
The Relationship Between Authoritarian, Democratic, And Permissive Parenting Styles And Coping Strategies In Dealing With Work Stress In A Jakarta Financial Company

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Abstract

In a competitive work context with tight business competition in financial companies, this can affect employee stress levels at work. The importance of understanding how to develop coping strategies when facing stress is crucial for developing mental health programs in the workplace. This study aims to determine the relationship between authoritarian, democratic, and permissive parenting styles received during childhood and the coping strategies used to manage work stress among employees in financial companies in Jakarta. This research method used a quantitative cross-sectional design. The study population included employees working in financial companies in Jakarta. The study sample consisted of 89 respondents selected through purposive sampling with the criteria of having worked for more than 3 months and having a productive age range between 20 and 58 years. The research instruments used included a parenting style scale questionnaire to measure parenting styles (authoritarian, democratic, and permissive) and a Ways of Coping Questionnaire to measure coping strategies used when stress occurs. The results of the study indicate that there is a relationship between authoritarian parenting patterns and coping strategies in dealing with work stress with a p-value of 0.0001 smaller than the alpha value ($\alpha = 0.05$), for democratic parenting patterns there is also a relationship with coping strategies ($p\text{-value } 0.0001 > 0.05$) and likewise with permissive parenting patterns there is a relationship with coping strategies ($p\text{-value } 0.0001 > 0.05$). The conclusion of this study shows that authoritarian, democratic and permissive parenting patterns in childhood have a long-term impact on the way individuals determine coping strategies when dealing with work stress. Of course, the practical implications of this study still need to maintain a balance of coping strategies in dealing with work stress, in order to maintain mental health.

Keywords: Parenting Patterns, Coping Strategies, Work Stress, Financial Companies.

INTRODUCTION

Indonesia's rapid economic and social development has driven significant transformation in the financial services sector, including banking, insurance, securities, and fintech. This sector has become a key pillar of national economic growth while reflecting the dynamics of rapid social and technological change, with the adoption of digitalization increasing job competition (Gallup, 2023; Ramadhani et al., 2022).

Job stress, defined as a negative response to work demands that exceed an individual's capabilities, is a crucial issue in this sector. A Gallup report (2023) ranked Indonesia low globally and the lowest in ASEAN with a stress level of only 16%, although this figure may reflect low awareness or reporting rather than an absence of the problem (Gallup, 2023; Ministry of Manpower, 2023). The Ministry of Manpower (2023) recorded 875,000 cases of work-related mental disorders, resulting in 17.1 million lost workdays.

Approximately 30% of employees in the financial sector experience work stress, with a higher prevalence among those under 40 due to sales targets, long working hours, and a competitive culture. Other factors include work-life imbalance, excessive workload, lack of managerial support, and weak organizational coordination (Sari & Nugroho, 2024; Mahapatra & Mishra, 2022). The impacts are multidimensional, ranging from physical disorders such as hypertension and insomnia to decreased organizational performance, absenteeism, and high turnover.

To cope with stress, employees use coping strategies based on the theory of Lazarus and Folkman (1984): problem-focused coping to modify sources of stress and emotion-focused coping to regulate negative emotions. The choice of these strategies is influenced by emotional maturity, which develops from childhood through family parenting patterns (Riany et al., 2023; Sayuti, 2022).

Democratic parenting styles, which combine emotional control and support, tend to result in good emotion regulation and adaptive coping, while authoritarian or permissive parenting styles are associated with maladaptive coping such as avoidance. However, there is a gap in the literature regarding the specific influence of these three parenting styles on coping choices among productive-age Indonesian financial sector employees (Dhani et al., 2023; Singha Mahapatra & Mishra, 2022).

This study aims to examine the relationship between democratic, authoritarian, and permissive parenting styles and work stress coping strategies among employees in the Indonesian financial sector. The urgency lies in the need for targeted interventions to improve psychological well-being and organizational performance amidst increasingly high industry demands. The novelty of this research is that it fills a gap with a specific focus on the Indonesian financial sector context, linking early family experiences with adult responses to work stress (Gallup, 2023; Riany et al., 2023).

RESEARCH METHODS

Types and Methods of Research

This study employed a quantitative analytical approach with a cross-sectional design to analyze the relationship between parenting styles (authoritarian, democratic, and permissive) and coping strategies (problem-focused and emotion-focused) among financial sector employees in Jakarta. The cross-sectional design was chosen because it allows for simultaneous data collection over a single time period, making it efficient for exploring correlations between variables without requiring lengthy longitudinal observations (Creswell & Creswell, 2023; Sugiyono, 2021). The correlational approach was used to identify the direction and strength of variable relationships, whether positive, negative, or insignificant, in accordance with the principles of descriptive and inferential statistical analysis.

The study was conducted in four financial companies, specifically banking and insurance, in Jakarta in September-October 2025. This approach aligns with previous studies on work stress in the Indonesian financial sector, where a similar design was effective in capturing the psychological dynamics of employees amid competitive pressure (Gallup, 2023; Ramadhani et al., 2022).

Data Analysis Instruments and Techniques

The main instrument was a structured questionnaire, with Buri's (1991) version of the Parental Authority Questionnaire (PAQ) adapted into Indonesian to measure authoritarian, democratic, and permissive parenting styles using a 1-5 Likert scale (1=Strongly Disagree to 5=Strongly Agree). Coping strategies were measured using Folkman and Lazarus's (1986) Ways of Coping Questionnaire (WCQ), with a 0-3 Likert scale (0=Never to 3=Almost Always), which has been validated in the Indonesian context (Darmagita et al., 2022; Atmawijaya, 2018). All instruments underwent validity and reliability tests to ensure measurement accuracy, as recommended in quantitative methodology (Emzir, 2022; Sudaryono, 2023).

Data analysis techniques include descriptive statistics for variable summaries and correlation tests (e.g., Pearson or Spearman) to test hypothesized relationships, supported by software such as SPSS. This approach ensures robust analysis of cross-sectional data (Sugiyono, 2021; Creswell & Creswell, 2023).

Population and Sample

The study population consisted of 650 active employees at four financial companies in Jakarta who met the inclusion criteria: age 20-58, minimum three months of service, permanent or contract status, and willingness to participate voluntarily; while exclusion criteria included part-time workers, interns, long leave, or a history of severe mental disorders. The sample size was calculated using the Slovin formula with a 10% margin of error, resulting in 87 representative respondents (Sudaryono, 2023; Sugiyono, 2021). Multistage sampling techniques included cluster probability for random

company selection and purposive sampling for respondents based on criteria, ensuring the generalizability of the results (Emzir, 2022).

Research Procedures

The procedure begins with ethical preparation and company approval, followed by the distribution of in-person or online questionnaires to selected respondents. Data are collected, cleaned, and statistically analyzed to test the hypothesis of the relationship between past parenting styles and current work stress coping, culminating in the reporting of the results (Creswell & Creswell, 2023; Sugiyono, 2021). This stage ensures the validity, reliability, and ethics of the research, aligning with studies of stress in the financial sector (Ministry of Manpower, 2023; Lazarus & Folkman, 1984).

RESULTS AND DISCUSSION

The Relationship Between Authoritarian Parenting Styles and Coping Strategies in Dealing with Work Stress in Jakarta Financial Companies

Variables	Coping Strategies				P-Value	Risk Estimate (95% CI)		
	Negative		Positive				Total	
	f	%	f	%			f	%
Authoritarian								
Not Authoritarian	35	39.3	8	9	43	48.3	0.0001 0.186 (0.100 - 0.348)	
Authoritarian	0	0	46	51.7	46	51.7		
Amount	35	39.3	54	60.7	89	100		

Source: Primary Data 2025

Based on the research results above, the data shows that authoritarian parenting patterns are related to coping strategies ($p = 0.0001 < 0.05$). This finding shows that respondents with a majority background of authoritarian parenting patterns are more inclined to use coping strategies (positive).

According to previous research(Li et al., 2023)conveyed that for authoritarian parenting styles in East Asian environments often show high achievement and active coping, although vulnerable to hidden anxiety. This is in line with the findings of the current study which shows that the majority of respondents with an authoritarian background still use (positive) coping strategies.

However, according to neuropsychological studies (McLaughlin et al, 2015) it was suggested that long-term exposure to authoritarian parenting patterns with increased amygdala activity and decreased prefrontal connectivity, which explains the tendency for impulsive coping responses,

Based on the respondent characteristics data that have been processed by researchers regarding authoritarian parenting patterns, it can be said that 25.84% of respondents, both male and female, received authoritarian parenting patterns. Meanwhile, in terms of educational background, respondents who received authoritarian parenting patterns were dominated by S1, amounting to 29.2%, followed by D3 educational backgrounds of 13.4% and finally, S2 and SMA, respectively, 5.6% and 3.3%, this relatively low number is influenced by the majority of respondents who filled out the questionnaire having S1 and D3 educational backgrounds.

From the results of the analysis of the status of contract or permanent employees, it can be said that respondents who received an authoritarian parenting style were employees with permanent status amounting to 37.07% and contract employees amounting to 14.60%, the rest did not receive an authoritarian parenting style. From the age background, the number of respondents who received the highest authoritarian parenting style was aged 36 years - 45 years, namely 25.84%, while those aged 21 years - 35 years received an authoritarian parenting style amounting to 22.47% and those aged 46 years - 58 years amounting to 3.37%.

Based on the results of the analysis, the researcher concluded that the results obtained, namely the relationship between authoritarian parenting patterns and coping strategies, can be described based on testing the characteristics of respondents, where approximately 50% of respondents received authoritarian parenting patterns.

The Relationship Between Democratic Parenting Patterns and Coping Strategies in Dealing with Work Stress in Jakarta Financial Companies

Variables	Coping Strategies						P-Value	Risk Estimate (95% CI)
	Negative		Positive		Total			
	f	%	f	%	f	%		
Democratic	35	39.3	1	1.1	36	40.4	0.0001	0.28 (0.004 - 0.192)
Undemocratic	0	0	53	59.6	53	59.6		
Amount	35	39.3	54	60.7	89	100		

Source: primary data 2025

The most statistical result in this study is that there is a strong relationship between democratic parenting patterns and positive coping strategies ($p = 0.0001 < 0.05$). Respondents with a democratic parenting background showed a much higher proportion of using positive coping strategies than respondents who did not have a democratic parenting background.

These results are very linear with Diana Baumrind's theory which states that democratic parenting produces individuals who are more independent, have good emotional regulation, and are able to adapt to stress. (Beris, 2012).

According to the research results of Steinberg et al, (1994) in (Mahmud & Haerani Nur, 2025) conveyed that individuals with a democratic parenting background tend to have higher self-regulation, a key factor in the use of adaptive coping strategies. The ability to regulate emotions and behavior effectively is an important asset in facing challenges and pressures in the work environment.

According to (Morris et al, 2017) people with a democratic parenting style will tend to have positive coping strategies by being able to regulate emotions flexibly.

The researcher then compared the characteristics of respondents with democratic parenting patterns, it was found that the number of male respondents who received democratic parenting patterns from their parents tended to be less than female respondents (21.34%: 38.20%), Based on educational background, the highest democratic parenting pattern received by respondents with a Bachelor's degree was 33.70%, the second highest was obtained by respondents with a Diploma 3 education of 21.34% and the lowest was obtained by respondents with high school education (3.37%) and Master's degree (1.1%), of course the small value obtained was because respondents with high school and Master's education were fewer than Bachelor's degree and Diploma 3.

Based on the employee status of the respondents, 42% of permanent employees received a democratic parenting pattern and 16% were contract employees who received a democratic parenting pattern. Based on the age of the respondents, the results of the researcher's analysis showed that the highest democratic parenting pattern was obtained by respondents aged 21 years - 35 years (24.71%), while respondents aged 36 years - 45 years and 46 years - 58 years received democratic parenting patterns respectively (23.59%: 11.23%).

Researchers concluded that 59.55% of respondents received a democratic parenting style from their parents, this pattern provides emotional stability and can regulate the stress received by respondents with a democratic parenting background.

The Relationship Between Permissive Parenting Styles and Coping Strategies in Dealing with Work Stress in Jakarta Financial Companies.

Variables	Coping Strategies						P-Value	RE (95% CI)
	Negative		Positive		Total			
	f	%	f	%	f	%		
Permissive								
Not Permissive	34	38.2	0	0.0	36	40.4		
Permissive	1	1.1	54	60.7	53	59.6	0.0001	
Amount	35	39.3	54	60.7	89	100		55,000 (7,887 - 383,522)

Source: Primary Data 2025

Referring to the results of the analysis above related to permissive parenting patterns, it shows the same findings, with statistically the same results (p value = 0.0001 > 0.05). The dominance of respondents with a permissive parenting background uses positive coping strategies.

Research from (Joussmet et al., 2018) identified several conditions where permissive parenting can produce positive coping strategies such as: freedom balanced with basic values such as responsibility and empathy.

Researchers also conducted a study on permissive parenting patterns on the characteristics of respondents. From the results of the study, it was found that 32.58% of female respondents were higher than 21.34% of male respondents who received a free (permissive) parenting pattern. Based on educational background, respondents with a bachelor's degree received a parenting pattern of 25.84% while 28.08% with respondents with a diploma, master's degree and high school education. According to employee status, respondents with permanent employee status received a high permissive parenting pattern of 40.44% and respondents with contract status with a percentage of 13.48%.

From the overall presentation, the researcher concluded that all characteristics of respondents with an average of more than 50% received authoritarian, democratic and permissive parenting patterns, Based on female gender, authoritarian, democratic and permissive parenting patterns dominate, From educational background, S1 dominates authoritarian, democratic and permissive parenting patterns, Based on employee status, respondents with permanent status dominate authoritarian, democratic and permissive parenting patterns, And based on the age range of 21 years - 35 years dominates democratic, permissive parenting patterns and 36 years - 45 years dominates authoritarian parenting patterns.

Referring to the coping strategies used, men (23.59%) are higher in using negative coping strategies compared to women (15.73%), while women are higher in using positive coping strategies (39.32%), Based on education, positive coping strategies are dominated by S1 (37.08%) while negative coping strategies are dominated by S1 (20.22%), For employee status, the highest use of negative coping strategies is from permanent employees (26.9%) while contract employees are 12.35%, in terms of age, respondents who use negative coping strategies tend to be used by those aged 36 years - 45 years (17.97%), aged 21 years - 35 years (13.48%) and aged 46 years - 58 years (7.86%), This can be interpreted that 39.32% still use negative coping strategies, Therefore, with a combination of parenting patterns, negative coping strategies still tend to be high.

CONCLUSION

This study found a significant relationship between parenting styles and coping strategies among employees in the financial sector in Jakarta. Democratic parenting styles were the most strongly correlated with positive coping in 59.6% of respondents, followed by authoritarian and permissive parenting styles, which also supported adaptive coping despite higher emotional risks. Respondent characteristics such as female gender, undergraduate education, permanent employees, and age 21-45 years reinforced this pattern, suggesting that childhood parenting influences resilience to work stress in adulthood.

However, limitations include the cross-sectional design, which limits causal claims and the potential for recall bias regarding past parenting styles. Furthermore, the focus on Jakarta alone reduces national generalizability. Suggestions for further research include a longitudinal approach with a larger sample size and additional variables such as organizational culture. Practically, these results encourage HR interventions based on emotion regulation training to reduce turnover and improve well-being in the competitive financial industry.

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