

# Analysis of The Parenting Method used by Working Parents in Shaping Children's Personality

## ARTICLE HISTORY

**Received** 16 December 2023

**Accepted** 30 December 2023

**Published** 31 December 2023

Mei Nita Hutaeruk<sup>1</sup>, Yusnadi<sup>1</sup>, Muhammad Takwin Machmud<sup>1</sup>

<sup>1</sup>Faculty of Education, Universitas Negeri Medan, Indonesia

## CORRESPONDING AUTHOR

Mei Nita Hutaeruk

E-mail: [hutaerukmei24@gmail.com](mailto:hutaerukmei24@gmail.com)

Post Address: Faculty of Education,  
Universitas Negeri Medan, Indonesia

## Keywords

Parenting, Working Parent,  
Children Personality

**How to cite:** Hutaeruk. M. N., Yusnadi, & Machmud, M. T. (2023). Analysis of The Parenting Method used by Working Parents in Shaping Children's Personality. *International Journal of Educational Practice and Policy*, 1(2): 59-66.

## ABSTRACT

The objective of this study is to determine the type of career parenting and its impact on the development of children's personalities. The descriptive phenomenology method is used in this study. The study was conducted out in Sibolga City, Hutabarangan Village, and Sibolga Julu. Three youngsters aged 12 to 14 years old, as well as their parents, participated in the study. Unstructured interviews and observations are used to acquire data. The data analysis method employed is qualitative descriptive data analysis. According to the findings of this study, the parenting style of career parents has a substantial impact on the personalities of their children. A qualitative investigation of three parents who worked as small merchants, restaurant employees, and factory workers revealed disparities in parenting approaches, namely democratic and permissive. In this instance, it is critical for working parents with limited time to find methods to be actively involved in their children's life. For example, regular communication, listening to children's feelings, and spending quality time together can all help.

## 1. INTRODUCTION

Parents are the most important persons in shaping a child's personality. Parents decide where their child will go, as children—who are still not fully independent—need content, guidance, and methods of thinking and behaving that come from their parents. Parents have a noble obligation and duty to raise a moral generation, as moral development is deeply rooted in early parental influence (Khobir et al., 2024; Nopilana, 2025). The father is traditionally viewed as the leader of the family, while the mother nurtures and cares for the child from the womb until maturity. In reality, children raised by parents with strong moral beliefs tend to develop excellent morals, reflecting the notion that when a person's behaviours align with moral norms, they are considered to possess good morality (Fathurrohman, 2019; Harahap et al., 2024). Parents therefore hold a significant role in shaping a child's personality, as parental guidance and education in the family environment greatly influence children's moral and character development (Asy-Syauqi et al., 2024; Sulastri et al., 2024).

However, many contemporary family issues arise because parents are increasingly overworked. According to Hasanah (2019), working parents—both father and mother—engage in employment to meet financial needs, often without realizing that their work reduces the amount of time available to interact with their children. Parents with formal jobs typically work long hours, while those with informal jobs may work even harder due to economic pressures in a competitive modern environment (Hibatulloh & Ali, 2024). As work demands increase, communication between parents and children tends to decline, leading children to seek attention elsewhere, such as at school or among peers. In some cases, children may display inappropriate behaviour in an attempt to gain their parents' attention. In comparison, parents who do not work outside the home generally have more time to care for their children, complete household tasks, and foster stronger emotional connections. Such parents can more easily monitor their children's activities, which contributes positively to the child's social and moral development (Zatihulwani, 2025).

Beyond time and attention, parenting style is also a key component of parent-child interaction. Parenting styles represent behavioural patterns applied consistently as children grow. These styles reflect attempts to nurture and guide children from birth to maturity—physically, emotionally, and morally. Parents must therefore recognize that raising children involves more than meeting physical needs; it also requires emotional presence, communication, and moral guidance (Khobir et al., 2024). Different parenting strategies may be used, but they should ideally lead to positive developmental outcomes. Unfortunately, working parents often face challenges such as reduced attention, weak communication, diminished respect, and emotional distance between parents and children. This is unfortunate because the primary intention of parents working is to provide for the family, yet fatigue and work pressure can cause them to lose sight of the central priority: their children's emotional and moral well-being (Lesmi, 2022; Suteja & Yusriah, 2017).

Many parents work hard to fulfil their children's material needs but often overlook their children's need for moral direction and character development. When these developmental needs are neglected, children may experience behavioural problems. Children of working parents, especially those with limited supervision, may feel lonely and receive less emotional support, which can lead to inappropriate behaviour (Ayun, 2017; Talibandang & Langi, 2021). Lack of consistent parental guidance during formative years may distance children from moral standards, which can have long-term negative consequences (Sulastri et al., 2025).

According to the researcher findings in the Sibolga district, children whose parents have professions as the full time worker have miserable personalities when it comes to

communicating and establishing friendships with other children their age. Additionally, there are some families which the parents are sharing role in which the father is the only breadwinner, and the mother is accompanying their children. The result is showing the children have more positive personalities. The difference in developing personalities in children is depends on the parents treatment. if both parents have to work outside the home, the family will be have different parenting method with the family who only the father works or only the mother works. Each family has a unique and different techniques used to raise their children in each household. Based on the preceding information, the author performed study "Analysis of The Parenting Method used by Working Parents in Shaping Children's Personality".

## **2. METHODOLOGY**

The purpose of this study is to describe the role and parenting models of parents on shaping the personality of their children. This study was carried out in the city of Sibolga, Hutabarangan Village. This study was conducted using a qualitative research method known as descriptive phenomenology. A qualitative strategy that allows researchers to use their subjectivity and interpersonal skills to discover career parenting trends on children's behavior during the exploratory study phase. This research included three children ages 12 to 14 years old as well as their parents. The researcher selected these three samples is based on researcher observation these three kids had distinct personalities than children raised by non-career parents. The techniques used are observation techniques, in-depth interviews which are structured based on open questions.

## **3. RESULTS AND DISCUSSION**

In the modern age, parental parenting is an important aspect in forming a child's character and psychological development. Parenting patterns encompass not only monetary availability or physical needs fulfillment, but also emotional exchanges, ingrained values, and the interpersonal atmosphere generated inside the family. According to the findings of the research, there are distinct dynamics in the parenting styles of career parents, particularly in terms of time management and family values. The purpose of this study is to examine the style of parenting used by career parents and how it effects the development of children's personalities.

### **3.1. Parent time management**

This study included three parents who worked as small merchants, restaurant employees, and factory workers in examining the parenting routines of career parents from varied job backgrounds. The study's focus is on indications of time spent engaging with children and how parents allocate that time.

#### **a. Small Merchant**

According to the findings of interviews performed with parents who work as small merchants, there is relatively high time flexibility. Even if parents are responsible for selling goods during the day, they prefer to set out extra time to engage with their children, particularly after school and while their children are sleeping.

"I use my free time when guarding the merchants stall to pay attention to my child. I also always take my time to make sure my child has eaten his lunch and makes sure he still takes his nap during the day"

Parents who work as stall merchants make every effort to spend time with their children. Small stall merchants, who have more time on their hands, may more readily dedicate time for activities with children. This demonstrates the importance of having flexible time so that you can continue to create communication with children.

#### **b. Restaurant Employee**

Parents who work in restaurants confront more time limitations, particularly during restaurant business hours. Parents who work in restaurants have a more defined work schedule, which runs from 08.00 to 17.00. As a result, parents have very little time to spend with their families. There is a lack of engagement between parents and children due to time constraints.

"I don't spend much time interacting with my child. I have to continue cleaning the house and making supper when I get home in the afternoon, so I can only accompany my child while he studies at night."

Parents who work as restaurant staff have less time to build effective communication between parents and children, resulting in less pleasant relationships between parents and children and, in some cases, youngsters lacking parental supervision.

#### **c. Factory Worker**

Parents who work in factories have limited time to interact and connect with their children. Parents of manufacturing workers have a schedule of leaving work at 06.00 and returning at 18.00, but they have one day off every week. Parents strive to use their vacation time to create contact and engagement with their children and to monitor their child's growth once a week.

"I work from morning to evening, so it's a little difficult for me to divide my time with my child. But because I have one day off every week, I usually spend my free time taking my children for a walk and talking"

When the children are at home, spending time with them becomes a priority. Creating solid routines, giving children with assurance, and scheduling periods for collaborative interactions are all common tactics.

### **3.2. Parenting Style**

#### **a. Small Merchant**

Based on the findings of interviews with the parents of small stall merchants, it is clear that the parenting style used in this household is democratic. Parents of small stall merchants use a democratic parenting approach in which they give their children rules without force and provide them direction, attention, and advice. The findings of the observations demonstrate that children are allowed to be creative, that their conduct is controlled by not doing harmful things, and that children have positive relationships with their family and friends.

Concerning the development of his personality, the little store merchant mentioned that he guides his children to remain disciplined. Parents constantly teach discipline by simple things, such as enforcing regulations regarding required breakfast, lunch, and supper, which encourages children to eat regularly and to be disciplined about minor details. Aside from that, parents of small stall entrepreneurs set bedtime rules for their children to follow so that they have discipline. Apart from instilling discipline, having the flexibility of your time makes it easier for parents to monitor their child's personality development. Parents who work from home can monitor their children's social behavior with their peers.

#### **b. Restaurant Employee**

Parents who work as restaurant employees usually have more limited time because of their busy work at the restaurant. This time limitation can affect their interaction and communication with their children. Based on the results of interviews and observations, it shows that the parenting style applied by these parents tends to be more permissive. According to Wibowo & Gunawan (2015), permissive parenting is a parenting style that liberates children while remaining under parental supervision; in actuality, parental control and attention to children is severely deficient. Nasution (2018) discovered in his research that permissive parenting occurs when parents accept self-expression and self-regulation while seldom punishing. The permissive attitude of parents, which frequently stems from the belief that they will be ineffective in controlling their child's aberrant conduct, so they just let it go or don't want to know. Without parental supervision, children are free to do anything they want; Children with lack discipline in accordance with appropriate societal laws, which leads to violent behavior (Musslifah et al. 2021).

Through interviews conducted, it shows that the limited time they have makes them less effective in providing attention to their children. They give their children greater freedom to make their own decisions. However, due to time constraints, they cannot provide sufficient emotional support and supervision to their children. Parents who work as restaurant employees say that they usually leave their children to be watched by neighbors or looked after by other family members. This can certainly affect the relationship between parents and children. Applying a permissive parenting style will also influence the formation of children's values and responsibilities. When parents are open and accepting of their children's desires, an environment that supports creativity and self-expression can be created. However, without clear boundaries, children may have difficulty developing self-control and understanding the consequences of their actions.

#### **c. Factory Worker**

Parents who work in factories often face great challenges in maintaining a balance between work and family life. Their limited time can cause poor communication with their children. Based on the results of interviews and observations made by researchers, it shows that the parenting style applied by these parents tends to be more permissive. Based on interviews conducted by parents, factory workers also tend to give their children freedom because they do not have enough intense time to supervise them. Due to the lack of supervision provided, children may be given a lot of leeway in decision making, freedom of expression, and fulfillment of their desires. However, the impact that arises from implementing a permissive parenting style is that it allows children to experience difficulty in developing self-control and understanding of the consequences of their actions.

In the long term, permissive parenting can also affect the development of children's values and responsibilities. Unclear rules and boundaries can make it difficult for children to

understand their obligations and the consequences of their actions. Fadhilah et al (2019) said that children whose parents apply this pattern have a great influence on their learning motivation. When researchers conduct observations, children tend to show behavior that is less obedient to authority, both at home and in social environments. They may be less responsive to the rules and limits imposed by their parents, apart from that, children also seem to act as they please and are lazy to learn when their parents tell them to. This is because parents apply a parenting style that is indifferent to their children's personalities because they are busy working. Factors that influence the parenting style applied by parents are seen from the parents' work background and the intensity of interaction between parents and children (Suryana & Sakti. 2022).

#### 4. CONCLUSION

The results of this research show that career parenting has a significant influence on children's personalities. Based on a qualitative analysis conducted on three parents who worked as small stall traders, restaurant employees, and factory workers, differences were found in the parenting styles applied. Parents who work as small stall traders have more flexible time to care for their children. They are able to manage their time effectively and give enough attention to their children. This allows good communication to be established between parents and children, so that children feel heard and given enough attention. As a result, these children tend to have more independent, confident personalities and have good communication skills.

On the other hand, parents who work in factories and restaurant employees experience limited time in caring for their children. This time limitation causes a lack of interaction and communication between parents and children. These children tend to feel less heard and less attention from their parents. This can affect children's personality development, where they may become more passive, less self-confident, and have difficulty communicating with others. The flexible parenting style of career parents, such as parents who work as small stall traders, seems to have a positive impact on children's personality development. In this context, it is important for parents who have limited time to still find ways to be actively involved in their children's lives. For example, through regular communication, listening to children's feelings, and providing quality time together.

#### REFERENCES

- Asy-Syauqi, I. M., Sari, I. N. B., & Irfani, B. (2024). Pengasuhan berbasis nilai: Strategi orang tua dalam menanamkan moralitas dan etika kepada anak di era digital. *Al-Athfal: Jurnal Pendidikan Anak*, 5(2), 1443. <https://doi.org/10.46773/alathfal.v5i2.1443>
- Ayun, Q. (2017). Pola asuh orang tua dan metode pengasuhan dalam membentuk kepribadian anak. *ThufuLA: Jurnal Inovasi Pendidikan Guru Raudhatul Athfal*, 5(1), 102-122. <http://dx.doi.org/10.21043/thufula.v5i1.2421>
- Fadhilah, T. N., Handayani, D. E., & Rofian, R. (2019). Analisis pola asuh orang tua terhadap motivasi belajar siswa. *Jurnal Pedagogi Dan Pembelajaran*, 2(2), 249-255. <https://doi.org/10.23887/jp2.v2i2.17916>
- Fathurrohman. (2019). Implementasi Pendidikan Moral di Sekolah Dasar. *Jurnal Bidang Pendidikan Dasar (JBPD)*, 3(1), 79-86. <https://doi.org/10.21067/jbpd.v3i1.2929>

- Harahap, E. F., Khairunnisa, N., Araminta, N., & Sitorus, M. (2024). The role of parents as role models in children's moral education. *Absorbent Mind*, 5(1). [https://doi.org/10.37680/absorbent\\_mind.v5i1.6671](https://doi.org/10.37680/absorbent_mind.v5i1.6671)
- Hasanah, E. (2019). Perkembangan Moral Siswa Sekolah Dasar Berdasarkan Teori Kohlberg. *JIPSINDO*, 2 (6), 131-145. <https://doi.org/10.21831/jipsindo.v6i2.28400>
- Hibatulloh, S., N., & Ali, M. (2024). The role of parents in shaping children's morality in Kembangan Village Baki Sukoharjo. *Indonesian Journal of Early Childhood Islamic Education*, 7(2). <https://doi.org/10.35896/ijecie.v7i2.622>
- Khobir, A., Khotijah, & Chonitsa, A. (2024). Parental influence on the development of social ethics in Indonesian children. *Global Journal of Psychology Research: New Trends and Issues*, 14(2), 39–49. <https://doi.org/10.18844/gjpr.v14i2.9719>
- Lesmi, K. (2022). Peran Pola Asuh Orang Tua Yang Bekerja Pada Perkembangan Sosial Emosional Anak Usia Dini. *JP3M: Jurnal Pendidikan, Pembelajaran dan Pemberdayaan Masyarakat*, 4(1), 296-304. <https://doi.org/10.37577/jp3m.v4i1.404>
- Musslifah, A. R., Cahyani, R. R., Rifayani, H., & Hastuti, I. B. (2021). Peran pola asuh orang tua terhadap perilaku agresif pada anak. *Jurnal Talenta*, 10(2), 5-21. <https://jurnal.usahidsolo.ac.id/index.php/JTL/article/view/759>
- Nasution, M. (2018). Pola Asuh Permisif Terhadap Agresifitas Anak Di Lingkungan X Kelurahan Suka Maju Kecamatan Medan Johor. In *Prosiding Konferensi Nasional Ke-8 Asosiasi Program Pascasarjana Perguruan Tinggi Muhammadiyah*. <https://www.appptma.org/wp-content/uploads/2019/07/21.978-602-50710-9-6.pdf>
- Nopilana, J. (2025). Peranan orang tua dalam pembentuk moral anak. *Indonesian Journal of Elementary and Childhood Education*, 6(1), 15–23.
- Talibandang, F., & Langi, F. M. (2021). Pengaruh Pola Asuh Orang Tua Terhadap Pembentukan Kepribadian Anak. *Journal of Psychology Humanlight*, 2(1), 48-68. <https://doi.org/10.51667/jph.v2i1.558>
- Rosiana, R., Fathurohman, I., & Kuryanto. (2021). Analisis Pola Asuh Orang Tua Yang Bekerja Terhadap Pembentukan Moral Kejujuran Anak. *Primary: Jurnal Pendidikan Sekolah Dasar*, 10(6), 1599-1609. <http://dx.doi.org/10.33578/jpkip.v10i6.8235>
- Sulastri, A., et al. (2025). *Peran orang tua pekerja dalam penanaman moral spiritual pada anak usia dini (Studi kasus di Munjuljaya, Purwakarta)*. Universitas Pendidikan Indonesia. <https://repository.upi.edu/77271/>
- Sulastri, M., Martini, M., Sudarmono, A. A., Syahrul, M., & Sumardin, A. (2024). Peran orang tua dalam pembinaan akhlak anak di Kelurahan Mata Air Kecamatan Reok Kabupaten Manggarai NTT. *Pendas: Jurnal Ilmiah Pendidikan Dasar*, 10(3). <https://doi.org/10.23969/jp.v10i03.31770>
- Suryana, D., & Sakti, R. (2022). Tipe Pola Asuh Orang Tua dan Implikasinya terhadap Kepribadian Anak Usia Dini. *Jurnal Obsesi: Jurnal Pendidikan Anak Usia Dini*, 6(5), 4479-4492. <http://dx.doi.org/10.31004/obsesi.v6i5.1852>
- Suteja, J., & Yusriah, Y. (2017). Dampak pola asuh orang tua terhadap perkembangan sosial-emosional anak. *AWLADY: Jurnal Pendidikan Anak*, 3(1). 1-14. <http://dx.doi.org/10.24235/awlady.v3i1.1331>
- Wibowo, A., & Gunawan. (2015). *Pendidikan karakter berbasis kearifan lokal di sekolah: konsep, strategi, dan implementasi*. Pustaka Pelajar.

Zatihulwani, E. Z. (2025). The relationship between parenting patterns and moral development of preschool-aged children. *Fundamental and Management Nursing Journal*, 8(1). <https://doi.org/10.20473/fmnj.v8i1.62999>