

## Motherhood Managerial in Health Services: Need Eustress Internalization

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**Abstract :** Feminine and masculine gender role stress could occur in some work situation. Being manager in health services that is known to be more women' role in Indonesia, has expected to have feminine stereotype role. In the communities, this has been done in the program kesejahteraan keluarga (welfare family program) since the 1970s, for example through family planning program. The aim of the study was to explore the experience of being a motherhood managerial in health services. Our auto ethnographic study has revealed that motherhood managerial, even though running by a woman, could have some stress conditions whether she has realized or has not. The challenge would occur when the manager did not realize that she needed the eustress. The autonomy concept for a woman to be a manager could be a complex cycle that needs open communication continually and understanding the four elements surround her life. In conclusion, there is a demand to have the eustress when the manager does not realize that she has to be an autonomy person. However, it does not need eustress when the manager understands about how to deal with the complex cycle of being autonomy.

**Keywords :** motherhood managerial, eustress, feminine gender role stress, masculine gender role stress, autonomy concept in women

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