

## Systematic Review of Psychological Well-Being among Working Mothers: Challenges, Protective Factors, and Recommendations

Talitha Lintang Pertiwi<sup>1</sup>✉

<sup>1</sup>Departement of Psychology, Faculty of Education and Psychology, Universitas Negeri Semarang, Indonesia

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### Abstract

The psychological well-being of working mothers has become a significant issue in modern life, particularly due to increasing dual-role pressures between domestic and professional responsibilities. This condition can lead to stress, emotional exhaustion, and reduced quality of life if not balanced with adequate support. This study aims to identify the main challenges affecting the psychological well-being of working mothers, as well as protective factors that help them cope with such pressures. The method used is a systematic literature review of research articles published between 2016 and 2025. Literature was searched using the Publish or Perish application with the keywords: “psychological well-being” AND “working mom” OR “working mothers” AND “challenges” AND “protective factor”, yielding 600 articles. Inclusion criteria were articles in English or Indonesian, using quantitative or qualitative methods, involving working mothers as participants, and specifically addressing psychological well-being. Screening was conducted using Rayyan.ai, resulting in 14 eligible articles. The review followed PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) guidelines. Findings show that dual-role burdens, blurred boundaries between work and home, and lack of social support are key stressors contributing to reduced well-being. Protective factors include family and coworker support, work flexibility, resilience, self-compassion, and the quality of mother-child relationships. The implications highlight the need for flexible work policies and cross-sectoral support systems. Future research is encouraged to explore different cultural contexts and to test interventions based on self-compassion, resilience, and supportive workplace policies for working mothers.

✉Correspondence address:  
E-mail: [talithalintangpertiwi@mail.unnes.ac.id](mailto:talithalintangpertiwi@mail.unnes.ac.id)

## INTRODUCTION

Women's work participation rates have increased significantly in society, especially among married women and mothers (Steinhauer, 2018). Although each country has experienced different increases, it is certain that women's work participation has begun to increase in various countries (Feyrer et al., 2008). Previously, the role of working was only reserved for men, now women also take on the role of working for several reasons. Some of the reasons that usually make women decide to work are financial reasons, but there is also a desire to get out of isolation as a housewife, find interests outside the home, and make friends or activities (Zielińska et al., 2024). As times change, the reasons why women decide to work are increasingly diverse, such as career growth (self-development), competitive compensation (financial, personal fulfillment), work environment (organizational culture, work-life balance), and leadership (recognition) (Ali et al., 2024).

Today, women have taken on many of the same work roles as men. Various forms of work that have been carried out by women include care work, creative work, and work related to political activism. Not only permanent jobs, but part-time and freelance jobs have also been done by many women (Bracke et al., 2019). Even after the COVID-19 pandemic, women started working digitally from home. Many women run home-based businesses by utilizing digital technologies such as smartphones and social media, for example, as online food sellers or freelancing on digital platforms (Bracke et al., 2019). Data shows that among women in the informal sector, around 38.1% work from home with an average age range of 42-43 years, while the other 61.9% work outside the home and are generally aged 45-46 years.

The majority of out-of-home workers are married (92%), while the marriage rate among home-based workers is slightly lower (88.55%) (Bracke et al., 2019). Meanwhile, data in Indonesia shows that the participation rate of women in the labor force is recorded at 51.88%. Of these, the majority of female workers are married, at 70.96% (Ministry of Women's Empowerment and Child Protection, 2019). This data shows that many women are married and become mothers, but still take on the role of continuing to work. Working mothers are women who carry out the role of breadwinners through work or career activities, as well as bear the main responsibility for caring, nurturing, and meeting the needs of their children in the family environment (Kadale et al., 2018; Shepard, 2023).

While the population of working mothers has increased significantly in recent decades, cultural norms and standards towards women have not progressed commensurately. This suggests that while more women are becoming working mothers, cultural norms such as intensive mothering are still deeply entrenched. These norms require mothers to remain in the primary role of childcare, which in turn burdens them with multiple responsibilities, reinforces gender role inequality, and has negative impacts both physically and emotionally (Forbes et al., 2021). Working mothers are required to continue to carry out the role of a dedicated primary caregiver at home, while competing professionally in the world of work.

This dual role experienced by working mothers creates emotional, psychological, and physical burdens (Apriani et al., 2021). The impact of these dual roles can make working mothers vulnerable to stress and depression due to high demands both at home and work. Carrying multiple responsibilities often leads to role conflict and overload, triggering psychological distress (Taylor, 2015). A mother may find it difficult to balance her obligations, which in turn leads to decreased productivity and drains time, energy, and thoughts. This condition can cause stress and mental health problems (Kosasih & Rahmawati, 2022).

Previous studies have confirmed that working mothers are vulnerable to stress and other mental health disorders. A study conducted by Trayudi and Dewi (2023) found that work stress is often experienced by working mothers, especially in pandemic conditions. Then Sitorus's research (2020) explained that stress in working mothers is usually caused by work factors, family conditions, and

other external factors. Another study tried to compare the work stress experienced by working mothers and non-working mothers. The results show that working mothers experience more stress than non-working mothers (Apreviadizy & Puspitacandri, 2017). Working mothers who experience stress will be at risk of decreased performance at work, experience more frequent physical complaints, and decreased energy levels. In addition to having a negative impact on performance at work, stress experienced by working mothers can also cause parenting stress and parenting burnout (Amalia & Muliastari, 2024), communication problems (Nurwindria et al., 2024), to have a high risk of divorce (Telatar, 2020).

Various studies that reveal the high level of stress in working mothers and its various negative impacts show that this issue cannot be seen in isolation, but needs to be understood more thoroughly in terms of individual psychological conditions. One framework that can be used to understand this aspect is psychological well-being (PWB), which is a self-actualization process that includes six main dimensions: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff, 2013). When a mother experiences chronic pressure from work and domestic roles in the household, the various dimensions of psychological well-being can be disrupted. Psychological well-being is very important for working mothers to have. Working mothers with good psychological well-being are better able to cope with stress, reduce anxiety, and prevent burnout (Ratu et al., 2024). Psychological well-being helps working mothers maintain a balance between work and family demands (Afiatin et al., 2019).

Social support from family, spouse, and work environment is instrumental in improving the psychological well-being of working mothers. Physical activity, supportive leadership at work, and a supportive work environment can also improve psychological well-being in working mothers. This support helps mothers balance work and family roles, as well as increase engagement and positive parenting (Arfianto et al., 2020). Thus, good psychological well-being is the main foundation for working mothers in dealing with work demands and family responsibilities more adaptively and productively. To the best of the researcher's knowledge, there are not many studies that specifically examine the challenges and protective factors for the psychological well-being of working mothers in a complete and systematic framework.

The purpose of a whole and systematic framework is to collect and organize various findings neatly in order to provide a complete picture of what are the challenges and factors that affect the psychological well-being of working mothers. Meanwhile, studies that discuss psychological well-being specifically and in depth are still limited compared to general studies on work stress or role conflict. In fact, psychological well-being has a clear and measurable dimensional framework, which can provide a more comprehensive picture of the psychological condition of working mothers. Therefore, it is necessary to conduct a systematic literature review to systematically map the general patterns, main challenges, and protective factors that affect the psychological well-being of working mothers. The results of this review are expected to provide a basis for psychological interventions and work policies that are more family-friendly, as well as provide direction for future research.

## **METHOD**

This study applied the Systematic Literature Review (SLR) method and adopted the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) study design (PRISMA, 2025). This study uses a systematic literature review (SLR) approach by referring to the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) guidelines. The steps began by clearly formulating the research or review question. After that, inclusion and exclusion criteria were determined to screen the relevant literature. Inclusion criteria: (1) articles published in 2016-2025, (2) English or Indonesian language, (3) participants were working mothers, (4) explicitly

discussed psychological well-being, (5) used quantitative, qualitative, or mixed methods. Exclusion criteria: (1) systematic review articles, (2) not available for full access, (3) did not mention psychological well-being directly. The next steps included a literature search, selection of studies based on predetermined criteria, quality assessment of each selected study, and data extraction from the articles.

Furthermore, the data that has been obtained is analyzed and presented systematically, and finally, the results are interpreted to draw conclusions (Akosah-Twumasi et al., 2018). In this study, we used three main databases, namely Scopus, Crossref, and Google Scholar. The use of these three databases was done to broaden the scope of the literature obtained and improve the quality of the findings. This approach was chosen because it is considered more optimal than relying on only two data sources, which has the potential to cause information limitations (Baas et al., 2020). The literature search included journal articles and scientific conference proceedings published between 2016 and 2025. The search was conducted using keywords that focus on the issue of psychological well-being, especially in working mothers. These keywords were designed to capture a wide variety of terms related to the research topic. Some of the keywords used in this search include “psychological well-being” AND “working mom” OR “working mothers” AND ‘challenges’ AND “protective factors”.

## **RESULT AND DISCUSSION**

The article search process was conducted between May 2 and 5, 2025. Article searches using the Publish or Perish (POP) version 8 application resulted in 600 articles from three databases: Crossref, Google Scholar, and Scopus. All 600 articles were screened using Rayyan, and 14 relevant articles were extracted for further review. The full sequence of the article search process is shown in detail in **Figure 1**.

A. PRISMA (Preferred Reporting Items for Systematic and Meta-Analyses)

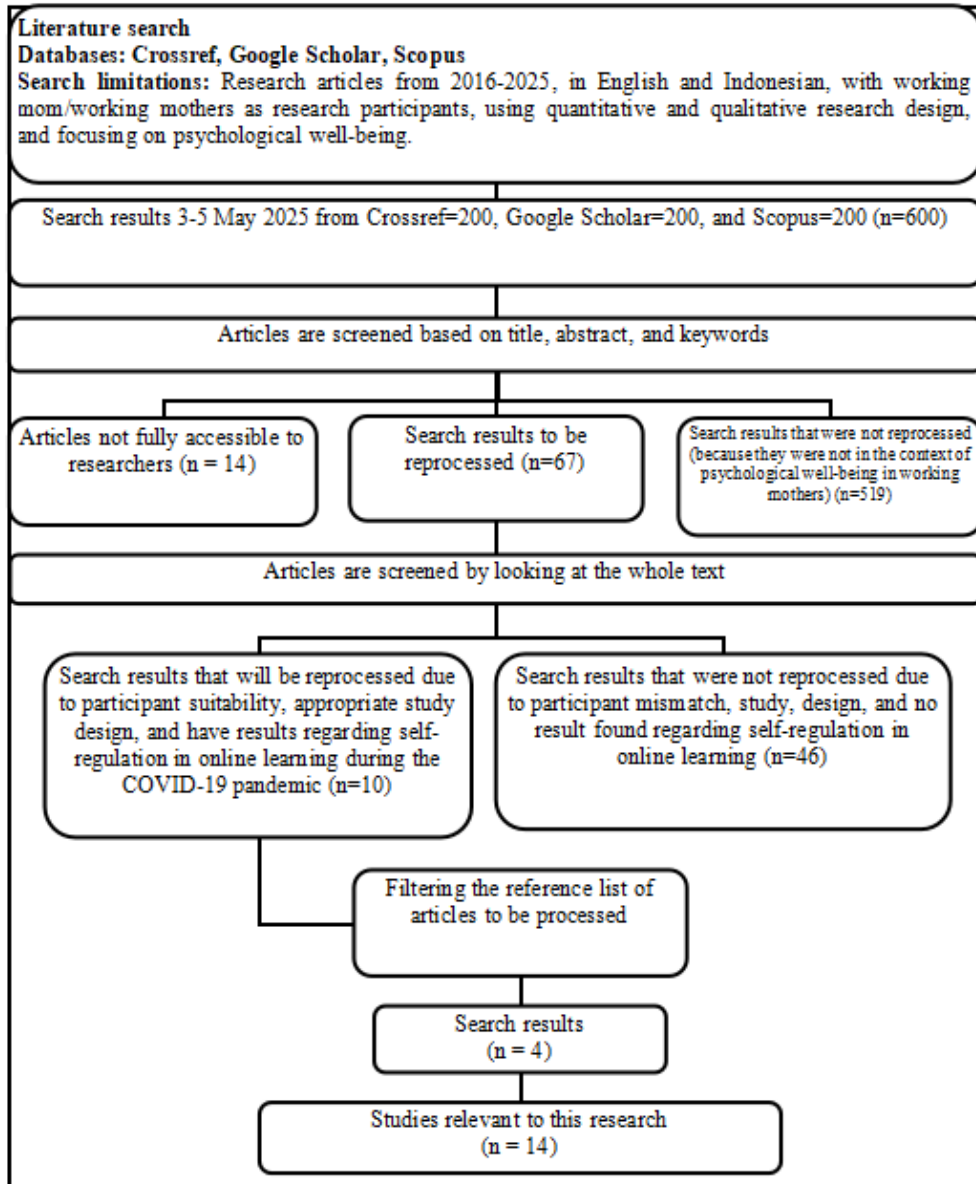


Figure 1. PRISMA Stages

Table 1. Summary of Articles Reviewed

No	Researcher	Variable	Participant	Method	Research Results (relating to the role of academic resilience)	Country
1	(Kapoor et al., 2021)	Perceived stress, psychological well-being, teleworking, resilience	326 Mothers working in various industry sectors	Quantitative	There is a negative relationship between perceived stress	India

					and psychological well-being	
2	(Sari et al., 2024)	Psychological well-being	5 Mother works in the informal sector	Qualitative	Describe the condition of each subject based on aspects of psychological well-being	Indonesia
3	(Kosasih & Rahmawati, 2022)	Family support, psychological well-being	100 mothers who work from home	Quantitative	There is a significant positive relationship between family support and psychological well-being	Indonesia
4	(Oyewo, 2025)	Psychological well-being, marital stability	150 working mothers	Quantitative	There is a positive relationship between psychological well-being and marital stability	Canada
5	(Smith & James, 2021)	Well-being	202 working mothers before and after the pandemic	Quantitative	There is a difference between psychological well-being conditions in working mothers before and after the pandemic	United Kingdom
6	(Prahara & Rayana, 2023)	Coworker support, subjective well-being	95 working mothers in the formal sector	Quantitative	There is a significant positive relationship between coworker support and subjective well-being	Indonesia
7	(Frieda et al., 2018)	Well-being	24 working mothers work in PMI, Central Java	Quantitative (experiment)	The well-being condition of the research subjects before and after the intervention is at a good level	Indonesia
8	(Afiatin et al., 2019)	Physical activity, transformational leadership, psychological well-being	536 Muslim working mothers	Quantitative	There is a positive relationship between physical activity and transformational leadership, with psychological well-being mediated by	Indonesia

					work-family balance.	
9	(Aghniacakti et al., 2021)	Self compassion, subjective well-being	48 mothers working during the pandemic	Quantitative	There is a relationship between self-compassion and subjective well-being	Indonesia
10	(Geetha et al., 2020)	Psychosocial well-being	50 Mothers working in Sivaganga district	Mix method	Working mothers tend to be more satisfied than non-working mothers, although they often experience mental health issues due to a mismatch between their work and their partner's desires	India
11	(Singh & Kumar, 2020)	Mental health, well-being	70 Working mothers and non-working mothers	Quantitative	There is a significant difference between adolescents of working and non-working mothers in terms of mental health	India
12	(Novitasari et al., 2018)	Subjective well-being, keterlibatan kerja	168 Working mothers in Indonesia and China	Quantitative	There is a relationship between subjective well-being and work engagement, and culturally influenced differences between working mothers in Indonesia and China	Indonesia
13	(Hartati, 2024)	Psychological well-being	5 Working mothers in Pekanbaru	Qualitative	The results showed that mothers had difficulty performing two roles at once, with work demands that reduced their role as mothers, as well as feelings of guilt when	Indonesia

					leaving their children to work	
14	(Trayudi & Dewi, 2023)	Stress at work, psychological well-being	86 working mothers <i>work from home</i>	Quantitative	There is an influence of job stress on psychological well-being	Indonesia

The first article is a study conducted by Kapoor et al (2021), the study revealed a negative relationship between perceived stress and the psychological well-being of working mothers, with teleworking acting as a partial mediator and resilience as an important moderator. During the pandemic, working from home, once considered a flexible solution, has actually increased psychological stress due to the overlapping of domestic and professional roles, especially due to the loss of support services such as nannies and domestic helpers. The main challenges for working mothers in the context of WFH are heavy multitasking, distractions at work, and loss of boundaries between home and work. However, protective factors such as resilience are able to help working mothers manage stress and improve their psychological well-being in the face of uncertain crises.

The second article is research from Sari et al (2024). This research uses a qualitative case study approach on 5 mother subjects who work in the informal sector by looking at five aspects of psychological well-being. The results show that most subjects have high independence and mastery of the environment, but self-acceptance, life goals, and personal development are still low to moderate. Mothers face psychological pressure due to dual roles and unstable economic conditions, as well as low social support in the work environment. Gratitude, support from husband and family, and self-acceptance help maintain psychological balance in working mothers in this context.

The third article reviewed was a study by Kosasih and Rahmawati (2022) who found a significant positive relationship between family support and psychological well-being of mothers working from home during the pandemic. Amidst the burden of dual roles as household managers, customary actors, and productive workers, mothers in Bali face difficulties separating home and work duties, which decreases their productivity and psychological well-being. A major challenge stems from the imbalance of multiple responsibilities. However, emotional, informational, appreciative, and instrumental support from family proved to be a highly influential protective factor in maintaining role balance and improving the well-being of working mothers.

The fourth article from Oyewo's research (2025) showed a strong correlation between psychological well-being and marital stability in working mothers. Good psychological well-being is closely related to a stable marriage, which is characterized by emotional support, role agreement, and relationship satisfaction. Challenges faced by working mothers in Nigeria include work pressures, domestic roles, and high social expectations. Significant protective factors in this context include higher levels of education, length of marriage, and adaptability in managing multiple demands.

The fifth article, a study by Smith and James (2021), specifically highlights the psychological well-being of adolescents of working and non-working mothers, but is still relevant because it shows that children of working mothers tend to have lower psychological well-being. Protective factors such as good parent-child relationships and resilience were shown to be key predictors of children's psychological well-being. Indirectly, this indicates that challenges for working mothers include maintaining emotional closeness with their children and balancing parenting roles. Success in fostering a healthy relationship with the child will be protective not only for the child, but also for the mother's psychological well-being.

Then the sixth article from Prahara and Rayana's research (2023) was conducted on 95 working mothers who were married, had children, and worked in the formal sector. The results of the analysis



using Spearman correlation show that there is a significant positive relationship between coworker support and subjective well-being ( $r = 0.406$ ,  $p = 0.001$ ). This means that the higher the perceived support from coworkers, the higher the level of subjective well-being of working mothers. Working mothers face dual role pressures: as workers with formal demands (fixed working hours, high performance targets), and as mothers with household obligations. In Indonesia, patriarchal cultural values exacerbate this burden, as domestic roles are still heavily assigned to women. These conditions lead to stress, burnout, and even decreased subjective well-being. Social support from coworkers proved to be an important factor. Forms of support include: Emotional (empathy, caring), Instrumental (direct help), Informational (advice or direction), and Belonging (community at work). This support helps reduce stress, increases the sense of being valued, and strengthens social attachment, all of which support working mothers' subjective well-being.

The seventh article is research by Frieda et al (2018), which is a quasi-experimental study that aims to test the effectiveness of positive emotion skills training in improving the psychological well-being of working mothers in PMI Central Java. Although the training was conducted on the experimental group and compared to the control group, the results showed no significant difference between the two in post-test scores ( $p = 0.219$ ), indicating that the working mothers in both groups already had a fairly high level of well-being from the start. The challenges that arise for working mothers in PMI relate to the pressures of social work that demand high emotional engagement, heavy professional responsibilities, and expectations to fulfill the roles of mother and wife. This increases the risk of burnout and job stress. However, the altruistic nature of humanitarian work was a strong protective factor. A sense of meaning in helping others, a positive work environment, and the emotional satisfaction of contributing to social activities strengthen the foundation of their psychological well-being, despite the demands of dual roles.

The eighth article, Afiatin et al (2019), used a theoretical model to prove that physical activity and perceptions of transformational leadership influence the psychological well-being of working mothers through the mediation of work-family balance (WFB). SEM shows the model fits the empirical data. Conflict between work and family, lack of support from superiors, and lack of time for personal activities impacted mothers' well-being. Regular physical activity, positive perceptions of superiors who apply transformational leadership, and maintained work-family balance support well-being. The ninth article is a study by Aghniacakti et al (2021), which found a significant positive relationship between self-compassion and subjective well-being in working mothers during the COVID-19 pandemic, with an effective contribution of 12.4% to well-being. Sudden changes to the work-from-home (WFH) system, increased double burden (childcare and work), and social isolation lead to high emotional distress. Self-compassion (self-kindness, common humanity, mindfulness) was found to be effective in reducing stress, guilt, and increasing life satisfaction.

The tenth article is a study by Geetha et al (2020). This study highlights the psychosocial well-being of working mothers in Sivaganga district, Tamil Nadu, emphasizing the pressure of multiple roles and the rise of cybercrime as risk factors for their well-being. It was found that working mothers not only shoulder professional and domestic responsibilities, but also have to be caregivers for children and elderly parents. This leads to chronic stress that worsens their psychological health. In addition, high social media usage introduces the threat of cybercrime which increases anxiety and insecurity. The challenges in this context are complex as they involve structural pressures and evolving technologies. However, digital safety awareness, good media literacy, and emotional support from family and community are key protections for working mothers. Family involvement in household role sharing and the use of spiritual and emotional coping strategies also help working mothers to have good psychological well-being.

The eleventh article from Singh and Kumar (2020) where the focus of the research was to compare the mental health of adolescents who have working mothers with those who have non-

working mothers. Results showed that adolescents of working mothers had significantly lower mental health scores, particularly on psychological symptoms, although not on somatic symptoms. This suggests that maternal employment status has implications for children's emotional development. The challenges faced by working mothers in this context are not only about role balance, but also concerns about the long-term impact on their children. Lack of quality time to interact with their children can lead to feelings of guilt and additional psychological distress for mothers. Protective factors that emerge include the mother's ability to manage time effectively, maintaining quality emotional relationships with children despite limited interaction, and extended family support in aspects of parenting that can reduce the burden on working mothers and indirectly maintain children's emotional stability.

The twelfth article from the research of Novitasari et al (2018) is a comparative study of the subjective well-being (SWB) of working mothers in Indonesia and China. The results of the analysis show that mothers in Indonesia have a significantly higher level of SWB than mothers in China, with an average score of 37.68 compared to 34.88. This is likely influenced by the types of work undertaken and different socio-cultural contexts. The main challenges faced by both groups were stress due to multiple roles and work demands, but Chinese mothers, who were more likely to be entrepreneurs, seemed to face higher stress than Indonesian mothers, who mainly worked in the public sector. Differences in structural support and work flexibility are important factors in this regard. Protective factors that support maternal well-being in Indonesia include job stability, a strong collectivistic culture, and the presence of religious values and significant family support in daily life.

The thirteenth article is a qualitative study by Hartati (2024) who used a phenomenological approach with five working mothers in Pekanbaru to explore their subjective experiences of dual roles. The results showed that all subjects experienced real role conflict, with dominant feelings of guilt for having to leave their children at work. They also complained of difficulties in establishing effective communication with their children, feeling unrelaxed, and often experiencing emotional exhaustion. These challenges were compounded when working mothers also lacked in-depth parenting or communication skills. However, there are protective factors that help maintain their psychological well-being, including an awareness of the importance of motherhood, religious values that reinforce a sense of responsibility, and support from spouses or extended family who provide practical and emotional assistance in childcare and household chores.

The last article, namely Trayudi and Dewi's research (2023), was conducted on 86 working mother respondents who underwent a work from home (WFH) system during the COVID-19 pandemic. The results show that work stress has a significant influence on psychological well-being with a contribution of 46.2%. Although most mothers have a fairly high level of well-being because they have been able to adjust to a new lifestyle, they still face severe challenges in the form of work demands mixed with domestic roles in the same space and time. WFH working mothers are required to be professionals as well as caregivers, teachers for children, and household organizers, which increases the risk of emotional exhaustion and role conflict. However, protective factors include successful adaptation to new routines, family support, a good level of education, a mature age, and access to supporting facilities such as technology and a private workspace at home that help working mothers perform both roles more effectively.

The results of this systematic literature review show that the psychological well-being of working mothers is strongly influenced by the pressure of the dual roles they live. Working mothers are faced with professional demands as well as domestic responsibilities which, if not managed properly, can lead to stress, emotional exhaustion, and decreased subjective well-being. This finding is reinforced by research by Kapoor et al. (2021), which revealed a negative relationship between perceived stress and psychological well-being, with work from home as a partial mediator and resilience as an important moderator Kapoor et al., 2021). In addition, Sabir et al., (2024) found that

working mothers who faced long working hours and minimal family support experienced high psychological distress, sleep disturbances, and even hypertension (Sabir, 2020).

However, various studies emphasize the importance of external protective factors such as social support in maintaining the well-being of working mothers. Support from spouses, family, and coworkers is consistently found to be positively related to maternal well-being, as shown in the studies of Kosasih and Rahmawati (2022) and Prahara and Rayana (2023). This support plays a role in reducing dual role stress and increasing the sense of being valued. Something similar was shown by Arfianto et al. (2020), who found a significant relationship between social support and psychological well-being in working mothers in Sidoarjo, East Java (Arfianto et al., 2020). In addition, internal aspects such as resilience and self-compassion also play a major role. A study by Hardiansari et al. (2024) on MSME mothers showed that high stress hurts well-being, but this can be suppressed through empathy for oneself. Supportive factors from the work environment also proved significant. Support from superiors, especially supervisors who adopt a supportive approach, helps to reduce the impact of work stress on psychological well-being.

Zulkifli and Hamzah (2024) identified that supervisor support not only improved the work quality of low-income mothers in Malaysia but also significantly reduced their psychological distress (Zulkifli and Hamzah, 2024). Meanwhile, Choo (2023) confirmed that supervisor intervention was also effective in reducing work stress among mothers working in the MSME sector in Europe (Choo, 2023). In addition to social support and work environment, personal strategies such as self-efficacy, time management, physical activity, and spiritual coping also support the well-being of working mothers. Research by Mailey and McAuley (2014) in the United States showed that increasing self-efficacy through physical activity programs can significantly reduce stress levels of working mothers in the long term (Mailey and McAuley, 2014). Strong religious values and collectivistic culture, as found in a study in Indonesia by Novitasari et al. (2018), also provide psychological reinforcement in dealing with daily stresses. This indicates that the combination of external support, internal capabilities, and cultural context is an important foundation in maintaining and improving the psychological well-being of working mothers.

## CONCLUSIONS

This systematic review reveals that the psychological well-being of working mothers is strongly influenced by dual role stress stemming from overlapping professional and domestic demands. This burden is exacerbated in the context of working from home and a lack of social support. However, there are several protective factors that can help working mothers maintain their psychological balance, such as family, partner, and coworker support; quality relationships with children; and internal capacities such as resilience, self-compassion, and self-efficacy. Support from superiors and a flexible work environment have also been shown to have a positive impact on well-being. Thus, the psychological well-being of working mothers is the result of complex interactions between external stressors, social support, working conditions, and individual coping strategies. Then, based on the country of origin of each study, cultural differences have a significant influence on the conditions and challenges of psychological well-being of working mothers. India has a strong patriarchal culture that puts working mothers under pressure to continue to carry out full domestic roles even though they also have professional responsibilities. This creates a double burden that has an impact on their psychological well-being, especially if there is no support from spouses or extended family. Furthermore, in Canada, although the country has a more gender-equal social system, challenges arise from conflicts in marital relationships, where working mothers still face expectations to maintain household harmony while balancing professional work roles.

Then the United States, which has an individualistic culture and high productivity demands, causes working mothers to experience pressure to perform optimally at work while still fulfilling family responsibilities. The lack of a strong social support network can worsen their well-being. Meanwhile, in Indonesia, a collectivistic culture places more value on social support from the work environment and family, but working mothers are still shadowed by traditional expectations to prioritize domestic roles. Overall, these contextual differences suggest that working mothers in different countries face unique challenges that are influenced by each region's social structure, culture, and work policies. Based on the results of the systematic literature review that has been conducted, it is recommended that work organizations, policy makers, and families provide more structured support to improve the psychological well-being of working mothers. Workplaces need to implement gender-responsive policies such as time flexibility, parental leave, and a work environment that supports work and family balance. In addition, emotional, informational, and instrumental support from supervisors and coworkers is effective in reducing stress levels. At the individual level, strengthening personal capacity, such as stress management training, increasing self-efficacy, and promoting physical activity and spirituality, can be important strategies in maintaining well-being. The role of the family is also crucial, especially in distributing domestic tasks fairly and building a strong emotional support system.

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