

Career and Family Conflict Resolution in the Perspective of Islamic Law

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ABSTRACT

This article discusses Career and Family Conflict Resolution in the Perspective of Islamic Law. This article discusses the importance of maintaining a balance between career and family responsibilities and how to resolve conflicts between the two, with reference to the principles in Islamic law. The data collection technique that the author uses is using literature studies from various sources relevant to the research. The data source used by the authors is secondary data while the data analysis techniques used by the author are data collection, reduction, presentation and conclusion drawing. So it can be concluded from the results of the author's research that in the view of Islamic law, husband and wife have their respective responsibilities in the family, where the husband is the head of the family and the wife is the wife, mother, and household manager. Equality is valued and a balance between career and family responsibilities is achieved through Islamic principles such as fairness, equality, mutual respect, consultative-based leadership, family responsibility and flexibility. The data source used by the author is secondary data while the data analysis technique used by the writer is data collection, data reduction, data presentation and conclusion. So it can be concluded from the results of the author's research that in the view of Islamic law, husband and wife have different responsibilities is the leader of the family and the wife is the wife, mother, and oegganizer of the household. Equality is valued and a balance between career and family responsibilities is achieved through the role of Islamic principles.

1. Introduction

Islam is the last treatise from heaven to earth that is universal which has brought the world towards a major revolution in various aspects of life. Islam not only regulates the relationship between humans and their creators but also regulates the relationship between humans and humans, and so on. Allah SWT. creates humans in pairs with different forms and characteristics so that the desire arises to live, share affection with their partners and crave happiness in their lives. Marriage is one way for humans to get happiness, to create a happy family, husband and wife must be together to perpetuate love which is a gift from Allah SWT. because it cannot be denied that the quality of the relationship between husband and wife in the household greatly influences the family to become *sakinah mawaddah wa rahmah*. (Gisymar, 2005)

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Islamic teachings regulate the procedures for carrying out household life to achieve an expected goal of marriage, Islam explains several rules regarding the obligations of husbands and wives in household life. In particular, in the perspective of Islamic law, the family is considered as an important foundation in the formation of a harmonious society. A happy and harmonious household can be said to be an ideal household, harmony in the household is very relevant to the interaction between the two husband and wife. However, to get a happy, harmonious, peaceful and intact household does not rule out the possibility of not having an adequate household economy because sometimes economic problems are also one of the triggers for a lack of harmony in the household. Therefore, in the current era there has been a more flexible shift, in the sense that each family member can have more than one role and task. A father can also share roles and tasks with mothers both in matters of work outside the home and domestic work within the family itself. This shift is of course heavily influenced by changes in the mindset of society which no longer views the family in a rigid manner but is more open to the dynamics of the times. Recently subsistence practices face a complex conflict between the demands of a successful career and important family responsibilities. This conflict can arise when individuals find it difficult to maintain an adequate balance between professional needs and personal life.

Conflict between career and family can have a negative impact on the quality of family relationships. Therefore, it is important to find a solution that can facilitate the resolution of this conflict from the perspective of Islamic law. As a Muslim individual, understanding the views of Islamic law that are relevant to career and family conflicts is an important step towards dealing with these challenges fairly and based on religious values. With a good understanding of the guidelines and principles of Islamic law, individuals can find appropriate ways to achieve a balance between career and family life and maintain harmony in carrying out their dual roles. Based on the introductory description above, the writer is interested in discussing Career and Family Conflict Resolution in the Perspective of Islamic Law.

2. Literature Review

Resolution in Webster's Dictionary is the act of parsing a problem, solving, deleting or removing the problem. (Levine, 1998) Conflict resolution as an act of joint problem solving or can be interpreted as an individual way to solve problems being faced with other individuals voluntarily. (Suhardono, 2015)

In the Big Indonesian Dictionary (KBBI), career is development and progress both in life, work, position and so on. Career is the order, status, level and work experience, title or position of a person both in a company and in an organization that demands responsibility and better work skills. Career can also be interpreted as a series of ongoing work activities and involves choices from various kinds of opportunities that occur as a result of individual interactions with organizations and their social environment. The family is the most important primary group in society where two or more people are united by bonds of togetherness and emotional ties and identify themselves as part of the family. Family is household members who are related to each other through blood ties, adoption or marriage. (Wiratri, 2018)

Islamic law is a series of words "law" and "Islam". Separately, law can be interpreted as a set of regulations regarding human behavior that are recognized by a group of people, compiled by people who are authorized by society and apply and bind all its members. If the word "law" is combined with the word "Islam", then Islamic law is a set of regulations based on the revelation of Allah and the Sunnah of the Prophet regarding the behavior of a mulatto human being who is recognized and believed to be binding for all who are Muslims. (Syarifuddin, 1997)

3. Methodology

The type of research used by the author is library research which is descriptive qualitative in nature. (Noor, 2011) The approach used in this research is normative theology, based on this approach the verses of the Koran and Hadith are used as a source or basis in studying and studying Islamic law. The data collection technique was carried out by reading various kinds of information from library materials related to research, then quoting, both direct and indirect quotations. As for the data analysis technique, after the data has been collected through library research, it is first examined and researched to avoid mistakes in the research, then data reduction, data presentation and conclusions are drawn. (Miles and Saldana, 2014)

4. Results and Discussion

4.1 Views of Islamic Law on the Importance of Maintaining a Balance between Career and Family Responsibilities

In Islam, the relationship between husband and wife is based on justice and equality which is in line with the values of the Quran and Sunnah. Both parties have equal access rights to work and career. Applying the same social roles between men and women is an effort to uphold justice. Husband and wife, as leaders and role models in the family, are equally responsible for carrying out their roles. This is in accordance with God's word that men are leaders for women. (Azis, 2018).

a. Views of Islamic Law For Husbands

The husband is the head of the household. In him lies great responsibility, various obligations towards himself, his family and his religion which he must balance in such a way that one obligation does not diminish another. The husband has a big role in maintaining the integrity of the family, one of which is being responsible for His Lord, how a husband can lead to goodness. As the hadith of the Prophet saw. that:

"Every one of you is a leader, and every leader will be held accountable for his leadership" (HR. Bukhari Muslim).

- 1) The husband as a leader: sets a good example for the family, gives examples of good words and behavior, and invites to goodness and avoids bad things that will damage the family in forming a sakinah family, as Allah commands in that one of the responsibilities of a husband is to take care of his wife and his family from the torment of hell. Even in the midst of being busy with work you should make every effort to condition your family to carry out the obligations that Allah has commanded them. Among them is the obligation to pray, the head of the household must order his family to carry it out. Allah Subhanahu wa Ta'ala says:

عَلَيْهَا وَاصْطَبِرْ بِالصَّلَاةِ أَهْلَكَ وَأْمُرْ...

"Command your family to pray". (Kementrian Agama RI, 2014)

- 2) The obligation to provide for the family (wife and children): A husband is obliged to meet the needs of clothing, food and shelter for his family. A husband is obliged to provide for his wife and children, provide a place to live and provide clothing for them according to his means. (Abdurrahman, 2000). This should not be neglected by a husband. He was made the leader of his wife and children, among others, because he had provided for them. In fulfilling the needs of the family, a husband should earn a living in a lawful way so that he will be blessed by Allah Subhanahu wa Ta'ala and will be rewarded for meeting the needs of his family. (Yarosdiana, 2011) But in carrying out his career, the husband is also expected to maintain a balance with his responsibilities as a husband and father by giving enough attention and time for the family.
- 3) The role of the husband as a father, the father has the responsibility to support the education and development of his children. This involves providing support in their learning process, encouraging their interests and talents, and maintaining a balance between academic and non-academic activities in their life. Besides that it is important for a father to spend quality time with his children. This could involve playing together, telling stories, helping with schoolwork, or engaging in activities they enjoy. Especially for boys, the father is a model, a role model for his future role as a man, while for girls, the father's function is also very important, namely as a protector. This needs to be considered because by paying special attention, we can strengthen the inner bond with our children besides that children also need love from a father, do not get lost in work until there is no time for the family.
- 4) Fairness and balanced, Islam emphasizes the importance of fairness and balance in dividing responsibilities and roles in the family. The husband should take primary responsibility as the breadwinner, but this does not mean that the wife should sacrifice her career or aspirations. Islam encourages husbands and wives to find a fair and balanced solution, where both can care for their families and develop their careers.
- 5) Communication and understanding, it is important for husbands to communicate with their wives openly and honestly about their roles and responsibilities in the family, as well as their aspirations and career goals. Through good communication, husband and wife can reach an agreement on how to maintain a fair and balanced balance between career and family responsibilities.

b. Views of Islamic Law for wives

Women are required to be professional when they enter the world of work. Previously, they had to consult with their husbands and families so as not to create gaps between families. There must be an agreement with the family on how he manages time for his family and work. The dual role of a woman is a choice, in other words, she must be able to balance roles in the domestic and public spheres. Therefore, the success of a career woman is the success of a woman in her family and work or career with full support from her family (especially her husband) and adequate support from the work environment. Thus career women can optimize their abilities in the public sphere and carry out their obligations as wives and mothers in the domestic or family sphere.

- 1) Responsibilities as a wife in the family: Islam recognizes that a woman's role in everyday life is as a wife and also as a mother to her children. Husband and wife are a pair of beings who bind themselves in a marriage and both complement

and need each other. This shows that the relationship between husband and wife is very close. In forming a harmonious family, a wife who is also a career woman is required to have loyalty, obedience, obedience to her husband. Therefore, as a career woman, a wife must be able to create trust in her husband, that she is loyal and trustworthy. (Jamal, 2000).

- 2) Responsibilities as a mother in the family: Islam views and positions a woman as a mother in a very honorable place. Mother is one of two parents who have a very important role in the life of every individual. (Muri'ah, 2011) The main function and position of a woman is as a mother as well as a household manager, a mother who is loving, calm, wise and good at educating and managing the atmosphere in the household, will make her children live happily and feel happy in the family. (Drajat, 1992) a career woman besides working it is important to balance her responsibilities in the family, childcare priorities should not be neglected, a mother must always give enough love to children and be involved in their education and understanding of religion. (Ermawati, 2016)
- 3) Career choice: Islam allows a wife to have a career and develop her personal potential outside the home. Islam teaches the importance of seeking knowledge, working, and contributing to society. The phenomenon of working women has been common in people's lives for a long time. Conditions where the wife also participates in earning a living will create a balance in the pattern of power relations within the family. Even though what the wife produces is not as much as what the husband produces, at least it can help. In the context of earning a living for women is a choice, with this model women have the right to be independent and involved in earning a living based on their awareness and sincerity. However, in carrying out her career, the wife is also expected to maintain a balance with responsibilities as a wife and mother. and provide adequate attention and time for the family. (Zakaria, 2020)
- 4) Support and cooperation: The husband in Islam has the responsibility to support his wife in developing her career. This includes providing emotional support, facilitating suitable employment opportunities, and sharing household responsibilities. Husbands and wives are expected to work together and respect each other in dividing family duties and responsibilities, so that a balance between career and family can be maintained. This is not in order to eliminate the husband's obligation to provide for his wife as a consequence of the marriage contract he has made. This balanced access is in the framework of giving women the possibility not to solely dwell on the domestic area which in many cases results in their creativity being imprisoned or not developed.
- 5) Equal values: Islam emphasizes the values of equality between husband and wife. Husband and wife are considered to have equally important and complementary roles in the family. The balance between career and family responsibilities reflects that equality, where the wife has space to develop her personal potential and fulfill her responsibilities as a wife and mother. In maintaining a balance between career and wife's responsibilities in the family, Islam teaches the importance of communication, cooperation, and justice between husband and wife. By involving the husband in family responsibilities and decisions, and by maintaining balance, the wife can achieve satisfaction and fulfillment in her mother, wife, and professional roles. In this case, applying equality (equality) in the realm of social roles between men and women is an effort to uphold this justice. In turn, men and women have equal and balanced opportunities (furshah) in their lives. The reason is, what distinguishes one creature from another, including between men and women, is only their piety to Allah. This means that for other matters, they have the same opportunity.
In the view of Islam, maintaining a balance between career and family is important for husbands and wives. Islam teaches the importance of respecting and fulfilling family responsibilities, as well as respecting individual aspirations and the potential of family members. A harmonious family maintains happiness and supports each other. In a harmonious family, conflicts that arise can be resolved with adults to create peace in the household.

4.2 The Role of Islamic Law Principles in Resolving Conflicts Between Career and Family Responsibilities

a. Justice and Equality

Justice is a core principle that does not discriminate between individuals and requires everyone to be held accountable for their actions. In the conflict between career and family responsibilities, the principles of justice and equality in Islam demand that husbands and wives work together to find a just and balanced solution. The degree of equality between husband and wife is emphasized in Islamic law, with both having equal responsibilities towards the family and supporting each other in career development. This fairness and equality helps to create a healthy and fair family environment for all family members. To resolve this conflict, open and honest communication between husband and wife is essential, so that they can find a solution that accommodates both parties. (Muslehuiddin, 1997)

b. Mutual respect

The principle of mutual respect between husband and wife in Islamic law is an important basis for resolving conflicts between careers and family responsibilities. This encourages partners to respect each other, communicate openly, and reach fair agreements. In Islamic law, placing human benefit as a priority in establishing law is also an important consideration. (Yudesman, 2014) Mutual respect directs husbands and wives to listen attentively, respect each other's

opinions, and seek balanced solutions with regard to the good of society. This principle aims to create a healthy and harmonious relationship between husband and wife in dealing with career conflicts and family responsibilities.

c. Consultation-based Leadership

In Islam, the husband's leadership in the family remains important, but must be based on consultation and deliberation with the wife. Husband and wife need to discuss and find a solution that benefits the family. Islamic law also teaches flexibility in establishing laws, so that husbands and wives can adjust their decisions by considering the benefit of the family and society. In solving the conflict between career and family responsibilities, husband and wife need to discuss and find the most beneficial solution for all parties, by prioritizing the benefit of the family and society.

d. Family Responsibility

The Principle of Family Responsibility teaches husbands and wives to share responsibilities fairly with each other, so that the burden on the family is not too burdensome for either party. The husband is responsible as a leader and breadwinner, while the wife has the responsibility as a babysitter and household manager. However, this principle emphasizes the importance of cooperation and a balanced division of tasks. (Djamil, 1997) Husband and wife can seek creative solutions such as dividing tasks, managing efficient time, or getting help from family members or third parties. The encouragement not to place demands on one another with unrealistic expectations is also very important. Husband and wife should respect each other's abilities and limitations, and exchange information about their hopes and needs openly.

e. Flexibility and Adaptability

In Islam, the principles of Flexibility and Adaptation encourage individuals to be flexible and adaptable in resolving conflicts between career and family responsibilities. This principle allows individuals to adapt steps and seek solutions according to the unique and specific situation in their family, taking into account factors such as finances, career opportunities, and other aspects that influence their decision. By adopting this principle, individuals can achieve the desired balance between career and family responsibilities wisely, according to Islamic values and teachings. (Fatarib, 2014)

Through the application of these principles in their daily lives, a married couple can strike a good balance between a successful career and adequate family responsibilities. By respecting each other, working together and prioritizing family interests, they can find win-win solutions and align individual aspirations with the strong values of Islamic law.

5. Conclusion

Islam teaches husbands to have responsibilities as family leaders and breadwinners, while wives have responsibilities as wives, mothers and to manage household life. Although wives are allowed to have careers outside the home, Islam encourages a balance between career and family responsibilities. Husbands are expected to support wives in developing their careers, while wives are expected to maintain a balance with family duties. The principle of equality between husband and wife is upheld in Islam, where both roles have equal importance. This balance can be achieved through communication, cooperation, and fairness between husband and wife.

In resolving the conflict between career and family responsibilities, Islamic legal principles such as justice, equality, mutual respect, consultative-based leadership, family responsibilities, and flexibility play an important role. By applying these principles, couples can achieve a good balance between a successful career and adequate family responsibilities. This will help them find win-win solutions and harmonize individual aspirations with strong values Islamic law.

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