



Work Cultural-Life Balance: A Phenomenological Study of Balinese Female Accountant in the Banking Sector

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Abstract

This research provides an in-depth analysis of how Balinese women in the banking sector manage their professional roles as accountants while adhering to cultural traditions. Utilizing a qualitative, phenomenological approach, the study aims to interpret the dual roles of these women and the conditions under which they operate. The theoretical framework guiding this interpretation is the expansionist theory, which helps in identifying the themes emerging from the data. Data were collected through in-depth interviews with three participants. The interpretative phenomenological analysis (IPA) method was employed to analyze the data, revealing four primary themes: joyful living, blessing, self-pride, and time management. Notably, the theme of time management extends beyond the predictions of the expansionist theory, suggesting new areas for further exploration within this framework. These findings contribute to a clearer understanding of the intersection between professional responsibilities and cultural obligations, highlighting the unique experiences of Balinese women accountants in the banking industry.

Keywords: Balinese women, banking accountant, work cultural-life

Introduction

Stereotypes deeply ingrained within Indonesian society often categorize women primarily within domestic roles, while men are viewed as central figures in the family (Juliantini et al., 2019). This societal structure poses significant challenges for women who aspire to advance their careers, frequently leading to difficult professional journeys. In a study focused on accountants in Java, Indonesia, Lindawati & Smark (2015) identified that societal norms consistently emerge as obstacles that hinder women's full participation in professional settings. Javanese socio-cultural norms, in particular, undermine women's career advancements, favoring male employees and perpetuating the belief that women should prioritize domestic responsibilities, especially after marriage. This gender disparity underscores the profound impact of socio-cultural expectations on professional opportunities for women in Java.

In China, the development of professions for their female accountants is also quite interesting. China has a philosophy in their

society that to become a virtuous woman, they should follow in the footsteps of men in their family. This study explores the pervasive cultural philosophy that idealizes women as submissive, hardworking, and obedient. [Lord & R., 2016](#) identify numerous barriers that contribute to the underrepresentation of Chinese female accountants in prestigious and influential corporate roles. They found that discriminatory practices particularly affect married women and mothers, who are often overlooked for promotions and other career advancement opportunities. Furthermore, women who attain intermediate managerial positions frequently find their careers derailed post-maternity leave, with many compelled to exit the workforce entirely. Such cultural norms are significant obstacles to the career sustainability of female accountants.

Accountants play a crucial role in various industries, notably the banking sector, which heavily relies on skilled accountants to manage its business processes. According to [Samson & Njenga, \(2015\)](#), psychological resilience is vital for enhancing employee performance, as accountants in the banking sector often experience high levels of work-related stress, particularly in senior positions. [Lee \(2014\)](#) further elaborates that these professionals must handle fast-paced, stressful work conditions, requiring both teamwork and individual effort. [Memon & Alcasoas \(2018\)](#) noted that married female employees in banking face particularly intense stress, balancing demanding job responsibilities with childcare. These challenges underscore the need for a harmonious work-life balance, though as [Purba, \(2014\)](#) notes, achieving flexibility in work schedules remains a significant hurdle. [Narayana & Neelima, \(2017\)](#) emphasize that fostering an environment conducive to work-life balance is crucial for the well-being of professionals in both the private and public banking sectors.

In Bali, the concept of work-life balance for women extends beyond professional and family commitments. Balinese women are deeply integrated into their community and traditional roles, often participating in religious and ceremonial activities that are vital for maintaining harmony with spiritual, communal, and environmental elements ([Komalasari et al., 2019](#)). The decision to work is influenced by cultural obligations and familial responsibilities ([Mayaswari, W. H., & Yasa, 2015](#)), making the work-life balance for Balinese women particularly complex. This research aims to delve deeper into how Balinese women accountants in the banking sector manage to harmonize their professional obligations with their socio-cultural responsibilities amid stringent work schedules and tight working conditions.

This research stems from the experiences of banking accountants who face rigid work schedules and limited flexibility. [Purba \(2014\)](#) notes that achieving flexible work hours is a significant challenge for individuals in the banking industry, where time constraints can severely impact work-life balance. Professionals in this sector often experience high stress due to demanding job requirements that include long hours, critical thinking, and complex problem-solving, while also managing responsibilities outside of work. This dual burden reflects particularly complex implications for Balinese women in banking, who must navigate their professional roles alongside cultural expectations, such as adhering to 'adat' (local customs). The interaction of these roles creates intricate time management dilemmas. [Juliantini et al. \(2019\)](#) have previously documented similar challenges, noting that female auditors in Bali struggle to balance professional, family, and social demands, particularly when job changes involve relocating, which complicates long-term personal and professional planning.

In Indonesia, female accountants face complex career trajectories shaped by societal norms that undervalue their professional contributions compared to their male counterparts. Research by [Lindawati & Smark's \(2015\)](#) highlights that Javanese socio-cultural norms often discourage women from prioritizing their careers, especially post-marriage and childbirth, expecting them instead to focus on domestic responsibilities. These norms demand considerable time and energy, affecting their work performance and aspirations for advancement. Despite these challenges, female accountants seek recognition and accommodation, particularly those balancing work with familial obligations.

A study by [Julian Titi et al., \(2019\)](#) further confirms these findings, emphasizing the multifaceted challenges Balinese women auditors face in achieving work-life balance across career, family, and social spheres. The banking sector, known for its high-stress levels and inflexible scheduling, poses additional hurdles. [Purba, \(2014\)](#) and [Narayana and Neelima \(2017\)](#) have identified these issues as prevalent among banking professionals, highlighting an ongoing quest for improved work-life balance in both private and public banking environments. This research underscores the need for systemic changes to better support the integration of professional and personal lives in culturally diverse contexts.

This research delves into the phenomenon of work-cultural life balance among Balinese women who, deeply integrated with their cultural context, manage dual roles as professionals and cultural participants. The focus is on how these women, specifically accountants in the banking sector, navigate the demands of a rigorous work schedule alongside their socio-cultural responsibilities. This balancing act is particularly challenging due to the tight working conditions they face.

Understanding and effectively managing work, cultural, and life balance is crucial for these women. Insights gained from this study could provide valuable guidance for women accountants and other professionals who are similarly embedded in their distinct cultural settings. The theoretical foundation for this analysis is the expansionist theory proposed by [Barnett & Hyde \(2001\)](#), which posits that multiple roles generally enhance mental, physical, and relational health. This theory suggests that engaging in various roles can provide benefits such as emotional buffering, increased income, social support, and greater opportunities for personal success. However, the theory also acknowledges that these benefits are contingent on the number of roles and their associated demands, with potential for role overload leading to stress and reduced well-being.

The expansionist theory outlines four main principles: first, multiple roles are typically beneficial; second, these roles provide numerous advantages that contribute to a person's well-being; third, the benefits of multiple roles vary based on their intensity and the individual's capacity to manage them; and fourth, gender differences in psychological traits are generally minor and should not dictate highly differentiated roles. This study will consider these principles while exploring how Balinese female accountants reconcile their professional and cultural identities under various environmental conditions.

This research employs a phenomenological approach, first introduced by the German mathematician Edmund Husserl, to capture the essence of these experiences. Phenomenology focuses on how individuals perceive and articulate their interactions

with their environments, aiming to distill these interactions into a comprehensive description of their essence. According to [Creswell \(1998\)](#), phenomenological research prioritizes the vivid, personal descriptions of how individuals experience their world, emphasizing the conscious reflection of their experiences rather than mere analytical dissection.

The methodology of this study involves transcendental phenomenology, which seeks to uncover the underlying meanings of experiences through detailed, descriptive analysis of participants' narratives. This approach will elucidate how Balinese female accountants interpret and integrate their dual roles within both the banking sector and their cultural milieu.

Research Method

This study uses an interpretive paradigm to obtain the meaning of the work cultural-life balance of Hindu female accountants in Bali. The interpretive paradigm focuses on interpretation and understanding in social IPA. This paradigm emphasizes the subjective nature of the social world and tries to understand it from the perspective of the objects being studied. The interpretive research perspective focuses on subjectivity where interpretive research does not place objectivity as the most important thing, but rather recognizes that in order to gain deep understanding, the subjectivity of the actors must be explored as deeply as possible and this allows a trade-off between objectivity and the depth of research findings ([Chariri, 2009](#)). IPA is one of the best qualitative approaches and is widely used by psychologist researchers around the world ([Juliantini et al., 2019](#)). IPA provides an understanding of interesting phenomena and first-person perspectives and their belief in the value of subjective knowledge for psychological understanding.

[Smith & Osborn, \(2008\)](#) stated that IPA has three main features, namely experience, ideography, and interpretation. Experience is the intended subject and is expected to be understood by IPA in the context of a concrete and meaningful human world. IPA appears at all aspects of life experiences, ranging from desires, feelings, motivations, individual belief systems that are present in one's behaviour and actions. Ideography deals with how to understand the concrete, special and unique while maintaining the integrity of the person. IPA theory is more generally use in small sample so that each individual can be examined ideographically, before attempting a comparative analysis of material from IPA informants. It is also an explicit interpretative effort on the basis of hermeneutics. [Smith & Osborn, \(2008\)](#), states for novice researchers three is the amount that can be used as a number of samples.

Interpretation is to describe the hidden meaning in the visible explanation. Analytical processes in IPA are often described in terms of multiple hermeneutic processes or multiple interpretations because, first of all, participants make meaning in their world and, secondly, researchers try to decode the meaning of the meaning to understand the explanation of participants [Pietkiewicz et al., \(2014\)](#). The primary aim of IPA researchers is to investigate how individuals could understand their experiences. It could be assumed that humans are 'self-interpreting beings' which means that they are actively involved in interpreting events, things, and people in their lives. To examine this process, IPA refers to the basic principles of phenomenology, hermeneutics, and ideography. IPA is considered an approach that can be used when researchers seek to understand how individuals understand certain situations.

One of the factors to create reliable and success in a research is determined by the selected samples. The research sample used in the study must be obtained from sources that meet qualifications and competent requirements. This study uses three informants who have met the qualifications of the number of samples used in the IPA study mentioned by [Smith & Osborn, \(2008\)](#). The determination of informants as sources of data was chosen based on the needs and objectives of the study. The qualifications from the data sources of this study are Hindu women interviewees who work in banks that specializes in accounting, have a bachelor's degree in accounting (economics degree), have a permanent and high management positions at bank, and also have work experiences in this sector for more than five years.

The sampling method used is purposive sampling (the sample must meet certain criteria). One of the reliability and success in a study is the determination of the selected sample. Research samples used in research must be obtained from sources that meet the qualifications and are competent. Revealed that for researchers who are conducting research with science for the first time, three (3) informants are the right numbers. This will gain sufficient depth with each individual case in detail of the similarities, differences, convergences, and divergences. Science research itself aims to deepen certain phenomena and not produce theories to be generalized to the entire population ([Smith & Osborn, 2011](#)).

Table 1. Informant

No	Name	Informant Code	Origin	Years of work	Age	Number of Child	Position
1	Ms. Titi	Informant P1	Blayu Village, Tabanan Sub-District	23 years 5 months	52 years old	3 children	Deputy Head of Denpasar Small Credit Center at BANK AAA
2	Ms. Ayu	Informant P2	Singaraja, Buleleng District	12 years	33 years old	2 children	Financing Product Specialist (credit analyst) Bank BBB
3	Ms. Dewi	Informant P3	Pandak Village, Tabanan Sub-District	7 years 2 months	29 years old	2 children	Executing Bank CCC Credit Analyst

Source: Processed Data, 2021

The selection of informants for this study was strategically based on specific criteria aligned with the research objectives. The informants, all Hindu women working in banks with accounting functions, were required to hold at least a bachelor's degree in accounting or economics, occupy a permanent management position, and possess over five years of experience in the banking sector. To protect their privacy, the names of the informants were anonymized in the study.

The demographic profile of the informants includes three married women from diverse regions, each with children, embodying the dual roles of housewives and career professionals in the banking industry. These roles underscore their dual responsibilities within their households and in adhering to social customs, while also managing significant professional duties. This study explores how these women maintain a work-cultural life balance between their traditional roles as Balinese women and their careers. Details regarding the informants are presented in [Table 1](#).

Data collection was conducted over a period of seven weeks, utilizing both direct (face-to-face) and indirect (telephone) interviews, the latter being particularly relevant during the COVID-19 pandemic and accommodating the needs of a pregnant informant. This mixed-method approach was designed to ensure comprehensive data collection while minimizing health risks.

The Interpretative Phenomenological Analysis (IPA) methodology was employed to deeply explore the informants' experiences and perceptions. IPA focuses on understanding the psychological world of the participant, aiming to capture the complexity of their experiences without imposing frequency or normativity. This approach involves a detailed examination of individual transcripts to ensure a nuanced interpretation of the data.

Data analysis followed the IPA guidelines by [Pietkiewicz et al., \(2014\)](#), which includes multiple readings of the transcripts, note-making, identification of emergent themes, and the exploration of thematic relationships. This process culminates in the synthesis and documentation of the findings.

To ensure internal validity and qualitative reliability, the study adhered to criteria set by [Smith & Osborn, \(2011\)](#), focusing on internal coherence and evidence presentation. Part of this process involved sending interview transcripts back to informants for validation, ensuring that the recorded interpretations accurately reflected the discussions held.

Throughout the study, the interview guide was closely aligned with the four central factors of the expansionist theory, which guided the thematic interpretation post-analysis. This theoretical framework was integral in interpreting the emergent themes and understanding the informants' work-cultural life balance.

Result and Discussion

The analysis of informant interviews using Interpretative Phenomenological Analysis (IPA) unfolds through several stages as outlined in Smith's practical guide. Initially, the researcher engages in multiple readings of each interview transcript, making exploratory notes to capture preliminary insights. This process involves repeated review of the transcripts to ensure a comprehensive understanding of the data.

Subsequently, these exploratory notes are transformed into emergent themes. This second stage involves distilling the notes into thematic expressions that reflect the

underlying meanings in the data. The emergent themes are then scrutinized for interrelationships and patterns.

In the third stage, the researcher seeks to cluster these themes by identifying and grouping related themes. This clustering is guided by the theoretical frameworks of the expansionist theory, which helps to contextualize and categorize the findings within established concepts.

The thematic matrix derived from this analysis reveals that all three informants exhibit positively pitched textural descriptions of their experiences. For example, Informant P1 describes her work-cultural life balance in terms of 'joyful living,' Informant P2 views it as a 'blessing,' and Informant P3 regards her experience as 'self-pride.' These interpretations highlight the individual and distinct ways each informant conceptualizes and experiences work-cultural life balance, which are further explored in the subsequent sections of the analysis.

This study explores the experiences of respondent P1, who exhibits the emotional state of joyful living, suggesting that her dual roles do not adversely affect her psychological well-being. P1's dynamic and active personality appears to equip her well for managing these roles, aligning with the first concept of the expansionist theory, which posits that dual roles generally benefit mental, physical, and relational health. Her maintained relationships with family and coworkers further suggest that her dual roles have not negatively impacted her social interactions.

Despite moments of wanting to end her career, P1 chose to remain employed, driven by a desire to utilize her knowledge, experience, and skills. This decision to persist can be seen as a developmental struggle that enhances personal growth and self-complexity, which is consistent with the second concept of the expansionist theory that multiple roles contribute to increased self-complexity and overall well-being.

However, multiple roles can also lead to negative effects, particularly when the demands of these roles exceed manageable limits, as noted in the third concept of the expansionist theory. P1 experienced significant stress, especially when her children were under five years old, and she lacked household help.

The support from her husband, who works in the same industry, has been crucial in helping P1 manage her dual roles. His supportive approach and the absence of pressure or coercion have enabled her to pursue her career ambitions and educational growth vigorously. This supportive dynamic has increased her self-complexity, aligning with the benefits described in the second concept of the expansionist theory.

Additionally, living within a relatively flexible cultural tradition has facilitated P1's ability to balance her roles as an accountant and a wife. Her positive interpretation of these roles contributes to her overall well-being, reinforcing the notion that happiness in one's roles can yield substantial personal benefits.

Her statement that a job can improve the quality of better life gives the interpretation that P1 informants undergo life balance with the type of Work Enhancement of Personal Life (WEPL) conditions which refers to the extent to which work can improve the quality of individual personal life. Some of the joyful living states of emotion shown by P1 informants include:

"Happy. Yes, it also depends, if I'm happy (happy to live it). " MP1-02 code

"..... If you don't personally, (don't feel burdened) because you live happily and don't have to be forced ..." MP1-04 code

"I don't really think about the problem of ups and downs, I just run it." MP1-11 code

"Just live it. The proof can be until now. I am thankful that time I did not make a choice it did not stop. Because it turns out that everything can be lived, it depends on us too. It depends on us in preparing for time, managing planning, and of course spirit." MP1-14 code

The emotional state of "blessing" is profoundly evident in the experiences of informant P2, who considers her identity as a Balinese woman and her dual role as an accountant a source of gratitude. This sentiment is reinforced by the supportive environment provided by her adherence to local customs ('adat') and the support from her husband, enabling her to effectively manage her dual roles. P2's expressions of gratitude underscore the personal value she derives from these roles, which instill perseverance, resilience, and a commitment to impart positive meaning to her experiences.

Consistent with positive interpretations of dual roles, the expansionist theory's second concept highlights that multiple roles can offer opportunities for success, affirming that such roles do not inherently pose problems or burdens for P2. This aligns with the first concept of the expansionist theory, which advocates that dual roles are generally beneficial and not detrimental to both women and men.

The ability of P2 to manage her dual roles without feeling burdened is also facilitated by the understanding nature of her family, where many relatives are also career-oriented and thus empathetic towards her circumstances. Despite this supportive network and a culturally flexible environment, P2 has faced stressful work phases, reflecting the third concept of the expansionist theory. This concept warns that exceeding certain limits in role obligations can have negative effects. Fortunately, P2 has successfully navigated these challenging periods, demonstrating resilience and the ability to overcome adversity in her dual roles.

Conditions and situations experienced by P2 informants (i.e. supportive husbands, loose customs, and understanding families) provide an interpretation that P2 informants live her life with the type of personal life enhancement of work-PLEW. Following are the state of emotion blessings shown by P2 informants including:

"I am grateful to be born as a Balinese woman. Bali women are famous for being persistent ... Being a Balinese woman has value for me, a Balinese woman for me is a person who is hardworking, persistent, and never gives up. We can do whatever we want. Can have a career too. Good work in customs, in careers, in the household...."MP2-10 code

"...And the most important thing is God's blessing and always being grateful. The fortune we receive sometimes is not for us, it could be for the environment or people around us for the closest people...." MP2-09 code

State of emotion Self pride was so thick found in the meaning of experiences from P3 informants. Pride in oneself is an interpretation of the meaningful experience of P3 informants. This sense of pride arises because the informants are able to undergo conditions where they have to live side by side with fairly strict customs and less flexible working hours. Her attitude that wants to show that being a Balinese woman is entitled and able to have a career giving a positive self-image for herself in the community. In addition, the dual role was felt to be beneficial by P3 informants (i.e. helping in

increasing family income). This is also mentioned with the concept 2 expansionist theory that the contribution of multiple roles one of which provides additional income.

The dual role played by the P3 informant did not cause conflict in the workplace or in the culture village. This is in line with the statement of expansionist theory concept 1 which states that having a dual role does not have a negative effect (dangerous thing) for women of course the reason for surviving is his own choice that his current job is his career choice. P3 informant chose to survive — survived even though he was tired (plus his condition is currently pregnant).

P3 informants undergo a type of work-life balance and social culture with a form of work life balance with the type of work enhancement of personal life-WEPL. It leads to work that can improve the quality of life (there are additional family supports) besides having a dual role also provides its own value for her personality (i.e. positive image in the community). Following are the states of emotion about Self pride shown by P3 informants including:

"... I am proud to be able to continue my career at a bank and I also have a household that has customs that must be carried out. I am very proud of my role as a woman in this condition...." MP3-12 code

"... The point is that a Balinese woman can also have a career and not just continue to work, I'm proud to be a Balinese woman with a career." MP3-14 code

"..... So that we are also seen by the chairman of his Empowerment of Family Welfare" oh this is also work but it can also be present "....." MP3-07 code

For P1 respondent, of course, having a dual role does not rule out the possibility of time, attention, and energy that must be shared. Conditions regarding of time conflict have been experienced by her. However, P1 informants continued to undergo both roles and did not leave either of these roles. P1 informants always try to be optimal in managing her available time, such as utilizing time at office hours, to carry out traditional activities in spare time, use weekend time to go home, and dawn prepare dawn equipment. Having good time-management is one of the keys to carrying out these two roles. The following is one statement stating time management:

"Yes, in my mind, I have my own time table. I used to plan and the brain usually works automatically. For example, on Thursday night, I was thinking, Saturday, what should I do? and it's a habit like that. I want to go to bed when the brain is set, what are you going to do tomorrow morning, what do you want to do at the office, even what clothes you want to wear." MP1-09 code

The fairly solid mobility possessed by P2 informants made her good at managing time in undergoing dual roles. The P2 informant differentiates which series of events must be attended. P2 informants tend to attend ceremonies rather than hanging out (having social ties with the community). Although constrained by the time to attend, it did not make Ms. Ayu forget to have cultural activities. Ms. Ayu shows her form of attention by giving consumption or material. For her to have this dual role is not a burden. The statement regarding time management was mentioned by the P2 informant namely:

"I am a person who always has a day-to-day plan. If you offer problems, I usually buy them. What's important is its meaning...." MP2-07 code

The P3 informant felt so proud of her experience. This sense of pride also arises because P3 respondent is able to manage her time (have a good time-management) to be able to undergo both roles in the midst of living side by side with strict customs.

"Our work time is not as flexible as civil servants or entrepreneurs. Because I have to complete a lot of targets so I can't just arbitrarily 'excuse me' for permission because we are required by the target. So the problem is that my time is really thinking," MP3-05 Code

Based on the [Apendix 1](#), there is no concept of 4 expansionist theory was discovered. None of the three informants showed the concept of 4 expansionist theory - it remained on the status of stating that they did not need to have many roles (only focused on one role). The three informants actually mentioned that both roles were very important. However, there is one theme that emerges outside of expansionist theory: time management. The three informants have a strategy in managing the time for each role they have.

This study highlights the practical implications of experiencing positive emotions when women assume dual roles in life, challenging the notion that such roles are inherently burdensome. Theoretically, this research engages with the expansionist theory, applying three of its four basic concepts to interpret the experiences of the respondents. Interestingly, one concept did not manifest in the findings, prompting further exploration of potential themes that may emerge from the fourth concept in future studies on work-cultural life balance. Additionally, an unexpected theme related to time management surfaced, suggesting that expansionist theory might benefit from incorporating considerations of time management when applied to studies of work-cultural life balance.

A significant limitation of this study was the reduced level of intimacy in the researcher-informant interactions, primarily due to the use of telephone interviews as a precaution against the spread of COVID-19. This methodological constraint was particularly relevant given the pregnancy of one informant. The lack of physical presence resulted in a diminished richness and warmth in the textural descriptions compared to what might have been achieved through face-to-face interviews. Consequently, future research should prioritize direct interviews whenever possible, as they enhance the structural and emotional depth of the data, particularly in studies utilizing interpretative phenomenological analysis (IPA). Furthermore, considering the relevance of time management highlighted by this study, it is recommended that subsequent research incorporate this aspect into the framework of the four expansionist theories to deepen understanding of the dynamics at play in balancing dual roles.

Conclusion

This study identified four central themes that encapsulate the work-cultural life balance of the informants: joyful living, blessing, self-pride, and time management. These findings underscore the practical implications that women should not fear assuming multiple roles. Theoretically, the research aligns with three of the four concepts of expansionist theory, while also highlighting an additional theme—time management—that is not explicitly covered by the theory. This suggests a need for a more comprehensive review of how the fourth concept of the expansionist theory might manifest in studies concerning work-cultural life balance.

The discovery of a positive emotional state among the informants reinforces the idea that managing dual roles is not inherently detrimental. However, the existing framework of the expansionist theory only accounts for three of the respondents' experiences, indicating a gap where the fourth concept does not emerge. The recurring theme of time management, which lies outside the traditional bounds of the expansionist theory, warrants further exploration and consideration within this context. This research utilizes expansionist theory to interpret findings related to work-cultural life balance, suggesting that additional factors such as time management should be integrated into future theoretical frameworks.

Despite advancements in technology that facilitate remote interviews, this study reveals that face-to-face interactions remain crucial for capturing the full spectrum of emotional states. Future research should therefore prioritize in-person interviews to enhance the textural depth and emotional insights of the data, particularly in interpretive phenomenological analysis (IPA), to better understand the dynamics of balancing multiple roles.

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Appendix 1. Informant Theme Matrix

	No	Themes	Clustering Themes (Theme Grouping)
Informant P1	1.	Joyful living	1 st Principle of Expansionist Theory : Multiple Roles are beneficial
	2.	Time-management	-
	3.	Self-improvement	1 st Principle of Expansionist Theory : Multiple Roles are beneficial
	4.	Survive	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles Concept 2 and 3 rd Principle of Expansionist Theory: The Limits benefits of multiple roles
	5.	Contribution of multiple role	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles
Informant P2	1.	Carrier Motivation	1 st Principle of Expansionist Theory : Multiple Roles are beneficial
	2.	Time-management	-
	3.	Survive	Concept 2 Contribute to the beneficial effect of Multiple Roles and 3 rd Principle of Expansionist Theory: The Limits benefits of multiple roles
	4.	The multiple roles are beneficial and not harmful to women	1 st Principle of Expansionist Theory : Multiple Roles are beneficial
	5.	Blessing	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles
Informan P3	1.	Survive	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles
	2.	Time-management	-

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3.	Contribution of multiple roles	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles
4.	Multiple roles not harmful	1 st Principle of Expansionist Theory : Multiple Roles are beneficial
5.	Self-image	2 nd Principle of Expansionist Theory: Contribute to the beneficial effect of Multiple Roles
6.	Self pride	1 st Principle of Expansionist Theory : Multiple Roles are beneficial

Source: Processed Data, 2021