible arrangements like work-from-home or adjustable hours, the reality is that job demands can still disrupt personal schedules.

On the flip side, mothers who don't work generally have more time flexibility to manage household chores and dedicate time to their children and themselves. However, more flexibility doesn't automatically mean higher well-being. This greater freedom can sometimes come with its own set of psychological pressures, like a feeling of losing their professional identity or facing social limitations.

Therefore, it's important to look at time flexibility not just in terms of how much free time someone has, but also the quality of that time and the context of each individual's roles. As Hayat (2022) found in her research, the dominant time available to non-working mothers often leads to more intense childcare. However, working mothers can still maintain high integrity if they're able to effectively balance work and family life. Ultimately, different work statuses influence the patterns and quality of childcare. An ideal family is built on equal roles, good communication, and the ability to adjust priorities. Child-rearing isn't just the mother's responsibility; it really needs to be a partnership between husband and wife.

Inequality in Access to Services and Digital Literacy

One major hurdle in boosting the psychological well-being of mothers who have children with special needs is the unequal

access to vital support services. We're talking about things like psychological counselling, special needs-friendly daycares, and truly inclusive educational facilities. This imbalance isn't just between different regions; it also cuts across socioeconomic groups. Mothers from lower-income families often struggle to get these services because of the cost, geographical distance, or just a lack of quality options in their areas. On top of that, studies show that mothers with less education and limited digital literacy face significant barriers to finding online information and communities that could offer emotional and practical support. This leaves them more vulnerable to psychological pressure, loneliness, and prolonged stress. This situation is made worse by inadequate systemic support, especially in Southeast Asia and Africa, where uneven economic development and minimal government intervention create widespread disparities. Social policies and protections for families with special needs children are often fragmented and not well integrated, leading to the neglect of mothers' needs whether for caregiving, work, or mental recovery. This inequality highlights that improving psychological well-being isn't just about individual interventions; it also requires broader, sustained, and socially just structural support.

Despite these challenges, working mothers can still achieve psychological well-being. The key factors include having healthy coping mechanisms, receiving strong social and familial support, engaging in flexible work that doesn't add extra pressure, and embracing self-acceptance and personal growth. These are all crucial for the psychological well-being of working mothers raising children with special needs. Mothers can better understand their child's state, emotions, and communication when they positively accept their child's condition. Treating their children normally and not isolating them from the extended family helps parents feel more stable and better prepared to monitor their child's growth and development (Pohan et al., 2023). These findings confirm that the psychological well-being of working mothers with special needs children is a multidimensional issue touching on individual, family, social, and institutional aspects. This complexity demands a holistic approach, ranging from increasing emotional support and providing inclusive work policies to strengthening community networks. While some studies show the effectiveness of psychological methods like mindfulness and cognitive-behavioral therapy (CBT) for mothers of children with special needs, interventions in workplaces and public policy are still quite limited. Therefore, it's vital for policymakers, companies, and educational institutions to take a more active role in supporting this important group.

Social Support as a Mainstay

Working mothers who have children with special needs often see their jobs in two very different ways. Some believe that work can lead to high psychological well-being, while others feel it just adds more burden to their lives. In a study by Fortuna, Damanik, & Zahlevi (2024), all three mothers surveyed showed quite high levels of psychological well-being despite facing significant challenges. Each participant also excelled in different areas: Participant P in personal growth, N in self-acceptance, and M in a combination of both. This suggests that psychological well-being is indeed achievable for working mothers of children with Down syndrome through acceptance, social support, and good self-management. Similarly, Rahmahdianti & Rusli (2020) found that gratitude has a positive influence (29%) on working mothers' well-being. Furthermore, working mothers with intellectually disabled children tend to have high levels of both gratitude and psychological well-being, indicating a significant and positive link between the two. Research by Ramadhani & Rahmandani (2019), involving three single working mothers with intellectually disabled children, highlighted that being a single mother with an intellectually disabled child is a huge challenge. Their ability to adjust was heavily influenced by family and environmental support, as well as their coping strategies. Despite working, all three mothers actively and lovingly fulfilled their caregiving roles. Their hopes remained high for their children to grow into independent and happy individuals. Additionally, a study by Ivanisevic et al. (2023), which surveyed 508 working mothers in Croatia, concluded that the life satisfaction of working mothers with disabled children was more influenced by personal characteristics (like optimism), family conditions (support and stress), and the public health system, rather than by work factors.

However, the opposite can also happen for some working mothers. For example, a study by Batubara, Ismail, & Satria (2024), involving 19 working mothers and 19 non-working mothers in Langkat Regency, found that the majority of working mothers had low psychological well-being. They experienced stress and exhaustion because they faced the dual role of being both a breadwinner and a household manager. Meanwhile, stay-at-home mothers had high psychological well-being. They felt happier and more relaxed since they only focused on domestic tasks and weren't burdened by work outside the home. Similarly, a study by Surur, Kawuryan, & Astuti (2022) noted that informants N & E (non-working mothers) tended to use problem-focused coping, meaning they were more active and adaptive. Informant S (a working mother) more often used emotion-focused coping, which involved more resignation and responsiveness to stress through compliance. Ultimately, effective coping depends on the individual's condition and the social support they have. A working mother's success in achieving psychological well-being isn't solely influenced by her job. Other social and personal factors are also very important. Social support, whether from a partner, family, or workplace, can provide a strong emotional foundation. Flexible work arrangements allow mothers to balance their professional and household responsibilities. Furthermore, psychological pressure can be reduced by using healthy coping techniques, such as stress management, self-awareness, and asking for help when needed. Self-acceptance of your limitations and achievements is also crucial for building feelings of happiness and contentment. The psychological well-being of working mothers is a result of both work success and a strong, supportive environment. Rohner (1986), as cited by Valentia, Sani, & Anggreany

(2017), defines parental acceptance of a child as a nurturing behavior marked by warmth, affection, care, comfort, attention, nurturing, support, and love.

DISCUSSION

The systematic review reveals that the psychological well-being of working mothers caring for children with special needs is a complex and evolving issue. An analysis of ten research articles shows that their mental health is heavily influenced by multiple role demands, inadequate social support, limited access to services, and enduring emotional strain. These mothers face a heightened risk of psychological conditions such as chronic stress, anxiety, and depression, often due to conflicts between their work responsibilities and the intensive care their children require (Budiarti & Hanoum, 2019; Syahidah, 2018).

However, certain protective factors consistently emerged across the studies. Sufficient social support from family and community played a significant role in reducing stress and building resilience (Kusnadi et al., 2021; Ramadhani & Rahmandani, 2019). Effective coping mechanisms and acceptance of their situation were also important for positive adaptation (Fortuna et al., 2024; Surur et al., 2022). Additionally, workplaces offering flexible schedules and a supportive environment helped mothers better balance their professional and caregiving duties, thereby improving psychological well-being (Hayat, 2022; Tokić et al., 2023).

Comparisons with earlier research suggest that employment can serve as both a protective and a risk factor. On one hand, formal employment provides psychological benefits, social connections, and a sense of purpose (Ivanisevic et al., 2023). On the other hand, inflexible job demands and lack of support can increase stress and exhaustion (Batubara et al., 2024). Thus, the effect of employment on mental health varies depending on personal resilience, family support, and policy contexts.

Another important concern is the unequal access to support services such as psychological counseling, inclusive childcare, and accessible online information. Mothers with lower education and digital literacy face barriers in accessing these resources, leading to isolation and sustained stress (Laili, et al., 2022; Ludji et al., 2024). This structural inequality is especially pronounced in regions like parts of Southeast Asia and Africa, where state policies supporting families with special needs children remain inadequate and fragmented (Astiti & Valentina, 2024).

CONCLUSION

Finally, the psychological well-being of working mothers with children with special needs is the result of a complex interplay of factors that require a comprehensive approach. Strengthening individual capacities through education and coping skills training is essential to empower these mothers in managing daily challenges. Additionally, enhancing social support from family and community, alongside policy reforms aimed at creating inclusive, flexible, and equitable workplaces and public services, will collectively contribute to improving their mental health and overall quality of life.

Future research should focus on longitudinal studies that track psychological well-being over time to better understand how these mothers adapt and change in response to different stressors and supports. It is also important to explore the effectiveness of specific interventions, such as workplace flexibility policies or digital literacy programs, in diverse cultural and socioeconomic contexts. Moreover, expanding research to include fathers, extended families, and community stakeholders could provide a more holistic understanding of the support systems that influence the mental health of families caring for children with special needs. Policymakers should prioritize affordable childcare services and workplace flexibility programs for working mothers with special needs children.

ACKNOWLEDGEMENT

I would like to express my sincere gratitude to the Faculty of Psychology and Master of Science Psychology at the Universitas Negeri Jakarta for its academic support and infrastructure, my colleagues in the Faculty of Psychology for their in-depth discussions, the researchers whose works I reviewed, and everyone who supported the writing of this article.

REFERENCES

- Arida, C. N. (2017). *Perbedaan Psychological Well-Being pada Ibu Bekerja dan Ibu Tidak Bekerja yang Memiliki Anak Disabilitas*.
- Astiti, I. G. A. A. S. L. C., & Valentina, T. D. (2024). Kesejahteraan Psikologis Orang Tua Dengan Anak Berkebutuhan Khusus : Literature Review. *INNOVATIVE: Journal Of Social Science Research*, 4(1), 8214–8228. <https://doi.org/https://j-innovative.org/index.php/Innovative> Kesejahteraan
- Batubara, A., Ismail, I., & Satria, Y. (2024). Kesejahteraan Psikologis: Ibu Pekerja dan Ibu Rumah Tangga di Desa Balai Kasih Kecamatan Kuala Kabupaten Langkat. *Jurnal Serunai Bimbingan Dan Konseling*, 13(1), 33–39.
- Budiarti, E., & Hanoum, M. (2019). Koping Stres dan Dukungan Keluarga terhadap Kesejahteraan Psikologis Orang Tua yang Memiliki Anak Berkebutuhan Khusus. *Soul: Jurnal Ilmiah Psikologi*, 11(1), 44–61.
- Fortuna, D. D., Damanik, D. S. K. N., & Zahlevi, F. K. (2024). Studi fenomenologis kesejahteraan psikologis pada ibu yang bekerja dan memiliki anak down syndrome. *Jurnal Riset Psikologi*, 7(2), 84–92. <https://doi.org/https://doi.org/10.24036/jrp.v7i2.16039>
- Hastutiningtyas, W. R., Andarini, S., & Supriati, L. (2017). Pengaruh Logoterapi Terhadap Kesejahteraan Psikologis pada Pasien Kanker Payudara di “Rumah Sakit TK II Dr. Soepraen” Malang. *Jurnal Care*, 5(3), 329–344. <https://doi.org/https://doi.org/10.33366/jc.v5i3.696>
- Hayat, A. P. (2022). Persepsi Pola Pengasuhan Ibu Bekerja dan Tidak Bekerja : Studi Kasus Di Gondokusuman Kota Yogyakarta. *Jurnal Pelita PAUD*, 6(2), 310–321. <https://doi.org/https://doi.org/10.33222/pelitapaud.v6i2.1986>
- Ivanisevic, N. M., Sliškovic, A., Ombla, J., Tokic, A., & Brown, T. (2023). Life Satisfaction in Employed Mothers of Children with Disabilities: The Importance of Personal, Family, Work, and Society Characteristics. *Socities*, 13(177), 1–17. <https://doi.org/https://doi.org/10.3390/soc13080177>
- Karima, A. A., Winta, M. V. I., & Amelia, C. R. T. (2023). Psychological Well Being ibu yang memiliki Anak berkebutuhan Khusus : Peran Dukungan Sosial. *Reswara Journal of Psychology*, 2(2), 134–146. <https://doi.org/https://doi.org/10.26623/rjp.v2i2.8929>
- Kotijah, S., Yusuf, A., Sumiatin, T., & Putri, V. S. (2021). *Masalah Psikososial : Konsep dan Aplikasi dalam Asuhan Keperawatan*.
- Kusnadi, S. K., Irmayanti, N., Anggoro, H., & Agiustina, K. S. B. (2021). Hubungan Antara Dukungan Keluarga dengan Psychological Well-Being pada Orang Tua yang Memiliki Anak Tunagrahita Sedang. *Jurnal Psikologi Insight*, 5(1), 79–86.
- Laili, N., Fahmawati, Z. N., & Paryontri, R. A. (2022). Psychological Well-Being of Parents Who Have Special Needs Children and Attend Special Schools : A Qualitative Study. *Procedia of Sciences and Humanities*, 1, 1522–1526. <https://doi.org/10.21070/pssh.v3i.284>
- Laili, N., Fahmawati, Z. N., Wisyastuti, W., & Affandi, G. R. (2022). Psychological Well-Being Profile : The Role of Gratitude and Social Support for Parents with Children with Special Needs. *Guidena: Jurnal Ilmu Pendidikan, Psikologi, Bimbingan Dan Konseling*, 12(2), 101–109. <https://doi.org/https://doi.org/10.24127/gdn.v12i2.5199>
- Ludji, M., Damayanti, Y., & Mage, M. Y. C. (2024). A Description of The Psychological Well-Being of Parents Who Have Children With Special Needs at Slb Asuhan Kasih Kupang. *Journal of Health and Behavioral Science*, 6(3), 202–216. <https://doi.org/https://doi.org/10.35508/jhbs.v6i3.16700>
- Mardhotillah, A., & Desiningrum, D. R. (2018). Hubungan Antara Parenting Self-Efficacy dengan Persepsi Terhadap Kompetensi Sosial Anak Tunarungu. *Jurnal Empati*, 7(1), 227–237. <https://doi.org/https://doi.org/10.14710/empati.2018.20190>
- Musdary, F., Amalia, L., Lubis, R. maullana A., & Ningsih, W. (2021). Systematic Review : Efektivitas Ideonella sakaensis dan Chlamydomonas reinhardtii Sebagai Agen Biodegradasi Plastik Berbahan Dasar PET. *Jurnal Biolokus : Jurnal Penelitian Pendidikan Biologi Dan Biologi*, 4(1), 20–26. <https://doi.org/http://dx.doi.org/10.30821/biolokus.v4i1.901>
- Nancy, N. M., & Nduru, M. P. (2020). Efektivitas Pelatihan Kebersyukuran untuk Meningkatkan Kesejahteraan Psikologis Pada Ibu yang Memiliki Anak Berkebutuhan Khusus. *Media Bina Ilmiah*, 15(2), 3953–3964. <https://doi.org/https://doi.org/10.33758/mbi.v15i2.694>
- Nikmatunasikah, K. (2024). *Pengaruh Mindful Parenting Terhadap Parental Involvement Melalui Penurunan Stres Pengasuhan Pada Ibu dengan Anak Berkebutuhan Khusus*.
- Pertiwi, B. P. (2023). Psychological well-being on housewives who have children with special needs.

- Pitaloka, A. A. P., Fakhiratunnisa, S. A., & Ningrum, T. K. (2022). Konsep Dasar Anak Berkebutuhan Khusus. *Masaliq: Jurnal Pendidikan Dan Sains*, 2(1), 26–42. <https://doi.org/https://doi.org/10.58578/masaliq.v2i1.83>
- Pohan, A. A. B., Juandina, A. M., Gulo, A., Mirza, R., & Mawadah, N. (2023). Gambaran Regulasi Emosi pada Ibu Yang Memiliki Anak Berkebutuhan Khusus. *Biblio Conus: Jurnal Kajian Konseling Dan Pendidikan*, 6(1), 1–12. <https://doi.org/https://doi.org/10.30596%2Fbibliocouns.v5i2.10390>
- Rahmahdianti, R., & Rusli, D. (2020). Gratitude dan Psychological Well-Being pada Ibu Bekerja yang Memiliki Anak Tunagrahita. *Jurnal Riset Psikologi*, 1, 1–12 <https://doi.org/https://doi.org/10.24036/jrp.v2020i1.7968>
- Ramadhani, A. F., & Rahmandani, A. (2019). Pengalaman Pengasuhan Single Mother yang Memiliki Anak Disabilitas Intelektual (Studi Interpretative Phenomenological Analysis). *Jurnal Empati*, 8(1), 151–160. <https://doi.org/https://doi.org/10.14710/empati.2019.23589>
- Ratnayanti, T. L., & Wahyuningrum, E. (2016). Hubungan antara gratitude dengan psychological well-being ibu yang memiliki anak tunagrahita di slb negeri salatiga. *Satya Widya*, 32(2), 57–64. <https://doi.org/https://doi.org/10.24246/j.sw.2016.v32.i2.p57-64>
- Ryff, C. D. (1989). Happiness Is Everything , or Is It ? Explorations on the Meaning of Psychological Well-Being. *Journal of Personality and Social Psychology*, 57(6), 1069–1081. <https://doi.org/https://doi.org/10.1037/0022-3514.57.6.1069>
- Santana, I. P., & Istiana, I. (2019). Hubungan antara Religiusitas dengan Hardiness pada Ibu yang Memiliki Anak Berkebutuhan Khusus di SLB Negeri Binjai. *Jurnal Diversita*, 5(2), 142–148. <https://doi.org/https://doi.org/10.31289/diversita.v5i2.2839>
- Selian, S. N., & Yulasteriyani, Y. (2024). Pengalaman Orang Tua yang Bekerja dengan Anak Berkebutuhan Khusus : Studi Fenomenologi. *JKKP (Jurnal Kesejahteraan Keluarga Dan Pendidikan)*, 11(2), 129–140. <https://doi.org/https://doi.org/10.21009/JKKP.112.02>
- Surur, K., Kawuryan, F., & Astuti, D. (2022). Coping Stress pada Ibu dengan Anak Berkebutuhan Khusus. *Jurnal Psikologi PERSEPTUAL*, 7(2), 215–231. <https://doi.org/https://doi.org/10.24176/perseptual.v7i2.7560>
- Syahidah, W. (2018). *Pengaruh Syukur Terhadap Kesejahteraan Psikologis pada Ibu dengan Anak Bergangguan Spektrum Autis*.
- Tokic, A., Sliškovic, A., & Ivanisevic, M. N. (2023). Well-Being of Parents of Children with Disabilities — Does Employment Status Matter ? *Social Sciences*, 12(463). <https://doi.org/https://doi.org/10.3390/socsci12080463>
- Valentia, S., Sani, R., & Anggreany, Y. (2017). Hubungan antara resiliensi dan penerimaan orang tua pada ibu dari anak yang terdiagnosis Autism Spectrum Disorder (ASD). *Jurnal Psikologi Ulayat*, 4(1), 42–58. <https://doi.org/https://doi.org/10.24854/jpu59>
- Wahyudi, R. M., Lubis, H., & Putri, E. T. (2021). Hubungan Kebersyukuran dengan Kesejahteraan Psikologis Ibu yang Memiliki Anak Berkebutuhan Khusus di Kota Balikpapan. *Psikoborneo: Jurnal Ilmiah Psikologi*, 9(4), 820–828. <https://doi.org/https://doi.org/10.30872/psikoborneo>
- Yulianasari, D. W. I. (2022). *Kesejahteraan psikologis penyandang tunadaksa dewasa madya di kecamatan teras kabupaten boyolali*.