

Economic Value for Being Working Parents: Family Revenue and Daycare Cost Fulfillment

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Abstract: Most of young family experiencing about generating child while they are still in the early phase of career. In this early step, family have to fulfil their living cost and additional cost that appear due to their predicate as working parents. We analyse the economic value for being working parents to describe the working parents' preference in the type of child care givers. Voluntary sampling technique was used to determine sample size to be studied. Data collected by online questionnaire or survey which given to 42 employees who affiliated with a biggest university in the eastern Indonesia. They were asked about their total living cost including their cost on child care givers which expensed monthly. Both numbers then proportionate with their revenue which then generated in a linier regression equation. This study revealed that baby sitter is the best valued care givers among other. While young family still do not valued child care givers as the important cost drivers in their expense. Surprisingly, they will consider rising up the children by their own to avoid the extra expense in total living cost.

1 INTRODUCTION

It was noted that working parents especially young families are burdened as the career stepper and also the early parents. This group of employees are reluctant to be late and hastily go home just for the reason of babysitting. The existence of child care givers in this group becomes more important. The parents, especially the mother that working who already has children will have a distraction of concentration on the job because they have to take care th child (Anon., 2015). The existence of daycare becomes one of the support for workers in college (Gault, et al., 2014). Many study about young family mostly discussed about how balance their life and their work, but rarely discussed what this group experiencing according to their preference of child care givers.

The Work-Life Balance study show up many indication of organisation's 'work-life balance' policies assist employees in balancing their work and life responsibilities (Delina & Raya 2013). The result of the study will provide any suggestion about what should be improves in the organisation's policies to balancing the work-life of employee. Rather than to only focus on the organization aspect, we assume that organization should also analyse

how their employee values the care givers of the children. By analysing this, organization will be able to understand why employee retents with reason to take care by their children.

Moreover, the lack of regular use of quality measurement at child care givers and the experiences that children have with their care givers are very important (Emlen et al. 2000). They will affect the development of children while parents work (Bigras et al. 2012). Qualified care givers and how parents should cost for this care will affect its cost-effectiveness. It will describe the value of being working parents.

Urgently overcome this dearth of information, this study try to measure how young family value their children care givers. We also analyse the economic value for being working parents to describe the working parent's preference in the type of child care givers.

2 METHOD

This is an exploratory study that conducted among young family who affiliated in an organization. We choose a biggest university in the eastern Indonesia to be the case study. By using university employee

as sample, we assume that the sample is already having the same value about education for child. This study using cross sectional approach for data collection. Voluntary sampling technique was used to determine sample size to be studied. Data collected by online questionnaire or survey which given to 42 employees who affiliated with a biggest university in the eastern Indonesia. They were asked about their total living cost including their cost on child care givers which expensed monthly. Both numbers then proportionate with their revenue which then generated in a linier regression equation.

We use slope and R² as the main indicator to understand the value of child care givers.

1. Slope

The slope shows how the value of living cost will affect the value of care givers. The positive slope represents the improvement of cost of the care givers when there is improvement in the total living cost. It means that the value of care givers is still equated with the other living cost. In this situation people tend to change their preferences of care givers only by considering the economic value. Care givers with negative slope tend to be the care givers with the highest value. People do not easily change their preferences even though there is massive changing in their total living cost.

2. R²

R² represents about how strong the total living cost ratio will affect the care givers cost ratio. The higher number of R² show that the changing total living cost ratio will more effect the care givers cost ratio. It will describe how important givers care in the family priority.

3 RESULT AND DISCUSSION

Table 1 describe the characteristic of the sample. It shows that most of respondent are young family who stay together daily. There are 18.6% who live separately with their spouse due to different city of work. Many studies explained about the lack of emotional support to children in this kind of parents. Moreover the staying together parents also have their own problem. The distances of each other office are become major issue for staying together parents. This would bring possibility of high cost in transportation and time consuming in way to reach the children.

Table 1: Parents characteristics

| Variables | n | % |
|--|----|------|
| Age | | |
| <25 years old | 1 | 2.3 |
| 25-30 years old | 23 | 53.5 |
| 31-35 years old | 13 | 30.2 |
| 35-40 years old | 5 | 11.6 |
| Spouse age | | |
| <25 years old | 1 | 2.3 |
| 25-30 years old | 23 | 53.5 |
| 31-35 years old | 13 | 30.2 |
| 35-40 years old | 5 | 11.6 |
| Space between relationship | | |
| Staying together | 34 | 79.1 |
| Long distance | 8 | 18.6 |
| Office distance of staying together spouse | | |
| Near | 2 | 23.3 |
| Far | 32 | 74.4 |

With those specific characteristic, every parents have their own preference in take care of their children daily while work. Most of young family choose to ask the help of their extended family to take of their children. Daycares remains the second common care givers which preferred by the young family. Only limited number of young families hires the specific people to be the baby sitter. Any attendance of other people at home mostly is by servants that also give responsibility to take care the children.

Table 2: Care givers and its cost

| Variables | n | % |
|-----------------------------|-----------------|-------|
| Daily Care Givers | | |
| Parents | 5 | 11.9% |
| Servants | 6 | 14.3% |
| Baby Sitter | 1 | 2.4% |
| Family (grandparents/aunts) | 15 | 35.7% |
| Daycare | 11 | 26.2% |
| Others | 2 | 4.8% |
| No answer | 2 | 4.8% |
| Care Givers Cost | | |
| < Rp 500,000 | 14 | 33.3% |
| Rp 500,001 - Rp 1,000,000 | 18 | 42.9% |
| Rp1,000,001 - Rp 1,500,000 | 6 | 14.3% |
| Rp1,500,001 - Rp 2,000,000 | 1 | 2.4% |
| > Rp 2,000,001 | 3 | 7.1% |
| Min | Rp 0.00 | |
| Max | Rp 6,000,000.00 | |
| Mean | Rp 890,119.05 | |

Table 2 explained that most of young family spent not more than 1 million monthly to fulfil their need in child care givers. This number considered as low when compared to the amount of living cost

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