

EXPLORING THE IMPACT OF AGE AND MOTIVATION ON SELF-DETERMINATION: INSIGHTS FROM INFORMAL SECTOR MOTHERS

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Abstract

This groundbreaking research explores the intricate interplay between age factors, motivation to work, and the self-determination of mothers engaged in the informal employment sector, a demographic often overlooked in scholarly investigations. Employing a mixed-method approach characterized by a sequential exploratory design, this study pioneers a comprehensive examination of the multifaceted dynamics shaping maternal self-determination. Leveraging purposive sampling, data collection unfolds through a meticulously orchestrated blend of orally administered questionnaires and in-depth interviews, ensuring a holistic understanding of the subject matter. Analytically, the research employs a dual-pronged strategy encompassing descriptive and inferential statistical analyses, complemented by Miles & Huberman's framework for interview analysis. The study unveils a significant nexus between age, motivation, and maternal self-determination through rigorous statistical scrutiny, filling a conspicuous void in extant literature. This research's novelty lies in its explicit focus on delineating the intricate correlations and synergies between age and motivation factors vis-a-vis self-determination, particularly within the context of working mothers operating within informal economies, an underexplored realm in academic discourse. The implications of this study reverberate far beyond academia, offering tangible insights that can inform the development of targeted support programs tailored to empower and uplift mothers navigating the informal employment sector. Ultimately, this research represents a pioneering stride towards fostering a more inclusive and equitable ecosystem for working mothers, underpinned by a nuanced understanding of their unique challenges and aspirations.

Keywords: Age Factors, Domestic Worker, Informal Work, Self-Determination, Work Motivation



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INTRODUCTION

The informal employment sector refers to economic activities that are unstructured and not governed by clear laws or regulations. The types of work in this sector vary greatly, involving activities

such as street vendors, domestic workers, motorcycle taxi drivers, and various forms of small or micro businesses (Chen et al., 2021; Miti et al., 2021; Nasution et al., 2021). In the informal employment sector, the income earned by workers tends to be unstable and less secure (Cieslik et al., 2022; Montero-Moraga et al., 2020; Silva-Peñaherrera et al., 2021). Salaries are often determined by the market and fluctuate, depending on local supply and demand (Bouchard et al., 2021; de Janvry & Sadoulet, 2020). Informal workers often have to contend with difficult economic conditions, so they may have to work longer hours or at irregular times to make ends meet.

Informal employment conditions vary across countries, reflecting differences in economic structures, employment policies, and social conditions. At the global level, the informal employment sector includes various types of work, such as street vendors, domestic workers, and informal jobs in the service industry (Bernal-Torres et al., 2020; Hammer & Ness, 2021; Qiptiyah, 2020). Countries in Asia, as a region with a rapidly developing economy, have a significant informal sector (Khuong et al., 2021; Qayyum et al., 2021; Rambe et al., 2023). Indonesia, as a country with a large population, has a significant informal employment sector (Khoirunurrofik et al., 2022; Pritadrajati et al., 2021). Efforts to address informal employment conditions in various countries involve improving employment policies, formalizing employment, and increasing informal workers' access to education and training.

Informal work tends to be mostly done by mothers for various reasons that reflect the dynamics of gender roles in society (Junaidi, 2023; Muraya et al., 2021). One of the main factors is the responsibility for household and family care which is often placed on the shoulders of mothers. Informal work, such as housework, selling cakes or cooking locally, or managing a microbusiness in the neighborhood, provides the flexibility needed by mothers to maintain a balance between family and work responsibilities (Asiah et al., 2020; Meerangani et al., 2022; Suprianto et al., 2021). Apart from economic reasons, informal work can also be an option because it provides greater control over time and work environment, which is important for mothers who need to pay attention to the needs of their families.

Housewives play a crucial role in maintaining the family and household. However, with the dynamic development of society and changing gender roles, more and more housewives are considering getting involved in economic activities, either full or part time (Kamberidou, 2020; Maseda et al., 2022; Nur & Siti Komariah, 2023). In this modern era, the role of housewives is no longer limited to domestic tasks, but is increasingly developing into a complex multitasking role (Adisa et al., 2021; Aninam et al., 2023; Xu et al., 2021). Housewives' involvement in various daily activities requires a deeper understanding of the factors that influence their motivation to work (Arka et al., 2023; Norouzi et al., 2023; Putri & Simanjuntak, 2020). Therefore, it is necessary to understand more about the factors that influence housewives' motivation to work, especially in the context of the influence of age and the desire to maintain life.

Age can often influence a person's perception and motivation towards work. In the context of housewives, considerations regarding family demands, health, and personal desires may change with age (Beier et al., 2022; Carr & Utz, 2020; Glomsås et al., 2022). The mother's role in the scope of work not only reflects changes in domestic duties, but is also closely related to the course of life and changes related to age factors (Andrew et al., 2022; Çoban, 2022; Hjálmsdóttir & Bjarnadóttir, 2021). A deep understanding of how age factors can influence a mother's motivation in the work context is essential, considering that the dynamics of this role always develop with age (Khasawneh et al., 2020; Mediani et al., 2022; Siregar, 2021). By exploring the influence of age on work motivation, this research aims to provide deeper insight into how age factors can shape housewives' views and decisions regarding work.

The concept of sustaining life includes aspects such as health, finances and family welfare (Igharo et al., 2022; Lindeza et al., 2020). For housewives who decide to work, their understanding of the meaning of maintaining life can be a significant motivating factor (Gulseven & Ahmed, 2022; Poier et al., 2022; Shcherbak et al., 2021). Therefore, this research will explore how perceptions of maintaining life influence housewives' motivation to get involved in the world of work. Self-determination in the socio-economic sphere refers to the ability of individuals or groups to take control over their own lives, especially in terms of economic decisions and social welfare (Bouchard et al., 2021; Selle & Wilson, 2022; Tabolova et al., 2021). In this context, self-determination involves the ability of individuals or communities to formulate and pursue their own economic goals without unwanted external interference.

In addition, in the context of a society or community, self-determination can be reflected in their ability to manage local economic resources, develop joint ventures, and make decisions that affect

their collective welfare. Local economic empowerment and participation in decision making can increase their sense of ownership and control over their own economic future (Laszlo et al., 2020; Lo & Janta, 2020; Surya et al., 2020). Working housewives are often faced with unique challenges, including time management, multiple roles, and harmony between work and household responsibilities (Ademuyiwa et al., 2022; Akanji et al., 2020; Smith & McBride, 2021). A deeper understanding of how age factors and life-sustaining motivations interact with these challenges and opportunities can provide useful insights for social policy, families, and organizations.

This research is in line with research conducted by Henning & Akoob, (2017) but in research Henning & Akoob, (2017) This only discusses the motivational factors that influence women informal entrepreneurs. This means that the variables used by Henning & Akoob, (2017) different from the variables used by current researchers. The novelty of this research is that the results of this research can provide a basis for developing better policies and support for mothers who work in the informal sector. A deeper understanding of these factors can help design more appropriate and effective programs.

This research combines two key aspects, namely age and motivation to work. By reviewing the literature, it was found that there is rarely any research that specifically discusses the correlation and interaction between age and motivation factors on self-determination, especially in working mothers. Thus, this research is important to conduct because mothers who work in the informal sector often contribute significantly to the family and community economy (Horwood et al., 2020; Horwood et al., 2021). By understanding the influence of age and motivation on self-determination, this research can provide insight into how women's economic empowerment can be improved.

This research can provide a deeper understanding of how these factors influence the well-being of mothers and families as a whole, with potential implications for policies that support informal work. This research can provide a holistic view of the factors that influence the self-determination of mothers working in the informal sector, with potential impact on policy, practice and further academic understanding. The aim of this research is to determine the influence of age factors and motivation to work on the self-determination of a mother who works in the informal employment sector.

Based on the background above, the problem formulation of this research is:

1. What is the description of the age factor for mothers who work in the informal sector?
2. How do you describe the work motivation of a mother who works in the informal sector?
3. How do you describe the self-determination of a mother who works in the informal sector?
4. What is the influence of maternal age and motivation to work on the self-determination of a mother who works in the informal employment sector?

RESEARCH METHOD

Mixed-method is the type of research used in conducting this research. Mixed-method research is a research approach that combines qualitative and quantitative methods in one study to provide a more comprehensive understanding of the phenomenon being studied (Mulisa, 2022; Nagpal et al., 2021; Vivek & Nanthagopan, 2021; Wijanarko et al., 2023). The type of mixed-method used in this research is sequential exploratory design, where the research begins with a qualitative phase, where the researcher collects and analyzes qualitative data to gain a better understanding of the phenomenon (Alam, 2021; Lester et al., 2020; Mezmir, 2020). The results are then used to design further quantitative studies, where the hypotheses are tested using quantitative methods (Casula et al., 2021; Mohajan, 2020).

The population in this study is housewives who work in the informal sector. The samples in this study were 30 housewives who worked in the informal sector. Where, the sample was obtained using purposive sampling technique. Purposive sampling is a sampling method in which the researcher deliberately selects certain individuals or groups who have characteristics or experiences that are relevant to a particular research question or research objective (Adebayo & Ackers, 2021; Andrade, 2021). In purposive sampling, researchers have certain reasons or specific goals in selecting samples that can provide the most relevant or in-depth insights related to their area of study (Islam & Aldaihani, 2022; Subedi, 2021).

The researcher first prepares the instrument to be used, then validates the instrument until the results are obtained that the instrument is suitable for use (Sürücü & Maslakçı, 2020; Garg et al., 2021; Romiyati et al., 2023). Next, the researcher conducted a field survey to determine the sample that would

be used (Paul & Criado, 2020). After the sample was determined, the researcher then collected data by distributing questionnaires and interviews (Pitriyani & Fitriani, 2023; Sary & Heldalia, 2023; Wulandari et al., 2023). After the data is obtained, the next step is for the researcher to process the data and analyze it to draw conclusions. The procedures for this research can be seen in the following picture:

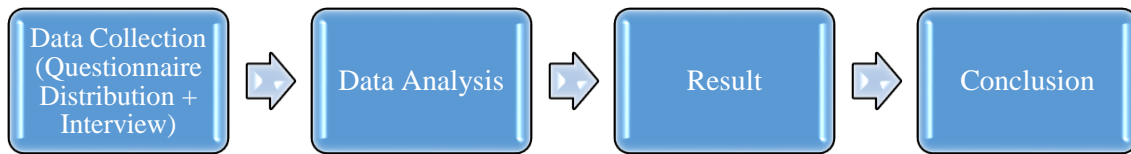


Figure 1. Research Procedure

The data collection technique was carried out by distributing questionnaires orally and conducting in-depth interviews with the samples taken. The instruments used in this research were questionnaires and interview sheets. A combination of oral questionnaire distribution and in-depth interviews can provide a holistic approach to data collection (Bains et al., 2021; Pillay et al., 2020). First, researchers can use questionnaires as a tool to obtain broad basic information from a sample of respondents. Then, with in-depth interviews, researchers can deepen understanding and obtain further context from several strategically selected respondents.

The age range of mothers who work in the informal sector can be seen in the table 1.

Table 1. Age range of mothers working in the informal sector

Variable	Age Range
Mother's Age	39 – 52
	52 – 65
	65 – 78

The indicators of motivation to work for a mother who works in the informal sector can be seen in the table 2.

Table 2. Indicators of Motivation to Work for Mothers Who Work in the Informal Sector

Variable	Indicator	No. Statement
Motivation to Work	Family Welfare	1,2,3
	Economic Independence	4,5,6,7
	Time Flexibility	8,9,10
	Personal Recognition and Satisfaction	11,12,13
	Personal Development Opportunities	14,15,16
	Social Connectivity	17,18,19,20
	Encouragement for Independence	21,22,23,24,25
Number of Statements		25

The categories of motivation to work for mothers who work in the informal sector can be seen in the table 3.

Table 3 Categories of Motivation to Work for a Mother Who Works in the Informal Sector

Category	Indicator Intervals
Very Not Good	25 – 43.75
Not good	43.76 – 62.5
Good	62.6 – 81.25
Very good	81.26 - 100

The self-determination indicators of a mother who works in the informal sector can be seen in the table 4.

Table. 4 Indicators of Self-Determination for a Mother Working in the Informal Sector

Variable	Indicator	No. Statement
Self-Determination	Decision Making Ability	1,2,3,4,5
	Personal and Professional Goals	6,7,8
	Initiative and Independence	9,10,11,12
	Flexibility and Adaptability	13,14,15
	Personal Satisfaction	16,17,18,19
	Self-Understanding and Personal Values	20,21
	Sense of Competence	22,23,24,25
	Control Over Time and Personal Life	26,27,28,29,30
Number of Statements		30

The self-determination category of a mother who works in the informal sector can be seen in the table 5.

Table. 5 Categories of Self-Determination of a Mother Who Works in the Informal Sector

Category	Indicator Intervals
Very Not Good	30 – 52.5
Not good	52.6 – 75.0
Good	75.1 – 97.5
Very good	97.6 - 120

The data analysis techniques used in this research are descriptive statistical analysis and inferential statistics. Where for inferential statistics researchers use hypothesis testing in the form of a simple linear regression test. Before testing the hypothesis, the researcher first tests the assumptions. Simple linear regression is a statistical method used to understand and model the linear relationship between one independent variable (predictor variable) and one dependent variable (response variable)(Aswara et al., 2021; Maulud & Abdulazeez, 2020; Sureiman & Mangera, 2020).In simple linear regression, we attempt to construct a straight line (regression line) that best predicts the value of the dependent variable based on the value of the independent variable. Meanwhile, the interview results were analyzed using the Miles & Huberman technique. Where the steps include activities in analysis including data reduction, data presentation as well as drawing conclusions and verification(Mezmir, 2020; Rini & Aldila, 2023; Wahyudi et al., 2021).

RESULTS AND DISCUSSION

Based on the distribution of questionnaires and interviews conducted with housewives who work in the informal sector in Jambi City, the following results were obtained:

Maternal age factor

Age is an important factor to analyze, especially in relation to women's ability to participate in the informal sector. Based on the results of distributing questionnaires to female workers working in the informal sector, it shows that the average age range for women working in the informal sector is 39 – 52, 52 – 65 and 65 – 78 years as seen in the table 6.

Table. 6 Age of Mothers Working in the Informal Sector

Variable	Interval	F	%
Age of Mothers Working in the Informal Sector	39 – 52	15	50
	52 – 65	9	30
	65 – 78	6	20

Based on descriptive statistics regarding the age of mothers working in the informal sector, it was found that at the age of 39 - 52 years there were 15 people with a percentage of 50%, at the age of 52 - 65 years there were 9 people with a percentage of 30% and at the age of 65 - 78 years there were 6

people . So it can be concluded that the average age of mothers who work in the informal sector is in the age range 39 – 52 years.

Motivation to work

Motivation to work is the drive or force that drives someone to complete tasks, achieve goals, or contribute to the work environment. Based on the results of distributing questionnaires regarding motivation to work, it can be seen in the table 7.

Table. 7 A Mother's Motivation to Work

Variable	Interval	F	%	Category	Mean	Median	Min	Max
Motivation	25 – 43.75	0	0	Very Not Good	83.43	83.50	66.00	98.00
	43.76 – 62.5	1	3.3	Not good				
	62.6 – 81.25	14	46.7	Good				
	81.26 - 100	15	50	Very good				

Based on descriptive statistics regarding a mother's motivation to work, it was found that her motivation was in the very good category with a percentage of 50% for 15 people. Apart from that, there were 14 people in the good category with a percentage of 46.7%, while in the not good category there was 1 person with a percentage of 3.3%. So it can be concluded that a mother's motivation to work is in the very good category with a percentage of 50%.

Self-Determination

Understanding and supporting self-determination can help create a work environment that motivates and meets the needs of individuals, including mothers who work in the informal sector. Based on the results of distributing a questionnaire regarding a mother's self-determination, it can be seen in the table 8.

Table 8. Self-Determination of a Mother Working in the Informal Sector

Variable	Interval	F	%	Category	Mean	Median	Min	Max
Self-Determination	30 – 52.5	0	0	Very Not Good	85.20	86.00	59.00	103.0
	52.6 – 75.0	0	0	Not good				
	75.1 – 97.5	18	60	Good				
	97.6 - 120	12	40	Very good				

Based on descriptive statistics regarding a mother's self-determination, it was found that self-determination was in the good category with a percentage of 60% for 18 people, while in the very good category the percentage was 40% for 12 people. So it can be concluded that the average self-determination of a mother who works in the informal sector is in the good category with a percentage of 60%.

The results of interviews with several mothers who work in the informal sector showed that as people get older, their priorities in life change. Even though they still have obligations to informal work, the desire to give more time to their family and personal needs increases. However, they felt that longer life experiences gave them wisdom in overcoming challenges at work, and this made a positive contribution to their level of self-determination. Apart from that, they also said that their main motivation was to provide a better future for their children. The desire to provide a decent education and a better life is the main driver for working hard. This motivation gave him the enthusiasm and determination to keep going, even amidst the challenges of informal work. They also argue that age and motivation factors are interrelated. Although personal and family needs become more important as he gets older, his motivation to provide a better life for his children gives him a strong drive to remain empowered and determined in informal work.

Test Assumptions

Normality test

The data normality test in simple linear regression aims to check whether the dependent variable (response variable) follows a normal distribution(Rido, 2022; Widyastuti, 2022). The normality

assumption is one of several basic assumptions that must be met to produce unbiased and valid parameter estimates in a linear regression model. The assumption of normality is especially important when wishing to perform statistical inferences, such as hypothesis testing or creating confidence intervals.

The results of the normality test on the data used in this research are as table 9.

Table. 9 Normality Test Results

Variable	Sig.	Distribute
Age factor	.200	Normal
Work Motivation	.200	Normal
Self-Determination	.200	Normal

Based on the results of the normality test of the data used in this research, it was found that the data had a normal distribution because the Sig. > 0.05, which is 0.200.

Linearity Test

The data linearity test in the context of simple linear regression aims to check whether the relationship between the independent variable (predictor variable) and the dependent variable (response variable) can be explained by the linear regression model (Irwandi, 2022). The basic assumption of linear regression is that the relationship between the independent variable and the dependent variable is linear, meaning it can be represented by a straight line. The results of the data linearity test used in this research are as table 10.

Table. 10 Linearity Test Results

Variable	Sig.	Distribute
Age factor*Work Motivation*Self-Determination	0.149	Linear

Based on the results of the linearity test of the data used in this research, the Sig value was obtained. > 0.05, which is 0.149, so it can be concluded that the data is linearly distributed.

Hypothesis Test (Simple Linear Regression)

Regression tests are carried out to see the influence between variables (Hamsinar, 2022; Novika, 2022; Rahmawati et al., 2023). Where, in this study a regression test was carried out to see the influence of age factors and motivation to work on the self-determination of a mother who works in the informal employment sector. The results of the simple linear regression test in this research can be seen in the following table 11.

Table. 11 Test Results of the Influence of Age Factors and Motivation to Work on the Self-Determination of a Mother Who Works in the Informal Employment Sector

Variable	R	R Square	Sig.
Age*Self-Determination Factor	0.784	0.616	0.009
Motivation to Work*Self-Determination	0.827	0.685	0.005

Based on the test results table 11, a decision can be made that there is an influence of the maternal age factor on the self-determination of a mother who works in the informal employment sector, namely an R Square value of 0.616, which means that 61.6% of the maternal age factor influences the self-determination of a mother who works in informal employment sector. Based on the test results above, a decision can be made that there is an influence of the maternal age factor on the self-determination of a mother who works in the informal employment sector, this can be seen from the significance value < 0.05. The significance value obtained is 0.009. Based on the test results table 11, a decision can be made that there is an influence of motivation to work on the self-determination of a mother who works in the informal work sector, namely an R Square value of 0.685, which means that 68.5% of the motivation to work influences the self-determination of a mother who works in informal employment sector. Based on the test results above, a decision can be made that there is an influence of

motivation to work on the self-determination of a mother who works in the informal employment sector, this can be seen from the significance value <0.05 . The significance value obtained is 0.005.

The influence of age and motivation factors on the self-determination of a mother who works in the informal employment sector is very important to understand in the context of these less structured and often challenging work dynamics. The age factor can play a significant role in determining a mother's level of independence in informal work (Ragazou et al., 2022; Villanueva & Lin, 2020; Xiao et al., 2020). As we get older, there may be changes in priorities, changing family responsibilities, and adjustments to work load which can affect the level of self-determination (Lei & Russell, 2021; St-ongue & Legault, 2022). Conversely, motivation to work can be a strong driver behind a mother's level of self-determination (Nguyen et al., 2023). High motivation may increase the willingness to overcome obstacles and achieve goals, even in informal work environments that tend to be uncertain.

In informal work, where norms and rules are often less clearly defined, the level of self-determination can be influenced by a mother's ability to take initiative, make decisions, and motivate herself without close supervision. Age factors that can influence a person's experience and wisdom, along with their level of motivation to work, create unique dynamics that contribute to their level of self-determination (Goldfarb et al., 2023; Good et al., 2022). It is also worth noting that informal work often requires rapid adaptation to changing market conditions and needs (Al-habaibeh et al., 2021; Carranza et al., 2020), thus these factors may have a more significant impact in this context.

It is important to understand the interaction between age and motivation factors as this can provide better insight into how a mother manages informal work and the extent to which her level of self-determination can influence her personal and family well-being. Research results in this area can provide a basis for the development of support strategies, training or policies that better suit the needs and challenges faced by mothers working in the informal employment sector.

This article sheds special light on the experiences of working mothers. By incorporating a gender-sensitive perspective, this article enriches understanding of how age and motivational factors influence self-determination, taking into account women's multiple demands and roles. The results of this research can provide a basis for developing better support programs, especially for mothers who work in the informal sector. These programs can be designed to strengthen self-determination and better understand their needs. The limitation of this research is that the research results may not be directly generalized to all groups of mothers who work in the informal sector because situational and contextual variations may not be fully represented.

The novelty of this research is that this research highlights a unique contribution in understanding the factors that influence the level of self-determination among mothers who work in the informal sector, by emphasizing the important role of age and motivation in this dynamic. In this context, research presents a new approach that integrates psychological and social perspectives in understanding how these factors interact with each other to form levels of self-determination. By exploring the relationship between age, motivation, and self-determination, this research offers deep insight into the ways in which informal work environments influence individuals' experiences and makes an important contribution to our understanding of the dynamics of the informal workforce. The results of this research can help policy makers and social practitioners to develop more effective strategies in increasing the independence and welfare of mothers who work in the informal sector, thereby creating a significant positive impact in society as a whole.

The implication of this research is the importance of paying attention to the role of age and motivation in efforts to increase the level of self-determination among mothers who work in the informal sector. These findings underscore the need for a more holistic approach in designing programs and policies that support the independence and well-being of women involved in this sector. Recommendations for future research are to involve a broader and more representative sample and use longitudinal research methods to understand the development of self-determination over time. In addition, a more in-depth study of contextual factors, such as social support and working conditions, could provide more comprehensive insight into the experiences of mothers working in the informal sector and how these factors influence their self-determination. Future research could also explore interventions or programs that can improve women's self-determination and well-being in the informal sector, as well as their impact on communities and society at large.

CONCLUSION

Based on the results of data analysis in this study, it can be concluded that the mother's age and motivation to work influence the self-determination of a mother who works in the informal sector. This can be seen in the results of a simple linear regression test carried out by the researcher, where the sig value was obtained. 0.009 and $0.005 < 0.05$, which means that there is an influence of the mother's age and motivation to work on the self-determination of a mother who works in the informal sector. Recommendations for further research are to examine the impact of the work environment in the informal employment sector on the level of self-determination.

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AUTHOR CONTRIBUTIONS

Heriberta: Conceptualization, design, writing, supervision. Zulfanetti: data acquisition, data analysis / interpretation. Rike Setiawan: concept and design, statistical analysis.

CONFLICTS OF INTEREST

The author(s) declare no conflict of interest.

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