

# The Overview of Mindfulness in Women with Dual Roles Experiencing Burnout

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## Abstrak

Mindfulness, yang didefinisikan sebagai kesadaran penuh akan momen saat ini tanpa menghakimi, dianggap sebagai faktor yang dapat membantu individu mengatasi stres dan kelelahan emosional. Perempuan yang mengambil peran ganda seringkali menghadapi tekanan yang lebih besar, sehingga meningkatkan risiko kelelahan. Penelitian ini bertujuan untuk mendeskripsikan tingkat mindfulness pada wanita peran ganda yang mengalami burnout. Metode kuantitatif dengan pendekatan deskriptif digunakan dalam penelitian ini. Alat ukur yang digunakan adalah Mindfulness Attention Awareness Scale (MAAS) yang bersifat unidimensi. Partisipan terdiri dari 257 perempuan berusia 25–35 tahun yang memiliki peran ganda dan teridentifikasi mengalami burnout melalui kuesioner Maslach-Trisni Burnout Inventory (M-TBI). Data dianalisis menggunakan statistik deskriptif untuk memberikan gambaran umum tentang tingkat mindfulness peserta. Hasilnya menunjukkan bahwa sebagian besar peserta menunjukkan tingkat perhatian sedang.

**Kata kunci :** *Kelelahan, Wanita Berperan Ganda, Perhatian*

## Abstract

Mindfulness, defined as full awareness of the present moment without judgment, is considered a factor that can help individuals cope with stress and emotional exhaustion. Women who take on dual roles often face greater pressures, increasing their risk of burnout. This study aims to describe the level of mindfulness in women with dual roles experiencing burnout. A quantitative method with a descriptive approach was employed in this study. The measurement tool used was the Mindfulness Attention Awareness Scale (MAAS), which is unidimensional. The participants consisted of 257 women aged 25–35 years who have dual roles and were identified as experiencing burnout through the Maslach-Trisni Burnout Inventory (M-TBI) questionnaire. The data were analyzed using descriptive statistics to provide a general overview of the participants' mindfulness levels. The results indicate that most participants exhibit a moderate level of mindfulness.

**Keywords :** *Burnout, Dual-Role Women, Mindfulness*

## INTRODUCTION

Before the era of globalization, women's roles were primarily associated with domestic responsibilities, such as serving their husbands, raising children, and managing household chores (Ermawati, 2016). However, with societal changes and modernization, the phenomenon of women participating in the workforce has become increasingly common (Handayani, 2013). Over the past few decades, a shift in women's roles has emerged. Women are no longer solely confined to family-related responsibilities but are also taking on professional roles. This transition positions women to balance dual roles as both homemakers and career professionals within the community (Umaroh & Hapsari, 2022). According to Akbar (2017), dual-role women are those who fulfill responsibilities as employees while also raising children. Thus, women who work while simultaneously managing household responsibilities can be categorized as dual-role women.

The dual-role phenomenon creates unique challenges for women. They are expected to perform effectively in their professional roles while simultaneously fulfilling familial obligations (Akbar, 2017). To meet these demands, women in dual roles must develop effective time

management skills. When time management is inadequate, role conflicts are likely to occur (Pradana, 2019). If such conflicts are not addressed effectively, they can lead to negative outcomes for the individual and their workplace, such as psychological stress or burnout (Akbar, 2017).

Stress experienced over a prolonged period can lead to physical, emotional, and mental exhaustion, commonly referred to as burnout (Khamndiniyati, 2019). This is supported by research from Moen et al. (2015), which found a positive relationship between stress and burnout. Sihotang (2004) found that women are more likely to experience burnout than men. Furthermore, Agustin & Rahmasari (2023) demonstrated that women with dual roles are more vulnerable to burnout compared to those who assume only one role. It can thus be concluded that dual-role women are at a higher risk of experiencing burnout due to the additional demands from both household and workplace responsibilities, which can result in chronic fatigue and reduced life satisfaction (Umaroh & Hapsari, 2022).

Burnout has negative effects on both the physical and mental health of individuals. Psychologically, it can lead to feelings of irritability, frustration, guilt, and a lack of concern for others and oneself. Physically, burnout manifests in symptoms such as chronic fatigue, weakness, digestive issues, weight fluctuations, sleep disturbances, and shortness of breath (Umaroh & Hapsari, 2022). Burnout not only endangers both physical and mental health simultaneously, but it can also increase the likelihood of neglecting or even committing violence toward their children (Damastuti & Adiati, 2022). Furthermore, excessive burnout negatively impacts an individual's ability to relate to their surroundings and environment (Tambuwun & Sahrani, 2023).

Addressing burnout effectively is crucial, and one of the strategies for managing it is through mindfulness (Agustin & Rahmasari, 2023). A scoping review conducted by Hutapea et al. (2023) showed that mindfulness-based interventions are effective in reducing various psychological issues. These interventions help to alleviate stress, emotional exhaustion, and burnout, which are commonly experienced in the social work profession.

Mindfulness is a concept rooted in Eastern traditions, particularly Buddhism (Hernandez, 2020). It is defined as a state of full attention and deep awareness of present-moment experiences (Brown & Ryan, 2003). According to Hollis-Walker & Colosimo (2011), there is a significant positive relationship between mindfulness and various aspects of happiness, including psychological well-being, self-confidence, kindness, and openness. Their research highlights that mindfulness plays a crucial role in enhancing psychological well-being and reducing symptoms of psychological distress.

Mindfulness has been shown to reduce stress and burnout across various groups. For example, Agusthia et al. (2024) found that mindfulness body scan interventions effectively reduced stress levels among high school students. Similarly, Surya & Mulawarman (2023) observed that mindfulness improved stress-coping abilities among university students at a Buddhist university in Central Java. Moen et al. (2015) identified a positive correlation between mindfulness and reduced stress and burnout in athletes. Lastly, Hernandez (2020), in his thesis, confirmed that mindfulness decreases burnout levels among social workers. These studies collectively suggest that mindfulness can serve as an effective strategy for addressing burnout in individuals from diverse backgrounds.

While significant research has highlighted the effectiveness of mindfulness in reducing stress and burnout, studies specifically examining the mindfulness conditions of dual-role women facing burnout are still limited. Dual-role women, who balance demanding responsibilities both at home and in the workplace, encounter unique and complex challenges that heighten their risk of burnout. This study aims to fill this gap by providing an in-depth exploration of mindfulness in dual-role women experiencing burnout. It seeks to understand how mindfulness can aid in managing stress and fatigue while also identifying the potential long-term benefits of mindfulness practices in enhancing psychological well-being. Moreover, this research aspires to deliver evidence-based recommendations for practitioners, including psychologists and counselors, to better support women navigating these dual-role challenges. By addressing this underexplored area, the study aims to make a meaningful contribution to academic literature and offer practical, actionable strategies that can improve the quality of life for dual-role women.

**METHOD**

This study employs a quantitative approach with a descriptive design. A descriptive design was chosen because the research aims to provide an overview of the mindfulness levels in women who fulfill dual roles and experience burnout. Descriptive research allows the researcher to detail existing phenomena without manipulating variables. The sampling technique used in this study is purposive sampling. This method was chosen to ensure that the selected participants meet specific criteria relevant to the research objectives. Data collection was conducted online using Google Forms, with questionnaires distributed through social media platforms. The collected data will be processed and analyzed using SPSS software. The criteria for participant selection include identifying as female, aged 26–35 years, working in the formal sector, being married with at least one child, and having performed dual roles for a minimum of one year.

The instrument used to measure mindfulness is the Mindfulness Attention Awareness Scale (MAAS), developed by Brown & Ryan (2003). MAAS is a unidimensional scale consisting of 15 items. Validity tests conducted by the researcher showed a validity range of 0.471–0.711, with a Cronbach’s alpha coefficient of 0.904 for all 15 items, indicating high reliability.

To measure burnout, the study used the Maslach-Trisni Burnout Inventory (M-TBI), an adaptation of the Maslach Burnout Inventory (MBI) by Widhianingtanti & van Luitelaar (2022). The M-TBI consists of 22 items and includes three subscales: emotional exhaustion, depersonalization, and reduced personal accomplishment. The reliability of the M-TBI, measured using Cronbach’s alpha, was 0.901. The validity range of the M-TBI was found to be 0.256–0.728 after excluding item 15 from the reduced personal accomplishment subscale.

**RESULT AND DISCUSSION**

Table 1 provides the distribution of participant characteristics. The participants' age range from 26 to 35, with the highest frequency at age 26 (15.6%) and the lowest at age 33 (4.7%). Regarding the age of marriage, the majority (59.1%) have been married for 1-5 years, while the least (0.5%) have been married for more than 20 years. In terms of the number of children, most participants have one child (60.7%), and the fewest have five children (0.4%). All participants are permanent employees. For working hours, 67.7% work 8 hours, while 32.3% work more than 8 hours. Concerning the presence of assistance, 58% of participants do not receive assistance, while 42% do. Finally, regarding the duration of dual roles, most have had this role for 1-3 years (48.6%), with the least (11.3%) having it for more than 10 years.

**Table 1 Participant overview**

Variable	Frequency	Percentage (%)
<i>Age</i>		
26	40	15.6
27	23	8.9
28	34	13.2
29	28	10.9
30	28	10.9
31	26	10.1
32	24	9.3
33	12	4.7
34	10	3.9
35	32	12.5
<i>Age of marriage</i>		
1-5 year	152	59.1
6-10 year	79	30.7
11-15 year	20	7.8
15-20 year	5	1.9
>20 year	1	0.5
<i>Number of children</i>		

1	156	60.7
2	77	30.0
3	21	8.2
4	2	0.8
5	1	0.4
<i>Permanent employee</i>		
Yes	100	100.0
<i>Working hour</i>		
8 hours	174	67.7
>8 hours	83	32.3
<i>Presence of assistance</i>		
Yes	108	42.0
No	149	58.0
<i>Duration of dual roles</i>		
1-3 year	125	48.6
4-6 year	71	27.6
7-9 year	32	12.5
>10 year	29	11.3

Table 2 presents an overview of the research variables, showing the number of participants (N), minimum (Min) and maximum (Max) scores, hypothetical mean, empirical mean, and standard deviation for mindfulness and burnout. For mindfulness, the empirical mean is 3.7245 with a standard deviation of 0.95463, indicating a moderate level of mindfulness among participants. For burnout, the empirical mean is 2.2173, with a standard deviation of 1.00036, suggesting that participants generally experience moderate levels of burnout.

**Table 2 Overview of research variables**

Variable	N	Min	Max	Hypothetical mean	Empirical Mean	Std. Deviation
Mindfulness	257	1.00	6.00	3.5	3.7245	.95463
Burnout	257	0.14	5.14	2.64	2.2173	1.00036

Table 3 categorizes participants' mindfulness levels into low, moderate, and high categories based on z score. The majority of participants (66.5%) fall into the moderate category, while 16.7% each are categorized as low and high mindfulness. This indicates that most participants report a balanced level of mindfulness.

**Table 3 Mindfulness categorization**

Category	Frequency	Percentage (%)
Low	43	16.7
Moderate	171	66.5
High	43	16.7
Total	257	100.0

Table 4 categorizes participants' burnout levels into low, moderate, and high categories based on z score. Similar to mindfulness, the largest group (65.8%) falls into the moderate burnout category, with 17.1% each reporting low or high levels of burnout. This shows that burnout levels are fairly distributed, with a significant proportion experiencing moderate burnout.

**Table 4 Burnout categorization**

Category	Frequency	Percentage (%)
Low	44	17.1
Moderate	169	65.8

High	44	17.1
Total	257	100.0

Table 5 categorizes participants' mindfulness levels specifically for those without low burnout. After excluding participants with low burnout, most still fall into the moderate category (71.4%), with a smaller percentage in the low (19.2%) and high (9.4%) categories. This suggests that mindfulness levels remain relatively consistent even among participants who are not experiencing low burnout.

**Table 5 Mindfulness categorization without low burnout**

Category	Frequency	Percentage (%)
Low	41	19.2
Moderate	152	71.4
High	20	9.4
Total	257	100.0

The normality test using the One-Sample Kolmogorov-Smirnov test showed an Asymp. Sig. (2-tailed) value of 0.200, which is greater than 0.05. This indicates that the data is normally distributed. Next, a correlation test was conducted to examine the relationship between mindfulness and burnout. The results revealed a correlation coefficient (r) of -0.432 and a Sig. (2-tailed) value of 0.000. This indicates a significant and negative correlation between mindfulness and burnout. The negative correlation suggests that as the level of mindfulness increases, the level of burnout experienced decreases, and vice versa. This result implies that individuals with higher levels of mindfulness tend to experience lower levels of burnout, which supports the potential benefits of mindfulness practices in reducing burnout.

Table 6 presents the cross-tabulation between mindfulness and burnout levels among the participants. In the low burnout group, most participants have high mindfulness (53.5%), followed by moderate mindfulness (11.1%) and a small proportion with low mindfulness (4.7%). In the moderate burnout group, the majority report moderate mindfulness (74.9%), with a smaller percentage having low mindfulness (53.5%) and high mindfulness (41.9%). For the high burnout group, most participants have low mindfulness (41.9%), while fewer report moderate mindfulness (14.0%) and high mindfulness (4.7%). These findings suggest that higher mindfulness is associated with lower levels of burnout, while lower mindfulness correlates with higher burnout levels.

**Table 6 Cross-tabulation of mindfulness and burnout**

Burnout	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
Low	2	4.7	19	11.1	23	53.5	44	17.1
Moderate	23	53.5	128	74.9	18	41.9	169	65.8
High	18	41.9	24	14.0	2	4.7	44	17.1
Total	43	100	171	100	43	100	257	100.0

Table 7 shows that most participants across all age groups had moderate mindfulness, with varying proportions in low and high categories. The 28- and 29-year-olds had the highest percentages in the high mindfulness category, while younger participants, such as those aged 26, had more in the moderate mindfulness category. Overall, moderate mindfulness was the most common among participants, regardless of age.

**Table 7 Cross-tabulation of mindfulness and participant age without low burnout**

Age	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
26	12	29.3	21	13.8	1	5.0	34	16.0
27	4	9.8	15	9.9	1	5.0	20	9.4
28	3	7.3	20	13.2	4	20.0	27	12.7
29	6	14.6	13	8.6	5	25.0	24	11.3
30	2	4.9	18	11.8	1	5.0	21	9.9
31	5	12.2	16	10.5	2	10.0	23	10.8
32	1	2.4	17	11.2	1	5.0	19	8.9
33	0	0.0	10	6.6	1	5.0	11	5.2
34	3	7.3	4	2.6	0	0.0	7	3.3
35	5	12.2	18	11.8	4	20.0	27	12.7
Total	41	100	152	100	20	100	213	100.0

Table 8 shows that most participants with 1-5 years of marriage had moderate mindfulness, with 55.9% in the moderate category. For those with 6-10 years of marriage, the majority also had moderate mindfulness (34.2%). The proportion of participants with high mindfulness decreases as the years of marriage increase, with fewer in the higher categories for those married longer than 10 years.

**Table 8 Cross-tabulation of mindfulness and participant age of marriage without low burnout**

Marriage age	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
1 - 5 year	29	70.7	85	55.9	12	60.0	126	59.2
6 - 10 year	8	19.5	52	34.2	6	30.0	66	31.0
11 - 15 year	2	4.9	12	7.9	2	10.0	16	7.5
15 - 20 year	1	2.4	3	2.0	0	0.0	4	1.9
> 20 year	1	2.4	0	0.0	0	0.0	1	0.5
Total	41	100	152	100	20	100	213	100.0

Table 9 shows the relationship between mindfulness and the number of children among participants without low burnout. Most participants with one child have mindfulness, with 58.6% in the moderate category. For participants with two children, 32.2% fall into the moderate category. As the number of children increases, the percentage of participants with high mindfulness decreases, with very few in the higher mindfulness categories for those with three or more children.

**Table 9 Cross-tabulation of mindfulness and participant number of children without low burnout**

Age	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
1	29	70.7	89	58.6	13	65.0	131	61.5
2	10	24.4	49	32.2	6	30.0	65	30.5
3	1	2.4	12	7.9	1	5.0	14	6.6
4	0	0.0	2	1.3	0	0.0	2	0.9
>4	1	2.4	0	0.0	0	0.0	1	0.5
Total	41	100	152	100	20	100	213	100.0

Table 10 presents the cross-tabulation of mindfulness and participant working hours (excluding those with low burnout). Among participants working 8 hours a day, the majority fall into the moderate mindfulness category (69.7%) and high mindfulness category (65%). Meanwhile, for participants working more than 8 hours, the distribution is more evenly spread, with 30.3% in the moderate category and 35% in the high category.

**Table 10 Cross-tabulation of mindfulness and participant working hours without low burnout**

Hour	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
8 hours	26	63.4	106	69.7	13	65.0	145	68.1
> 8 hours	15	36.6	46	30.3	7	35.0	68	31.9
Total	41	100	152	100	20	100	213	100.0

Table 11 presents the cross-tabulation of mindfulness and participant presence of assistance (excluding those with low burnout). Among participants who receive assistance, the majority fall into the moderate mindfulness category (38.8%) and the high mindfulness category (45%). In contrast, for participants without assistance, most fall into the moderate mindfulness category (61.2%) and the high mindfulness category (55%).

**Table 11 Cross-tabulation of mindfulness and participant presence of assistance without low burnout**

Assistance	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
Yes	23	56.1	59	38.8	9	45.0	91	42.7
No	18	43.9	93	61.2	11	55.0	122	57.3
Total	41	100	152	100	20	100	213	100.0

Table 12 displays the cross-tabulation of mindfulness and the duration of dual roles (excluding participants with low burnout). For participants with 1-3 years of dual roles, the majority fall into the moderate mindfulness category (46.1%). In those with 4-6 years of dual roles, most are in the moderate mindfulness category (28.3%).

**Table 12 Cross-tabulation of mindfulness and duration of dual roles without low burnout**

Duration	Mindfulness						N	%
	Low	%	Moderate	%	High	%		
1-3 year	24	58.5	70	46.1	9	45.0	103	48.4
4-6 year	8	19.5	43	28.3	7	35.0	58	27.2
7-9 year	4	9.8	23	15.1	2	10.0	29	13.6
>10 year	5	12.2	16	10.5	2	10.0	23	10.8
Total	41	100	152	100	20	100	213	100.0

Based on the burnout categories, the independent sample t-test results show a p-value of 0.001, which is less than 0.05, indicating a significant difference between the two groups. The mean mindfulness score for the moderate burnout category is 1.9704, while the mean for the high burnout category is 1.6364. This suggests that the moderate burnout group has a higher level of mindfulness compared to the high burnout group.

**Table 13 Result of the difference test based on burnout categories**

Category	N	Mean	Std. Dev	Sig. (2-tailed)
Moderate	169	1.9704	.49312	.001
High	44	1.6364	.57429	

The results of this study indicate that the mindfulness levels of dual-role women are generally moderate, as seen from the average score, despite experiencing burnout. This might occur because, although some participants may not regularly practice formal mindfulness techniques like meditation, they still try to focus and be aware in their daily activities. By maintaining focus and awareness, these participants unintentionally practice mindfulness in their daily routines. This is consistent with Brown & Ryan (2003) theory of mindfulness, which defines it as the enhanced attention to present-moment experiences, including an open and continuous

awareness of what is happening. Despite experiencing moderate to high burnout, their efforts to remain focused and aware in daily activities help maintain their mindfulness levels. Focusing on the present experience, as explained in this theory, allows them to stay mindful even under the pressures and demands of their dual roles. Therefore, their mindfulness levels are moderate due to awareness in routine tasks, even if not always accompanied by formal mindfulness practices.

Furthermore, cross-tabulation of mindfulness with burnout reveals that most women with high mindfulness levels predominantly experience low burnout (53.5% of 43 participants), while only a small proportion of women with high burnout also exhibit high mindfulness (4.7% of 43 participants). This is in line with research by Waskito et al. (2018), which showed that mindfulness provides various benefits, including reducing stress and anxiety that can lead to burnout. Therefore, it can be concluded that mindfulness helps reduce burnout. Mindfulness is an emotional coping intervention that assists individuals in managing stress by accepting the emotions and thoughts that arise (Creswell, 2017).

Additionally, the independent t-test results indicate a significant difference in mindfulness levels between moderate and high burnout categories, with women in the moderate burnout category exhibiting higher mindfulness levels than those in the high burnout category. This finding is consistent with the research by Hollis-Walker & Colosimo (2011), which suggests that higher mindfulness leads to greater psychological well-being and fewer neurotic symptoms.

A correlation test between mindfulness and burnout also showed a significant negative correlation. This indicates that lower mindfulness levels are associated with higher burnout symptoms, and conversely, higher mindfulness levels are linked to lower burnout. This finding is consistent with Moen et al. (2015), who found a positive relationship between mindfulness and a reduction in stress and burnout in athletes. Therefore, these findings support the theory that mindfulness helps individuals enhance emotional regulation and reduce psychological pressure, which can prevent severe burnout.

These findings suggest that mindfulness can serve as a mechanism to maintain attention and full engagement, even in challenging situations. The results have important implications for the development of intervention programs designed to enhance mindfulness among dual-role women. Given that mindfulness can develop through direct engagement in daily activities, interventions should focus on integrating mindfulness practices into daily routines, such as through self-reflection or paying full attention to simple activities. These programs should be tailored for women, with or without household help, emphasizing the importance of cultivating focused attention amidst complex role demands. This implies that mindfulness can be a tool to improve psychological well-being and individual functioning, regardless of their life context.

However, this study has limitations. The use of questionnaires and surveys that rely on self-reports may lead to inaccurate or biased responses. Respondents' answers may not always reflect their true opinions due to differences in understanding or interpretation. Furthermore, factors such as honesty, understanding, and attention to detail could influence the accuracy of the responses. Therefore, future research could incorporate qualitative data collection methods such as in-depth interviews or observations to provide a more comprehensive understanding of how mindfulness is practiced in daily life and its effects on burnout.

Additionally, this study was conducted on a specific group of dual-role women working in the formal sector. Results may differ for women in the informal sector or those working from home. Future studies could expand to include a variety of job types and working conditions, including women in informal employment, self-employment, or remote work, to make the results more representative and provide broader insights into the role of mindfulness in reducing burnout across different contexts.

Finally, it is recommended that future studies also examine the direct impact of specific and structured mindfulness interventions on the same group of participants to determine whether the application of these interventions can significantly reduce burnout levels. A longitudinal approach would allow researchers to track changes in mindfulness and burnout over time, providing more accurate and valid data on the effectiveness of mindfulness practices.



## CONCLUSION

Based on the data analysis regarding the depiction of mindfulness in women with dual roles and burnout, it can be concluded that overall, the level of mindfulness in these women falls within the moderate category. From additional data analysis, a significant difference was found between the moderate and high burnout categories. The independent sample t-test results show that participants with moderate burnout had a higher mean mindfulness compared to those with high burnout.

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