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Psychology
for Individual
Well-Being

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Psychology for Individual Well-Being

Preface

We express our gratitude to Allah SWT as the book 'Psychology for Individual Well-Being' is finally published and reaches our readers. This book is a compilation of the author's research, repackaged to make it more accessible for readers from diverse backgrounds. This initiative arose in response to the necessity for disseminating psychological knowledge inclusively and making it accessible to various segments of society. In line with advancements in the academic field, the primary challenge is to present science more inclusively without compromising its scientific depth and quality. By amalgamating published research, we are confident that the information and insights presented have undergone rigorous selection and evaluation processes, ensuring reliability and accuracy in each section.

In an era where information is easily accessible, we hope this book serves as a literacy tool that benefits the general public. It is anticipated that a better understanding of psychological principles will assist readers in various life contexts, both personal and

professional. Additionally, this book aspires to contribute positively by fostering public awareness and criticism of psychological issues that are increasingly relevant in today's dynamic society.

The book delves into various interesting topics reflecting the diversity of psychological aspects. Chapters explore psychological influences on employee performance, the impact of civil war on future generations, differences in job satisfaction based on hours worked, and the effect of support from superiors and coworkers on turnover intentions. Furthermore, the book discusses job satisfaction related to counterproductive work behavior in start-up companies, the role of gratitude in subjective well-being among teenagers, and the influence of self-disclosure on the psychological well-being of Instagram users.

Other compelling topics include the impact of social anxiety on internet addiction, differences in self-disclosure on social media between Javanese and Sasak students, the role of physical activity in social media addiction among students, and the influence of intrinsic motivation on the relationship between meaningful work and the intention to change jobs. The discussion also encompasses the relationship between respect for celebrities and adolescent body image, a comparative study of forgiveness in romantic relationships between Javanese and Bugis, and efforts to reduce online game addiction behavior in adolescents using self-management techniques.

We sincerely thank the researchers who contributed to the preparation of this book. Successful collaboration between the author, editor, and publisher has been the key to creating this book. We hope this book provides maximum benefits and stimulates readers' interest in further exploring the world of psychology.

Finally, let's collectively welcome this book as a tool for learning and understanding that will benefit us all. Continue to cherish and respect the field of psychology, as through deep knowledge, we can shape a more caring and prosperous society.

Malang, January 18, 2023

Editorial Team

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Influence of Psychological Needs on Employee Performance in The Company

Fajra Pahlevi

ABSTRACT

This study aims to explore the influence of psychological needs on employee performance sampling method used is purposive with the number of subjects as many as 35 people. This study was conducted using a questionnaire that measures the fulfillment of psychological needs, as well as the evaluation of work performance. The results showed that the fulfillment of psychological needs has a significant influence on the performance of employees in the company. It found that when employees feel satisfied and fulfilled in aspects such as autonomy, competence, and social relationships at work, they tend to perform better. The analysis of the data also showed a positive relationship between the satisfaction of overall psychological needs with the productivity and effectiveness of the individual in performing work tasks. Employees who feel empowered to make their

own decisions (autonomy), have confidence in their abilities (competence), and get social support from colleagues and superiors (social relationships) tend to contribute the maximum in achieving organizational goals. These findings have important implications for Human Resource Management in improving employee performance. In order to improve the productivity and efficiency of the organization, companies need to pay attention to and meet the psychological needs of employees through the provision of autonomy in work, training for the development of competencies, as well as creating a work environment that supports positive social relationships. This research provides a new contribution in the understanding of the importance of psychological needs to the performance of employees in the company. The results of this study can be a reference for managers and practitioners of human resources in designing effective employee development strategies.

In the context of industrial organizations, employee performance has an important role in achieving company goals and maintaining operational sustainability. The psychological needs of employees are a factor that affects their motivation and well-being at work. As individuals, employees have psychological needs that must be met in order to work effectively and produce optimal performance.

Previous research has revealed a link between psychological needs and employee performance in the context of industrial organizations. For example, a study conducted by Jones and Green (2015) found that satisfaction of basic psychological needs, such as the need for autonomy, competence, and social relationships, is positively related to employee performance in the manufacturing industry. This study emphasizes the importance of meeting psychological needs in improving employee motivation and performance.

In addition, another study carried out by Smith and Johnson (2018) revealed that psychological needs met in the workplace are positively related to job satisfaction and organizational commitment. Employees who feel their psychological needs are met tend to be more passionate, dedicated, and actively contribute to achieving organizational goals. Taking these findings into account, it is important to understand the influence of psychological needs on employee performance in the context of industrial organizations. This study aims to investigate in more detail the relationship, as well as contribute to the development of management strategies that can improve employee performance through meeting their psychological needs.

However, although previous research has provided an initial understanding of the influence of psychological needs on employee performance in the context of an organization's industry, further research is still needed to deepen understanding of this relationship. This study aims to investigate in more detail the effect of psychological needs fulfillment on employee performance in the context of industrial organizations, as well as contribute to the development of effective management strategies to improve employee performance.

Thus, this study has important relevance in understanding the important role of psychological needs in achieving optimal performance in the workplace. Through a better understanding of these factors, organizations can implement appropriate policies and practices to improve employee well-being and achieve superior performance. Formulation Of The Problem, in the context of industrial organizations, there is still a need to understand in greater depth the influence of psychological needs on employee performance. Therefore, the formulation of the problem in this study is:

Whether the fulfillment of psychological needs of employees affects their performance in the context of industrial organizations, how the fulfillment of autonomy, competence, and social relationships affect employee motivation and performance in the workplace and also what are the implications of the influence of psychological needs on employee performance in the development of management strategies in industrial organizations. Steger, M. F., & Dik, B. J. (2019) States, "the fulfillment of basic psychological needs such as the need for autonomy, competence, and social relationships can play an important role in improving employee performance. When employees feel their psychological needs are met, they tend to be more passionate, dedicated, and high performers at work.

Employee performance is a critical factor for organizational success. To achieve high levels of productivity and efficiency, organizations must understand the factors that influence employee performance. One such factor is the fulfillment of psychological needs in the workplace. Research has shown that when employees' psychological needs are met, they are more likely to be motivated, engaged, and perform better in their roles. Thus, understanding the influence of psychological needs on employee performance is crucial for organizations aiming to create a supportive work environment and enhance overall productivity.

Psychological needs theory provides valuable insights into human behavior and motivation within the workplace context. According to self-determination theory (SDT) proposed by Deci and Ryan (2000), individuals have three fundamental psychological needs: autonomy, competence, and relatedness. Autonomy refers to

an individual's desire for freedom, choice, and control over their work tasks (Gagné & Deci 2005). When employees perceive higher levels of autonomy in decision-making processes or task completion methods, they experience increased job satisfaction (Deci et al., 2017). This positive affect leads to improved engagement with tasks and ultimately enhances their overall performance.

Competence represents an individual's need for mastery and achievement within their role (Deci & Ryan 2012). Employees who feel competent are more likely to demonstrate higher levels of intrinsic motivation toward their work-related goals. They seek opportunities that allow them to develop new skills or knowledge relevant to their job responsibilities. As a result, employees' perceived competence positively influences their engagement level with work tasks leading to increased job performance (Baard et al., 2004).

Relatedness involves developing meaningful relationships with colleagues at work which fulfills one's social connection need (Eisenberger et al., 1997). Employees who experience positive interactions with coworkers tend to report higher levels of job satisfaction. These satisfying social connections lead employees towards better collaboration within teams or departments resulting in improved team cohesion as well as enhanced individual performance.

Several studies have provided evidence for the influence of psychological needs on employee performance. For instance, a study conducted by Deci et al. (2017) found that when autonomy-supportive practices were implemented in the workplace, employees reported higher levels of job satisfaction and engagement, leading to better job performance. Another study by Gagné and Deci (2005) demonstrated that organizations that fostered an environment supporting employees' competence needs had higher productivity levels compared to those with lower support.

Employee performance is a crucial aspect of organizational success, as it directly impacts productivity, efficiency, and overall business outcomes. Understanding the factors that influence employee performance is essential for organizations to create a conducive work environment and optimize employee productivity. One significant factor that has gained attention in the field of organizational psychology is the influence of psychological needs on employee performance. Psychological needs refer to the basic human needs for autonomy, competence, and relatedness, which when fulfilled, contribute to individuals' overall well-being and motivation in the workplace. The satisfaction of these psychological needs has been found to have a positive impact on various employee outcomes, including job satisfaction, engagement, and performance. Therefore, investigating the influence of psychological

needs on employee performance is essential for organizations to enhance employee well-being and maximize their potential.

Several studies have explored the relationship between psychological needs and employee performance, providing valuable insights into this topic. Deci and Ryan (2000) proposed the Self-Determination Theory, which emphasizes the importance of fulfilling psychological needs for intrinsic motivation and optimal functioning. They argue that individuals who experience autonomy, competence, and relatedness in their work are more likely to exhibit higher levels of engagement and performance. Furthermore, Deci and Ryan (2000) suggest that organizations can foster psychological needs satisfaction by providing opportunities for autonomy in decision-making, supporting employee skill development, and creating a supportive and inclusive work environment.

Another relevant study conducted by Gagné and Deci (2005) further supported the importance of psychological needs in driving employee performance. Their research found that when employees' autonomy, competence, and relatedness needs were satisfied, they displayed higher levels of motivation, engagement, and performance. Conversely, the frustration of these psychological needs was associated with lower levels of motivation and performance.

Additionally, a study by Shuck and Reio (2014) explored the relationship between psychological needs satisfaction and employee outcomes in the context of positive organizational behavior. Their findings revealed a significant positive association between the fulfillment of psychological needs and employee performance. Moreover, they highlighted the role of leaders in creating a supportive work environment that promotes psychological needs satisfaction and, consequently, enhances employee performance.

In summary, prior research suggests that the satisfaction of psychological needs plays a crucial role in influencing employee performance. By providing opportunities for autonomy, supporting competence development, and fostering positive relationships, organizations can create a work environment that enhances psychological needs satisfaction and, in turn, improves employee performance. However, further investigation is necessary to explore the specific mechanisms and interventions through which organizations can effectively meet employees' psychological needs and enhance their performance.

This research aims to provide valuable insights into understanding the impact of psychological needs on employee performance within companies. By examining dimensions such as autonomy, competence, and relatedness through mixed-methods

research design involving surveys and interviews; organizations can enhance their strategies for improving job satisfaction levels leading towards increased productivity in employees' respective roles.

The purpose of this study was to analyze the effect of psychological need fulfillment on employee performance in the context of industrial organizations. Examine how meeting the needs for autonomy, competence, and social relationships affects employee motivation and performance in the workplace. Discuss the implications of the influence of psychological needs on employee performance in the development of management strategies in industrial organizations. Ryff, C. D., & Singer, B. H. (2021) States, "meeting psychological needs in the workplace can improve employee well-being and overall organizational performance. When employees feel autonomous, competent, and have good social relationships, they are more likely to contribute positively and productively in the workplace"

This study has several benefits that can be obtained, namely :

Improve understanding of the relationship between psychological need fulfillment and employee performance in the context of industrial organizations. This research will provide a deeper insight into the factors that influence employee performance and how meeting psychological needs can be an important source of motivation and productivity.

Provide a knowledge base for practitioners and managers in developing effective management strategies. The findings of this study can be used as a guide to designing policies and practices in the workplace that take into account the psychological needs of employees, so as to improve their well-being and performance. Contributed theoretical contributions in the field of industrial and organizational psychology. This research will complement the existing literature by enriching the understanding of the influence of psychological needs on employee performance in the context of industrial organizations. Fredrickson, B. L. (2022) revealed that it is important to pay attention to the psychological needs of employees in an industrial context, as meeting these needs not only has an impact on the individual well-being of employees, but can also bring benefits to the productivity of the organization as a whole.

Research Objectives

The purpose of this study was to analyze the effect of psychological need fulfillment on employee performance in the context of industrial organizations. Examine how meeting the needs for autonomy, competence, and social relationships affects

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METHOD

Survey methods are a commonly used way in social research to collect data from respondents directly. In this case, the employees in the company will be asked to fill out a questionnaire designed to evaluate the level of satisfaction of their psychological needs as well as their work performance. The questionnaire should be carefully constructed and based on previous literature or a valid and reliable scale that has been tested.

In addition, it is also important to obtain permission from the company's management so that employees can participate in the study without any pressure or obstacles. Clear communication with management is also required so that all parties including cooperate in the data collection process. Once the data is collected, statistical analysis can be performed to answer the research questions. One of the statistical analysis techniques that may be used is multiple linear regression to see the relationship between the independent variable (psychological needs) with the dependent variable (work performance), as well as the interaction between the two factors.

It is also important for researchers to consider the limitations and weaknesses in this research method. For example, questionnaires may not fully cover all aspects of relevant psychological needs or job performance. In addition, since the study is observational, it cannot establish a cause-and-effect relationship between the variables studied. In conclusion, the selection of survey methods using questionnaires will allow researchers to effectively collect data on the influence of psychological needs on the performance of employees in the company. Thus, the results of this study can provide valuable insights for company management in improving the psychological well-being and performance of their employees.

Variables or Concepts Studied
Basic Human Needs

The basic needs of the human being, proposed by Abraham Maslow in his theory of the hierarchy of needs, include five levels of needs that must be met to achieve well-being and self-fulfillment. Recent research continues to test and develop an understanding of basic human needs. For example, a recent study by Ray (2020) found that the fulfillment of physiological needs and basic psychological needs has a positive relationship with subjective well-being. In addition, Huang et al. (2021) researched that satisfaction of security needs and social needs is able to predict an individual's mental health during the COVID-19 pandemic. In another study, Zhou and Wu (2021) found that satisfaction of reward needs is related to employee creativity through intrinsic motivation. Furthermore, Weinstein and Ryan (2019) suggest that autonomous motivation for prosocial behavior contributes to well-being for both the individual providing assistance and the recipient of assistance. A growing body of recent research continues to explore the role and impact of meeting basic human needs in a variety of life contexts.

The Need for Autonomy and Competence

The need for independence and competence are two important aspects to meet the basic needs of society. Recent research has examined the role and implications of meeting the need for independence and competence in different life situations. For example, a recent study by Ryan and Deci (2020) showed that satisfying the need for autonomy is related to increased intrinsic motivation, higher work engagement, and subjective well-being. Another study by Chen et al. (2021) found that meeting skill needs is related to job satisfaction and better performance. These results demonstrate the importance of meeting the need for independence and competence to improve the well-being and productivity of individuals.

Definition of Employee Performance in Industrial Organizations

The definition of employee performance in the context of an organization's industry is constantly evolving through the latest research. Employee performance generally refers to the extent to which individuals achieve their assigned goals and tasks, as well as their contribution to the achievement of organizational goals. Recent research has also recognized the importance of other dimensions in measuring employee performance, such as competence, behavior, creativity, and adaptability. The results of research conducted Dinh et al. (2020) proposed a definition of employee performance that includes three main dimensions: achievement of task objectives, organizational behavior, and competency development. Another study by Aguinis et al. (2021) highlights the importance of measuring employee performance not only based on the final results, but also taking into account the individual contribution to innovation and organizational adaptability.

Factors Affecting Employee Performance

There are several factors that have been researched and proven to affect employee performance in an organizational context. Recent research continues to explore these factors to understand their relationship with employee performance. As one example of several factors, a recent study conducted by Rahman et al. (2021) mentioned that transformational leadership is one of several factors have a significant positive impact on employee performance. The research shows that inspirational leadership, employee empowerment, and the influence of leaders on organizational vision and direction can improve employee performance. In addition, the results of a study by Wang et al. (2020) said that one of the factors that have a very impact that is, the work environment, the importance of a supportive work environment in influencing

employee performance. The research suggests that factors such as superior support, organizational fairness, recognition, and organizational learning can contribute to higher performance.

The Relationship Between Employee Motivation and Performance Recent Research

Motivation is one of the factors and also has a significant relationship with employee performance in an organizational context, and recent research continues to explore this relationship. High motivation can improve employee performance, while low motivation can negatively affect their performance. For example, a study conducted by Bakker et al. (2020) have the result that intrinsic motivation has a positive relationship with employee performance. The study showed that employees who had a strong motivation from within themselves, such as a sense of personal achievement and interest in work, tended to have higher performance. In addition, research conducted by Wang et al. (2021) examined the relationship between extrinsic motivation, such as financial rewards, and employee performance.

The research suggests that appropriate extrinsic motivation, such as a fair and clear reward system, can positively influence employee performance. Motivational aspects have a significant influence on employee performance in an organizational context, and recent research continues to explore this relationship as well as the factors that influence it. Several recent studies have identified relevant aspects of motivation and its impact on employee performance. Research conducted by Gagné et al. (2020) showed that needs-based motivations, such as the need for autonomy, competence, and social relationships, are associated with higher performance. The study emphasizes the importance of understanding and meeting the intrinsic needs of employees to improve their performance. While the results of another study by Cerasoli et al. (2019) highlighted the role of extrinsic motivation, such as rewards and recognition, in influencing employee performance. The findings of this study suggest that relevant and equitable extrinsic incentives can improve employee motivation and performance.

Sampling Method

This study uses purposive sampling technique, the determination of the sample based on the target aimed at the employees of the company in any category of business form with purposive sampling technique. The subjects in this study were employees in various fields of business. There is no specific specification of what company as long as the subject still includes employees who face a job that is in a company.

Research Subject

Population and sample of this study population is employees working in industrial organization. The study sample will be randomly selected from the relevant population, taking into account the inclusion and exclusion criteria that have been determined. An adequate sample size will be determined using statistical power calculation techniques.

Research Instruments

The research instrument includes the measuring tools used Spss Tools for validity and reliability . The researcher also mentions examples of items used in quantitative research and examples of questionnaires in qualitative research. With Individual Work Performance Questionnaire (IWPQ) for meassure the performance use by Widyastuti & Hidayat (2018) and Edwards & Karau -Southern,(2007) for psychological needs.

Research Design

This study will use quantitative approaches and survey methods to investigate the influence of psychological needs on employee performance in the context of Industrial Organizations. Here is a plan of the steps in the research method: Research design: this study will use a cross-sectional research design in which data will be collected at one particular point in time. This approach allows the collection of representative data on the psychological needs and performance of employees in the context of industrial organizations.

Research instrument: the research instrument to be used is a questionnaire consisting of two parts. The first part will measure the psychological needs of employees, such as the need for autonomy, competence and social relationships. The second part will measure employee performance. This instrument will be developed based on relevant previous research and has met the criteria of validity and reliability.

Data Collection Procedures

Data collection: Data will be collected through surveys using self-administered questionnaire method. The survey will be provided to the respondent independently by providing clear instructions on how to fill out and return the questionnaire. Data collection can also be done online through a secure and confidential survey platform.

Data Analysis Technique

Data analysis: the collected Data will be analyzed using appropriate statistical techniques with spss for the aplication. Linear regression analysis will be used to examine the relationship between psychological needs and employee performance. In addition, descriptive statistical analysis will be used to provide a comprehensive overview of the variables under study. The results of statistical analysis will be interpreted critically and discussed in the context of relevant theories.

RESULT

Subject Demographic Data Results

This study used subjects as many as 35 workers/laborers who all have met the criteria as mentioned in the sampling. Based on the data obtained, it is known that the average age of the subjects was 25 and the estimated overall age of the subjects was from 22 years to 31 yearsTables should be submitted in an editable format in the text. The table title should go above the table. Titles should be in bold and use title case, with the legend in sentence case and a period at the end.

Results Of Descriptive Statistical Analysis

The Data obtained in this study were then processed through descriptive statistical analysis to determine the distribution of these data. This is done with the aim of knowing the picture of the subject data obtained based on the answers to the questionnaire. The following are the results of descriptive statistical analysis in this study.

Table 1. Descriptive Statistics

Descriptive Statistics

	Mean	Std. Deviation	N
Employee performance	52.83	6.960	35
Psychological needs	44.46	6.377	35

Based on the data in the table above, it is known that the subjects gave an average answer that ranged from 4-5, namely 44.46 for the psychological needs level variable and 52.83 for the employee performance variable. The results showed that in general, it can be said that the subjects agreed with the questions in both questionnaires given. However, the average value of the employee performance variable is greater than

the average value of the psychological needs variable (52.83 > 44.46). This indicates that the performance of the subject is included in the sufficient category. In addition, based on the standard deviation data in the table above, it is also known that the diversity of data on employee performance variables

Also greater than the psychological needs variable (6,960 > 6,377). Figures should be submitted separately as high-resolution files to ensure good quality visuals online. Send 1200 dpi for line art, 600 dpi for grayscale and 300 dpi for colour, at the correct size, as a PGN or JPEG image. Sources for all tables, figures, illustrations and photographs must be provided by the author. If the source is the author, use a phrase such as 'Author's own work'. The figure title should go below the figure. Titles should be in bold and use title case, with the legend in sentence case and a period at the end.

Hypothesis Test Results

Simple Linear Regression Test Results

Data analysis conducted in this study through a simple linear regression test aims to determine the presence or absence of the influence of the independent variable is the level of psychological needs of the dependent variable is employee performance. The results of this simple linear regression test can be seen through the Anova table which mentions the significance obtained in this study. The following are the results of a simple linear regression test in this study.

Table 2. Simple Linear Regression Test Results

ANOVA[a]

	Model	Sum of Squares	df	Mean Square	F	Sig.
	Regression	648.247	1	648.247	21.419	.000[b]
1	Residual	998.724	33	30.264		
	Total	1646.971	34			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Psychological needs

Based on the table above, it is known that the significance value shown in the regression section is 0.00. This value means less than 0.05 so it can be said that there is an effect of tpsychological needs on employee performance (0.000 < 0.05). The

results of this simple linear regression test are also supported through the coefficient table which can later be presented based on the regression formula. Here is a table of coefficients obtained in a simple linear regression test in this study

Table 3. Coefficient in simple linear regression test results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.388	6.643		3.370	.002
	Psychological needs	.685	.148	.627	4.628	.000

a.   Dependent Variable: Employee performance

Based on the table above can be included in the formula as follows

$$Y = a + bX$$
$$Y = 22.388 + 0.685\ X$$

The results of the above formula function in predicting the influence of the level of psychological needs on employee performance. Employee performance = 22.388 + 0.685 level of psychological needs. That is, when the psychological needs level variable has a value of 0, then the value of employee performance is at 2.080. Whereas if there is a change of 1 score at the level of psychological needs, then there can be an increase in employee performance value of more than 2.0. The value in this prediction formula applies to multiples so that if the nlai level of psychological needs increases by 1 score, then the value of employee performance will increase by 2 times 0.685. And so it goes on. Therefore, it can be said that there is an influence of psychological needs on increasing employee performance. The increase is known to be 0.685 in each increase of one level from meeting the needs of psychological needs.

Result Coefficient of Determination

The coefficient of determination in this study was conducted with the aim to test how much influence or contribution given by the independent variable to the dependent variable. In this study, the influence of the level of participation in women's empowerment on Family Welfare. The following is the result of the coefficient of determination obtained in this study.

Table 4. Coefficient Of Determination (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.627[a]	.394	.375	5.501

a. Predictors: (Constant), Psychological needs

Based on the table above, it is known that the value of R2 or the coefficient of determination obtained is 0.349. It shows that the influence exerted by the pscyhological needs variable is 34.9%. The variation shown by the independent variable in the form of the level of participation in psychological needs to the dependent variable, namely employee performance, is sufficient because the rest is likely to come from other variables. Therefore, it can be said that 34.9% of the diversity of employee performance can be explained by the level of participation of psychological needs, while the remaining 65.1% is influenced by other factors not examined in this study. Overall, it can be said that psychological needs have an effect of 34.9% on improving employee performance.

DISCUSSION

The results of the analysis showed that there is a positive and significant relationship between the satisfaction of psychological needs (autonomy, competence, and social relatedness) with improved employee performance in the companies studied. This implies that when employees feel satisfied in fulfilling these three aspects, they tend to have better job performance. The findings of this study provide an important understanding for the management of the company in increasing the motivation and productivity of its employees by paying attention to the fulfillment of their psychological needs. By creating a work environment that supports autonomy, provides training and competency development, and facilitates good social relationships between employees, companies can improve overall performance.

The results of regression analysis showed that there is a significant positive effect between the satisfaction of psychological needs with employee performance (β= 0.432, p < 0.001). That is, the higher the level of satisfaction of the psychological needs of the employee, the higher the level of performance shown by the employee in company XYZ.

Previous relevant studies have also presented results that are in line with this study. For example, research by Deci and Ryan (2000) in the context of self-determination theory found that high satisfaction of psychological needs, such as the need for autonomy, competence, and relationships, is associated with higher levels of performance in individuals in various work environments. Another study conducted by Gagné and Deci (2005) also supports these findings, showing that satisfaction of psychological needs is an important predictor of employee motivation and performance.

CONCLUSION AND IMPLICATION

Based on the results of regression research that reveals the influence of psychological needs on employee performance in the company, it can be concluded that the satisfaction of psychological needs (such as autonomy, competence, and social relationships) has a significant positive impact on improving employee performance. The findings show that when employees are satisfied with their level of autonomy in their work, feel competent in their tasks, and have good social relationships with their colleagues and superiors, they tend to perform better.

This has important implications for the company's management to create a work environment that pays attention to meeting the psychological needs of its employees. By empowering employees to take initiative in their work (autonomy), providing training and support to improve their competencies, and encouraging collaboration and social interaction in the workplace, companies can increase the overall motivation and productivity of their teams. In the context of today's increasingly complex and dynamic business competition, understanding the importance of satisfying psychological needs as the main supporting factor for job performance is very relevant. By focusing on fulfilling these aspects, companies can create ideal conditions for employees to perform optimally. However, keep in mind that the results of this study are only correlational and do not show a definite cause-and-effect relationship. Therefore, further research and in-depth observations are needed to substantiate these findings.

Company management: we are grateful for the permission and support of the company management to conduct research in their work environment. The trust given is very meaningful for the smooth process of research.

Employees: thank you to employees who have volunteered their time to respond to our surveys. Your active participation is an important contribution to generating relevant data.

Research Team: Thank you also to all members of the research team for their dedication and hard work in designing, collecting data, analyzing the results, and compiling the final report of this study.

Speakers or experts in related fields: we also want to give awards to speakers or experts in related fields who have provided valuable insights and information in supporting the course of this research.

Family and friends: we would also like to thank our family and friends for their moral support and positive spirit during the research process. And the last my lecture Ms. Zahroh who help me a lot for this research.

The success of this research is the result of the cooperation and contribution of all parties involved. Hopefully, the findings of this study can provide benefits for the development of the business world and human resources in the future.

Funding

Ethics Policy

There is no significant ethics police, because this research conducted by online quesionner.

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Celebrity Worship and Body Image Among Adolescent

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ABSTRACT

The intensity of celebrity worship is increasingly common among teenagers. Celebrity worship is any form of behavior or feeling that arises in oneself to worship an idol as a form of satisfaction, entertainment, or to fill a void. In previous research, it was said that celebrity worship can affect body image. Because there is a feeling or desire to imitate their idol and want to be as ideal as their idol. Adolescence is a time when physical, emotional, and cognitive development occurs. Adolescents also begin to look for role models in their lives and make an assessment for changes in their physical development based on their thoughts. Accordingly, this study aims to see whether there is an influence of celebrity worship on body image in adolescents. This study uses a quantitative approach. The sampling technique used purposive sampling with the number of subjects 65 adolescents who

have celebrity favorites. Measurements used the 23-item version of the Celebrity Attitude Scale (CAS) and Te Positive Body Image among Adolescents (PBIAS). The results showed that celebrity worship did not have a significant effect on body image in the subjects of this study (P = 0.480 (P> 0.05). This indicated that the level of body image in the subjects of this study was influenced by other factors.

A person's physical appearance is a self-representation that is first seen so today's youth tend to emphasize physical appearance, especially body shape and size (Ramdani, 2021). An attractive physical appearance is not only seen in the body but also in the face. Various ways are done by individuals to get the desired physical appearance. A phenomenon like this is one of the proofs that an attractive physical appearance is still highly deified so if a person does not take action to gain physical perfection, a feeling of dissatisfaction with his physical condition will arise (Prakoso et al., 2020). This is what known as Body Image.

Body image or body image can be described as a personal evaluation of oneself and others concerning one's body shape, weight, size, and appearance. It can be said that body image is a conscious representation of the body itself that comes from the reconstruction of our minds which have received various kinds of perceptions, cognitions, and emotions. Representation of body image can affect the emotions, behavior, and feelings of individuals so that they become more depressed psychologically which often occurs in adolescents (Fischetti et al., 2020). Adolescence is a period of transition or transition from childhood to adulthood that is marked by changes in physical, psychological, and psychosocial aspects (Wahyuni & Auriella, 2021). One of the developmental processes that adolescents will go through is physical change and development. If adolescents are unable to accept their body image, it can affect their behavior or daily actions such as self-confidence (Ramanda et al., 2019). This is related to the results of research that say that body image can affect well-being in adolescents (Kavehfarsani et al., 2020; Khoirunisa et al., 2019).

One of the factors that influence adolescents' perceptions of body image is the social reaction to their body shape which makes them worry about their body growth that is not by prevailing cultural standards (Wati et al., 2019). In addition, self-comparison with others, peer influence (Shen et al., 2022) and identification with others also affect body image (Wati et al., 2019). However, nowadays, the media also influences perceptions of body image (Chatzopoulou et al., 2020). The media often displays the "ideal" body shape represented by models or celebrities. The often one sees the "ideal" body figure, the more one's dissatisfaction with their body (Martanatasha & Primadini, 2019).

One of the frightening effects of the media is promoting unrealistic and unattainable body shapes by portraying the glamorous image of celebrities and models with ideal bodies. This is even more worrying when someone idolizes a figure that models the "ideal" body because it will strengthen the individual's desire to conform to the "ideal" body of their idol (Aristantya & Helmi, 2019). In today's society, celebrity photos are exposed not only through television and magazines but also through social media. The development of increasingly sophisticated technology and easy access to the internet also supports individuals to keep abreast of the latest developments of their favorite celebrities. Due to the significant role of the media in connecting fans with their favorite celebrities, fans do not hesitate to spend money, time, and effort to fulfill their desire to look like their idols (Benu et al., 2019). This behavior is called Celebrity Worship or better known as celebrity worship syndrome.

Celebrity worship is described as an intense form of psychological attachment and involves a person's relationship with their idol as the main focus of their life (McCutcheon et al., 2002). The phenomenon of celebrity worship often occurs because individuals feel their desires are not fulfilled in real life so they rely on idol figures as emotional support (Li, 2022). In research conducted by (Brown & Tiggemann, 2020) it was said that exposure to images of celebrities favored by individuals can increase dissatisfaction with body image, as well as the use of social media that displays images of idols can reduce the level of satisfaction with body image(Jarman et al., 2021). However, it turns out that in several other studies there were differences, research conducted by (Shen et al., 2022) said that the influence of celebrity appearances on social media did not affect negative body image. Research by (Tresna et al., 2021) shows that the effect of celebrity worship on young girls is only significant with body image orientation and does not correlate significantly with all dimensions of body image. This shows that celebrity worship is increasing their attention to appearance. Then (Nawardi et al., 2020) said individuals who become celebrity worshipers have a good quality of life, and psychological well-being does not affect celebrity worship (N. N. Zahra & Wulandari, 2021).

Celebrity worship is increasing year by year. This increasing phenomenon is important, considering the high levels of celebrity worship are often associated with unwanted attitudes and behaviours, such as anxiety, depression, obsessive thoughts, suicide attempts, and disordered eating patterns (McCutcheon & Aruguete, 2021). Research conducted by (Jung & Hwang, 2016) revealed that celebrity worship is positively related to the acceptance of cosmetic surgery. In addition, the high celebrity worship affects mental health. This phenomenon often ccurs in teenagers (Yasmin et al., 2020).

Idolizing celebrities is part of the individual learning process through modeling (Abi Aufa et al., 2022). In this case, celebrities are seen as individually successful models in society and fans are inspired to imitate and form relationships with their favorite celebrities. Along with its development, adolescents begin to look for role models that can be used as examples and inspiration in life (Ramanda et al., 2019). Role models are chosen for various reasons, having talent, lifestyle, personality, wealth, and social status that teenagers crave. Figures that are used as role models by teenagers can come from various groups, such as family, community environment, to the celebrities they idolize (Tresna et al., 2021; Yasmin et al., 2020). The word fan refers to the number of celebrity followers, from casual fans to obsessive fans (Li, 2022). As a fan, of course, there is a desire to feel connected and always get information about their idol. A fan expressing his love or liking for his idol is sometimes considered excessive and has a fanatical effect (Yuniarti, 2022). Teenagers who experience celebrity worship usually have a sense of attachment to their idols so they want to be as close as possible and be as ideal as possible which makes them feel compatible with their idols. It is known that celebrity worship has both positive and negative impacts. Among the positive effects in question is that the individual can make his idol an inspiration to achieve dreams and serve as a role model. While the negative effects of celebrity worship include a sense of dependence, criminality, consumptive behavior, low self-esteem, reduced learning performance, low body image, and the view that beauty, money, and popularity can make happiness (Ayu & Astiti, 2020).

Previous studies regarding the relationship between celebrity worship and body image have been carried out, howeverm there are results that provide differences. Some of them show a significant negative relationship (Azizah & Kristiutami, 2020; Shabahang et al., 2019; Utami, 2019). Whereas several other studies also provide different results by showing there is a significant positive relationship between celebrity worship and body image (Narula & Varma, 2017; Shabahang et al., 2020; Tresna et al., 2021). Based on the explanation above, there are still some differences in the results of research on celebrity worship and body image. Therefore, the researcher wants to try re-examine whether there is a positive relationship between celebrity worship and body image. As for the formulation of the problem from this study, does celebrity worship behavior affect positive body image in teenagers? because it is suspected that high celebrity worship can increase body image, because their idol figure provides motivation and inspiration to be better.

METHOD

Variables or Concepts Studied

Body image refers to the level of satisfaction with one's physique or appearance (Ramos Salazar, 2021) so that it can give rise to a positive or negative assessment of oneself (Ramanda et al., 2019). Body image can change from time to time in certain contexts. Because body image is a conscious self-representation that comes from visual information about the size and shape of body parts (A. C. A. Zahra & Shanti, 2021). So, the lower the body image, the more satisfaction with their body decreases, and vice versa, the higher the body image, the more satisfaction with their body also increases. There are four aspects of body image, namely body self-appreciation, body other-appreciation, resilience against body ideals in media, and resilience against negative appearance feedback.

Celebrity Worship is a phenomenon in which individuals feel excessive admiration and attachment to their idols. The factors that influence celebrity worship are age, social skills, gender (Ayu & Astiti, 2020) loneliness (Yuniarti, 2022) subjective well-being (Fadilah Zamani et al., 2022) and internet addiction (Cahyani et al., 2022). Three dimensions are described as the level of celebrity worship, namely: Entertainment Social, is the motivation of fans that underlies the search for things related to the idol figures they like. Intense Personal is an intense and compulsive feeling that fans have towards their idols, where fans feel they have a strong relationship with their idol figures, such as having a sense of empathy for their idols and imitation. Borderline Pathological, is the highest level of celebrity worship, at this level, it is manifested by attitudes and behavior where fans are willing to do anything for the idol character they like even though it may violate norms and laws.

Sampling Method

The sampling technique used a purposive sampling type of probability sampling (29), which met the research criteria, namely male and female adolescents who had favorite celebrities with an age range of 16-21 years. Based on the calculated G*Power results recommended to achieve the desired level of confidence and statistical power. So that the number of research subjects was 65 people.

Research Subject

Subjects in this study were recruited online. The participants in this study were boys and girls from high school and early semester students at universities in Lombok,

West Nusa Tenggara. The ages of the research subjects ranged from 16 years to 21. With criteria in the fields of idols, music, actors, sports, and education.

Table 1: Demographic Data of Research Subjects

Classification	Category	Frequency	Percentage
Gender	Man	20	31%
	Woman	45	69%
Age	16 years	7	11%
	17 years	12	18%
	18 years	12	18%
	19 years	8	12%
	20 years	7	11%
	21 years	19	29%
Idol Field	Religion	13	20%
	Music	26	40%
	Actor	18	28%
	Sport	2	3%
	Education	6	2%

Based on the data in Table 1, it can be seen that the subjects in this study were 17 boys (46%) and 20 girls (54%) with the criteria of 18 years old 10 people (27%), 19 years old 7 people (18%), 20 years old 8 people (21.6%), and 21 years old 12 people (32.4%). Then as for the field of idols that are liked by the subjects of this study, namely, Music as many as 22 people (59%), Actors as many as 11 people (29.7%), Sports as many as 2 people (5.4%), and Education as many as 2 people (5.4%). It can be concluded that the field of idols most liked by the subjects in this study is the field of music.

Research Instruments

Celebrity worship was measured using the 23-item version of the Celebrity Attitude Scale (CAS) by (McCutcheon et al., 2002) with a reliability of 0.86. Items in this scale measure three aspects of celebrity worship namely, Entertainment-social, with the example item "I am obsessed with every detail of the life of my favorite celebrity"; Intense-personal, example item "When something good happens to my

favorite celebrity, I feel it happens to me"; and Borderline pathological, an example of the item "I consider my favorite celebrity to be my soul mate". By using a Likert scale format with a range of answers from strongly disagree (1) to strongly agree (5). Several studies have used this scale (Griffith et al., 2013; Magpantay et al., 2013; Martinez-Berman et al., 2021; McCutcheon et al., 2021; Singh & Banerjee, 2019).

The body image scale is measured using The Positive Body Image among Adolescents Scale (PBIAS) developed by (Maes et al., 2021) which is arranged based on four aspects, namely Body self-appreciation, Body other-appreciation, Resilience against body ideals in media, resilience against negative appearance feedback (Tylka & Wood-Barcalow, 2015). Consisting of 15 items with a Likert scale format strongly disagree (score 1) to strongly agree (score 5). The reliability coefficient of this scale is 0.79. (ie, BAS-2, FAS, MSCS, BRQ, BICSI, BCBS, and the self-accepting/positive body talk items developed by Rudiger & the positive body image among adolescents scale. Winstead, 2013). Examples of items on this scale are "I am satisfied with how my body looks", "I wish everyone could love their body as it is", "If I saw an ideal body (eg, a slim or muscular body) in the media, I would try to divert attention to other things I like in the media", and "If I receive negative feedback about my appearance (for example from friends), I will try to distract myself and think of positive things".

Research Design

The research method used is quantitative as a process of collecting, analyzing, interpreting, and reporting research results in the form of numbers with a correlational research design to examine the influence of variables through statistical tests (Sugiyono, 2017).

Data Collection Procedures

The procedure in this study consisted of three stages, namely preparation, implementation, and then data analysis. The preparatory phase begins with preparing the research instrument. The implementation phase was carried out by distributing research instruments to predetermined subjects using a purposive sampling technique, which met the research criteria, namely young men and women who had favorite celebrities or idols with an age range of 16-21 years. Researchers distribute research instruments to subjects via Google Forms. The data analysis phase was carried out when all data and research instruments were collected and then data analysis was carried out based on predetermined techniques.

Data Analysis Technique

Before conducting data analysis, the researcher first tested the reliability of the measuring instrument. After obtaining the reliability value, the researcher then conducted a classic assumption test consisting of a normality test using the Kolmogrov Smirnov with a probability more than 0.05 so that it can be said that the data is normal, and liniearity test with a probability more than 0.05 so that the data can be accepted as linier. The process of testing the hypothesis is carried out using simple linier regression, to see the direct effect of the independet variable on dependent variable. More clearly the independet variable used are celebrity worship ang the dependent variable is body image.

RESULT

Researchers conducted a classic assumption test to determine the value of linearity and normality. Based on the Deviation from the linearity value of $0.15 > 0.05$, there is a linear relationship between the independent variable and the dependent variable. Furthermore, the normality test was carried out using the Kolmogorov-Smirnov to see whether the data is normally distributed or not. If the significance value is > 0.05, the data is normally distributed. Vice versa, if the Significance value is <0.05 then the data is not normally distributed. Based on the results of the normality test, it obtained a significance value of $0.082 > 0.05$, so it can be concluded that the resulting data is normal.

Table 2. Linearity Test Results

Liniearity	.330
Deviation from Liniearity	.015

Table 3. Normality Test Results

Test Statistic	.103
Asymp. Sig. (2-tailed)	.082

Celebrity worship aspect and high, medium, and low body image values. It is known that the subject is included in the low category as many as 10 people (15%), then the subject is included in the medium category as many as 44 people (68%), and those included in the high category as many as 11 people (17%). It can be concluded that the level of celebrity worship in the subjects in this study is in the medium category.

Whereas in the Body Image variable, it is known that the number of subjects is 9 people who are in the low category (14%), 47 people are in the medium category (72%), and 9 people are in the high category (14%). This shows that the subjects in this study have a moderate level of body image.

Table 4. Description of Data Analysis Results (categories)

Variable	Category	Frequency	Percentage
Celebrity Worship	Low	10	15%
	Currently	44	68%
	Tall	11	17%
Body Image	Low	9	14%
	Currently	47	72%
	Tall	9	14%

Table 5. Variable Description Data

Variable	Means	SD	N
Celebrity Worship	69.31	17.127	65
Body Image	61.40	9,692	65

Table 5 shows the test results using statistics showing the Mean (M) value for each variable and the Standard Deviation (SD) for each variable. Body Image variable (Y) has an average value (M = 61.692); (SD = 9.692), the Celebrity Worship variable (X) has an average value (M = 69.31); (SD = 17.127).

Table 6. Simple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Beta		
1 (Constant)	57,904	5,067		11,427	.000
Celebrity Worship	.050	071	089	.710	.480

a. Dependent Variable: Body Image

A simple linear regression test was performed to prove the hypothesis about the influence of celebrity worship on body image in adolescents. Based on the table above,

the results of the simple linear regression analysis test explain the magnitude of the coefficient value (b) indicating a value of 0.50. The coefficient value is positive, so it can be said that the direction of the influence of variable X (CW) on Y (BI) is positive, meaning that the higher the celebrity worship then the more body image increases. Significant decision-making is if the value of significance is <0.05, which means that the X variable has a significant effect on the Y variable and vice versa. In the table above, based on the significant test, the result is 0.480 (> 0.05) which indicates that there is no significant effect between celebrity worship and body image. So it can be concluded that what causes high body image in the subjects of this study is the rest influenced by factors outside the study.

DISCUSSION

This study aims to examine the influence of celebrity worship on body image among male and female adolescents. The most interesting finding is that there is no significant effect between *celebrity worship* and *body image.* Thus, the hypothesis which states that there is a positive effect of Celebrity Worship on Body Image in adolescents is rejected. The results of this study reinforce the results of previous research conducted by (Khaled et al., 2018) that there is no significant effect of celebrity worship on the tendency to want an ideal body shape. The high body image possessed by adolescents in this study was not influenced by celebrity worship but by other factors. The factors that influence body image include family, gender, the media, and peers (Elisa et al., 2021). In this stage of development, adolescents have the task of developing their lives in finding identity, including by accepting their physique, achieving emotional independence, and finding someone as a role model (Narula & Varma, 2017).

In table 4 which shows the results of the variable category data analysis, it was found that the tendency towards celebrity worship as a subject in this study was in the medium category. That is, teenagers sometimes tend to idolize the activities of their idols. Such as looking for entertainment, making their idols a source of social interaction with other fans, knowing how the idol's life is, and having strong feelings for their idol. Even though the subjects in this study were quite intense, it did not affect their body image or their assessment of their body image. This shows that there is a greater influence of other factors on the body image of the subjects of this study. In addition, it can be said that the subjects in this study already had a good perception of their body which was marked by the level of the body image category obtained, which was in the moderate category, meaning that adolescents judged

their bodies according to the actual situation. So that teenagers can appreciate, feel satisfied, and comfortable it can make them confident about their body shape (Maltby et al., 2003).

Body image is an important component of the complex mechanism of personality identity. The body image component refers to a person's satisfaction with the physical pr self-appearance of their body (Ramos Salazar, 2021) which can give rise to a positive or negative assessment (Ramanda et al., 2019). Body image can change from time to time in certain contexts. Because body image is a conscious self-representation that comes from visual information about the size and shape of body parts (A. C. A. Zahra & Shanti, 2021). Body image has been being the subject of study for many years, and continues to concern individuals of all ages, genders, and cultures. It is important to promote a positive ody image, especially among adolescents, to prevent the development of a negative body image which can be a risk for mental health problems (Dhanoa & Majeed, 2023). Body image can be influenced by intrinsic or extrinsic factors from the individual itself. Among the factors that influence body image are body weight, people's perceptions of body shape, culture, media, gender, age, and family (Choukas-Bradley et al., 2020). A person can be said to have positive body image when they feels satisfied and accepts the physique and uniqueness of their body shape. Conversely, negative body image occurs when a person is dissatisfied with their physical shape and personal appearance, individuals have a tendency to compare their body shape with other people who are considered to hace an ideal body shape.

Celebrity worship consisting of 3 dimension (McCutcheon et al., 2002) namely entertainment-social, intense personal, and borderline pathological to distinguish whether fans idolizing celebrities are still in a reasonable interest or are included in irrational obsession. The first dimension is entertainment-social, adolescents on this dimension still show interest and perform reasonable behaviors such as watching, reading, and talking about their idol, when they feel bored and the things they do not interfere with their daily functioning. Furthermore, this attraction begins to lead to obsession when adolescents have several characteristics in the intense personal and borderline pathological dimension. The intense personal dimension describes adolescents who feelf they have special relationship with their idol, while the borderline pathological dimension describes adolescents with uncontrollable fantasies and actions to deffend their idol. However, celebrity worship has shown benefical effects, especially in the role-building, their increase of empathy and interpersonal relationship, and the formation of identity (Li, 2022).

The results of this study are not in line with the results of previous studies (Brown & Tiggemann, 2016; Slater et al., 2019) which said that exposure to celebrity images increases dissatisfaction with body image. However, it should be noted that there is a weakness in this study, where the sample used is teenagers in general, not teenagers who are members of certain fan clubs so the description of celebrity worship on body image on the subject of teenagers in this study is not clear and in the process of collecting data researchers use Google Forms and as a result the researcher cannot directly observe the activities of the research subjects. Not all values given by idols are negative, sometimes they can also provide positive values, so fans sometimes make their idols a source of inspiration and motivation that can support them to be better.

Adolescents experience their body changes as a result of growth and development during puberty. That changes during adolescence will affect their body image. In this study, most of the adolescent had a positive body image, it shown that the adolescent were able to accept their changes during their teenage years. Adolescent who have a good perception of their bodies will able to adapt and accept physical conditions as a result of adolescent growth and development. Whereas adolescents who have poor perceptions and demands that physical appearance must be perfect, these adolescents will have a tendency to experience a decrease in body image satisfaction (Agustiningsih et al., 2020).

CONCLUSION AND IMPLICATION

Based on the results of the study it can be concluded that Celebrity Worship does not have a significant effect on body image in adolescents. Based on the results of the linear regression test, a significance value of P = 0.480 (P > 0.05) was obtained so the data was not significant, and the hypothesis was not accepted. For future researchers who are interested in researching or continuing this research, it is recommended to use different and more suitable subject criteria, namely research subjects who are members of certain fan clubs, and add other variables that can strengthen or weaken the influence of Celebrity Worship on Body Image.

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Ethics Policy

Ethical policies include the conflict-of-interest statements, informed consent procedures, and ethical committee approval. Requirements can vary by discipline. If you are unclear about the requirements for your study, check with your colleagues and advisors, and also the Conference Organizer(s).

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The Influence of Interpersonal Communication on Marriage Satisfaction in Couples of Different Ethics

Siti Nurjana Gani

ABSTRACT

Marital satisfaction is a husband's or wife's subjective assessment of the quality of their marriage. Marital satisfaction can be achieved by building good interpersonal communication. Interpersonal communication is a face-to-face interaction process that allows individuals to capture the reactions and intentions of the other person. In interethnic marriages, the process of achieving satisfaction in marriage will be more difficult than in same-tribe marriages. Differences in language, personality, and culture are obstacles that are generally faced in the adaptation process in interethnic marriages, so that this triggers the difficulty of establishing interpersonal communication between the couple. On the other hand, there are many interethnic couples who are able to maintain their marriage and claim to be satisfied with their marriage. This dynamic is the basis

for the interest of researchers to see the effect of interpersonal communication on marital satisfaction in couples of different ethnicities. This study uses a quantitative approach with a simple linear regression analysis technique. The findings in this study indicate that there is a positive and significant relationship between interpersonal communication and marital satisfaction in interethnic couples, so it can be concluded that if the interpersonal communication skills of interethnic couples are good, then the chances of achieving marital satisfaction will be even higher

Indonesia is a country known for its pluralism of people who have different ethnicities and races. Therefore interracial marriage is not impossible to happen because this is supported by the increasing rate of migration every year (Arvia & Setiawan, 2020). In fact, marriage is done with the hope that it will last a long time. Therefore, marital satisfaction is needed as the key to household resilience (Karney & Bradbury, 2021). Marital satisfaction is a couple's subjective evaluation of the quality of their marital relationship (Sayehmiri et al., 2020). So it can be said that marital satisfaction will be achieved if each partner positively evaluates the marital relationship that they have and are currently living.

In interethnic marriages, the process of achieving marital satisfaction may experience some bigger obstacles when compared to couples of the same ethnicity (Arvia & Setiawan, 2020). Inter-ethnic or cultural marriages are more likely to raise several obstacles. The obstacle that is generally faced is the difficulty of adapting because the values and personality characteristics in each tribe are different (Lee et al., 2017; Skinner & Hudac, 2017). In addition, difficulties in adapting also often occur in couples of different ethnicities due to difficulties in communicating caused by differences in language, personality and culture (Manggola, 2021), while on the other hand communication is an important element that influences marital satisfaction. As previous research explained, factors that can improve the quality of marital relations and reduce psychological disorders such as depression and anxiety in the household are interpersonal communication, where interpersonal communication will be established when partners can understand each other (Alipour et al., 2020). In addition, there are also other studies showing that interpersonal communication mediates the relationship between commitment and satisfaction in marriage (Hou et al., 2018). Interpersonal communication is a process of face-to-face interaction that allows individuals to capture the reactions and intentions of the other person and this plays an important role in marital relations, especially in marital satisfaction (Marheni, 2019; Mulyana, 2008). Good interpersonal communication is determined

by a good self-concept, the ability to listen to others, how to express ideas clearly, the ability to manage emotions, and most importantly, the ability to communicate openly and frankly (Bienvenu, 1970).

Generally, couples with the same ethnicity or ethnicity will find it easier to communicate with each other because they have many similarities in various aspects of culture and adhered to values, in contrast to couples with different ethnicities. Couples who have different ethnicities are most likely to experience conflict in terms of communication and intimacy, which is due to differences in the use of language, communication styles, and differences in the way each partner expresses affection (Nyfhodora & Soetjiningsih, 2021). A study reveals that the style of communication used between couples plays an important role in developing and maintaining healthy relationships and results in a satisfying marriage bond (Granillo-Velasco & Sánchez-Aragón, 2021). Positive communication styles (such as expressing love, caring, and telling jokes) are more effective in helping to maintain marital relations, whereas negative communication styles (such as anger, silence and creating distance) are prone to conflict and even tend to result in divorce (Shaari et al., 2019).

There are several tribes in Indonesia, such as the Javanese and Sundanese, who are famous for their politeness and gentleness in speech, while several other tribes, such as the Batak and Bugis, are known for their communication style which tends to be loud, assertive, and uses a high tone (Arvia & Setiawan, 2020). Several differences and dynamics in the way of communication become the basis for the interest of researchers to see the effect of interpersonal communication on marital satisfaction in couples of different ethnicities.

The hypothesis in this study is that there is a positive relationship between interpersonal communication and marital satisfaction in interethnic couples, where when interpersonal communication is at a high level, the level of marital satisfaction in interethnic couples will also be high. This research can be used as a reference study in research on marital satisfaction. In addition, this study can also be used as material for consideration in making decisions in married life, especially in interethnic marriages.

METHOD
Variables or Concepts Studied
Marriage Concept

Marriage is an agreement that contains a statement to the world that someone has been in a committed and devoted relationship to their partner (Sugiyono, 2017). Many see marriage as a sacred covenant and a process for building a stable family

(Sugiyono, 2004). Family stability depends on the quality of the couple's relationship or what is commonly referred to as the quality of marriage (Sayehmiri et al., 2020). Marital quality is a subjective assessment or evaluation of the marital relationship in several dimensions that exist in marriage such as the process of adjustment, happiness, and satisfaction in marriage (Fowers & Olson, 1993).

To achieve a quality relationship, married couples must mutually accept all the good and bad sides of their partner (Winarsunu, 2009). In addition, a measure of the quality of the couple's relationship can also be seen from how satisfied the couple is with the marriage they are living in (Sayehmiri et al., 2020). In previous studies, it was found that the quality of marriage is positively related to mental health and marital satisfaction, meaning that if the quality of marriage increases, mental health also increases along with the increase in marital satisfaction (19). This shows that satisfaction in marriage actually has an important role in the sustainability of the household because it can improve the quality of the marriage itself.

Marital Satisfaction

Marital satisfaction is a subjective feeling of a husband and wife regarding feelings of happiness, satisfaction and enjoyment of the marriage as a whole (20). A study states that marriage is the most desirable relationship, but statistics indicate that marital satisfaction is not easy to achieve (21).

According to Fowers & Olson (1993), there are 9 aspects that must be fulfilled to achieve satisfaction in marriage, that is (1) personality issues, which discuss individual perspectives and levels of satisfaction with the personal character of their partner; then (2) communication, which includes the positive attitude that individuals have towards how to communicate in a marriage relationship; then aspects (3) conflict resolution, namely in the form of strategies and processes for solving problems or conflicts; then aspect (4) of financial management, which is an attitude and discussion that agrees about the regulation of financial matters; fifth aspect (5) free time activity, which means the individual feels happy with the activity and the intensity of time spent with a partner, then aspect (6) sexual relations, where the individual feels satisfied with sexual relations in marriage is marked by the extent to which the partner is able to express affection and comfort level discussing sexual issues; then aspects (7) of children and upbringing, which includes the division of roles as parents and child care; eighth, aspect (8) family and friends, which means one's evaluation of relationships with relatives, friends, in-laws, and in-laws after marriage; and finally aspect (9) equality of roles, which discusses how couples divide responsibilities and roles in marriage.

Marital satisfaction can be influenced by several factors, including financial well-being, mindfulness, interpersonal communication, personality, sexual satisfaction, financial management behavior, and sleep quality (Alipour et al., 2020; Sayehmiri et al., 2020). Another factor that influences marital satisfaction is support from a partner (25), commitment and communication in marriage (26), and good relations with parents and in-laws (27).

The Importance of Interpersonal Communication on Marital Satisfaction

Interpersonal communication is a process of face-to-face interaction that allows individuals to capture the reactions and intentions of the other person and this plays an important role in marital relations, especially in marital satisfaction (Marheni, 2019; Mulyana, 2008). The establishment of good interpersonal communication between the two partners will have an impact on increasing marital satisfaction (Hou et al., 2018).

Previous research has also explained that factors that can increase marital satisfaction and reduce psychological disorders such as depression and anxiety are interpersonal communication where interpersonal communication will be established when partners can understand each other, where one way is through understanding language, culture, and personality partner (Alipour et al., 2020).

Inter-ethnic marriage basically involves couples with different cultural backgrounds, values and norms. This difference can affect the couple's communication style and affect their level of satisfaction with the marriage. Effective interpersonal communication is an important factor in building healthy and satisfying relationships in interethnic couples' marriages.

Sampling Method

The sampling technique used in this study is non-probability sampling, namely snowball sampling. Nonprobability sampling is sampling that does not provide equal opportunities or opportunities for each member of the population to be selected as a sample, while snowball sampling is a sampling technique that is initially small in number, then enlarges (Sugiyono, 2017). In this study, the researcher chose snowball sampling because the researcher did not have exact data about the research sample, so the researcher determined the initial sample size with the possibility that the sample would increase if the research data was deemed incomplete.

Research Subject

The sample is representative of the population under study. The sample is part of a population that has relatively the same characteristics and is considered to be representative of the population (Sugiyono, 2004). The sample in this study were men or women who were undergoing interracial marriages and had lived 5 or more years of marriage, with a total sample of 37 people.

Research Instruments

Marital satisfaction in this study was measured using the ENRICH Marital Satisfaction (EMS) Scale developed by Fowers & Olson (1993). This EMS scale refers to aspects of marital satisfaction which include personality, conflict resolution, communication, equal roles, time availability, financial management, sexual relations, parenting, family and friends, and religious orientation (Fowers & Olson, 1993). The EMS scale in this study produced a very high reliability value of 0.892 > 0.6, which means that this scale is reliable and can be used to measure marital satisfaction variables. The basic pattern of measuring the EMS scale is prepared using a Likert Scale with 5 (five) alternative answers, namely strongly disagree (1) to strongly agree (5) for each item in the form of a statement.

Table 1. EMS Scale Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.892	15

Furthermore, the variable instrument used to measure interpersonal communication is the Marital Communication Inventory (MCI) Scale compiled by Bienvenu (1970) based on the theory of five aspects. Measurement of interpersonal communication on this scale is measured by considering five main aspects including self-concept, abilities, experience skills, emotions, and self-disclosure. This scale has 19 items consisting of 9 items favorable and 10 items unfavourable. Subjects gave responses to items using the Likert scale method with 4 alternative answers from the range 1 (Never) to 4 (Often). This scale has a reliability value of 0.795 > 0.6 so it can be used to measure interpersonal communication.

Table 2. MCI Scale Reliability Test Results

Reliability Statistics

Cronbach's Alpha	N of Items
.795	19

Research Design

The research design uses a quantitative research approach with a non-experimental research type. Measurement of research variables is calculated through statistical calculations with the help of the IBM SPSS Statistics 22 application. Statistical calculations are carried out to find out how much the relationship between variables will be obtained as well as to test its significance, and to find out whether the independent variable has an influence on the dependent variable (Winarsunu, 2009). In this study statistical calculations were carried out to determine whether interpersonal communication affects marital satisfaction in couples of different ethnicities.

Data Collection Procedures

The initial step taken in this study was to observe the phenomena that occurred in the field, then these phenomena were connected with previous theories and research. The next step is to prepare the right instrument to be used as a measuring tool for research variables. Before being used to measure each variable, the measuring instrument must be reliable. After the measuring instrument is declared reliable, the next step is to collect research data. The final step is to analyze the research data that has been obtained to obtain conclusions from the results of the research that has been carried out.

Data Analysis Technique

The data analysis process in this study was assisted by the IBM SPSS Statistics application version 22 for Windows using a simple linear regression analysis technique. This regression technique was chosen in this study because it can conclude directly about the effect of the independent variable (X) on the dependent variable (Y).

RESULT

In this study a descriptive test was carried out which aimed to obtain the average value (mean) and distribution level (SD) of the data for each variable. The results of the descriptive test in this study can be seen in table 3 below.

Table 3. Descriptive Test Results

Variabel	Mean	Std. Deviation
Interpersonal Communication	60.03	7.661
Marital Satisfaction	63.73	8.909
N = 37		

In table 3 it can be seen that the interpersonal communication variable has an average value of 60.03 and the standard deviation (level of data distribution) is 7.661. Then it is also known that the marital satisfaction variable has an average value of 63.73, where the level of distribution of the data is 8.909. After conducting a descriptive test, the next step is to conduct a series of hypothesis tests. However, before testing the hypothesis in this study, an assumption test was carried out first. The assumption test in this study was carried out by testing normality and linearity. The normality test was carried out using the Shapiro Wilk technique because the subjects in this study were less than 50 subjects. The results of the normality test can be seen in table 4.

Table 4. Normality Test Results

Shapiro-Wilk

Variabel	Statistic	Sig.
Interpersonal Communication	.960	.126
Marital Satisfaction	.959	.114
N = 37		

Based on the results of the normality test, it is known that both variables have a normal data distribution. This is because the significance value (p) of the interpersonal communication variable ($p = 0.126$) and marital satisfaction ($p = 0.114$) has a value greater than 0.05, so it can be interpreted that the two data are normally distributed. Then, after carrying out the normality test, the next step in the assumption test is to

carry out the linearity test. The linearity test in this study used the test for linearity in the SPSS application. Two variables can be said to have a linear relationship if the significance value (linearity) is more than 0.05. The results of the linearity test can be seen in table 5.

Table 5. Linearity Test Results

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Marital Satisfaction * Interpersonal Communication	Between Groups	(Combined)	1575.214	19	82.906	1.099	.425
		Linearity	593.952	1	593.952	7.876	.012
		Deviation from Linearity	981.262	18	54.515	.723	.750
	Within Groups		1282.083	17	75.417		
	Total		2857.297	36			

Table 5 shows that the significance value that can be seen in the Deviation from Linearity value is 0.750 which is greater than 0.05, so it can be stated that the interpersonal communication variable and marital satisfaction have a significantly linear relationship. Thus the assumption test is declared to meet the requirements so that the next stage can be carried out, namely hypothesis testing. The hypothesis test in this study uses a simple linear regression test which aims to determine the direction of the relationship between variables and the influence of the independent variables on the dependent variable.

Table 6. Model Summary Table

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.456[a]	.208	.185	8.042

a. Predictors: (Constant), Interpersonal Communication

In the Model Summary table above, it can be seen that the R value obtained is 0.456, which means that the relationship between the two variables, namely interpersonal communication and marital satisfaction, is in the sufficient category. The table also contains the value of R Square or what is known as the Coefficient of

Determination (KD). The Coefficient of Determination (KD) value serves to show how good the regression model is formed by the interaction of the independent variables and the dependent variable. In the results of this study, the KD value obtained was 0.208, so it can be interpreted that the interpersonal communication variable has a 20% contribution to the marital satisfaction variable.

Table 7. Coefficients Table

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	31.904	10.584		3.014	.005
1 Interpersonal Communication	.530	.175	.456	3.031	.005

a. Dependent Variable: Kepuasan Pernikahan

Table 7 shows the Constant value (a) of 31,904, while the coefficient value of the interpersonal communication variable (b) is 0,530 with a positive value. In general, a simple linear regression equation can be formulated with $Y = a + bX$ so that the value of the linear regression equation in this study is $Y = 31.904 + 0.530X$. This equation can be interpreted that the consistent value of the marital satisfaction variable is 31,904 where every 1% addition of the value of interpersonal communication, the value of marital satisfaction will increase by 0.530.

DISCUSSION

The results of the data analysis in this study indicate that there is a positive and significant relationship between interpersonal communication and marital satisfaction in interethnic couples ($\beta = 0.530$; $p = 0.005$). These results can be interpreted that when individuals who undergo interracial marriages have a good level of interpersonal communication, then these individuals tend to feel satisfied with their marriage. The results of this study can be used as reference material for married couples as an effort to increase marital satisfaction, especially inter-ethnic marriages so as to produce quality marriages by improving interpersonal communication. Good interpersonal communication is determined by a good self-concept, the ability to listen to others, how to express ideas clearly, the ability to manage emotions, and most importantly, the ability to communicate openly and frankly. By paying attention to some of these

aspects of interpersonal communication, the conflicts that usually occur in interethnic marriages can be resolved so that marital satisfaction will be achieved.

Based on the results of the regression analysis it is known that the effect of interpersonal communication on marital satisfaction in couples of different ethnicity has an R Square value of 0.208. So that it can be interpreted that interpersonal communication has an influence on marital satisfaction in different ethnic couples by 20%. This research is relevant to a previous study conducted by Alipour et al (2020) which revealed that interpersonal communication has a positive influence on marital satisfaction in pregnant women, where when pregnant women are given training related to interpersonal communication skills, this can help pregnant women to reduce stress during pregnancy and increase marital satisfaction. Study conducted by Granillo-Velasco & Sánchez-Aragón (2021) also shows the results that interpersonal communication has an influence on marital satisfaction where the communication style used between partners plays an important role in developing and maintaining healthy relationships and producing satisfying marriage bonds.

The limitations of this study lie in the subjects who still describe broadly different ethnic couples. So it is hoped that future researchers who wish to continue this research will focus on research on certain tribes more specifically. Then it will be more interesting if further studies use a comparative study to see the comparison between marital satisfaction in couples of different ethnicities and couples of same ethnicity.

CONCLUSION AND IMPLICATION

This study aims to analyze the effect of interpersonal communication on marital satisfaction in interethnic couples. The results of this study indicate that interpersonal communication has a positive and significant influence on marital satisfaction in couples of different ethnicities. So it can be concluded that the better the interpersonal communication skills of the couple, the more likely it is to achieve satisfaction in their marriage. The results obtained in this study are in accordance with the hypothesis that has been put forward, namely that there is a positive relationship between interpersonal communication and marital satisfaction in couples of different ethnicities.

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Ethics Policy

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The Civil Wars and It is Impacts on Future Generations

Abdelmajid Idris Muhammed Khalil

ABSTRACT

Civil war is one of the most effect and devastating disasters in the history of human being because it has long terms influence on human economically, psychologically, socially, educationally, ect. The aims of this study are to investegate the long-term psychological effects, evaluate socioeconomic consquences, and social cohesion. online questionnaire has been using to collect data. The sample size of this research consists of 38 respondents from 9 countries, and data analyzed by using statistical descriptive technique. The results indicate that the effect of the civil war differs among individuals with different levels of education across the factors measured. Individuals with a Bachelor's degree generally have higher mean scores in socio-economic impact, education, psychological effects, and social effects compared to those with a Master's degree or a PhD. It confirms that the

civil war has different effects on different age groups across the factors measured. The socio-economic impact is higher for the age group 31-40 than other two age groups. As for education there is average scores and variability in perceptions or experiences related to socio-economic status, education, psychological well-being, and social effects of the civil war for both females and males. However, it is important to note that even individuals with higher education levels still report some level of negative effects, emphasizing the pervasive nature of civil war's impact.

War and armed conflicts, both directly and indirectly, serve as a source of inspiration for a considerable number of individuals. However, their influence can have distressing effects on future generations, both immediate and long-term. The repercussions of war extend far beyond the battlefield, profoundly impacting the lives and futures of subsequent generations. These effects can leave lasting imprints on societies, economies, and individuals, highlighting the significance of researching peace and addressing the enduring consequences of conflict (Collier & Duponchel, 2013).

The multifaceted consequences of war on future generations will be explored in this overview. One notable outcome is the mass displacement and formation of refugee populations as a direct result of wars. Displaced individuals encounter various challenges, including limited access to education, healthcare, and basic necessities. The protracted nature of conflicts can lead to the displacement of entire generations, with children growing up in refugee camps or unfamiliar environments environments (Dokkedahl et al., 2015).

Exposure to violence and trauma during wartime can have enduring psychological effects on both individuals and communities. Conditions such as Post-Traumatic Stress Disorder (PTSD), anxiety, depression, and other mental health disorders can persist for generations, significantly impacting the well-being and overall quality of life of future generations (Ibrahim & Hassan, 2017).

Wars also have the potential to deepen societal divisions and worsen existing tensions, giving rise to intergenerational conflict and strife. The trauma and resentment inherited by subsequent generations can perpetuate ethnic, religious, or political differences, exacerbating social divisions (Heykoop, 2014).

The consequences of wars include the destruction of crucial infrastructure like hospitals, schools, and transportation systems. Reconstructing these facilities and restoring economic stability can be a daunting task that spans decades, placing the burden on future generations to rebuild shattered economies (Collier & Duponchel,

2013). Conflict disrupts educational systems, denying children access to quality education. This educational deficit can have long-lasting effects, limiting economic opportunities and hindering the development of human capital for generations to come (Mayai, 2022). Countries devastated by war may become reliant on foreign aid and assistance, impeding their economic growth and perpetuating cycles of poverty. This economic dependency creates intergenerational challenges in achieving sustainable development and self-sufficiency (Stavenhagen, 2016).

War can also lead to political instability and weakened governance structures, making it difficult for future generations to establish stable democratic systems. This instability can result in ongoing conflict, human rights abuses, and the erosion of critical institutions for societal well-being (Omona, 2020). The trauma and violence experienced during war can shape the political landscape for generations. Divisions and animosities born out of conflict can influence political ideologies and perpetuate cycles of violence (Volcic et al., 2014).

The causes of war are typically multifaceted and vary depending on the specific conflict under analysis. However, they often involve a combination of political, economic, social, and ideological factors that contribute to escalating tensions between nations or groups. Political factors, such as territorial disputes, power struggles, and the pursuit of geopolitical influence, can serve as significant precursors to war. For instance, historical examples indicate that the desire to expand territories or assert dominance over specific regions has frequently triggered armed conflicts (Jovic, 2014). Additionally, clashes between different political ideologies or competing systems of governance can also play a role, leading to confrontations and military actions (Kaplan, 2019).

Economic factors also play a crucial role as precursors to war. Competitions for resources, trade imbalances, economic rivalries, and the quest to secure access to vital markets can all contribute to tensions that may escalate into armed conflicts (Akin Popoola et al., 2019). Economic disparities and grievances, such as inequality or perceived unfair trade practices, can fuel resentment and increase the likelihood of conflict (Litonjua, 2014). Furthermore, social factors, including ethnic or religious tensions, nationalism, and historical grievances, can act as significant precursors to war. Identity-based conflicts rooted in ethnic, religious, or cultural differences often play a role in igniting conflicts (Adger et al., 2014).

An important advancement in the field involves the increasing recognition of the long-term psychological effects of civil war on subsequent generations. Studies have indicated that individuals exposed to trauma during civil wars, even in childhood

or prenatal stages, face a heightened risk of developing mental health disorders like post-traumatic stress disorder (PTSD), depression, and anxiety. Furthermore, the transmission of trauma between generations has been observed, suggesting that the psychological impact extends beyond the immediate aftermath of the conflict (Dalgaard & Montgomery, 2017). However, further research is needed to understand the underlying mechanisms and specific factors contributing to these enduring psychological effects.

Another area of progress relates to the socioeconomic disruptions caused by civil wars and their implications for future generations. Civil conflicts often lead to the destruction of infrastructure, disruptions in education systems, and population displacement. Recent studies have shed light on the long-term consequences of these disruptions, including reduced educational attainment, decreased economic productivity, and increased poverty rates among future generations affected by civil wars. These socioeconomic factors have enduring impacts on the well-being and opportunities available to individuals in post-conflict societies (Meiqari et al., 2018). However, more research is required to comprehend how these disruptions affect future generations and how they can be effectively mitigated.

Despite these advancements, there are significant gaps in our current understanding of the impact of civil war on future generations. One notable gap lies in comprehending the causal mechanisms involved. While it is evident that civil wars have harmful effects on subsequent generations, identifying the specific pathways through which these effects occur is crucial for developing effective interventions and policy measures. Researchers argue that further investigation is needed to unravel the complex interplay of individual, familial, and societal factors that contribute to the impact of civil wars on future generations (Kaiser & Hagan, 2015).

Contextual factors also represent a significant gap in our understanding of the impact of civil war on future generations. Civil conflicts are highly influenced by specific contexts, and the consequences can vary based on factors such as the duration of the conflict, the intensity of violence, geographic location, and cultural norms. While research has started acknowledging the role of contextual factors, further examination is necessary to comprehend how these factors interact with the experiences of future generations and shape their outcomes (Maitra & Mani, 2017).

Studying the impact of civil war on future generations is a complex and multifaceted subject that presents various research challenges. One crucial research problem is understanding how trauma is passed down across generations and the long-term psychological effects of civil wars. This involves investigating the ways in

which exposure to violence, displacement, and loss during civil wars can impact the mental health and well-being of subsequent generations (deRoon-Cassini et al., 2019). Another research problem is examining the socioeconomic consequences of civil wars on future generations. This includes assessing the persistent disparities in education, economy, and society resulting from disruptions in infrastructure, healthcare, and access to basic services during conflicts (Meiqari et al., 2018). Additionally, studying the impact of civil war on future generations requires exploring the implications for social cohesion, identity formation, and intergroup relations, as well as investigating the challenges of reconciliation and peacebuilding in post-war societies (Hossain et al., 2014).

The research objectives for studying the impact of civil war on future generations can be summarized as follows. Firstly, to investigate the long-term psychological effects of civil wars on subsequent generations, including the transmission of trauma, post-traumatic stress disorder (PTSD), and other mental health outcomes (Raposo et al., 2014). Secondly, to assess the socioeconomic consequences of civil wars on future generations, focusing on educational achievement, employment opportunities, poverty levels, and economic inequalities (Galea, 2022) .Thirdly, to examine the enduring effects of civil wars on social cohesion, identity formation, and intergroup relations, and to identify the factors that contribute to peacebuilding and reconciliation efforts (Weidmann & Callen, 2013). Lastly, to identify protective factors and resilience mechanisms that mitigate the negative effects of civil wars on future generations, informing the development of policies and interventions to support affected communities (Fazel & Betancourt, 2018).

Studying the impact of civil war on future generations brings several benefits. Firstly, it contributes to academic knowledge by providing a deeper understanding of the long-term consequences of civil wars on societies and subsequent generations (Herzog et al., 2021). This knowledge can advance theories of intergenerational trauma, resilience, and social dynamics in post-conflict settings. Secondly, research on the impact of civil war on future generations has practical implications. It can guide policymakers and practitioners in developing more effective strategies for conflict prevention, peacebuilding, and post-conflict reconstruction (Funk et al., 2020). Understanding the mechanisms through which civil wars continue to affect societies allows for targeted interventions that address the specific needs of affected communities (Yuan et al., 2018).Furthermore, the research findings can inform mental health interventions and support systems by identifying trauma-informed approaches that promote healing and resilience among individuals affected by the legacy of civil wars. Lastly, understanding the socioeconomic impact of civil wars on future

generations can contribute to efforts aimed at reducing inequality and promoting sustainable development in post-conflict societies (Heldring, 2014). By identifying the barriers and challenges faced by affected communities, policymakers can implement targeted measures to enhance education, healthcare, and economic opportunities, fostering long-term stability and prosperity.

Literature Review
The Concept of Civil Wars

A civil war is a conflict that takes place within a nation, involving organized groups or factions with distinct political, ideological, or ethnic motivations(Hoeffler, 2013). It is characterized by the use of force and violence against each other and the state. The primary actors in a civil war are domestic groups striving to control the state or attain political power, often driven by unique identities, grievances, or objectives. These conflicts are typically long-lasting, protracted armed struggles that aim to achieve political, social, or economic goals, resulting in significant disruption to societal order and governance structures. Civil wars arise from deep-seated political, ethnic, religious, or socioeconomic tensions within a country, leading to widespread violence, displacement of populations, and substantial loss of life. Ultimately, civil wars are politically organized, large-scale, sustained conflicts marked by physical violence, primarily occurring within a country among significant groups of its inhabitants or citizens vying for control over the state's monopoly on power(Gersovitz & Kriger, 2013b).

Civil wars have multiple causes and contributing factors, including political and governance elements. Political grievances, such as oppressive rule, lack of political representation, and exclusionary policies, can be catalysts for civil war. Additionally, weak governance, corruption, and the absence of democratic institutions create an environment conducive to conflict. Socioeconomic inequalities are another underlying cause, as economic disparities, poverty, and limited access to resources and opportunities can lead to resentment and fuel conflict. Deep-seated divisions based on ethnicity, religion, or culture can escalate into violent clashes, as differences in identity, language, religion, or historical grievances are exploited by political actors to mobilize support for conflict. The competition over scarce resources like land, water, or valuable commodities can also trigger conflicts, especially in regions where livelihoods heavily rely on these resources and their distribution is uneven. External factors, such as foreign interventions, support for rebel groups, or regional power struggles, can further worsen existing tensions and contribute to the onset or

prolongation of civil wars. Additionally, cross-border dynamics and the involvement of external actors introduce added complexities to the conflict(Dixon, 2014).

The Impacts of Civil Wars

The consequences of civil wars have extensive and profound impacts on societies, economies, and individuals involved. One major consequence is the loss of human lives and the extensive destruction of infrastructure and property. Civil wars often result in a high number of casualties, leaving communities devastated and traumatized. Moreover, violence and insecurity lead to the displacement of populations, causing widespread humanitarian crises as people flee their homes and seek refuge elsewhere. This has significant social and economic implications(Gauthier, 2018).

Economically, civil wars disrupt trade and commerce, resulting in economic decline and instability. Resources that could have been used for development and social welfare are diverted towards funding the war efforts. As a result, poverty levels increase, unemployment rises, and living standards decline for the affected population. Additionally, the destruction of infrastructure hinders post-war recovery and impedes the resumption of economic activities(Chassang & i Miquel, 2018).

Socially, civil wars deepen divisions and exacerbate existing ethnic, religious, or political tensions within a society. These divisions can fuel long-standing conflicts and foster deep-rooted animosity between different groups, undermining social cohesion and reconciliation. Furthermore, the breakdown of law and order during civil wars creates an environment conducive to human rights abuses, including violence, sexual exploitation, and the forced recruitment of child soldiers(Hoeffler, 2013).

The effects of civil wars extend beyond the borders of the conflict-affected countries. Neighboring nations often bear the burden of hosting refugees and dealing with the spillover effects of the conflict. This includes increased security concerns and economic strains. Regional stability and peace can be severely compromised, leading to a ripple effect that further destabilizes neighboring countries(Gersovitz & Kriger, 2013a).

Intergenerational Trauma

One area of research that is significant focuses on the intergenerational effects of trauma resulting from exposure to violence and upheaval during civil wars. Studies have demonstrated that trauma experienced by one generation can be passed down to subsequent generations, leading to higher rates of mental health disorders

like post-traumatic stress disorder (PTSD), anxiety, and depression(Kellermann, 2013b; Yehuda et al., 2016). For instance, research conducted among descendants of Holocaust survivors found elevated levels of PTSD symptoms compared to control groups(Yehuda et al., 2016). These findings emphasize the long-lasting psychological impact of civil wars on future generations.

Intergenerational trauma refers to the transmission of trauma from one generation to the next, encompassing the psychological and emotional wounds inherited within families affected by civil wars. Research suggests that exposure to war-related trauma can alter gene expression and the functioning of stress response systems, influencing the vulnerability of future generations to mental health disorders and other negative outcomes(Yehuda et al., 2014). The trauma resulting from civil wars can manifest in various psychological disorders and difficulties among the affected generations. While PTSD is commonly observed among individuals who directly experienced the war, studies indicate that the symptoms of PTSD can be passed on to offspring, even without direct exposure to the conflict(Kellermann, 2013a). Anxiety, disorders, depression, and substance abuse are also prevalent among individuals with a familial history of civil war trauma.

Addressing the underlying factors contributing to intergenerational trauma, such as poverty, social inequality, and political instability, is essential for fostering healing and building a more resilient future(Scharf & Natan, 2022). Post-civil war societies can demonstrate resilience and collective healing by engaging in processes of truth and reconciliation, transitional justice, and inclusive decision-making. These processes can address historical injustices, promote healing, and shape a shared vision for the future(Gready & Robins, 2014). Empowering future generations in these endeavors allows them to actively participate in rebuilding cohesive societies.

Socioeconomic Consequences.

Civil wars have far-reaching socioeconomic consequences that have implications for future generations. The disruptions caused by conflicts in infrastructure, education systems, and economic development can create long-term challenges. Research has shown that civil wars are linked to lower educational attainment, reduced economic opportunities, increased poverty rates, and the intergenerational transmission of poverty(Hillesund et al., 2018). For example, studies conducted on the aftermath of the Rwandan genocide revealed that children born to survivors faced lower educational achievements and higher unemployment rates(Akresh et al., 2012).

One of the major impacts of civil wars is the destruction of critical infrastructure such as schools, hospitals, roads, and communication networks. This disruption hinders the delivery of essential services like education, healthcare, and transportation, which are crucial for socioeconomic development(Hallwood, 2013). The lack of access to quality education and healthcare has lasting effects on future generations, leading to economic instability, decreased economic growth, increased inflation, and unemployment. The loss of livelihoods and economic opportunities deeply affects families and communities, pushing them into poverty(Kovac et al., 2022). Consequently, poverty becomes a barrier to children's access to education, healthcare, and basic necessities, perpetuating a cycle of disadvantage and limiting prospects for future socioeconomic mobility.

Furthermore, civil wars often result in massive internal displacement and the creation of refugee populations. Displaced individuals and refugees face numerous challenges, including limited access to education, healthcare, and employment opportunities opportunities (Prorok, 2018). Children and adolescents growing up in displacement experience disruptions in education, reduced social support networks, and limited opportunities for skill development, exacerbating the socioeconomic impact.

The psychological and social effects of civil wars on future generations carry significant socioeconomic implications. Exposure to violence, the loss of family members, and displacement can lead to trauma, post-traumatic stress disorder (PTSD), and other mental health issues(Betancourt et al., 2016). These psychological challenges can hinder educational attainment, impair social relationships, and limit future employment prospects. Overall, the socioeconomic consequences of civil wars on future generations are profound and encompass various aspects of life, posing significant challenges to development and prosperity.

Civil wars frequently lead to the destruction of vital infrastructure such as schools, hospitals, roads, and communication networks. This disruption severely hampers the provision of essential services like education, healthcare, and transportation, which are crucial for socioeconomic progress(Hallwood, 2013). The lack of access to quality education and healthcare has enduring consequences for future generations. Children growing up in war-affected environments often face limited opportunities for education, healthcare, and essential services, thus impeding their ability to break free from the cycle of poverty(Hartzell & Hoddie, 2015). Their limited access to education and skills development impedes their prospects of securing stable employment and escaping poverty, thereby perpetuating the socioeconomic repercussions of the conflict.

Rebuilding the socioeconomic framework becomes imperative for post-war recovery. Investments in infrastructure development, education, healthcare, and job creation are necessary to alleviate the long-term effects of civil wars on future generations(Kovac et al., 2022). Implementing targeted programs that offer economic opportunities, vocational training, and support for entrepreneurship can empower young individuals and enhance their prospects for socioeconomic advancement.

Social Cohesion and Identity Formation

The influence of civil wars on social cohesion, the development of identity, and intergroup relations is a significant factor to consider. Research has shown that civil wars can have a profound impact on collective memory, social trust, and attitudes towards different ethnic or religious groups(Albarosa & Elsner, 2022; Hossain et al., 2014). For example, studies on the aftermath of the Bosnian War revealed a considerable divide between ethnic groups and a lasting sense of fear and mistrust(Gagnon, 2017). Recognizing the long-term socio-cultural consequences of civil wars is essential for promoting reconciliation and fostering inclusive societies in post-conflict settings.

 Civil wars deeply affect the formation of identity in future generations. The conflict can reinforce and solidify ethnic, religious, or political identities, leading to a persistent sense of "us versus them." These identities are passed down through narratives, memories, and experiences, shaping the perspectives of future generations (DeKeseredy et al., 2018). It is important to understand and address these dynamics to promote social cohesion and reconciliation.

Resilience and Protective Factors

Despite the negative consequences, research has highlighted the presence of resilience and protective factors among individuals and communities affected by civil wars. These factors can mitigate the adverse impact of trauma and promote resilience(Tol et al., 2015). For instance, studies have identified social support networks, cultural practices, and access to mental health services as protective factors. In war-affected communities, social support and community engagement have been found to play a critical role in buffering the effects of trauma on children's mental health(Okello, 2014). Understanding these protective factors informs interventions and policies that enhance well-being and promote healing among future generations. Protective factors are resources at the individual, family, and community levels that act as buffers against the negative effects of civil war. They contribute to resilience and positive outcomes for young people. Key protective factors include social support,

strong family bonds, access to education, economic stability, and positive community relationships(Betancourt et al., 2016).

Strong social support networks are crucial for fostering resilience among young people affected by civil war. Relationships with family, friends, and community members provide emotional support, guidance, and practical assistance. Social support helps mitigate the impact of traumatic experiences and provides a sense of belonging and security(Newnham et al., 2015). Close and supportive family relationships are essential protective factors, offering stability, love, and guidance in the face of adversity(Cummings et al., 2017). Positive parenting practices, effective communication, and a safe home environment nurture the well-being of children and adolescents.

Education serves as a protective factor that mitigates the negative effects of civil war on young people. Quality education offers a sense of normalcy, opportunities for learning and personal growth, and a pathway to future opportunities(Justino, 2014). Schools can also provide safe spaces that offer psychosocial support and promote social cohesion among young people.

Economic stability and access to resources are critical protective factors. Poverty and economic hardships exacerbate the impact of conflict on young people's well-being. Adequate economic resources enable families to meet their basic needs, access healthcare and education, and provide a stable and secure environment for young people to thrive e (Betancourt et al., 2016).

Strong and positive relationships within the community foster resilience among young people. Community support, cohesion, and opportunities for civic engagement promote a sense of belonging and social connectedness. Access to community-based programs and services that address the psychosocial and developmental needs of young people is crucial(Masten, 2014).

Based on the information provided above, it is crucial to thoroughly investigate the impact of civil wars on future generations. Civil wars have extensive consequences that go beyond the immediate conflict period and affect subsequent generations in various ways. Research has indicated that exposure to violence, trauma, and displacement during civil wars can have lasting psychological effects on individuals, resulting in the intergenerational transmission of trauma and mental health challenges. Additionally, civil wars disrupt socioeconomic development, leading to persistent educational, economic, and social inequalities. The implications for social cohesion, identity formation, and intergroup relations are also significant, as civil wars shape collective memories and attitudes that influence post-war reconciliation efforts.

Despite these challenges, research has the potential to identify protective factors and resilience mechanisms that mitigate the negative effects of civil wars on future generations. This knowledge can inform policies and interventions that promote healing, peacebuilding, and sustainable development in post-conflict societies. Understanding these impacts is essential for designing effective policies and interventions that address the underlying causes of conflicts, alleviate human suffering, and support post-war recovery and peacebuilding efforts. Further research and analysis are necessary to deepen our understanding of the complexities surrounding civil wars and develop strategies to prevent and resolve such conflicts.

Research Hypothesis

(H1): Enduring psychological trauma.

(H2): Decreased social unity.

(H3): Constrained economic prospects.

(H4): Continuation of intergenerational cycles of violence.

METHOD

Variables or Concepts Studied

There are two variables in this study are civil war as an independent variable. It is an armed conflict that takes place within a specific country or region, characterized by the involvement of organized groups driven by political or ideological motivations. And the impact on future generations as dependent variable. long-term consequences, effects, or outcomes experienced by individuals who are born and raised in the aftermath of civil wars.

Sampling Method

This study conducted using quantitative method to investigate the impact of civil wars on future generations. The research conducted in three phases: literature review, data collection, and analysis. The sample size of this research is consisting of 38 participants who have experieces in 8 countries.

Research Subject

The influence of civil wars on future generations is marked by various demographic attributes that shape the experiences and prospects of young individuals

growing up in post-conflict societies. These demographic factors encompass the distribution of age groups, dynamics of gender, socioeconomic status, levels of education, geographical location, and ethnicity. Civil wars frequently bring about distinct patterns of age distribution within affected populations. This can result in a higher percentage of children and youth due to elevated birth rates during conflict or the displacement of older generations. Such changes in demographics have consequences for education, healthcare, social services, and the long-term progress and stability of the society. (Yair & Miodownik, 2016).

Gender dynamics play a significant role in the impact of civil war on future generations. Conflict exposes women and girls to increased risks of sexual violence, trafficking, and displacement, while young males may face recruitment into armed groups. Understanding and addressing these gender-specific challenges are crucial for promoting gender equality, protection, and empowerment (Gurman et al., 2014). Socioeconomic status is another important demographic characteristic affected by civil war. Economic instability, high poverty rates, and disruptions to livelihoods are common consequences of conflict. These factors perpetuate cycles of poverty and limit opportunities for young people, emphasizing the need for economic recovery and social inclusion efforts (Galdo, 2013).

Civil war has a substantial impact on education levels, leading to disrupted schooling, damaged infrastructure, and limited availability of quality education. Common outcomes include high rates of students dropping out, increased illiteracy, and diminished skill development among young individuals. It is vital to address these challenges in order to reconstruct educational systems and guarantee educational opportunities for the generations to come. (Jäger, 2015).

Geographic location also influences the impact of civil war on demographic characteristics. Urban areas may face distinct challenges related to infrastructure, access to services, and social dynamics compared to rural or remote regions. Understanding the geographical context helps tailor interventions to address specific needs and promote inclusive development.

Research Instruments

In this context of studying the impact of civil war on future generations, a Likert scale survey can be employed to assess the respondents' perspectives on various aspects of the impact.

The survey will consist of a series of statements related to the consequences of civil war on future generations. Participants will be asked to indicate their level of agreement or disagreement with each statement using a Likert scale, typically ranging from 1 (strongly disagree) to 5 (strongly agree). The statements can cover a range of dimensions such as socio-economic, psychological, educational, and societal effects. Some examples statements may include: The civil war has had a lasting impact on the values and beliefs of future generations, Future generations are more likely to experience intergenerational trauma as a result of the civil war.

Research Design

The longitudinal study design is chosen to answer the question of the impact of civil war on future generations due to its ability to capture the long-term effects, establish causal relationships, understand the dynamic nature of impact, account for contextual factors, and explore individual heterogeneity. This design offers a comprehensive and in-depth understanding of the consequences of civil war on future generations, informing policies and interventions aimed at promoting recovery, resilience, and sustainable development in post-conflict societies.

Data Collection Procedures

After obtaining sufficient information about the subject and place of the research, the researcher prepares relevant research measurement tools. Then carry out the data collection process that is conducted via the Internet by distributing questionnaires. As for the target group or the participants in the study, they will be people who lived in wartime regions and times or has experiences.

Data Analysis Technique

Descriptive technique will be used to analysis data about the impact of civil war on future generations such as means, frequencies, and distributions. Using Statistical Package for the Social Sciences (SPSS).

RESULT

Table 1. Effect of Civil War Based on Gender

| EFFECT OF CIVIL WAR | GENDER | | | |
| | Female | | Male | |
	M	SD	M	SD
Socio-Economic	4.03	0.59	3.86	0.67
Education	3.58	0.44	3.42	0.78
Psychological	3.82	0.52	3.74	0.88
Social-Effect	3.87	0.52	3.65	0.88

Divided into two columns, one for females and one for males. Each column contains the mean (M) and standard deviation (SD)for different factors. These results indicate the average scores and variability in perceptions or experiences related to socio-economic status, education, psychological well-being, and social effects of the civil war for both females and males. The mean scores provide an overview of the perceived impact, while the standard deviations show the degree of variability or dispersion within each gender group.

Table 2. Effects of Civil War on Different Age Groups

| EFFECT OF CIVIL WAR | AGE | | | | | |
| | 20-30 | | 31-40 | | 41-50 | |
	M	SD	M	SD	M	SD
Socio-Economic	3.90	0.61	4.10	0.87	3.84	0.64
Education	3.52	0.49	3.50	1.02	3.20	1.14
Psychological	3.86	0.57	3.45	1.02	3.52	1.28
Social-Effect	3.84	0.56	3.35	1.15	3.36	1.22

Represents the effect of a civil war on different age groups (20-30, 31-40, and 41-50) in terms of various factors, such as socio-economic impact, education, psychological effects, and social effects. The values presented in the table are the means (M) and standard deviations (SD) for each factor and age group. It confirms that the civil war has different effects on different age groups across the factors measured. For example, the socio-economic impact appears to be relatively higher for the age group 31-40 compared to the other two age groups. Similarly, the education level and psychological and social effects vary across the age groups. The

standard deviations indicate the degree of variability in the responses within each age group, suggesting that there may be individual differences in how individuals within each age group experience the effects of the civil war.

Table 3. Effect of Civil War Across Different Education Levels

| EFFECT OF CIVIL WAR | EDUCATION | | | | | |
| | Bachelor | | Master | | PhD | |
	M	SD	M	SD	M	SD
Socio-Economic	4.06	0.53	3.81	0.72	3.10	0.50
Education	3.68	0.50	3.36	0.62	2.10	1.10
Psychological	3.96	0.48	3.69	0.81	2.30	1.30
Social-Effect	3.95	0.49	3.54	0.80	2.50	1.50

The results indicate that the effect of the civil war differs among individuals with different levels of education across the factors measured. Individuals with a Bachelor's degree generally have higher mean scores in socio-economic impact, education, psychological effects, and social effects compared to those with a Master's degree or a PhD. This pattern suggests that individuals with higher levels of education may experience a relatively lesser impact from the civil war. The standard deviations indicate the degree of variability in the responses within each level of education, suggesting that there may be individual differences in how individuals within each education level experience the effects of the civil war.

DISCUSSION

These studies showed that females (M=4.03, SD=0.59) tend to experience slightly higher socio-economic effects compared to males (M=3.86, SD=0.67) in the aftermath of a civil war. Similarly, females (M=3.82, SD=0.52) also exhibit slightly higher psychological effects than males (M=3.74, SD=0.88). However, in terms of education and social effects, there is a minimal difference between genders, with females (M=3.58, SD=0.44) and males (M=3.42, SD=0.78) reporting similar levels of education, and females (M=3.87, SD=0.52) and males (M=3.65, SD=0.88) reporting comparable social effects.

These findings align with previous studies that have shown gender-specific impacts of conflict and post-conflict situations. The slightly higher socio-economic and psychological effects experienced by females could be attributed to factors such

as displacement, loss of livelihood opportunities, and increased vulnerability during conflict. However, further research is needed to delve deeper into the underlying causes of these gender differences and to understand the specific mechanisms through which they manifest.

The results indicate variations in the effects of civil war across different age groups. Among individuals aged 20-30, socio-economic effects (M=3.90, SD=0.61) are slightly higher compared to those aged 31-40 (M=4.10, SD=0.87) and 41-50 (M=3.84, SD=0.64). Similarly, psychological effects are slightly higher among individuals aged 20-30 (M=3.86, SD=0.57) compared to those aged 31-40 (M=3.45, SD=1.02) and 41-50 (M=3.52, SD=1.28). However, education and social effects show inconsistent patterns across age groups.

These findings highlight that younger individuals are particularly vulnerable to socio-economic and psychological challenges in post-conflict environments. This susceptibility can be attributed to factors such as disrupted education, limited employment prospects, and the psychological impact of experiencing violence during their formative years. The differences in the effects on education and social aspects across age groups may be influenced by factors such as resource accessibility, prior educational achievements, and variations in social networks.

To develop targeted interventions and support mechanisms for different age groups affected by civil war, future research should delve deeper into these age-related dynamics. Further exploration of these dynamics will provide a more comprehensive understanding of the specific challenges faced by individuals of different ages and inform the development of interventions that cater to their unique needs.

The results indicate that higher levels of education are associated with reduced socio-economic, educational, psychological, and social effects of civil war. Specifically, individuals with a Bachelor's degree (M=4.06, SD=0.53) report lower socio-economic effects compared to those with a Master's degree (M=3.81, SD=0.72) and Ph.D. (M=3.10, SD=0.50). A similar pattern is observed for education, psychological, and social effects.

These findings are consistent with established theories and previous studies that emphasize the beneficial impact of education in mitigating the adverse consequences of conflict. Having higher levels of education equips individuals with a variety of skills, knowledge, and social connections that can enhance their resilience and contribute to post-war recovery. It is crucial to acknowledge, however, that even individuals with higher education levels still report some negative effects, highlighting the pervasive nature of the impact of civil war.

Future research should delve deeper into the mechanisms by which education serves as a protective factor and examine how specific educational interventions can be designed to address the remaining challenges faced by individuals with higher education levels. This would help develop more targeted and effective approaches to support and assist individuals who have attained higher levels of education but continue to grapple with the aftermath of civil war.

While the present study offers valuable insights into the consequences of civil war, there are several limitations that warrant consideration in future research. Firstly, the study relies on self-report measures, which may be susceptible to biases and inaccuracies. Incorporating objective indicators and employing diverse data collection methods such as interviews and observations can offer a more comprehensive understanding of post-war experiences.

Secondly, the study focuses on a specific context, and the generalizability of the findings to other regions affected by civil war or different socio-cultural contexts may be limited. Conducting comparative studies across diverse settings can help identify both commonalities and context-specific factors in the effects of civil war.

Additionally, the study does not delve into the mediating or moderating factors that may influence the relationship between civil war and its effects. Future research could explore factors such as social support networks, resource accessibility, and coping strategies to gain a better understanding of the underlying mechanisms and pathways through which civil war impacts individuals.

Furthermore, longitudinal studies that track individuals' experiences over time can provide valuable insights into the long-term effects of civil war and capture the dynamic nature of recovery and resilience.

Addressing these limitations in future research will contribute to a more nuanced understanding of the effects of civil war and inform comprehensive interventions and policies that effectively support individuals and communities affected by such conflicts.

CONCLUSION AND IMPLICATION

The research sheds light on how civil war impacts various demographic groups, including gender, age, and education. The findings indicate that females tend to experience slightly higher socioeconomic and psychological effects compared to males. Younger individuals, particularly those aged 20-30, are more susceptible to socio-economic and psychological challenges in the aftermath of civil war. Additionally,

higher levels of education are associated with reduced socio-economic, educational, psychological, and social effects.

These findings have significant implications for policy and intervention strategies, as they highlight the need for gender-sensitive approaches to address the specific challenges faced by women. Targeted support is also necessary for younger individuals to mitigate the socio-economic and psychological impacts they encounter. Furthermore, investing in education emerges as a crucial factor in reducing the negative effects of civil war and promoting long-term recovery and peacebuilding.

However, it is important to acknowledge the limitations of the current study. The reliance on self-report measures and the focus on a specific context limit the generalizability of the findings. Future research should employ objective indicators and diverse data collection methods, conduct comparative studies across different settings, and explore mediating and moderating factors to enhance our understanding of the complex dynamics involved.

Overall, this study contributes to our understanding of the effects of civil war and emphasizes the need for continued investigation to inform more effective policies, interventions, and support mechanisms for individuals affected by conflict.

The research findings have several implications for understanding the consequences of civil war and informing policies and interventions. Firstly, the results indicate that there are gender differences in the post-war experiences of individuals, with females generally experiencing slightly higher socio-economic and psychological effects. This underscores the importance of adopting gender-sensitive approaches in post-conflict interventions to address the specific challenges faced by women and promote gender equality in the recovery process.

Secondly, the variations in the effects of civil war across different age groups suggest that targeted support is needed for younger individuals to mitigate the socio-economic and psychological impacts they encounter. Providing educational opportunities, vocational training, and mental health services tailored to the needs of young adults can contribute to their long-term well-being and successful integration into society.

Thirdly, the significant role of education in mitigating the negative effects of civil war highlights the importance of investing in education as a key component of post-conflict reconstruction. Efforts should be focused on ensuring equitable access to quality education for all individuals, as this not only improves their immediate well-being but also contributes to long-term peacebuilding and sustainable development.

Overall, these findings emphasize the need for comprehensive and targeted approaches that address gender disparities, provide support to different age groups, and prioritize education in post-conflict settings. Such strategies can contribute to more effective policy formulation and intervention design to facilitate the recovery and long-term well-being of individuals and communities affected by civil war.

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Job Satisfaction Difference on Employee Based on Work Time

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ABSTRACT

Job satisfaction mainly occurs when employees are satisfied with the work situation in which they work. Therefore, researchers feel the need to examine whether work time does affect employee's satisfaction or not. This study seeks to explain to what extent work time truly efficient in influencing job satisfaction. Mainly by separating work time category based on time spent doing their work. The research method used is a quantitative comparison model with a total of 45 employees as subjects. The sampling technique used was purposive sampling. The research instruments are in the form of a single measurement tools, namely the Multidimensional Job Satisfaction Scale. The main pointers for this research are the comparison result on how full time worker's (>35 hours) job satisfaction has no difference with part-time employee's (<35 hours) job satisfaction as well. Additionally, job

satisfaction is often associated with the surrounding aspects of work life such as working condition, colleague satisfaction, external environment, promotion, and pay satisfaction.

Job satisfaction is a complex concept that is influenced by various factors, starting from workload, employee personality, work habits, work environment, and the employee's relationship with his boss. However, one of the factors that is proven to have a significant influence on job satisfaction is the amount of time (time spent) that employees spend working (Deschênes, 2021). There are two meanings of the amount of time spent, the first is the time spent completing tasks related to the status and duties of an employee. Where employee who works for long time (experienced or senior employee) are often considered "full time workers". Normally when addressing the other workers who has lesser work times are known for those who is does work partially such as freelance workers, part-time workers, and temporary replacement workers (J. Wang et al., 2022).

There are various perspectives regarding the motives for satisfaction at work (Idris et al., 2020). Factors that influence job satisfaction are usually identified by the presence of various elements that contribute to job satisfaction (Srimarut & Mekhum, 2020). This means that how they interact (one colleague with another) to overcome certain things such as workload, work system, working time, facilities, and division of tasks is referred to as co-worker support which contributes to satisfaction.

Ensuring as well as measuring satisfaction at work can be seen through the condition of the employee's personal feelings, statements (confessions), and direct observation of the employee concerned. When several efforts to foster job satisfaction such as improving work systems, managing staff, providing incentives, and training (training) are given to employees, it will help carry out work tasks so that they can be resolved properly. Thus, through this effort, it will provide many benefits such as shortening working time and new skills that increase work performance, which then job satisfaction will follow with it (Aruldoss et al., 2021).

There are a number of reasons why working long hours can lead to job dissatisfaction. First, long working hours can make it difficult for employees to have a healthy work-life balance. As employees continue to work, they have less time for their family, friends and hobbies (Anand & Vohra, 2020). This, if left unchecked, can lead to feelings of isolation, stress, and the growth of hatred within employees.

The framework for thinking about the concept of "time" spent at work is actually part of the quality of work life (work life balance). This thinking explores the relationship between working hours, work-life balance, productivity, job satisfaction, and the potential consequences of long or irregular working hours (Sparks et al., 2013). The amount of time a person devotes to his work can affect various physical and mental aspects of an individual starting from their cognition, their perspective, work experience and their satisfaction when carrying out workloads (Tentama et al., 2019). In other words, the relationship between relatively long working hours is related to the psychological condition of employees.

Supporting the main thinking concept above regarding work time, there is a similar concept of thinking that is closely related, namely work-life balance. Where, this concept of thinking emphasizes the importance of achieving a healthy balance between time spent on work (work time) and free time and personal life to avoid colliding schedules or schedule inflexibility (Tentama et al., 2019). Excessive working hours can interfere with personal time, causing increased stress, burnout, fatigue, and dissatisfaction with work. It can be concluded, a balanced allocation of time between work and personal life can contribute to psychological well-being and foster job satisfaction of employees.

The heavy effects that are felt due to the time needed to complete the load can also have the potential to have another negative impact in the form of Burnout. Where, working long hours will trigger the emergence of "burnout" which indicates stress (not only psychologically or mentally) but also causes physical fatigue along with the stress level of employees. It might be more appropriate if the Burnout concept signifies boredom which can lead to a number of negative consequences, including decreased job satisfaction and one's performance (Ker et al., 2022).

There are a number of things that need to be considered by companies, foundation, or organization to help employees avoid job dissatisfaction by establishing an optimal "time" of work. The first is the improvement through the work system, where the manager must limit the number of hours needed by employees to work or alternatively adjust the amount equally between employees. Second, it should also be considered that it is necessary to provide opportunities for employees to rest and take vacations, there is nothing wrong if this is connected with incentives (prizes). Third, efforts are made to create a work environment that supports (good facilities) and is stress-free (Wolkoff et al., 2021).

As for the existence of relationships (relationships) in the workplace in various forms that are able to help the problem of working time (time spent). One of them is

colleague relations and teachings from superiors (Work Relations and Mentorship). Strong interpersonal relationships between colleagues and opportunities for mentorship can have a significant impact on job satisfaction for employees. Because every employee definitely values collaboration with colleagues, the opportunity to share their knowledge and experiences with others (Srimarut & Mekhum, 2020). Do not forget, the benefit of the interaction process is that the expertise possessed by one person can also be shared with others.

It should be noted, though, that job satisfaction is not solely directly related to compensation (salary, gifts, and incentives). However, it remains an important factor for many employees in carrying out their tasks and the time taken to complete them. Competitive salaries, living allowances, and appreciation for their experience through adaptive rewards according to employee contributions, have the potential to increase overall job satisfaction (Qader, 2021).

Several similar studies have mentioned on how relationship between work time managed affects job satisfaction. One of them is the framework of resource conservation (conservation of resources). Through this thought it is explained that in work there are several resources that are involved (used) by employees, one of which is personal resources in the form of time and energy. Individuals always try to obtain, maintain, and protect these resources. When individuals feel their resources are being drained, for example through long working hours, it can lead to depletion of those resources (which can still be allocated elsewhere), and trigger an increase in job dissatisfaction (Holmgreen et al., 2017). Conversely, when these resources are easily replenished or managed adequately, they can actually contribute to higher job satisfaction.

As for other thoughts that explain that the relationship between time and job satisfaction can be seen from the concept of effort-reward imbalance (High Effort or Low Reward). This concept of thinking suggests that job satisfaction is influenced by the balance between the effort that employees put into their work and the rewards they receive in return. When employees perceive an imbalance between their efforts and rewards, such as compensation, recognition, and opportunities for growth, it can lead to job dissatisfaction. Long working hours without appropriate rewards can cause this imbalance and have a negative impact on job satisfaction (Agmasu, 2021). However, this can also mean that when the reward is greater as compensation, employees will not mind losing time resources, even their satisfaction was not affected by it.

Finally, it is important to remember that job satisfaction is a subjective experience that can vary between individuals, even within demographics (distribution of employees) who have the same or different positions and backgrounds (Kumar, 2021) and there are many ways to look at it. A company or organization should strive to understand the special needs and preferences of their members and employees. Not only that, it is also important to pay attention to the work system (optimal and good working hours) to create a work environment that supports their job satisfaction.

This study's focus will be the time spent by employees in completing the given task or load. In addition to length of work, job satisfaction is also often associated with the environment around employees. How does one interact with colleagues, help each other, and mentorship between seniors (bosses) and subordinates (Srimarut & Mekhum, 2020). These things have a direct effect on how employees perceive, whether the environment helps achieve satisfaction (regarding the work system or working time). Therefore, it is necessary to peel back what are the determinants or factors that influence one's job satisfaction in terms of "time" of work.

METHOD
Variable or Concepts Studied

Job satisfaction refers to various psychological conditions of an individual in a company, industry or organization. The notion and concept of job satisfaction aims to explain the factors and indicators that may influence an individual's satisfaction or dissatisfaction at work. The concept of "time" work is more synonymous with the causal relationship of workers and the duration needed for workload or existing tasks to be completed. Where depending on the complexity of the task an employee will need time to complete it. Work time is categorized by two types of workers. One is called full time workers for those who works more than 35 hours. While the other one is part-time workers who has less than 35 hours.

Sampling Method

This study uses a methodological approach which is a comparative study using a comparative quantitative research method (comparison). With an ex-post facto research design, it means that research is carried out after a phenomenon occurs (Creswell & Creswell, 2018). In this study using one dependent variable (job satisfaction) and a comparison variable (work time).

Research Subject

The subjects in this study were employees in a company without special provisions. The researcher uses a type of accidental sampling method known as the accidental sampling technique (Creswell & Creswell, 2018). The number of subjects in this study was determined with a minimum number of 44 employees on the basis of calculations through the G-Power software which helps determine the best number of samples (Kang, 2021). The scope of the specified subject is an executive level worker with part-time or full-time work. They also come from a company or industry. In the process of carrying out sample collection, researchers use relationships (networks) in the form of social relations owned by various parties directly or indirectly (online). This research will also consider the willingness of each employee who will later become the subject of research first.

Research Instruments

This study used a measurement instrument in the form of a questionnaire to measure the variables in the study. Multidimensional job satisfaction scale measurement scale by Özpehlivan & Acar (2016). The aspect of the scale used is in the form of various views (viewpoints) of an employee on aspects of job satisfaction such as working conditions, satisfaction on co-workers, external environments, promotions, and pay. The Cronbach Alpha value of the origin scale was found to be 0.845, with a normal standard value or a coefficient above 0.6, therefore the tool is reliable. Meanwhile in this research a reliability test was conducted again pairing it with the current result study shows the cronback alpha to be 0.93, it means the scale is still reliable as of today. There are 30 items that need to be answered using a Likert scale answer, namely 1 (disagree) to 5 (strongly agree). Some questions on the scale are, "I think I get a fair wage for the work I do." There are two categories of working time, namely part-time (<35 hours) and full-time >35 hours (Pratomo, 2015).

Data Collection Procedures

The first step of this research is to translate into Indonesian the multidimensional job satisfaction scale measurement tool. After obtaining information about the place and research subject, the next researcher prepares relevant research measurement tools. The next step is to carry out the process of collecting research data which is carried out online through the Google Form web survey as a medium for distributing questionnaires. For participants who fit the criteria and are willing to participate in this study, participants are asked to fill out a questionnaire from the specified

scale along with a willingness to participate form. Regarding willingness (consent), participants also have the right to refuse if they feel uncomfortable in the process of filling out the questionnaire. Participants can share this research questionnaire link with friends, relatives and colleagues as long as they meet the same criteria, namely company employees.

Data Analysis Technique

The reliability test uses the Cronbach Alpha formula with the help of SPSS. Data analysis techniques using assumption test and hypothesis testing. The assumption test used is in the form of a normality test to find out whether the distribution of data is normal or not, and a homogeneity test to see which categories of data distribution are homogeneous. To test the hypothesis using the Independent sample t-test with the aim of seeing differences in job satisfaction based on working time.

RESULT

This research was done using 45 employees as research subjects with demographic data distributed based on gender, age, and time spent at work. The demographic data below were categorized into five aspects of job satisfaction, the first one is job and working condition, colleague satisfaction, external environment, promotion satisfaction, and pay satisfaction. Details from descriptive statistics in the demograhic data were mentioned in the following:

Table 1. Demographic data

	Gender				Age						Time Spent			
	Male (n=22)		Female (n=23)		18-25 (n=15)		26-35 (n=17)		36-45 (n=13)		>35 (n=18)		<35 (n=27)	
	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD
Job satisfaction	106.4	14.25	114.0	15.58	115.1	13.56	107.4	15.79	108.3	16.22	114.5	17.13	107.4	13.49
Job and working condition	36.55	6.501	38.35	5.581	39.40	6.010	36.18	7.152	36.92	4.051	39.11	5.890	36.37	6.007
Colleague satisfaction	18.50	3.174	19.04	3.282	19.87	2.588	18.41	3.589	18.00	3.215	19.11	3.894	18.56	2.708
External Enviroment	19.36	2.735	18.87	2.322	19.87	2.134	18.53	2.787	19.00	2.517	19.22	3.021	19.04	2.175
Promotion Satisfaction	15.32	4.903	19.09	3.592	17.80	5.388	16.94	3.733	17.00	5.099	18.61	4.852	16.33	4.350
Pay Satisfaction	16.68	4.314	18.65	3.446	18.20	3.877	17.41	4.244	17.46	3.992	18.44	5.147	17.19	2.962

Based on the data above we can describe that the overall job satisfaction from the demograhic data. Female employee's job satisfaction is overally higher than that of male subjects, which is 114.00 > 106.41. While on the age category the overall job satisfaction the highest were on the age of 18-25 are 115.13. Time spent category shows that employees who are a full time workers (>35 hours) has job satisfaction that are higher compared to the part-time workers (<35 hours).

Results from this research further explains that job satisfaction from the employees are made from the many aspects that forms it. Female employee has felt better job working condition with mean value of 38.35 compared to the male employees which is 36.55. Continuing that, in the age category the highest working condition satisfaction are felt by employees of age 18-25 with a mean of 39.40. Lastly on the time spent category the highest working condition are overally felt by those who works full time (>35 hours) with mean of 39.11 compared to part-time workers (<35 hours) with mean of 36.37. Second aspects which is colleague satisfaction has shown that female employee felt more colleague satisfaction with a mean of 19.04, meanwhile male employee has lower satisfaction with a mean of 18.50. The age category has shown that colleague satisfaction is the highest at the age of 18-25 with a mean of 19.87. Lastly, on the time spent category the highest colleague satisfaction are felt by those who works full time (>35 hours) with a mean of 19.11 compared to part-time workers with a mean of 18.56.

In the third aspect, namely the external environment, there is a difference from the two previous aspects where in the gender category it is known that the average male is larger (19.36). However, in the category of age and working time, it is still the same as the previous aspects where age 18-25 has the highest score (19.87) and full time working time (19.22). The fourth and fifth aspects have in common that female employees have a higher mean, namely promotion satisfaction (19.09) and pay satisfaction (18.65). The same descriptive data on demographic data aged 18-25 get the highest score in the aspects of promotion satisfaction and pay satisfaction. Likewise in the time spent category that full time is higher than part-time, both in terms of promotion satisfaction and pay satisfaction

The assumption test in this study has been fully fulfilled in the form of a normality test with a value of 0.200 (p > 0.05) and a homogeneity test with a value of 0.097 (p > 0.05). Therefore, in this study a hypothesis test can be carried out using an independent sample T-test which is in accordance with the objectives of this study. The results of hypothesis testing are as follows:

Table 2. Independent Samples Test

		t	df	Sig (2-tailed)	Mean	Std. Error Difference	95% Confidence nterval of the Difference	
							Lower	Upper
Job Satisfaction	Equal variances assumed	1.534	43	.132	7.019	4.577	-2.211	16.248
	Equal variances not assumed	1.462	30.557	.154	7.019	4.802	-2.780	16.817

The table above shows that the significance number (2-tailed) of hypothesis testing is 0.132 (p > 0.05). This shows that the hypothesis in this study indicates that there is no difference in job satisfaction both for employees who work full time (> 35 hours) and part-time (< 35 hours). This result is also supported by a t value of 1,534 which is greater than the t-table of 1,681. Therefore, this research has proven that job satisfaction of employees is not affected by their working time.

DISCUSSION

The aim of this study was to explain and to test whether there is difference regarding job satisfaction on employees based on the time spent to complete their work tasks. The rationale for this study is based on spillover theory. This theory explained by Wang et al., which shows that employees are motivated to adaptively develop a sense of satisfaction after seeing the results of a relationship with something (aspects of work) that is impactful to other things in their work life (W. Wang et al., 2020). This shows that one aspect of work life (e.g. work duration as time spent, colleague satisfaction, external environment, etc) can spread (influence) each other aspects of work life or conditions and adaptively determine their perception of each employee's satisfaction in the workplace. For example, if it turns out that there is an abundance of negative relationships (negative spillover) regarding long work time (full time workers) tend to dissatisfied and affects other aspects. However this theory also agreed that positive relationship (positive spillover between full time workers who always works felt dissatisfaction on their pay, they will most lilkely feel dissatisfied at work. However, the results shows that apparently most employee

who work full time regardless of the fact that they work longer has felt more job satisfaction then part-time workers. Spillover theory has proven that job satisfaction cannot be measured by just a single aspects alone. Meaning only using time spent at work cannot be used as a final determinant of employee's job satisfaction and must include the influence of other aspects, in line with the findings or results of this research. Where the findings has shown that overall, we can conclude that based on our data, five out of five aspects of the scale used has shown many employees from various demographic factors especially those who works full time has better satisfaction on those five aspects compared to the part-time workers

This research contrasted with many previous similar research of job satisfactions. For example the research made by Janib et al., who said that job satisfaction stems from many aspects that also includes how their workplace systems such as modest work duration affected satisfaction of employees commitment on dealing their workload and how satisfied they are (Janib et al., 2022). Similiarly, Molina-Hernández et al., also contrasted with the foundings of this research said that workers tend to feel burnout and dissatisfaction the longer the spent their time workin non-stop (Molina-Hernández et al., 2021). Not only that, both Suliman & Aljezawi (2018) and Anasi (2020). Therefore, the results produced by this research was rather new and propose a new perception over how job satisfaction are unaffected by how modest work time is and most multiple aspects can become a determinants of employee satisfaction in the workplace. Thus, we can even conclude the fact that how long employee do their work is not the main determinants on one's job satisfaction and each employee can find satisfaction trhough other areas who can even bring their positive effects towards long work duration just like how positive spillover theory works. Unsurprisingly from the results found in this research, high job satisfaction is not affected as much by work duration, because people will find other factors to encourage them keeping their spirits high by using any positive aspects of their work life. The benefit that can be sought from this research however is in the form of certain implication of practice. Where people who works at human resources (HR) managers should be concerned about managing staff perceptions based on work systems who try to balance many aspects of work life. Not only focusing on their work time or duration but many quality of life that HR can fix.

In the end, job satisfaction is a complex and multifaceted concept that is influenced by various factors. Although employee work time is one factor that can potentially affect job satisfaction, it is not the sole determinant. Several reasons explain why work time alone does not always dictate job satisfaction. One such reason is job content, which refers to the meaningfulness, challenge, and alignment

of work with personal interests and values (Fuadiputra & Rofida Novianti, 2021). Even if employees work long hours, they can still derive fulfillment and satisfaction if they perceive their work as meaningful and engaging. Work-life balance is another influential factor. The ability to maintain a healthy equilibrium between work and personal life significantly contributes to job satisfaction. Employees with flexible work arrangements, allowing them to meet personal and family obligations, often experience higher job satisfaction, regardless of the total number of work hours. Autonomy and control over work also play a role. When employees have a sense of ownership and influence in their tasks and decisions, they tend to experience higher levels of satisfaction, even if they work extended hours. The presence of a supportive work environment is crucial as well. A positive and supportive work environment, characterized by effective communication, cooperation, and recognition, has a substantial impact on job satisfaction. When employees feel valued, supported, and appreciated by their colleagues and supervisors, their overall job satisfaction tends to be higher, regardless of their working hours.

This research has made a significant contribution to the field of job satisfaction and is expected that human resource management (HRM) can find a unique insight on employee satisfaction maintenance by adjusting their work systems. Although numerous studies on employee job satisfaction have been conducted, none have confirmed that a work duration is not the main determinants who could reduce the effects of workload pressure or even reduce employee's satisfaction. The limitation of this research was the fact that it was only using a single path approach from the view of work time (durations of time spent at work). Because of this further similar research should try different approach when trying to measure job satisfaction using a single variable approach. For example, one could even use workplace system complexity who has a wider area of research but was able to act as a single variable at the same time.

CONCLUSION AND IMPLICATION

This research aimed to enhance existing knowledge about job satisfaction of employees, by creating a comprehensive comparison model that explains the relationships between work time (time spent at workplace), while also including extra demographic details such as gender and age to measure satisfaction. However, the main pointers for this research are the comparison result on how full time worker's (>35 hours) job satisfaction are higher or lower when looking at part-time employee's (<35 hours) job satisfaction as well. Work time were separated onto those category

and job satisfaction has proven to be much difference between those who works full time against those who works part-time. The findings supported by the proposed comparison model, demonstrating a connection between many aspects of job satisfaction as the main determinants of how employee are satisfied with their jobs. Those aspects have also managed to make factors such as work time to not make a significant effect or become a primary determinants of employee on job satisfaction while also proving that work time is not always the main factors to see how far employee is satisfied about their work life. Specifically, the study revealed that work time does'nt necessarily affect job satisfaction yet that doesn't meant it has no role of influencing job satisfaction. Researcher has hope that these findings may help and contribute to our understanding of how job satisfaction are formed. Additionally, the study highlighted the importance of a how many factors lesser factors can influence as well not just the big factors such as work time. May these insights have certain practical implications as benefits of research for human resources (HR) to develop many creative work systems to help employee achieve job satisfaction

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The Effect of Supervisor and Co-Worker Support on Turnover Intention

Chusnul Kotimah

ABSTRACT

Employee turnover can appear to be turnover due to organization and work. Both have the same effect by exposing the agency to additional problems it does not have to deal with. This study aims to determine the relationship between supervisors and coworker support to turnover intention both partially and stimulatively. This research method uses a correlational design withdata analysis using multiple linear regression. The subjects in this study amounted to 49 employees who worked in companies in the city of Malang and its surroundings with staff level. This research instrument in the form is turnovers intention scale-14, the short supervisory relationships questionnaires, and co-workers support scale. This study provides results that supervisor support has an insignificant influence on employee turnover intention. However, a significant effect is more

shown in co-worker support on turnover intention. The results in this study also stated that stimulation from both supervisors and co-worker support was able to have a significant influence.

Issues related to employee turnover are still a major problem for every industrial sector and organization every year (Rifma et al., 2022). Employee turnover rates are often frustrating and are constantly faced by organizations and companies (Olivian & Setyawan, 2022). This often refers to an employee's inclination or desire to leave their current job and seek employment elsewhere. By the definition, these related problems are known as turnover intention. Research on turnover intention has also been carried out a lot (Abid & Hassan Butt, 2017; Astuti & Helmi, 2021; Diana et al., 2019; Haldorai et al., 2019; Jabutay & Rungruang, 2020; Lyons & Bandura, 2019; Suyono et al., 2020; Windon et al., 2019). This topic has become common and well-known over time because employees always have a mindset in change readiness which causes employee turnover to become more common especially when employees face push or pull factors. Therefore, related research continues, especially based on the impact arising from the presence of turnover intention itself.

Employee turnover is often known as the changing of employees who work in a company due to the entry and exit of employees within a certain period (Lyons & Bandura, 2019). Employee turnover can appear to be turnover due to organization and work. Both have the same effect by exposing the agency to additional problems it does not have to deal with. Employee turnover can also be classified into two, namely involuntary turnover and voluntary turnover (Haldorai et al., 2019). Involuntary turnover is unavoidable employee turnover due to termination of contract, retirement, illness, or death. Turnovers voluntary is employee turnover that can be avoided, which is caused by factors related to the employees themselves such as salary, benefits, stress at work, relationships with other staff, and working hours. Voluntary turnover can further arise due to unavoidable factors that give rise to intention within the employee. Therefore, voluntary turnover is a real form and output of turnover intention in employees (Belete, 2018). That is, employees have the desire, awareness, and intentional effort to leave a certain position in the company after a certain period of time.

Employee turnover intention also leads to awareness of seeking new job opportunities as an alternative after permanently withdrawing from the company. High turnover intention can lead to a number of negative consequences for the organization, including decreased productivity, increased costs, and loss of knowledge

and expertise (Chiat & Panatik, 2019).The impact or consequence of turnover intention on employees can be categorized based on its high and low levels, so it can vary greatly. High (Farooq et al., 2022) turnover intention can lead to how serious an employee's intention is in thinking about quitting work and leaving the company. The consequence of this high turnover intention can lead to an increase in the reduction of employees. Indirectly, high turnover intention means that more employees will actually leave the organization, which results in the loss of skilled workers good competence (Diana et al., 2019). This is also related to the productivity of the employees themselves. When employees are actively included in the high turnover intention category, their motivation and commitment to work can decrease. This can result in decreased productivity, lower quality of work, and an overall negative impact on team performance (Rana et al., 2021).

Turnover intention in employees can also have negative consequences for work groups or teams. The existence of frequent employee turnover can disrupt team dynamics and cohesion (Suyono et al., 2020). When employees in a company are constantly on the move , it can lead to a lack of stability, decreased trust among team members, and increased workload for the remaining employees who have to compensate for vacancies. Indirectly, the impact felt is also related to financing within the company (Frian & Mulyani, 2018). Employees who leave must be immediately replaced with new employees, so this can create an additional burden in terms of ongoing recruitment and selection costs. In addition, organizations may also need to invest more resources in training and onboarding new employees, which can be expensive and time consuming. Expensive because it costs more than providing training for old employees, it is time consuming because new employees need some time to master their duties and responsibilities.

Low turnover intention certainly provides an illustration of the consequences that can occur both for the employees themselves and for the company (Ahmad et al., 2019). Low turnover intention in employees tends to show a higher level of retention. That is, low turnover intention illustrates that employees are satisfied with their jobs and the company they work for. This allows the organization to retain valuable talent and maintain the continuity of those employees in its operations. In contrast to high turnover intention, the productivity and performance of employees who have low turnover intention are more enthusiastic and motivated (Afzal et al., 2019). Such employees may demonstrate higher levels of productivity, better job performance, and a greater willingness to contribute to organizational success.

Low employee turnover intention can have quite positive consequences in terms of working with others. This is known based on an increase in the stability and continuity of the group or team (Mutsuddi & Sinha, 2023). Employees who choose to stay and stick with their jobs at a company for a longer time tend to be able to build stronger working relationships, trust, and effective communication. On the other hand, low employee turnover intention can help companies to save costs (Ahmad et al., 2019). This applies further where when a company has little employee turnover, it can save on recruitment, selection, and training costs. It is more cost effective to retain existing employees than to constantly recruit and hire new employees.

The emergence of turnover intention in employees both at low and high levels can be influenced by several factors. These various factors can be created from within the employee itself or internally, as well as from outside the employee that leads externally. Employee turnover intention is often related to demographic variables, such as age, work experience, marital status, professional title and prior knowledge of the profession or work. Therefore, it can be stated that one of the factors of turnover intention is the demographic variable of each employee (Belete, 2018).

Factors of turnover intention which can then be identified internally in the form of job satisfaction as a status in which a person is satisfied and happy with his job. Several studies stated that job satisfaction was found to have a significant negative relationship with turnover intention (Alkhateri & Nusari, 2018; Fukui et al., 2019; Olivian & Setyawan, 2022; Zhang et al., 2020). Therefore, job satisfaction can be the strongest significant predictor of future turnover. Regarding internal factors, it is also known that job stress shows the ability to increase employee turnover intention which will come from role ambiguity, role conflict, excessive workload, and work-family conflict (Chung et al., 2021; Naidoo, 2018). Some of these problems create stress among employees so that they become important variables that affect turnover intention. Internally, it is also known that there are factors in the form of organizational commitment as a strong belief and acceptance of organizational goals and values. This is manifested as a willingness to exert considerable effort on behalf of the organization and a strong desire to maintain membership in the organization. Organizational commitment as an employee's psychological attachment to an organization negatively related to employee turnover intention.

External factors of the things that encourage the emergence of turnover intention include salary (Ahmad et al., 2019; Belete, 2018; Hussain & Huei Xian, 2019; Ikatrinasari et al., 2018; Suyono et al., 2020). Employees in various companies are trying to increase the level of income. Therefore, employees in a company where

they work currently getting a salary increase tend to have low turnover intention. In contrast to employees who receive offers to join other companies that will provide higher salaries, this causes an increase in turnover intention. In this regard, the level of payment provided by the company to employees has a potentially important direct effect on employee turnover. In addition to salary, the compensation provided by the company is also able to encourage the development of turnover intention. Companies that are able to provide compensation in the form of facilities for development can provide opportunities for promotion to higher positions with greater responsibility and higher salaries, better service conditions and thus higher status (Farooq et al., 2022; Windon et al., 2019).

Turnover intention can also be influenced by factors Employees who are related within the scope of the employee organization also have their perceptions regarding the fairness provided by the company. Fairness is in the form of a concept that refers to the extent to which employees view procedures, interactions and results in the workplace as fair (Belete, 2018). Organizational justice is characterized by different perceptions of individuals and parties about the fairness of behavior in an organization and their behavioral responses to these perceptions. The influence of organizational climate on turnover intention in a company confirms that there is a direct effect on the intention to leave the organization (Haldorai et al., 2019; Hussain & Huei Xian, 2019). There is also a strong relationship between organizational climate and high turnover intention by considering organizational culture. The biggest factor in attracting and most importantly retaining employees is culture. Organizational culture reflects the values, beliefs, and attitudes shared and learned from its members. Therefore, organizational culture factors refer to a system of shared meaning held by members that distinguishes the organization from other organizations so that it can affect the level of turnover intention in employees (Belete, 2018).

Factors that are known to be related to turnover intention can be in the form of: social support in the form of norms which broadly consists of all the support that individuals can provide through relationships interpersonal relationships and the quality of those relationships (Astuti & Helmi, 2021; Kularathne & Senevirathne, 2020; Tews et al., 2020; Yorulmaz & Sevinc, 2021). There are various types of support that employees can afford to mitigate the contributions of negative work behaviors and outcomes. In the context of social support, there is perceived supervisor support, which is the extent to which employees feel support and concern regarding work performance and the psychological and physical well-being of an employee in the work environment from people who are responsible for employee performance and are responsible for the actions taken by employees. Supervisors have the power to

influence the work environment and employee status, which can affect the affective reactions of their team members which makes supervisory support recognized as an important support entity in the workplace (Pinna et al., 2020).

A number of studies have found that supervisor support is closely related to turnover intention (Abid & Hassan Butt, 2017; Afzal et al., 2019; Fukui et al., 2019; Naidoo, 2018; Zhang et al., 2020). This means that employees who perceive supervisors as providing support tend not to consider leaving the job. Employees who perceive supervisors as supportive are more likely to be engaged in work and less likely to be absent from work. There are a number of supervisor reasons support can be related to turnover intention. First, supervisor support can help reduce work stress (Chung et al., 2021; Naidoo, 2018). When employees feel supported by supervisors, employees tend to feel diminished work load. Second, supervisor support can help increase job satisfaction (Alkhateri & Nusari, 2018; Fukui et al., 2019; Zhang et al., 2020). Employees who feel supported by supervisors are more likely to be satisfied with the work they are doing. Third, supervisor support can help build trust and commitment between employees and the company (Alkhateri & Nusari, 2018). Employees who get support from supervisors are more likely to trust the company so they can build commitment within themselves.

Support is also manifested in the form of co-worker support which is perceived as a form of the degree to which employees receive support in workplace relationships from their peers (Chung et al., 2021; Kularathne & Senevirathne, 2020; Wongboonsin et al., 2018). Employees face emotional dissonance because they have to express feelings that are different from the feelings they actually have. As a result, employees tend to form communities to share true feelings with fellow co-workers to reduce stress. Having people around who can actually understand and sympathize with incidents that occur at work and the emotions that follow for pleasant and challenging encounters can reduce the effects of stressors. Employees who do not have perceived social support may suffer more from the effects of work stressors (Chung et al., 2021).

A number of studies have found that co-worker support is related to turnover intention (Kanchana & Jayathilaka, 2023; Kmieciak, 2022; Kularathne & Senevirathne, 2020; Mutsuddi & Sinha, 2023; Self et al., 2022; Self & Gordon, 2019). This means that employees who feel they receive high levels of peer support are less likely to consider leaving their job at a company. Co-worker support may have a negative relationship with turnover intention. First, co-worker support can help improve employee performance (Pinna et al., 2020). Employees who feel the support of co-

workers are more likely to try to always improve their performance with the belief that they are not only working alone. Second, co-worker support can help reduce employee stress, as employees are less likely to feel stressed at work and more likely to be able to cope better with job demands (Chung et al., 2021). Therefore, co-worker support can provide a significant role for the mental health of employees to reduce the possibility of turnover intention. Third, co-worker support can help increase employee motivation (Wongboonsin et al., 2018). Employees who feel supported by co-workers are more likely to be motivated to do a good job and less likely to consider leaving.

Research is based on social exchange theory, which is a theory which shows that individuals are motivated to maintain beneficial relationships (Ngo-Henha, 2017). In the work context, employees are more likely to stay with the company if they feel they receive benefits from multiple sources. It is like the support of supervisors and co-workers. The conceptual framework for this research indicates that supervisor and co-worker support will be negatively related to turnover intention. That is, employees who feel they receive high levels of supervisor and co-worker support are less likely to consider leaving their current job at the company.

Previous research has provided many studies related to social support in the workplace (Abid & Hassan Butt, 2017; Arasli & Arici, 2019; Danish et al., 2019; Hussain & Huei Xian, 2019; Mutsuddi & Sinha, 2023; Tews et al., 2020). Therefore, in this study social support is discussed separately where supervisor support is felt and co-worker support into two variables respectively to find the effect in the workplace on employee turnover intention. Based on this explanation, the focus of this research is obtained in the form of the influence of supervisors and co-worker support on turnover intention.

METHODS
Variables or Concepts Studied

Turnover intention is a measure of the willingness and awareness of employees to leave their current job (Afzal et al., 2019). Willingness possessed by employees in this case develops intentionally and voluntarily which is considered as an intention to quit his job in a company. Turnover intention apart from being in the high category is also in the low category. Furthermore, this is mainly related to the commitment that employees have towards their work and company.

Supervisor support is one type of social support received by employees (Tews et al., 2020). Furthermore, supervisory support is defined as the extent to which

supervisors provide emotional, informational, and real support to employees who are given supervision (Chung et al., 2021). Emotional support refers to supervisors' ability to provide empathy, understanding, and encouragement to their employees. Informational support refers to the supervisor's ability to provide employees with the information and resources they need to do their job effectively. Tangible support refers to a supervisor's ability to provide employees with practical assistance, such as assistance with work-related problems or financial assistance.

Co-worker support is part of the type of social support that employees receive from colleagues in the same company (Tews et al., 2020). Furthermore, co-worker intention can be defined as the extent to which colleagues provide emotional, informational, and instrumental support to employees (Pinna et al., 2020). Emotional support refers to the emotional ability of colleagues to show empathy and closeness to employees. Information support tends to be in the form of the ability of colleagues to provide assistance in the form of information and resources needed to do the job. Instrumental support refers to the ability of colleagues to provide tangible assistance to employees work related.

Research Subject

The research subjects in this study were obtained through accidental sampling techniques, in the form of sampling on the basis of chance (Creswell, 2015). Reasons for using the technique taking the subject because the population intended in this study is too largest that are employees who work in companies in the city of Malang and its surroundings. The implementation of the accidental sampling technique in this study is by utilizing relations social Good with meet direct nor through in a manner online. This study uses willingness individual with status as employee for become subject study. Amount subject study This restricted with amount 49 employee that calculate with G*Power adjust to the number of variables and data analysis techniques (Kang, 2021).

Research Instruments

This study uses measurements in the form of a Likert scale as a form of scale psychometric on questionnaire (Jannah, 2018). More carry on, study This use scale in the form of a questionnaire to measure the variables studied. The scale in this study consists on 3 tool measuring in a manner separated that is turnovers intention scale-14, the short supervisory relationships questionnaires, and co-workers support scale.

Scale used for measure turnovers intention on this research that is turnover intention scale 14 (TIS-14) by Jacoba and Roodt (2007) that delevoped and translate to Indonesia by Hidayah (Ardiansyah & Hidayah, 2021). Existing aspects in scale This form aspect personal, organization, And work with amount items as much 14 with origin reliability at 0,821. On this scale, there are 9 favorable and 5 unfavorable items, all of which are acceptable answered using one of the four answer choices, namely very inappropriate (1), no suitable (2), suitable (3), and very suitable (4). One part of this scale is a statement "Saya mempertimbangkan untuk meninggalkan pekerjaan saya saat ini".

The scale used in this research is to measure the level of supervisor support namely the short supervisory relationship questionnaire (S-SRQ) developed by Cliffe, Beinart, and Cooper (Cliffe et al., 2016) then translated into Indonesian on this research. The aspects that make up this scale consist of safe base, structure, and reflective education with origin reliability at 0.96. Amount items in research This as much 18 with all of them are favorable items. The four answer choices in this study are very No in accordance (1), No in accordance (2), in accordance (3), and very in accordance (4). Wrong One part in This scale is in the form of the statement "Supervisor saya memiliki pemikiran yang terbuka dalam setiap supervisi".

The scale for measuring co-worker support (CWS) in this study is co-worker support scale which has been adapted in Indonesian by Prihatsanti (Prihatsanti, 2021). Scale it was adapted to the co-worker support scale by Setton and Mossholder in settings organization which consists of two aspects, namely instrumental and emotional support with origin reliability at 0,95. This research using all 14 favorable items with four answer choices the answer choices are very inappropriate (1), not appropriate (2), appropriate (3), and very appropriate (4). One part of this scale is the statement "Rekan kerja membantu saat saya menghadapi beban kerja yang berat".

Research Design

This research was conducted using a quantitative approach through design correlational. kindly more carry on, design correlational Which chosen in accordance with objective research to determine the effect of the independent variable on the dependent variable (Jannah, 2018). This study also uses a research concept that is ex-pose facto, where research is carried out without any manipulation or special treatment of the subject research (Creswell, 2015). Studies conducted in this study use two the independent variable and its influence on the dependent variable both partially and stimulant.

Data Collection Procedures

This research was conducted with the initial step of translating into the language Indonesia for tool measuring S-SRQ (The short supervisory relationships questionnaires). Researcher furthermore do deployment tool measuring which has been translated to 5 people as fellow researchers to assess the feasibility of the tool measure it. The assessment process that has been carried out is then continued with trials in a manner online on 30 employees in period time one week for all scale that used in this research. Results which obtained then tested its reliability by shown alpha Cronbach value which is TIS (α=,723), S-SRQ (α=0,948), and CWS (α=0,938). This next with taking data spread scale in region research, namely the city of Malang and its surroundings. The choice of research area is due to access Which easy by researcher as well as many companies good owned by country nor private. The scale distribution was carried out by researchers through direct giving and depositing to fellow researchers who have worked. In addition, researchers also disseminate via online social media by providing a scale link made in google forms. Time research used for approximately four weeks so as to obtain a large number of research subjects. The final stage in this research after data collection, namely re-checking data that is feasible to use and then done analysis data.

Data Analysis Technique

This research analyzes the main data through multiple regression analysis as hypothesis testing efforts. Furthermore, hypothesis testing in this study was also carried out through the t test and F test to determine the effect given partially and simultaneously. Study This Also use coefficient determination use to know how much big influence that can be given by the independent variable on the dependent variable. Before do test hypothesis, researcher need do test assumption classic as Wrong One condition in testing parametric. Test assumption classic in study This done among them test normality with use kolmogrov smirnov; test linearity through deviation from linearity; and multicollinearity test with tolerance and VIF values.

RESULT

The results of the study showed that the subjects had a distribution of demographic data including in the categories of gender, age, and length of work. Most subjects in this study were women as much as 73.5% (n = 36), while the remaining 26.5% (n = 13) were men. The age of the subjects in this study was divided into three categories, namely 18-25 years (n = 38), 26-35 years (n = 9), and 36-45 years (n = 2). Employees

who were subjects in this study as many as 46.9% (n = 23) had worked for 6 months to 2 years at one company. In addition, there are also employees who have worked for more than 2 years as much as 48.6% (n = 14) and there are also those who have worked for less than 6 months as much as 24.5% (n = 12).

Tabel 1. Mean, Standard deviation, and correlation between variables (n = 49)

Variable	Mean	SD	Turnover intention	Supervisor Support	Co-worker Support
Turnover intention	3.12	.51	1		
Supervisor Support	3.44	.74	.974	1	
Co-worker Support	3.37	.75	.020*	.008**	1

*. Correlation is significant at the 0.05 level (2-tailed)

**. Correlation is significant at the 0.01 level (2-tailed)

Based on the table above, it is known that the supervisor support variable has a higher mean value than other variables. This shows that the subjects of this study agree that there will be a support supervisor in the workplace. However, it was also known that the relationship between supervisor support and turnover intention was not significant (r = .974, p >.05). In contrast to the relationship between co-worker support and turnover intention which showed significance (r = .020, p < .05). Similarly, the relationship between co-worker support and supervisor support was significant (r = 0.008, p<0.01).

Tabel 2. Hypothesis Test Results

Variable	β	t	*p* value	R^2
Constant	3.665	9.445	.000	.127
Supervisor support	.096	.943	.350	
Co-worker support	-.258	-2.591	.013	

The table above shows that supervisor support exerts a non-significant influence on turnover intention based on β values that are too small 0.096 and t values of .943 (p = .350 > .05). This means that the existence of a support supervisor is not able to provide a role in turnover intention. These results are different from the known effect of co-worker support on turnover intention based on a value of β -.258 and

a value of t -2.591 (p = .013 < .05). Therefore, it can be said that co-worker support is able to play its role in turnover intention. Furthermore, the relationship created between those is negative, where the higher the co-worker support, the lower the turnover intention. In this study, significant influence of supervisor support and co-worker support stimultan on turnover intention was also obtained through the value of F(2, 47) = 3.357, p = .044. This means that the support supervisor and co-worker support together can play a role in turnover intention. In addition, this study is also clarified through the effective contribution of the two independent variables, namely supervisor support and co-worker support on the dependent variable in the form of turnover intention of 12.7%.

DISCUSSION

The results of this study are in accordance with the purpose of the study to examine the effect of supervisor support and co-worker support on turnover intention, both partially and stimulatively. Support supervisors are known to have no significant influence on turnover intention. Therefore, it can be said that the higher the support supervisor is not able to provide changes in the level of turnover intention. These results are in line with research by Windia, Singh, Rashid, and Arumugam (Singh & Rashid, 2020) which supervisor support and turnover intention have an insignificant relationship. More clearly, the study was conducted on female auditors working in Jakarta where insignificant relationships can occur because supervision and support from superiors as a form of supervisor support is less felt. These insignificant results then suggest that supervisor support and turnover intention can be related but indirectly. That is, there are other factors that can connect or determine the relationship between the two. In line with this, in this study supervisor support and turnover intention showed an insignificant relationship in accordance with the results of research by Afzal, Arshad, Saleem, and Farooq (Afzal et al., 2019).

The results in this study are known to contrast with several previous studies that mention the insignificant effect of supervisor support on turnover intention as mentioned in this study shows results that are contrary to some previous studies. Pattnaik and Panda (Shahzad et al., 2020) it clearly states that there is a strong influence of supervisor support on turnover intention. Providing supervisor support can have a direct influence on employee IT significantly. Supervisors should support their workers and help them whenever facing work-related problems. The same results were also in the research conducted by Yorulmaz and Sevinc (Yorulmaz & Sevinc, 2021) Where the influence exerted by the support supervisor leads to a decrease in

employee turnover intention. Supervisors who give priority to meeting employee expectations can manage these human resources effectively and efficiently, and superintendent support is essential to meet these expectations. The role of a support supervisor in the world of work is needed in many fields, such as in research by Danish et al (Danish et al., 2019) mentioned that it can occur in various fields such as banking, education, even the air-line department.

The results in this study that are not in line with previous studies also expand the dynamics related to supervisor support and turnover intention. Among other things, the increased influence of support supervisors can indirectly affect IT. The impact of supervisor support on turnover intention can be significant when mediating self-efficacy. Support supervisors can develop employee self-efficacy which, in turn, lowers turnover intention (Afzal et al., 2019). In addition, the role of mediators in the relationship between supervisor support and turnover intention can also be determined through the comparison of certain indirect effects. The results suggest that employee engagement and the two dimensions of work-life balance (disruption of work with personal life and increased work personal life) act as mediators in the relationship of perceived supervisor support and intention to leave (Kaur & Randhawa, 2021). The fact that supervisor support indirectly affects turnover intention suggests that organizations should emphasize ethics as an important part of their supervisor development programs (Alkhateri & Nusari, 2018). Support supervisors must go through other variables in order to affect employee turnover intention. The perceived support supervisor should reduce the intention to move if the perceived organizational support increases (Astuti & Helmi, 2021). The supervisor is seen as an agent of the organization and ensures employees get support so that the supervisor is seen as contributing to the support of the organization.

The support that employees get in the workplace is known to come from the organization, supervisors, and co-workers. In this study, the focus given is also related to co-worker support that can influence intention turnover. This study contributes to the study of turnover intention by showing that peer support among employees can have a significant influence. The results of this study are in line with previous research which states that co-worker support is negatively associated with turnover intention (Kularathne & Senevirathne, 2020). Coworker support felt by employees becomes more important than supervisor support which is related to psychological pressure (Chung et al., 2021). Co-worker support helps reduce turnover intention because it lowers the stress felt by employees in the work process. Furthermore, it was also mentioned that employees who felt the high level of co-worker support, especially emotionally, made a decrease in turnover intention (Self & Gordon, 2019).

The results of this study stated that the higher the co-worker support, the lower the turnover intention in employees. Coworker support is an important factor in determining the turnover intention rate by employees (Kanchana & Jayathilaka, 2023). In this study, it was found that an increase in co-worker support by 1% would increase the probability of low employee turnover by 0.258 percentage points. Therefore, changes in co-worker support will negatively impact high employee turnover. The results ensure that encouraging worker support cooperation is crucial. Good interaction with colleagues is a form of co-worker support which can lead to a decrease in the intention to leave their job.

The results of this study also provide a difference with previous research which states that co-worker support does not have a significant impact on turnover intentions, resulting in the emergence of an indirect relationship (Chiat & Panatik, 2019; Kmieciak, 2022). Self, Gordon, and Ghosh (Self et al., 2022) mentioned that co-worker support plays a role in increasing organizational attachment, especially among managers who reduce the intention to move. Co-worker support, task support, and emotional support each individually showed no statically significant direct effect on turnover intentions among managers. Ultimately, peer support can be used as an organizational mechanism to increase managers' organizational attachment.

The focus of this study also focuses on the influence that support supervisors and support co-workers together have on turnover intention. The results in this study show that supervisors and co-workers stimulatively provide significant support for turnover intention. In line with research from Wongboonsin et al, (Wongboonsin et al., 2018) which supervisors and co-worker support can reduce employee turnover intention, especially in younger employees. The support provided leads a lot emotionally by co-workers to a decrease in employee turnover intention, as well as informational support by supervisors. Therefore, the support received by individuals, both from supervisors and co-workers is important in creating a positive attitude of employees which ultimately reduces turnover intention (Pinna et al., 2020).

The effect exerted by supervisors and co-worker support in reducing turnover intention is known to be 12.1%. This shows that the effect given stimulatively is still quite small. Furthermore, this study only focused on sources of support in the form of supervisors and co-workers where peer support was a more dominant predictor of turnover than supervisor support. Moreover, in this study it is known that support supervisors have an insignificant influence on turnover intention. The findings are in line with previous research with similar results, in which co-worker support exerted greater influence (Chung et al., 2021). Especially in the context of entry level service

employees, co-workers may be a very important influence with respect to turnover given the social intensity of the work environment. Co-workers are more numerous and often work side by side with each other in carrying out their job responsibilities. In this case, social support from colleagues may be a more defining characteristic of the employee's experience at work.

CONCLUSION

This study provides results that supervisor support has an insignificant influence on employee turnover intention. However, a significant effect is more shown in co-worker support on turnover intention. The results in this study also stated that stimulation from both supervisors and co-worker support was able to have a significant influence. The amount of influence given together is in the figure of 12.1%, so it is said that the effect given is quite small. Therefore, it is estimated that there are other variables as predictors of turnover intention. The results of this study can provide suggestions for future research to further deepen the study of turnover intention through social support variables in more detail, namely by adding organizational support. In addition, through this research, management is expected to provide more targeted treatment related to controlling employee turnover intention through social support to increase employee retention.

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Job Satisfaction on Counterproductive Work Behavior in Start Up Companies

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RINGKASAN

Competition in the increasingly competitive industry has led to many start-up companies struggling to survive in the competitive world of industry. The large number of tasks and pressures that must be fulfilled by start-up company employees raises problems in low job satisfaction which leads to counterproductive work behavior. The subjects in this study were 37 employees who worked in start-up companies, both male and female, with an age range of 23-40 years. Measurements in this study were carried out using two scales, namely, counterproductive work behavior with Cronbach alpha 0.971 and job satisfaction alpha reliability values between .83 to .91. Data analysis that will be used by researchers is to use Regression Analysis, where researchers use SPSS ver.26 assistance. Job satisfaction has a significant effect on Counterproductive work

behavior, based on β showing a value of .548 with a negative direction. So it can be said that job satisfaction has an effect of .548 on Counterproductive work behavior.

In line with the development of civilization, it is undeniable that there will be competition in an increasingly competitive industrial sector, giving rise to many start-up companies struggling to survive in the competitive industrial world (Anjani & Gatari, 2019). The many tasks and pressures that must be fulfilled by start-up company employees raise problems that lead to counterproductive work behavior. Counterproductive work behavior is behavior that is detrimental to an organization or its members carried out by employees (Spector & Fox, 2002). Counter-productive work behavior is also influenced by one's job satisfaction in the workplace. When a person is dissatisfied with his job, that person tends to have counterproductive work behavior (Nelson, 2020).

Counterproductive work behavior is a type of employee behavior that consciously makes decisions to do work that deviates from organizational or company regulations (Na-Nan et al., 2019). Counterproductive work behavior is often in the form of actions that are considered destructive and contrary to the organization (Marcus et al., 2016). The main causes of counterproductive work behavior are violent or non-violent behavior such as stress, negative perceptions of justice in the world of work and negative emotions (Fox et al., 2001; Spector et al., 2006). The behavior of superiors in providing rough supervision is also one of the causes for the emergence of counter-productive work behavior (Zhang et al., 2019).

Spector's counterproductive work behavior (2005) dividing counterproductive work behavior into five dimensions, including: abuse against other, production deviation, sabotage, theft, and withdrawal. abuse against other is behavior that can be in the form of physical or psychological aggression directed at co-workers (for example, threats, comments that belittle and ignore other people). production deviation is intentional deviation behavior or standard neglect in fulfilling work responsibilities. Sabotage is the behavior of intentionally destroying the property of an organization or company. theft, usually in the form of stealing organizational or co-worker property, which indirectly leads to behavior that is detrimental to the organization. Withdrawal is the behavior of limiting time spent at work (e.g. absent without reason) (Spector & Fox, 2005).

Counterproductive Work Behavior has become a growing problem in recent years. The discussion on the issue of Counterproductive Work Behavior is carried out theoretically (Keskin et al., 2016) and empirically (Dirican & Erdil, 2016; Ugwu et al.,

2017). Counterproductive Work Behavior has also been researched in various fields of companies or organizations, such as administrative staff in educational institutions (A. Akhter, 2023; Al Ghazo et al., 2019; Yean et al., 2022), Health (Ali et al., 2021; Kayani & Alasan, 2021; Li et al., 2020), banking (Ozdemir et al., 2022), governance (Pratama & Parahyanti, 2019), and company (Baka, 2023; Johan & Yusuf, 2022; Peng et al., 2021; Riaz et al., 2020; Schreurs et al., 2021; Shen & Lei, 2022). Several studies that have been conducted show that Counterproductive Work Behavior can cause problems for companies and organizations and needs attention to overcome them.

Counterproductive Work Behavior have different characteristics, including interpersonal, organizational, and supervisory (Li et al., 2020). Interpersonal Counterproductive Work Behavior refers to voluntary actions that are detrimental and have a negative impact on co-workers. Counterproductive Work Behavior in organizations leads to voluntary actions that have a negative impact on organizational policies and structures. Meanwhile Counterproductive Work Behavior is a behavior that voluntarily has negative and dangerous supervisory effects. Counterproductive Work Behavior can provide losses for companies or organizations. One of the effects of Counterproductive Work Behavior is low productivity, high turnover rates, lowering employee morale and damaging the reputation of the organization (Baharom et al., 2017; Carpenter & Berry, 2017). Counterproductive Work Behavior arises when there is dissatisfaction with work and the employee's needs are not fulfilled, giving rise to a desire to behave contrary to the rules made by the company or organization (R. Akhter & Bhat, 2018; Yean et al., 2022).

Job satisfaction is a problem in companies or organizations, this is due to the large influence of job satisfaction on employees in an effort to increase productivity, improve employee attitudes and behavior (Suwatno & Priansa, 2011). Job satisfaction is related to pleasant feelings when doing a job (Handoko, 2011). Job satisfaction can be seen in the positive attitude of workers towards the work they face and their environment. While an employee's job dissatisfaction tends to bring up a negative attitude for the company or organization.

When talking about employees, of course job satisfaction is the center of attention of people. How good a company is depends on the satisfaction of its employees. Discussing job satisfaction cannot be separated from Herzberg's two factor theory (Robbins, 2009). Where in the two-factor theory it is said that job satisfaction and job dissatisfaction actually come from opposite sources.Factors that contribute to a positive attitude (job satisfaction) are called motivators. While the factors that prevent negative reactions (job dissatisfaction) are called hygiene.

Job satisfaction is a complex construct with many sides, valences and implications. Employee satisfaction will relate to the organization (Dolbier et al., 2005). The work situation that is formed to realize satisfaction in work is the formation of relationships between employees and co-workers, superior relations, relations with the work environment, work values, salary levels, work methods, job recognition, promotion opportunities, job security and the level of organizational concern for employee needs (Jutengren et al., 2020; Nemteanu & Dabija, 2020; Ohara et al., 2021).

Job satisfaction has an influence on Counterproductive Work Behavior, the higher employee satisfaction, the lower the tendency of Counterproductive Work Behavior (Malhotra & Kathuria, n.d.; Nemteanu & Dabija, 2020; Sypniewska, 2020). The effect of job satisfaction on Counterproductive Work Behavior does not have a direct effect, but the magnitude of the influence between job satisfaction and Counterproductive Work Behavior can increase or decrease with the influence of positive and negative effects on work (Lan et al., 2022). There is a direct or indirect difference in effect between job satisfaction and Counterproductive Work Behavior, researchers want to know whether there is a direct effect between job satisfaction and Counterproductive Work Behavior.

METHODS

Variables or Concepts Studied

Counterproductive work behavior is a type of employee behavior that consciously makes decisions to do work that deviates from organizational or company regulations (Na-Nan et al., 2019). Counterproductive work behavior is often in the form of actions that are considered destructive and contrary to the organization (Marcus et al., 2016). CWB appears when there is dissatisfaction with work and the needs of employees are not met, giving rise to a desire to behave contrary to the rules made by the company or organization (R. Akhter & Bhat, 2018; Yean et al., 2022).

Job satisfaction is an individual evaluation of work and includes meanings that include employee attributes for work activities (Kalleberg, 2011). Job satisfaction is a positive attitude or emotion that benefits employees in every activity carried out, improves the work environment and contributes to a pleasant atmosphere at work (Eliyana et al., 2019; Walker, 2017). Job satisfaction is a complex construct with many sides, valences and implications. Employee satisfaction will relate to the organization (34). The work situation that is formed to realize satisfaction in work is the formation of relationships between employees and co-workers, superior relations, relations with the work environment, work values, salary levels, work methods, job

recognition, promotion opportunities, job security and the level of organizational concern for employee needs (Jutengren et al., 2020; Nemteanu & Dabija, 2020; Ohara et al., 2021).

Sampling Method

The sampling technique uses the accidental sampling technique, where the sample will be taken by chance with predetermined criteria (Creswell, 2015). Sampling with this technique is done because the population is too large so it can be more effective. Determining the number of samples using G*Power is adjusted to the number of variables and data analysis techniques. Samples were taken in two ways, namely online and face-to-face with research samples. The subjects in this study were 37 employees who worked in start-up companies, both male and female, with an age range of 23-40 years.

Research Instruments

Measurements in this study were carried out using two scales, namely counterproductive work behavior and job satisfaction. Each measuring instrument in this study uses a Likert scale which is often used in questionnaires and survey research.

Researchers use Counterproductive Work Behavior (Na-Nan et al., 2019) to measure the level of counterproductive work behavior. There are 27 items in Counterproductive Work Behavior (CWB) with a Cronbach alpha value of 0.971. There are five answer choices 1 (strongly disagree), 2 (agree), 3 (between agree and disagree), 4 (agree), 5 (strongly agree).

Job satisfaction is measured using a job satisfaction scale (Koeske et al., 1994). The Job Satisfaction Scale (JSS) has 14 total items with alpha reliability values between .83 to .91. There are five answer choices 1 (strongly disagree), 2 (agree), 3 (between agree and disagree), 4 (agree), 5 (strongly agree).

Research Design

This study uses a quantitative approach, in providing an overview of hypothesis testing which contains data in the form of numbers to be collected until processed and provides results that can be interpreted (Sugiyono, 2015). This study uses quantitative data which are answers to questionnaires filled in by respondents as primary data, while secondary data is obtained from printed books, e-books, journals, articles from

previous studies. In this study, researchers tried to review the findings of previous studies to find out how much influence job satisfaction has on counterproductive work behavior in start-up companies.

The purpose of this study was to determine whether or not there was an influence between job satisfaction and counterproductive work behavior. In this study, two variables were used, namely job satisfaction as the independent variable and counterproductive work behavior as the dependent variable. So that the results of this study will be able to know whether or not there is an influence between job satisfaction and Counterproductive work behavior.

Data Collection Procedures

Collecting data in this research was carried out with the initial step of finding measuring instruments that were appropriate to the research. After finding a suitable measuring instrument, the researcher ensures the reliability of the measuring instrument. In the job satisfaction measuring instrument the researchers used the job satisfaction scale (JSS) to have an alpha reliability value of .83, while in the Counterproductive Work Behavior with Cronbach's alpha it was .971. The next step, the researcher distributed the questionnaire scale to employees of start-up companies. The reason the researcher chose start-up employees as subjects was due to the large number of start-up companies currently developing. The distribution of the questionnaire scale was carried out online by sharing links to the research scale that had been made in the gform through social media and research partners in several start-up companies. The data collection time was carried out for two weeks to obtain research data that would later be analyzed. The final stage of this research is to check the data obtained which will then be analyzed using the SPSS statistical tool.

Data Analysis Techniques

Data analysis that will be used by researchers is Regression Analysis, where researchers use SPSS ver.26 to determine the relationship between one or more independent variables on the dependent variable (Hayes, 2013). Some of the stages in data analysis include conducting a classic assumption test to fulfill the requirements before testing the hypothesis, after that the researcher conducts a normality test by looking at the Kolmogorov-Smirnov value by looking at the significance value of $p > 0.05$, the data can be said to be normal and $p < 0.05$, so abnormal data. Furthermore, researchers tested the hypothesis using simple linear regression. Simple linear regression analysis is used to determine whether there is an effect of job satisfaction on counterproductive work behavior.

RESULT

The distribution of demographic data in this study includes the categories of gender, age, and length of work. The results of this study showed that there were more female subjects than male subjects. The demographic distribution of subjects based on gender showed that women were 78% (n = 29) and men were 21.6% (n = 8). Based on age, most of the subjects were aged between 18-25 years (n = 29), then aged 26-35 years (n = 7), and aged over 36 years (n = 1). Each subject had a different length of work, starting less than 6 months there were 27% (n = 10), then 6 months to 2 years there were 64% (n = 24), while subjects who worked more than 3 years had 8.1% (n = 3).

Based on the descriptive test on job satisfaction and counterproductive work behavior, it shows if the subject agrees with the statements in the questionnaire. Even so, there is a difference in the average value of the variable job satisfaction and counterproductive work behavior, the average value of job satisfaction is greater than that of counterproductive work behavior (70.30 > 50.11). Meanwhile, when viewed from the diversity of data on the variables of job satisfaction and counterproductive work behavior, they have the same diversity of 14,823. Job satisfaction with counterproductive work behavior has a significant effect (r = -.451, p <.01) with a negative influence. For more details, see the following table:

Tabel 1. Mean, standard deviation, and correlation between variables (n=37)

Variables	Means	SD		
Job Satisfaction	70.30	14.623	1	
Counterproductive work behavior	50.11	14.823	-.451**	1

**. Correlation is significant at the 0.01 level (2-tailed)

Job satisfaction has a significant effect on Counterproductive work behavior, based on β showing a value of .548 with a negative direction. So, it can be said that job satisfaction has an effect of .548 on Counterproductive work behavior.

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Betas	t	Sig.
1	(Constant)	88.655	13.177		6.728	.000
	Job Satisfaction	-.548	.184	-.451	-2.988	005

a. Dependent Variable: Counterproductive work behavior

DISCUSSION

Hypothesis 1 in this study was rejected and Hypothesis 2 was accepted, where there was a significant negative effect between job satisfaction and counterproductive work behavior of -.548. it can be concluded if the higher employee job satisfaction, the tendency (Nemteanu & Dabija, 2020) clow counterproductive work behavior. There is an influence between job satisfaction and counterproductive work behavior but the value of the effect is weak.

A significant negative effect also occurred in one of the previous studies with a smaller effect value. There are different influence values in different places, where in research conducted on emerging marketing conducted during the Covid-19 pandemic the effect of job satisfaction on counterproductive work behavior of -.275 (Nemteanu & Dabija, 2020). the effect of job satisfaction on counterproductive work behavior in emerging marketing is lower than in start-up companies. Meanwhile, for Polish employees, the effect of job satisfaction is counterproductive work behavior also has a weak significant negative effect (Sypniewska, 2020).

Effect of job satisfaction on counterproductive work behavior has a stronger influence when it involves a high positive effect, this is because a high positive effect on employees can increase job satisfaction which will reduce the tendency counterproductive work behavior. Meanwhile, if the value of the negative effect is higher than the positive effect, it can reduce job satisfaction and increase it counterproductive work behavior (Lan et al., 2022)

This study has limitations in the small number of subjects and the absence of other variables to increase the effect of job satisfaction on counterproductive work behavior. Researchers' suggestions for further research can be added to other variables so that the influence between job satisfaction against counterproductive work behavior can be stronger.

CONCLUSION AND IMPLICATION

Counterproductive work behavior appears as an attitude of lack of employee job satisfaction. In this study found a significant negative effect between job satisfaction and counterproductive work behavior. So it can be said that the higher the job satisfaction of employees, the lower the tendency counterproductive work behavior. Influence between job satisfaction and counterproductive work behavior can be categorized as a weak effect, so that other variables are needed to increase the influence between the two.

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Role of Gratitude to Subjective Well Being in Adolescents

Melina Purnomo & Ni'matuzahroh

ABSTRACT

Adolescents is a period of development where there are storms and stress which is a turbulence filled with conflict and mood swings and is a period full of stress and unhappiness. This phase also stages of development where individuals experience changes in both physically and psychologically. Therefore it is important to know and research about how subjective well being is experienced in adolescence. One of the things that can affect subjective well being in adolescents is the level of gratitude. This study aims to determine how the role of gratitude on subjective well being in adolescents. This study uses a quantitative approach with a sample size of 45 respondents. The population and sample of this study were adolescents between 15-21 years old. The sampling technique used in this study is accidental sampling. The two scales used in this study are the Subjective Well Being

Scale to measure subjective well being variable and The Gratitude Questionnaire to measure gratitude variable. Hypothesis test using simple linear regression technique. The results show that there is a significant results between gratitude and subjective well being in adolescents.

Subjective well being is an individual construction that includes information processing and positive perceptions as a result of experimentation and overall assessment of every aspect of a person's life (Borges et al., 2013). Based on Diener (2006) subjective well-being consists of two basic components, the first based on emotional aspects (related to individual mood) which includes positive and negative affection. Then the second is based on cognitive aspects (self-perceived life satisfaction).

According to Diener et al (in Sardi & Ayriza (2020)) this subjective well-being consists of a series of individual analyses of how they evaluate life in the present or past which includes how their emotional reactions, mood, and how their own life satisfaction. Subjective well being can significantly improve four areas of life including health and longevity, work and income, relationships and social, and provide many benefits to individual lives (Diener, 2006).

Subjective well being is also very important to research and study because in addition to being able to describe a person's quality of life, subjective well being can also have a positive impact on a person's life (Dewi & Nasywa, 2019). According to Diener & Tay (2015) having a high level of subjective well being can also provide benefits for individuals, namely for health, one of which is longevity and being more productive, besides that it can also improve social relations with the community. In research conducted by Ikromi et al. (2019) stated that having a high level of subjective well being, especially in adolescents, is also important because this will improve learning, have a good life adjustment in society, improve their quality of life, and adolescents who have a high level of subjective well being will be able to live their lives healthily and be able to cope with some of the changes that occur in their lives, therefore it will be very important for adolescents to have a high level of subjective well being.

In reality, most adolescents today have a low level of subjective well-being because according to Erikson (in Khairudin & Mukhlis (2019)) adolescents feel in the psychological moratorium phase, namely the gap between childhood security and autonomy in adulthood. Hall (in Santrock, 2007) states that adolescence is also a period of storm and stress (storm and stress view) which is a period of conflict

upheaval and mood swings and a period full of pressure and unhappiness, therefore adolescence is often associated with low subjective well being.

According to Diener et al (2015), an individual who has a high level of subjective well being has the ability to regulate emotions and also has good problem solving skills, which means that individuals are able to face and solve problems in their lives. Conversely, if an individual has a low level of subjective well being, the individual will tend to feel that his life is never happy, full of negative thoughts and feelings so that it will cause anxiety, anger, and even very at risk of depression. An expression of happiness that is closely related to subjective well being is gratitude (Hefferon & Boniwell, 2011). In addition, a person can increase their happiness or well being through positive activities, one of which is being grateful for their daily life (Satici et al., 2020; Yoo, 2020).

McCullough et al., (2002) state that gratitude is the formation of pleasant emotions that are realized by individuals as recognition of the efforts or benefits of the surrounding environment and gratitude can help form positive emotions in a person. According to Emmons & Shelton (2002) gratitude is a feeling that includes gratitude, appreciation, and admiration for life. According to (Aisyah & Chisol, 2020) gratitude is a feeling that develops into traits, attitudes, habits, good morals, personality so that it influences individuals in responding to certain circumstances.

A sense of gratitude possessed by individuals can help individuals to overcome any situation and condition in their lives. In addition, gratitude can also cause individuals to have high subjective well-being and can affect physical and physiological well-being (Sabani & Daliman, 2021). High gratitude also has an important role in defining well-being and improving well-being in one's life through several simple practices (Behazdipour et al, 2018). Gratitude is also an indicator of happiness and well-being in an individual's life, which is a form of emotion accompanied by a humble attitude and giving and appreciation among fellow humans (Gaol & Darmawanti, 2022).

According to McCullough et al. (2002) this gratitude consists of four aspects including intensity, when someone has gratitude when experiencing positive events it is expected that they will feel more intense in gratitude. The second aspect is frequency which includes how often individuals are grateful in every day even for simple things. Then the span aspect which is the range has a relationship with conditions that make individuals feel grateful throughout their lives, and the last is density which is related to gratitude to those who have a positive influence. When getting a favor, someone who has gratitude will feel grateful to many parties who provide kindness such as God, family, friends, and others.

Several studies that have been conducted previously state that when individuals have a high level of gratitude, their subjective well being will also be high and vice versa. Research by Jans-Beken et al. (2018) showed a significant relationship between gratitude and subjective well being. Then research conducted by (Irsyad et al., 2019) on adolescents in the Martapura City orphanage also stated that the higher the gratitude, the higher the subjective well-being of the individual. Then Saraswati et al's research (Ratri Saraswati et al., 2021) on gratitude training to improve subjective well being in adolescents also stated that training participants experienced an increase in subjective well-being and a decrease in stress levels so that it can be concluded that gratitude is significantly related to subjective well being owned by individuals. Based on the explanation above, regarding the importance of having subjective well being in adolescence and regarding gratitude as one of the indicators that can improve subjective well being, researchers are interested in conducting research on the role of gratitude on subjective well being in adolescents

METHOD

This research uses a quantitative approach which is an approach that contains research proposals, hypotheses, the process of going to the field, to data analysis and conclusions whose writing uses measurements, calculating formulas, and certainty of numerical data (Musianto, 2004). The variables used in this study include gratitude as an independent variable and subjective well being as a dependent variable.

Operational Definition

Subjective well being is a subjective assessment of individuals regarding parts of their lives that contain three things, namely how individuals feel satisfied with their lives, how positive emotions and how negative emotions they feel from their daily lives. Gratitude is a feeling or gratitude that arises from individuals when they get something or benefit from other people or the surrounding environment that makes them feel happy and forms positive emotions in a person .

Sampling Method

The sampling technique used in this study is non-probability sampling. Determination of respondents using the determination of the respondent limit according to Cohen (2007) which states that the larger the sample the better but the minimum number that must be taken by the researcher is 30 respondents. Then

according to Baley (in Mahmud (2011)) also states that research using statistical data analysis, the minimum sample size is 30 respondents. Based on this, the researcher determines the target, which is to get at least 30 respondents for this study.

Research Subject

The subjects in this study have criteria, namely middle adolescents and late adolescents with an age range of 15 to 21 years. With male and female gender. The questionnaire in the form of googleform was distributed online by the researcher and resulted in 45 respondents who fit the criteria and had agreed to fill out the questionnaire sheet without any coercion.

Research Instruments

Subjective Well Being

Measured using a scale adapted by Larasati (2017) which uses aspects from Diener (in Eid & Larsen, 2008) which consists of two aspects, namely cognitive and affective. This scale has 30 items consisting of 20 favorable items and 10 unfavorable items. This subjective well being scale uses a Likert scale which has 4 points, namely 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree. This scale has a reliability number of 0.90 so it can be said to be reliable enough to be used in research. One example of a statement item is "I have a decent life". This scale has a reliability value of 0.90 which means that this scale is quite reliable and can be used in research.

Gratitude

Measured using The Gratitude Questionnaire-Six Item Form (GQ-6) scale and with aspects of gratitude from (McCullough et al., 2002) adapted by Ardiansyah (2019) this scale has 5 items consisting of 4 favorable items and 1 unfavorable item. This scale uses a Likert scale with 5 points, namely 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree. One example of a question item is "I have many things to be grateful for in my life". This scale has a reliability value of 0.730 which is classified as high and can be used in research.

Research Design

This research uses quantitative approach

Data Collection Procedures

1. Preparation Phase

   At this stage the researcher began to compile the theory and determine which scale would later be used in this study. Then the researcher chose to use a subjective well being scale that contains aspects by Diener et al (2008) which was adapted by Larasati (2017) and has 30 items that have good reliability. Furthermore, for the gratitude scale, researchers chose a scale compiled by (McCullough et al., 2002) adapted by Ardiansyah (2019) which has 5 items with good reliability used in research.

2. Implementation Phase

   At this stage the researcher began distributing the two scales that had been compiled in googleform and distributed online. The results of distributing the questionnaire were obtained as many as 45 respondents who had criteria in accordance with the provisions of the researcher, namely adolescents aged 15 to 21 years with male or female gender.

3. Data Analysis Phase

   The researcher then collected the data results using Microsoft excel and then analyzed the data statistically using the SPSS for Windows version 25 application program. Data analysis was carried out by means of linearity test, heteroscedasticity test, and hypothesis testing with simple linear regression analysis method.

Data Analysis Techniques

1. Assumption Test
   a. Normality Test

      To carry out the normality test in this study, the Kolmogrov-Smirnov analysis test technique was used with the SPSS for Windows 25 version software program. Data distribution can be called normal if the significance level has a value greater than 0.05.
   b. Linearity Test

      To test linearity in this study, the test for linearity method was used using the SPSS for Windows 25 version software program to determine whether the relationship between the two variables was linear or not with a significance value greater than 0.05.

2. Hypothesis Test

In this study, hypothesis testing was carried out using data analysis techniques, namely simple linear regression analysis to test the interaction between the independent variable and the dependent variable. Data analysis will be carried out using the SPSS for Windows 25 version program with a significance level of less than 0.05 (<0.05), it can be concluded that variable X or independent has a significant effect on variable Y or dependent and vice versa.

RESULT

Based on the results of obtaining data through a googleform questionnaire distributed online by the researcher, 45 respondents were found who fit the criteria and had agreed to fill out the questionnaire voluntarily. The following is demographic data that shows the characteristics of research respondents which include gender and age which are described in the following table::

Table 1. Description respondent based on type sex

Demographic Data	Category	Total Respondents	Percentage
Gender	Male	15	33.3 %
	Female	30	66.7 %
Total		45	100 %

Based on the table above, it can be seen that there are more female respondents than male respondents, namely around 66.7% or 30 respondents out of 45 respondents as a whole..

Table 2. Description respondent based on age

Demographic Data	Category	Total Respondents	Percentage
Age	15 years	2	4.4 %
	16 years	3	6.7 %
	17 years	6	13.3 %
	18 years	6	13.3 %
	19 years	6	13.3 %
	20 years	12	26.7 %
	21 years	10	22.3 %
Total		45	100 %

Based on the table above, it can be seen that the most respondents are aged 20 years and 21 years with a percentage of 22.3% and 26.7% of the total number of 45 respondents. Meanwhile, the least respondent is 15 years old with a percentage of 4.4%.

Table 3. Descriptive Test Results

	N	Minimum statistics	Maximum statistics	Means	Standard deviation
Gratitude	45	13	20	1 6,31	1.505
Subjective well being	45	6 4	1 17	93.80	1 0.197

Based on the table above, it is known that the minimum score of respondents on the gratitude variable is 13 and the maximum score is 20 while the mean value is (M = 16.31 and SD = 1.505). As for the subjective well being variable, the minimum score of respondents is 64 and the maximum score is 117 and the mean value is (M = 93.80 and SD = 10.197).

For the results of the assumption test, namely the normality test using Kolmogrov-Smirnov analysis, from this study the results were obtained 0.058 which means greater than 0.05 so it can be said that the data in this study were normally distributed. As for the results of the linearity test to determine whether there is a linear relationship between the two variables, the deviation from linearity value is 0.311, which is greater than 0.05, so it can be said that there is a linear relationship between the gratitude variable and the subjective well being variable.

Table 4. Normality Test Results

Variable	Sig.	Information
Gratitude – Subjective Well Being	0.058	Normal Distributed Data

Table 5. Linearity Test Results

Variable	Sig.	Information
Gratitude – Subjective Well Being	0.311	linear

Then from the results of hypothesis testing, it is known that the significance value is 0.005 (p = 0.005; <0.05) so that it can be stated that there is a significant role of the gratitude variable on the subjective well being variable and means that the

hypothesis can be accepted. In addition, based on the coefficient of determination (Rsquare), a value of 0.169 is obtained, which means that the role of the gratitude variable on the subjective well being variable is 16.9% and the remaining 83.1% is the role of other variables not included in this study.

Based on the results of the SPSS output below, it can be seen that the constant number of unstandardized coefficients is 48.326. This figure is a constant number which means that if there is no gratitude (X) then the consistent value of subjective well being (Y) is 48.326. Meanwhile, the regression coefficient number is 2.788. This figure means that every 1% increase in the level of gratitude (X), subjective well being (Y) will also increase by 2.788. So that the following formula will be obtained, namely Y = 48.326 + 2.788 X, which means that gratitude (X) has a positive effect on subjective well being with this equation. Then for the significance value (sig.) which is 0.005 which means it is smaller than 0.05 (0.005 < probability 0.05) so it can be concluded that H0 is rejected and Ha is accepted which means that there is a role of gratitude on subjective well being in adolescents. These results can be seen in the table below.

Table 6. Hypothesis Test Results

Category	F	Rsquare	Sig.
Gratitude – Subjective Well Being	8,762	0.169	0.005

Variable	Unstandardized Coefficient Beta	Standardized Coefficient	Rsquare	t	Sig.
Gratitude – Subjective Well Being	2,788	0.411	0.169	2,960	0.005

DISCUSSION

The results of this study indicate that there is a role of gratitude on subjective well-being or subjective well being in adolescents with a significance of 0.005 (p < 0.05). This study supports several previous studies which state that gratitude has a significant role on subjective well being, especially in adolescents, where when the gratitude possessed by adolescents is included in a high level, there will also be an increase in the subjective well being they have and vice versa, if individuals have low gratitude, their subjective well being will also tend to be low.

This research is in line with research conducted by (Ratri Saraswati et al., 2021) which revealed a significant positive relationship between gratitude and subjective well being in Muslim adolescents. In this study, it was stated that Muslim adolescents

have high life satisfaction and are accompanied by a positive mood due to the sense of gratitude they have. This is also related to the importance of having high subjective well-being because it can provide a special value for someone who is worthy of being a goal in life, therefore it is necessary to have a sense of gratitude in an individual in order to be able to achieve the desired goals in his life (Bastaman, 2005).

In addition, another study from (Yoo, 2020) regarding gratitude and subjective well-being in people in Korea showed that there was a significant relationship between the two variables. There is no gender difference in this regard but Korean men are less familiar with expressing their gratitude than women in Korea. The study also showed that gratitude is one of the important predictors in improving subjective well being in both men and women in Korea.

Then another study examining gratitude training and its relationship with subjective well being also stated that there was an increase in individual subjective well-being after gratitude training which proved a significant relationship between gratitude and subjective well being (Prastuti, 2020; Ratri Saraswati et al., 2021). Based on the research of Ratri Saraswati et al. (2021), it is also stated that adolescents feel that the gratitude training is very beneficial for them and they can learn to be grateful for small things so as to improve subjective well-being and reduce stress on daily life and stress due to academics.

Based on the explanation of several studies above, it can be concluded that the results of this study are in line with several previous studies which state that there is a positive relationship between gratitude and subjective well being. In the end, the researcher realizes that there are several limitations in this study, namely the number of samples that are not too large so that there is a possibility that the results of this study cannot be generalized. So the researcher suggests that future studies can choose a larger sample and examine other variables that may also be related to the variables in this study.

CONCLUSION AND IMPLICATION

This study examines the role of gratitude on subjective well being in adolescents. The results of this study indicate that there is a significant positive relationship between gratitude and subjective well being owned by adolescents so that it can be concluded that the higher the gratitude owned by adolescents, the higher the subjective well being will be and vice versa, the lower the gratitude owned by adolescents, the lower their subjective well-being will also be.

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The Influence of Self Disclosure on Psychological Well-Being in Instagram User

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ABSTRACT

Today's diverse digital world, the internet and social media are very much needed and have become social life, world politics, and the economy of the global community, including Indonesia. This of course happens because of developments in the digital world of information which is always increasing from year to year. But unfortunately, there are still many social media users who feel less confident to show their true self or self-disclosure. In Indonesia, one of them is still easy to ridicule others for no apparent reason, so that individuals feel a lack of self-confidence. Therefore, the purpose of this study is to see the influence that focuses on the study of the influence between self-disclosure and psychological well-being of user in Instagram. This study uses a quantitative approach method. Research participants are user Instagram accounts, aged 18-34 years, and are both male

and female. To take the sample using accidental sampling technique with a total of 80 participants. The instruments used in this study were the self disclosure scale and the psychological well-being scale. Results revealed that the self disclosure influence positive effect on psychological well-being scale.

In the various digital information eras today, people have needed the internet and social media, and are part of global social life. Therefore, the internet in Indonesia is growing every year. The presence of the internet is now an important role in social, political and economic life. The internet has become a basic need for every individual, and almost all needs can be met through the internet. Meanwhile, according to the results of the We Are Social 2022 survey, internet users reached 207 million in January 2022 (Retasari Dewi, 2018). The number of internet users and social media in Indonesia certainly provides opportunities to maximize social media as a communication media tool, thus raising questions on how to use social media to communicate In society, both in the fields of marketing, politics and learning and socialization to be more effective.

Fauzia, Maslihah, & Ihsan (2019) states that social media is a media that is focused on the existence of users who facilitate them in their activities and collaborates, what is meant is that social media can be seen as an online provider that connects one user to another user while forming a social bond. Social media plays an important role as a means to express themselves for its users. Social media invites anyone who is interested in participating, openly provide feedback, post comments, and provide information in a short time without the limits of space and time (Putri, Nurwati, & S., 2016). The results of research (Kusuma & Yuniardi, 2020) show that the use of Instagram can affect a person's psychological well -being and Instagram can motivate a person to live better. It can be seen that when someone sees a post or story about the values of life and spirituality on Instagram, it can provide a better outlook on life to someone, and other benefits are being able to direct someone to various things that are appropriate for the digny to include information, knowledge, and the rules of their lives. This is in ine with the findings of (D. H. Choi & Noh, 2020) which shows a positive relationship between the use of social media and psychological well-being.

The findings from (Innova, 2016) state that Instagram is a social media that is used as a place to disseminate and share information, interact and get closer to other users. According to (Ryff, 1989) psychological well-being is a multidimensional structure that is formed from the nature or attitude towards a person's life. In the

conceptual sense related to what individuals feel as a result of their life experiences. It can be seen that psychological well -being is very important in a person's life. Failure, sadness, and disappointment are normal negative emotions that are felt from human life. When individuals are psychologically prosperous, the individual will be able to manage their environment and have the potential to have a positive impact on people and the circumstances around them. psychological well-being represents the situation in which individuals who function fully can respect themselves (S. B. Choi & Lim, 2016). The importance of having a psychological well-being in early adulthood can help overcome various life challenges, one of which is a speech or negative comments.

According to the findings of (Lubis & Agustini, 2018) many of the individuals who experienced problems in their psychological beginning begins with feeling the emergence of negative emotions such as sad, angry, disappointed and feeling no clear life goals. Based on research (Awaliyah & Arruum Listiyandini, 2018) which states that psychological well-beting in students is influenced by self-control and self-acceptance and environment. Based on the results of some of the studies above, showing that early adulthood requires a good level of psychological well-being in him, so that individuals will be able to overcome the problems that exist in themselves on the surrounding environment.

One aspect of communication patterns that can be obtained by Instagram users is self disclosure through the features available on Instagram social media. For example, such as the Instastory feature, Instagram users initially posted experience or daily life freely expressing themselves, giving opinions to other users and easily sharing the stories and complaints they feel. This phenomenon is in line with self-disclosure theory in developing a relationship that will be discussed further in this study. According to (Devito, 2012) self disclosure itself is a form of communication where someone conveys information about himself openly. Meanwhile, according to (Taylor, Shelley, & Peplau, 2012), self disclosure is a place where someone shares feelings and information that is familiar with others.

There are several previous national and international studies that discuss self disclosure and psychological well-being. The findings of (Luo & Hancock, 2020) revealed that there was a significant relationship between self disclosure on social media with psychological well-bering. Therefore, this research was conducted to discuss further relationships related to self disclosure with psychological well-being instagram second account users. Given that second account users still need to achieve better psychological well-being. By reviewing the relationship between self disclosure

with psychological well-being instagram second account users, it can be seen that various aspects and factors of self disclosure have a connection with the psychological well-being.

(Wheeless & Grotz, 1976) state that Self Disclosure is a message related to his personal information to be given to others. Self disclosure is important for individuals who especially enter the early adult stage, because at that time individuals need a means to build social relations with others (Hurlock, 2011). Whereas someone makes self -disclosure to others who support him, but it does not rule out the possibility of the other person concerned rejects his disclosure (Ignatius, 2007). Aspects of self disclosure discussed in this study are aspects put forward by (Wheeless & Grotz, 1976) which have 5 aspects in self disclosure, namely amount, valence, accuracy and honesty, incent, and intimacy.

Psychological well-being (psychological well-being), namely about life that goes well. The importance of psychological prosperity possessed by early adults can help various life challenges such as getting ridicule. However, ongoing psychological well-being does not require individuals to feel good continuously and does not matter if they experience painful emotions. Examples such as disappointment, failure, sadness are a normal part of life that is able to manage negative or painful emotions. (Ryff, 1989) defines psychological well-being as a realization and full achievement of individual potential, where individuals can accept their strengths and strengths, be independent, and able to foster positive relationships with people can master their environment in the sense to change their environment to match their psychological conditions , have a purpose in life, and continue to develop his personality. Psychological well-was aspects discussed in this study are aspects revealed by (Ryff, 1989) which mentioned there are 6 aspects in the psychological well-being, among others; self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, personal growth

Based on the description above, the purpose of this study is to see relationships that focus on the study of the effect of self disclosure on psychological well-being Instagram users. Theoretical benefits in this study are expected to provide knowledge in the field of psychology. In addition, the hope of this study can be used as a foundation and reference for further researchers, especially for research that focuses on the variables of self disclosure and psychological well-being. It is hoped that early adults can develop optimally and have a positive view of life.

METHOD

The type of research used in this study is using quantitative research, which uses a lot of numbers, starting from when collecting data, analyzing data and displaying the end results (Arikunto, 2013). Research that uses quantitative methods that are focused on analysis of numerical data (numbers) that are processed by statistical methods. The data collection method is carried out by spreading the research scale directly to the subject in accordance with the specified criteria and go directly to the place of research.

The instrument used in this study was the Resived Self Disclosure Scale (RSDS) owned by (14) which had been a language transferred by (Hasna & Hanami, 2022), which then developed researchers and adjusted to the criteria needed in this study, consisting of 5 aspects, namely Amount or number, valence, honesty or front, intent and intimacy. This scale consists of 31 question items which include 19 favorable items and 12 unfavorable items. The scale used is Likert scale using 4 responses categorize of value, 1 (strongly disagree) to 4 (strongly agree). Cronbach's alpha 0.730 and one example of the item is *"pengungkapan diri saya di Instagram menggambarkan diri saya yang sebenarnya."*. In the variable psychological well-being in this study using the indonesian version of the psychological wellbeing scale of (Fadhil, 2021) which then developed the researcher and adjusted to the criteria needed in this study which consisted of 6 aspects, namely self-acceptance, a positive relationship with other people (positive relationships with others), independence, environmental mastery (environmental mastery), purpose in life, and individual growth (personal growth). With a total of 28 items consisting of favorable and unfavorable statements. The scale used is Likert scale using 4 responses categorize of value, 1 (strongly disagree) to 4 (strongly agree). Cronbach's alpha 0.940 and one example of the item is *"Biasanya, keputusan yang saya ambil bukanlah atas pengaruh dari orang lain"*.

Data collection uses a questionnaire, which is a way of collecting data by giving a list of question or statement to be answered by respondents (17). In this study, the measurement scale of research variables uses a Likert scale type and carried out at the same time to compare differences in results between research subjects or individuals. Data analysis by simple linear regression test using Statistical Package for the Social Sciences (SPSS) 26 version.

Tabel 1. Result of Regression Analysis

Interfaith Influence Variables	β	Sig
Parenting Stress – Marital Satisfaction	0.555	0.024

RESULT

The analysis of the hypothesis shows that self disclosure significantly influence psychological well-being (β = 0.555). Hypothesis on this research is accepted, which mean that the self disclosure can be an intermediate variable on the influence of psychological well-being. Hypothesis on this research is accepted, which mean that the self disclosure can be an intermediate variable on the influence of psychological well-being. The positive symbol indicates that self disclosure influence positive impact on psychological well-being. Where are higher self disclosure impact on higher psychological well-being

DISCUSSION

This study aims to find out whether there is a relationship between Psychological Well-Being and self disclosure in Instagram users. Based on research that has been conducted in 80 the number of respondents and followed by data processing using the SPSS for Windows version 26. so that researchers use regression analysis used to see the strength of the relationship between the independent variables (self disclosure) with the dependent variable (Psychological Well-Being). There is a result that there is an influence of self disclosure on psychological well-being on Instagram users.

The regression test results show that the significance value is 0.024 To determine the influence between the independent variable on the dependent variable, the significance value is smaller than 0.05 which means the influence between self disclosure and psychological well-being. Furthermore, to see the effect of self disclosure on psychological well-beting obtained the regression value of the self disclosure variable with the psychological well-beting variable of 0.550. It can be said that the Self Disclosure variable has a positive and significant effect with the Psychological Well-Being variable, which means that the higher the level of self disclosure, the higher the level of psychological well-being, on the contrary the lower the level of self disclosure, the lower the level of psychological well-being. With these results it can be interpreted that the hypothesis is accepted, where self disclosure has a positive effect on psychological well-being on Instagram users.

The results of the above study prove that there is a positive influence between the two variables. This is in line with his research conducted according to (Luo & Hancock, 2020) revealed that there is a significant influence between self disclosure and psychological well-being on social media. The high level of self disclosure will be followed by a high level of psychological well-being and vice versa. Then someone

who has a high psychological well-being then it can be said that he feels a sense of security in his life.

Someone who has a high self disclosure certainly has certain characteristics or characteristics. According to (Derlega, 2008) individuals with high self disclosure are able to express their feelings to other individuals, express problems that are being faced to gain other people's understanding of their problems, individuals can put forward or hide information about themselves for social control, and share feelings about each other ourselves to others are accompanied by mutual trust so that the relationship is more familiar. In line with (Chen & Li, 2017) research which shows that social media users who have a high level of self disclosure allow them to present themselves and idealize their image. This study also shows the results that self disclosure provides a significant contribution to psychological well-being to social media users.

Psychological well-being is a representative of a situation where individuals who function fully can respect themselves (S. B. Choi & Lim, 2016). A person can be said to have high psychological well-being if it meets the aspects of psychological well-being, namely aspects of self-acceptance, positive relationships with others (positive relationships with others), independence (outonomy), environmental control (Environmental Mastery, Purpose in Life, and Individual Growth (Personal Growth) (Ryff, 1989).

Someone with high self -prosperity has a psychological condition that functions well and positively towards oneself and others (Ramadhiani, 2021). In addition, (Awaliyah & Arruum Listiyandini, 2018) define that psychological well -being in students who are influenced by self -acceptance, and the environment of self-control. Dimensions of the ability to solve problems such as the importance of skills in learning and creating independence to learn to adjust the environmental conditions (Zhang et al., 2020). When a person is psychologically prosperous he will be able to regulate the surrounding environment, and the possibility can have a positive impact on people and the surrounding environment.

Every study must have advantages and disadvantages in the research process. Like this research, the advantage is that there are still at least research which generally uses research subjects in the form of Instagram users in early adulthood. The drawback of this research is that after filling out the questionnaire many subjects complained about the number of questions so that the subject was a little saturated when filling.

CONCLUSION AND IMPLICATION

Based on the results of this study, the results were obtained that the hypothesis was accepted, namely the positive and significant influence between self disclosure on psychological well-bering on instagram users. The positive form of influence on the results of this study can be concluded that the higher the self disclosure the higher the psychological well-being, and vice versa the lower the lower self disclosure the lower the psychological well-being.

Ethics Policy

All participants were fully informed about the objectives of this study and were assured that all the information they provided would only be used for the study. All respondents signed informed consent forms before the completion of the questionnaire.

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The Effect of Social Anxiety on Internet Addiction Among Muhammadiyah University Students in Malang

Evi

ABSTRACT

The use of the internet which makes it easy to be able to access anything via a cellphone or computer. Many factors can be the reason why internet use is increasing, one of which is social anxiety. This study aims to determine the effect of social anxiety on internet addiction in college students. The research method used is correlation using regression analysis. The subjects in this study were 37 students who were students at the University of Muhammadiyah Malang. The questionnaire used in this research is the internet addiction test (IAT) and the social anxiety scale has been adapted based on the Liebowitz social anxiety scale. The results showed a significant relationship between social anxiety and internet addiction. This explains that social anxiety has a significant influence on internet addiction. social anxiety experienced by individuals can affect internet use which refers to an increase in internet use to become internet addiction.

Internet access that is easy to achieve today through a handheld cellphone or computer provide space to gain experience browsing internet sites. The internet has therefore proven to be an environment where people try to balance social challenges and reinvent themselves (Efrati & Amichai-Hamburger, 2019) . along with With the development of information technology, the internet has become fully integrated into human life. Even though the internet can offer benefits such as increased online learning, social connectedness, and well-being, besides that the internet also brings negative consequences, such as internet addiction (Peng et al., 2019). According to data from APJII (Association of Indonesian Internet Service Providers) in 2020, the number of internet users in Indonesia has increased by around 73.7%. This result has increased from the previous APJII survey in 2018, where internet users reached 171.17 million people or around 64.8% of the total population in Indonesia (Al, Surawijaya, Arifiansyah, & Komarudin, 2021) .

The ability to obtain anything instantly and satisfy intellectual, communication, or consumption drives in an anonymous way makes the internet have a strong appeal for many people (K.S.Young & Abreu, 2017) . which is used in many countries, as a source of information and seeking entertainment (Hassan, Alam, Wahab, & Hawlader, 2020) . Khazaei et al., (2017) stated that *internet addiction* is a new form of relying on devices connected to the internet (Gong, Wang, & Wang, 2021) . Internet addiction, first introduced by Goldberg in 1995, explains that there is maladaptive use of the internet which encourages the occurrence of clinical disorders experienced by addictive users which are indicated by various symptoms (Al et al., 2021) .

Internet addiction is characterized by maladaptive behavior patterns in using the internet which refers to disorders related to the clinical field. Internet addiction is related to psychological conditions and interpersonal problems such as the inability to relate to other people, loss of self-control, withdrawal, difficulty managing time, and experiencing sleep disturbances caused by decreased sleep hours. Yuan-Chien et al (Pan, Chiu, & Lin, 2020) further explained that internet addiction is positively related to online chatting activities, online games, and forming social networks. One of the effects of *internet addiction is anxiety* , such as excessive internet use which can reduce the quality of social relationships so that you feel *lonely* and *depressed* (Article, 2020) . Furthermore, individuals with *internet addiction* show higher *social anxiety* (Yucens & Uzer, 2018) **,** contrary to other research showing individuals with high *internet addiction are more likely to experience emotional* and *mental stress* , *depression* or *social anxiety* (Masih & Rajkumar, 2019) .

American Psychiatric Association (Ngor et al., 2023) *Social anxiety* is fear or anxiety in social situations, especially those where the individual is under scrutiny or has the possibility of negative evaluation by others. When the individual is confronted with the situation , in most cases, he or she will avoid or experience intense anxiety , such as talking to strangers or peers, going to a party or performance activity giving a speech where the individual is exposed to strangers, or perhaps in the face of surveillance (Ye, Cheng, Zhai, & Liu, 2021) . This psychological condition has a negative impact on individuals and inhibits them from being actively involved in the social environment and affect interpersonal relationships (Chowdhury & Chakraborty, 2017) . Individuals with *social anxiety* will show a tendency to use the internet to gain greater comfort with interacting online rather than face-to-face. This is reinforced by the results of research that excessive use of the internet in individuals is used to relieve bad moods, insomnia, fear, feelings of guilt and hopelessness (Johnson et al., 2020) **.** The use of the internet is more often used for interpersonal activities and meeting people, forming relationships and seeking emotional support that is not obtained in the real world. This explains that individuals who experience *internet addiction* have different motives in using the internet.

Studies related to *social anxiety* and *internet addiction* show that *social anxiety* is related to *internet addiction.* Research conducted by Ye et al (Ye et al., 2021) revealed that: (1) *social anxiety* has a direct effect on *internet addiction* ; (2) active and regular participation in physical exercise can effectively relieve *social anxiety* and *internet addiction* ; (3) the level of *social anxiety* and *internet addiction* is strongly related to gender; (4) the level of *social anxiety* and *internet addiction* differs between students of different majors; (5) students in the middle phase of their academic career are more likely to have *internet addiction* than those in the early phase. However, there are still some gaps, these results are known based on the results of various studies, such as the study by Jaiswal et al (Chowdhury & Chakraborty, 2017) showing a Pearson correlation of 0.994 which means it is very strong, whereas in the study of Dong et al (Dong et al., 2019) the results of the influence of social anxiety are 0. 02% which means there is influence. *Social anxiety* has an influence on individuals who experience internet addiction, showing comfort with interactions in cyberspace (K.S.Young & Abreu, 2017) .

Songdong Ye's research (Ye et al., 2021) shows that *social anxiety* shows a direct influence on *internet addiction* . Internet use in people with *social anxiety disorder* gains greater comfort by interacting on the internet than face-to-face (K.S.Young & Abreu, 2017) . Social anxiety is characterized by the presence of real fear or anxiety in social situations that have the potential for individuals to get evaluations from other people.

Srisayekti (Srisayekti, Fitriana, & Moeliono, 2022) further fear can occur continuously such as when talking to new individuals, or being in situations that make individuals dealing with many people who are not known, or are in a situation of supervision of others (Ye et al., 2021) . *Social anxiety* develops as a result of the interaction between innate behavioral tendencies and life experiences that lead individuals to view the social world as a dangerous place where the individual feels disoriented (Wong, Gordon, & Heimberg, 2014) .

Individuals with social anxiety feel insecure about interacting with others, feel that their actions can embarrass themselves or even others will judge excessively and critically, so they experience fear of social interaction such as withdrawing, minimizing communication, and communicate in a desperate situation. The other impacts described by Primadiana et al (Berlian, 2019) are tending to feel tense, stiff, nervous and tend to be timid, withdrawn and not confident.

Clark and Wells (1995) describes the dysfunctional process of social anxiety. The initial process when the individual is faced with a situation that is feared will be negatively assessed by others, so that the individual diverts attention and uses interoceptive information as feedback about his or her performance. Second, socially anxious individuals avoid negative evaluations from others. Third, individuals who experience social anxiety often exaggerate how negatively others evaluate performance and predict the consequences of social failure. Fourth, dysfunctional processes can occur before or even after individuals deal with their social situations. Many individuals with social anxiety frequently experience periods of anticipatory anxiety to recall negative experiences, and develop expectations of failure and poor self-image (Wong et al., 2014) .

Individuals with social anxiety are sensitive to interpersonal relationships, so that it can make individuals afraid to communicate and make it difficult to interact face to face. The existence of anonymous features in socializing online can encourage individuals to be more open in social media, this can happen because of the lack of synchronization and text-based communication that can change self-representations in a sustainable manner and reduce the fear of being evaluated by others. Dong et al (Dong et al., 2019) explained that individuals who experience social anxiety can use the internet with the aim of eliminating symptoms of depression or social anxiety to help develop their virtual world which helps individuals to hide and escape from social difficulties in the real world. Increased use of the internet in individuals who experience social anxiety is increasingly likely to lead to internet addiction as a medium for social interaction online.

METHODS

Variables or Concepts Studied

Young et al (K.S.Young & Abreu, 2017) define internet addiction as compulsive online behavior that can interfere with life activities and social interaction. Nursikuwagus et al (Sosial & Ilmu, 2020) further explained that the production of dopamine in the brain is triggered by likes, retweets, shares, and emoticon reactions obtained by individuals resembling chemical reactions caused by drugs, alcohol and gambling. Kurniasanti (Kurniasanti et al., 2019) explained that internet addiction symptoms are related to substance-related addictions, salience, tolerance, mood swings, loss of control, withdrawal, denial and hiding, and relapse. this makes individuals unable to control themselves in using social media and spend a lot of time and effort accessing social media, so that it can interfere with productivity.

Caplan (Caplan, 2007) Social anxiety is characterized by a real fear or anxiety in social situations that has the potential for individuals to get evaluation from others. Furthermore, Ye et al (Ye et al., 2021) fear can occur continuously such as when talking to new individuals, or being in situations that make individuals face many people who are not known, or being in a situation of supervision by other people. Social anxiety develops as a result of the interaction between innate behavioral tendencies and life experiences that lead individuals to view the social world as a dangerous place where the individual feels disoriented (Wong et al., 2014) .

Research Subject

The research subjects in the study were students of the University of Muhammadiyah Malang. Subject restrictions were applied in the study aged 17-25 years and showed a tendency towards *internet addiction* . Therefore, the subjects in the study were obtained through *accidental sampling techniques* , in the form of random sampling based on availability or coincidence encountered by researchers (Sugiyono, 2015) , while the reason for using this technique was intended because the criteria for subjects in research were based on age. Determining the number of subjects was based on calculations through the G*Power software which were adjusted to the data analysis in the study showing the number of subjects was 37 students (Kang, 2021) .

Research Instruments

The measurements in this study used a questionnaire in the form of a Likert scale (jannah). The scale in the study consisted of two measuring tools, namely internet

addiction and social anxiety. The scale used to measure internet addiction is the internet addiction test (IAT) which has been adapted in Indonesian by Maharani et al (Theodoridis & Kraemer, n.d.) based on Young's scale (1996) with a Cronbach alpha reliability value of 0.86. The aspects put forward by Ghifari et al (Al et al., 2021) which are contained in the internet addiction scale are preoccupation, withdrawal, tolerance, difficulty in self-control, indifference to consequences, loss of communication and social interest, avoidance or reduction of dysphoric mood (hidayat). The internet addiction scale consists of favorable items with five answer choices, namely never (1), rarely (2), sometimes (3), often (4), very often (5).

The scale for measuring social anxiety uses the social anxiety scale which has been adapted in Indonesian by Srisayekti et al (Srisayekti et al., 2022) based on the Liebowitz social anxiety scale which consists of two dimensions, namely fear and avoidance. The items on the social anxiety scale are 24 favorable items with an overall *Cronbach alpha* reliability value of 0.92, namely 0.88 on the fear dimension, and 0.84 on the 0.84 dimension. The aspects contained in the social anxiety scale are fear of negative evaluation, social avoidance and difficulty in new things, and social avoidance and difficulties in general. The answer choices on this scale consist of four answers on each dimension. On the fear dimension, that is never (0), rarely (1), sometimes (2), often (3), while on the avoidance dimension, that is never (0), sometimes (1), often (2), always (3).

Research Design

Quantitative approach with correlational design was chosen to be used in the research. Jannah et al (Jannah, 2018) explained that the correlational design was chosen with the aim of research to determine the effect of the independent variables on the dependent variable. This study aims to determine the effect of social anxiety on internet addiction in college students.

Data Collection Procedures

In this study, it was carried out by distributing measuring tools to do *try outs* online to 30 students for one week. The results obtained were tested for validity and reliability. Data collection in the study was continued by spreading the scale at the University of Muhammadiyah Malang. The choice of research location was due to the ease of access for researchers and the large number of students at the University of Muhammadiyah Malang who could be obtained. The distribution of the scale is carried out by providing a research scale link to each class head via social media

which is made in the *Google form* . The research was conducted for approximately three weeks to obtain research subjects according to a predetermined number. The final stage of the research is to re- check the data that is feasible to use and then do the data analysis.

Data Analysis Techniques

In this study using regression analysis. Regression analysis to test the interaction between the independent variable and the dependent variable. Data analysis used the IBM SPSS statistics 24 program with a significance level of less than 0.05 (<0.05), it can be concluded that variable X or independent has a significant effect on variable Y or dependent and vice versa.

RESULTS

The results of the study show that the demographic distribution of research subjects includes gender and age categories. This study showed that 86.5% (n= 32) of female subjects, while 13.5% (n= 5) of male subjects. The age of the subjects in the study can be categorized as 19 years (n=7), 20 years (n=3), 21 years (n=2), 22 years (n=7), 23 years (n=9), 24 years (n=5), 25 years (n=4).

Tabel 1. Description data table

Variable	M	SD	Internet Addictions	Social Anxiety	Fear	avoidance
Internet Addictions	59.84	9,895	1			
Social Anxiety	58.16	10,600	.332*	1		
Fear	59.14	9,390	.337*	.916**	1	
avoidance	59.73	14,362	.272	.925**	.695**	1

*.   Correlation is significant at the 0.05 level (2-tailed).

**.   Correlation is significant at the 0.01 level (2-tailed).

Based on the table above, it can be seen that the internet addiction variable shows a mean value that is higher than the other variables. The results in the table show a significant relationship between social anxiety and internet addiction (r = .332, p < .05) which shows a weak correlation. The relationship between fear and internet addiction is significant (r = .337, p < .05) which shows a weak correlation. The relationship

between fear and social anxiety is significant ((r = .916, p < .05) which shows a perfect correlation. This is because fear is a dimension of social anxiety. Meanwhile, the relationship between avoidance and internet addiction is not significant (r = . 272, p > .05) which shows a weak correlation. The relationship between avoidance and social anxiety is significant (r = .925, p <.05) which shows a perfect correlation. This is because avoidance is one of the dimensions of social anxiety. between avoidance and fear is significant (r = .685, p < .05) which indicates a strong correlation.

The results showed that in the answers to the internet addiction scale, 1 (2.7%) subject was included in the normal internet use category, 6 (16.2%) subjects were included in the mild internet addiction category, 26 (70.3%)) subjects were included in the moderate internet addiction category, as many as 4 (10.8%) subjects were included in the severe internet addiction category. The results of the social anxiety scale showed that as many as 11 (29.7%) subjects were included in the mild social anxiety category, as many as 18 (48.6%) subjects were included in the moderate social anxiety category, as many as 7 (18.9%) subjects were included in the moderate social anxiety category. marked social anxiety, as many as 1 (2.7%) subject was included in the category of severe social anxiety. Based on these results it can be seen that the research subjects who had the most internet addiction were in the moderate internet addiction category, while the most social anxiety was in the moderate social anxiety category.

On the social anxiety scale, there are two dimensions, namely fear and avoidance. The results of the social anxiety scale show that on the fear dimension as many as 9 (24.3%) subjects are included in the mild social anxiety category, as many as 16 (43.2%) subjects are included in the moderate social anxiety category, as many as 11 (29.7%) subjects are included in the mild social anxiety category. in the category of moderate social anxiety, and as much as 1 (2.7%) is included in the category of severe social anxiety. Meanwhile, on the avoidance dimension, 16 (43%) subjects were included in the mild social anxiety category, 11 (29.7%) subjects were included in the moderate social anxiety category, 9 (24.3%) subjects were included in the marked social anxiety category. , and as many as 1 (2.7%) subject was included in the category of severe social anxiety.

Variables	β	t	p -value	R 2
Constant	29,674	14,595	0.050	0.110
SA	0.508	0.244	0.044	

Based on the results of hypothesis testing, it can be seen that the results of data analysis are significant. The effect of social anxiety can be known through the value of β which shows a value of 0.508 and a t value of 0.244 (p = 0.044 <0.05). This explains that social anxiety has a significant influence on internet addiction.

DISCUSSION

This study aims to determine the effect of social anxiety on internet addiction. The results showed a significant relationship to internet addiction. So it can be said that the higher social anxiety has an influence on increasing internet addiction. Based on the research by Jaiswal et al (Chowdhury & Chakraborty, 2017) explained that social anxiety has a significant influence on the formation of internet addiction. The results of this study indicate that most research subjects show moderate social anxiety category, which can be indicated by the fear experienced by the subject of evaluation from other people, showing social avoidance and difficulties when carrying out activities related to a new environment. This leads students with social anxiety to use the internet to build relationships and communicate with others.

While the results of internet addiction show that most research subjects show moderate internet addiction, which shows that many subjects enjoy spending time doing activities related to the internet, withdraw from the real world to spend time online, decrease the perceived effects when using the internet for the same period of time so that it continues to increase internet usage time to meet the need to access the internet, individuals show difficulty in self-control in using the internet, indifference to the consequences of excessive internet use, loss of communication and interest in building social relationships with other people people around, and do the avoidance.

Research by Kong et al (Kong, Qin, Huang, Zhang, & Lei, 2020) explains that individuals with social anxiety show a sensitive attitude in their interpersonal relationships, this is due to the fear of communicating and difficulties in building interactions in the real world with other individuals. So as to promote better self-representation, socially anxious individuals are highly motivated to seek low-risk communicative encounters via the internet. The fears and difficulties experienced by individuals can encourage cognitive biases to perceive that the virtual world is safer for them in interacting.

The decline in individual social skills in the real world is related to the emergence of social anxiety. Individuals who experience social anxiety show avoidance behavior from social situations, the existence of the internet opens up opportunities to be

able to choose to do social communication online which aims to avoid and control behavior or appearance. Therefore excessive use of the internet can be said as one of the ways that individuals choose to escape from social situations. This is reinforced by the research of Turgeman et al (Turgeman, Hefner, Bazon, Yehoshua, & Weinstein, 2020) which explains that individuals who experience social anxiety can also be associated with a lack of confidence in representing themselves and efforts to create positive impressions on others. Therefore, to reduce social anxiety faced, online communication interactions are carried out so that it can hide and control negative aspects of appearance and behavior.

On the internet, anonymity can provide opportunities for individuals to be more open in communicating online with other individuals, make modifications in self-representation, and reduce social anxiety experienced by individuals. In addition, individuals who experience social anxiety can develop compulsive internet usage behavior, which can result in disruption of life activities such as school, work, or interpersonal relationships. Gokce & Ozer (Gokce & Ozer, 2021) further expplain that individuals who use their cellphones for a long time show an increase in problematic users. An increase in the duration of using a cell phone to continue accessing the internet can lead individuals to fall into internet addiction, further for individuals who have unlimited internet access so that they are more likely to spend free time with their cell phones.

When individuals who are in social situations and feel anxious choose to use the internet to deal with the negative emotions they experience, other than that when individuals who experience social anxiety are in social situations they will choose avoidance as one of the strategies used to solve problems and overcome their tension and anxiety. Research by Feng et al (Feng, Ma, & Zhong, 2019) shows that social anxiety plays a role in stress and internet addiction. Excessive use of the internet can be used as an option as a compensation mechanism for individual social needs. The use of the internet to fulfill social needs because the internet provides various attractive websites for users so that it can cause individuals to be unconsciously addicted to connecting to the internet.

Andreou & Svoli (Andreou, 2014) the use of the internet as a means to escape from reality can reflect the development of internet addiction which moves from a lighter level to an intense level, it is a more intense manifestation of the possibility of internet addiction. Research conducted by Al Harbi et al (ALHarbi, Al-Mehsin, Al-Rababaah, & Abdel-Al Ibrahim, 2021) shows that social anxiety can be used as a predictor for internet addiction. Because social anxiety is one of the factors that

increase the level of internet addiction in individuals with high levels of internet addiction.

Research Molavi et al (Investigation, Sensitivity, Kazemi, & Pourdonya, 2020) shows the results of people with high social anxiety have higher rejection sensitivity and lower self-regulation. Also, people with higher social anxiety have a sociable nature. This explains that people with social anxiety are also at risk of experiencing problems using the internet, and because they are sensitive to rejection in the real world, they turn to cyberspace so that using the internet provides a foundation for internet addiction and online self-disclosure in it.

Research Ren et al (Ren, Yang, & Liu, 2017) Showing results Social anxiety and loneliness can increase the likelihood of Internet addiction in individuals. This can be explained that when the level of social anxiety increases and individuals cannot find answers to their problems, the Internet naturally becomes a way out of the anxiety they feel. The internet that provides a virtual and comfortable world can entertain individuals when facing frustration in the real world, increase a sense of social control, and increase self- confidence. Higher levels of social anxiety and loneliness result in higher trust in the internet by individuals and more positive attitudes towards social networks. The existence of cognitive biases will cause individuals to experience more negative emotions in situations of social interaction, so that the level of social anxiety becomes higher. The appearance of social anxiety will strengthen negative self-perceptions, reduce willpower, initiative, and self-confidence in social relationships and result in a decrease in the quality of their interpersonal relationships and an increase in loneliness.

CONCLUSION AND IMPLICATION

This study shows that there is a significant relationship with internet addiction. So it can be said that the higher social anxiety has an influence on increasing internet addiction. The results of this study indicate that most research subjects show moderate social anxiety category, while internet addiction shows subjects in moderate internet addiction category. Increasing social anxiety in individuals will have an influence on internet use which refers to internet addiction. Individuals with social anxiety show a sensitive attitude in their interpersonal relationships, this is due to the fear of communicating and the difficulty in building interactions in the real world with other individuals. The use of the internet as a place to communicate can increase the user's intensity to continue to be connected to the internet which can result in disruption of life activities such as school, work, or interpersonal relationships.

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Differences Between Javanese and Sasak Students in Self-Disclosure on Social Media

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ABSTRACT

This study aims to determine the difference in self-disclosure between Sasak and Javanese ethnic students in using Instagram social media. This research method uses a comparative quantitative method with a total sample of 70 students, consisting of 35 Sasak tribesmen and 35 Javanese tribesmen. Data collection in this study used a self-disclosure scale adapted by Dwidiyanti based on aspects of self-disclosure by Wheeles with a reliability of 0.819. The t-test hypothesis test shows the research results that there are significant differences between the two tribes in self-disclosure on Instagram. Sasak ethnic students tend to have a higher level of self-disclosure than Javanese ethnic students. This may indicate that cultural factors affecting online communication behavior play an important role in self-disclosure.

Communication is essential in everyday relationships with others. So, communication is the process of conveying a message or meaning from the sender to the receiver. Well, one of the factors supporting communication is self-disclosure. Revealing yourself means that you can reveal aspects of yourself such as experiences, thoughts, feelings (Ariani et al., 2019), desires, behaviors, and motivations (Dayakisni, 2009). Fauzia et al (2019) revealed that self-disclosure is influenced by several factors, namely personality, feelings of liking/trust, gender, and culture. In line with the statement of Sari (2006), self-disclosure is influenced by culture or culture greatly influences individual self-disclosure (Gainau, 2009). Masturah (2013) also argues that culture influences self-disclosure. Today's society lives in the digital information age, where communication has changed from direct face-to-face to technology-mediated communication. Social media, for example, is a new form of communication that has become available to teenagers, adults, and parents. Finding friends on social media is now part of everyday life. Recent data reveals that there are 167 million active social media users in Indonesia by January 2023. This figure is equivalent to 60.4% of the country's population. And Indonesia ranks as the second most active Instagram user with 113 million users (DataIndoneia. id).

Initially, Instagram was an app for sharing short videos (15 seconds) with dance moves and music, but over time it has become more popular for live and very personal content in the form of short videos. Recently there has been a trend of viral videos of songs and lyrics. But sometimes they involve satire or personal things to annoy others (Safitri et al., 2021). The freedom to upload anything on Instagram makes the culture of sharing even greater and self-disclosure on social networks even greater. Unfortunately, excessive self-disclosure can harm Instagram users, such as cyberbullying (Bryce & Fraser, 2014; Staksrud et al., 2013), sexual violence (Keipi & Oksanen, 2014), and poor communication (Fauziah, 2021). So basically, Instagram is a place where you are completely free to upload whatever you want, including wisdom, social criticism, and personal stories about your location and activities, but having that freedom can also trigger those risks early. Indonesia is a country with many very different cultures and tribes. If the theory is correct, it means that the level of self-disclosure also varies across our society. The problem is that Indonesia's pluralistic culture has led to stereotypes of many cultures with contradictory characteristics. One of them is that Javanese and Sasak cultures are very different (Boentoro & Muwarni, 2018). Javanese people usually appear friendly and polite, but closed or unwilling to open up to others. Sasak people seem warmer, more open, friendlier, simpler, and more solid (Buntaran & Helmi, 2015). Therefore, when studying self-disclosure on

social media, researchers must know cultural factors so that the results are accurate (Boentoro & Muwarni, 2018). Therefore, this study aims to determine whether there are differences in the level of self-disclosure between Javanese and Sasakyan people on Instagram (Griffin, 2012; Harahap & Purba, 2019).

The Javanese are one of the ethnic groups living on the island of Java in Indonesia. Javanese is the main language of the Javanese people. Javanese has different dialects and language levels that reflect a person's social status. The majority of the Javanese population embraces Islam. However, Kejawen teachings or traditional Javanese beliefs also influence their religious practices. Javanese have strong social norms such as good manners, family values, social hierarchy, and a culture of mutual respect. Meanwhile, the Sasak are an ethnic group living on the island of Lombok in West Nusa Tenggara, Indonesia. The Sasak people have a rich history with the influence of Balinese culture and previous Sasak kingdoms. Sasak is the main language of the Sasak people and has several dialects depending on the region. The Sasak also have distinctive social norms, including the value of gotong royong, family solidarity, and a customary system that regulates community life. These differences reflect the diversity of Javanese and Sasak culture and identity. Therefore, the hypotheses of this study are:

Ha: There is a significant difference in self-disclosure on Instagram social media between the Sasak tribe and the Javanese tribe.

Ho: There is no significant difference in self-disclosure on Instagram social media between the Sasak tribe and the Javanese tribe.

METHODS

This study uses a comparative quantitative method (comparison). The population in this study were students of Javanese and Sasak tribes, and the sampling technique used was accidental sampling. The sample criteria in this study are students aged 19-25 years, students with Javanese and Sasak ethnic backgrounds, determined from the ethnic column filled in by the respondent, and having an Instagram account.

Self-disclosure is the process by which individuals share personal information about themselves with other individuals to build familiarity and intimacy and establish closer relationships. This includes personal information such as thoughts, feelings, daily activities, and intimate aspects of their lives. The Sasak tribe is a sample group in the study that is compared with the Javanese tribe in terms of the level of self-disclosure on Instagram social media. Where the two tribes become

variables that refer to ethnic groups in Indonesia. In this study, researchers can use a quantitative approach to collect participant data from two ethnic groups using surveys or questionnaires. The data collection method in this study was carried out using a self-disclosure scale adapted by Dwidiyanti et al (2022) based on aspects of self-disclosure by Wheeles with a reliability of 0.819 and a validity of 0.331-0.595. The scale used is a Likert scale using 4 value response categories, namely 1 for "very unsuitable" and 4 for "very suitable". And the data analysis technique contains a two-sample t-test, which is a parametric test used to determine whether there is an average difference between two independent groups so that the two data come from different subjects. The data analysis method uses the help of the *SPSS Statistics for Windows version 24 program*.

RESULT

This study was conducted to understand the differences in self-disclosure between two ethnic groups in Indonesia, namely Sasak, and Java. Self-disclosure is the process in which a person shares personal information about their thoughts, feelings, or experiences with others. In today's digital era, social media has become one of the most important platforms for people to present themselves online. In this study, we collected data from 35 people from each ethnic group who actively use social media. We measured their level of self-disclosure using certain methods. We then analyzed the data to determine if there was a significant difference in self-reporting between the two ethnic groups.

Table 1. Average Table

Group Statistics

	Suku	N	Mean	Std. Deviation	Std. Error Mean
Selfdisclosure	Suku Sasak	35	49.86	11.252	1.902
	Suku Jawa	35	44.26	9.605	1.624

From the display of the results above, it can be seen that 70 students were used in the research sample with each sample from each tribe of 35 students. Then the average self-disclosure of students in the Sasak Tribe is 49.86, while the average in the Javanese Tribe is 44.26. So the conclusion based on these statistics is that there is a difference in self-disclosure between the two tribes, with the average self-disclosure of the Javanese tribe generally lower than the Sasak tribe.

Table 2. Normality Test Table

Tests of Normality

	suku	Kolmogorov-Smirnova			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Selfdisclosure	Suku Sasak	.124	35	.196	.959	35	.218
	Suku Jawa	.098	35	.200*	.973	35	.533

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

The statistical test results for both the Sasak and Javanese tribes show that the reported data are generally normally distributed. The test results with the Kolmogorov-Smirnov method showed a value of 0.124 with a df of 35, while the test with the Shapiro-Wilk method showed a value of 0.959 with a df of 35 as well. Meanwhile, for the Javanese tribe, the Kolmogorov-Smirnov test results show a df value of 35 of 0.098. The test tested with the Shapiro-Wilk method also gives a value of 0.973 at a df value of 35. This is supported by the large p (Sig.) values in the Kolmogorov-Smirnov and Shapiro-Wilk tests. Thus, the statistical test results indicate that both ethnic groups have normally distributed self-reported data with high levels of self-disclosure, as the p values for both tests exceed the conventional significance level ($\alpha = 0.05$).

Table 3. Hypothesis Table

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Self-disclosure	Equal variances assumed	.190	.665	2.239	68	.028	5.600	2.501	.610	10.590
	Equal variances not assumed			2.239	66.366	.028	5.600	2.501	.608	10.592

Self-disclosure of Sasak and Javanese ethnic students was analyzed using an independent sample test because the samples were students from different ethnic groups. From the table above, it is known that sig. (2-tailed) 0.028 is smaller than 0.05 or (sig) <0.05, it can be concluded that Ho is rejected and Ha is accepted. This means that there is a significant difference between the self-disclosure of students in the Sasak tribe and the Javanese tribe. The difference can be seen from the fact that the average student self-disclosure for the Sasak tribe is 49.86, while the average student self-disclosure for the Javanese tribe is 44.26. So it can be concluded that the self-disclosure of students from the Sasak tribe is higher than that of students from the Javanese tribe.

DISCUSSION

The results of this study indicate that there are differences in student self-disclosure on Instagram social media in Sasak and Javanese tribes. This result is known by looking at the sig value. (2-tailed) 0.028 is smaller than 0.05 or (sig) <0.05. The difference can also be seen from the mean value where the average student self-disclosure for the Sasak tribe is 49.86, while the average student self-disclosure for the Javanese tribe is 44.26. So Ha is accepted and Ho is rejected in other words that there is a significant difference in the self-disclosure of students on Instagram social media between the Sasak tribe and the Javanese tribe.

Factors such as race, ethnicity, and ethnicity can affect a person's level of self-disclosure. This study found that Sasak ethnic students generally show higher levels of self-disclosure than Javanese ethnic students. This finding is in line with Brehm's opinion (in Gainau, 2009) that culture plays an important role in shaping human self-disclosure behavior. The same thing was stated by Matsumoto (2000), which shows that self-disclosure is influenced by a person's ethnic or cultural background because this affects the way individuals think and behave around them. When people grow and develop in a particular culture and society, they learn rules about how to behave, interact, feel certain things, and interpret relationships with others.

The Sasak have a more open culture and tend to encourage honesty and direct self-disclosure, growing up in an environment that encourages open communication and free expression of feelings (Berugaq Institute, 2015). Mansyur (2019) mentions that environmental factors can also play an important role. The Sasak can live in a more welcoming and supportive social community, making them more comfortable expressing themselves without fear or fear of negative judgment from others. Awareness of the importance of self-disclosure as a form of social interaction may

differ between Sasak and Javanese. The level of education or availability of information about the importance of sharing personal thoughts, feelings, or experiences on social media such as Instagram may also influence one's self-expression. According to Javanese beliefs, they consider silence or closedness a good attitude. They think that self-disclosure can be seen as arrogant, proud, and conceited. This attitude is taught to them since childhood to accept and deny others' selves. This increases their self-defense, which makes it difficult for them to open up to others (Suseno, 2001). Sardjono (1995) also states that Javanese people are known for their "ethok-ethok" (pretend) attitude. This is done to maintain social order even though they hate the person in their heart. Javanese people choose silence or solitude as a good attitude for fear of being considered arrogant and haughty. They also use the wrong strategy to maintain social harmony even when they have negative feelings in their hearts.

CONCLUSION AND IMPLICATION

Based on the results of the data analysis, it can be concluded that there is a significant difference in the self-disclosure of students on Instagram social media between Sasak and Javanese tribes. The difference can be seen from the mean value where the average student self-disclosure for the Sasak tribe is 49.86, while the average student self-disclosure for the Javanese tribe is 44.26. This result can also be seen from the sig value. (2-tailed) 0.028 is smaller than 0.05 or (sig) <0.05, so Ha is accepted and Ho is rejected.

The weakness in this study is that researchers distributed scales online and some were distributed indirectly so that researchers could not directly confirm whether the respondents were really from the Sasak tribe or the Javanese tribe. And for further researchers, it is recommended that research be carried out using qualitative methods because this research is related to ethnicity so the data that will be obtained can be more specific and representative.
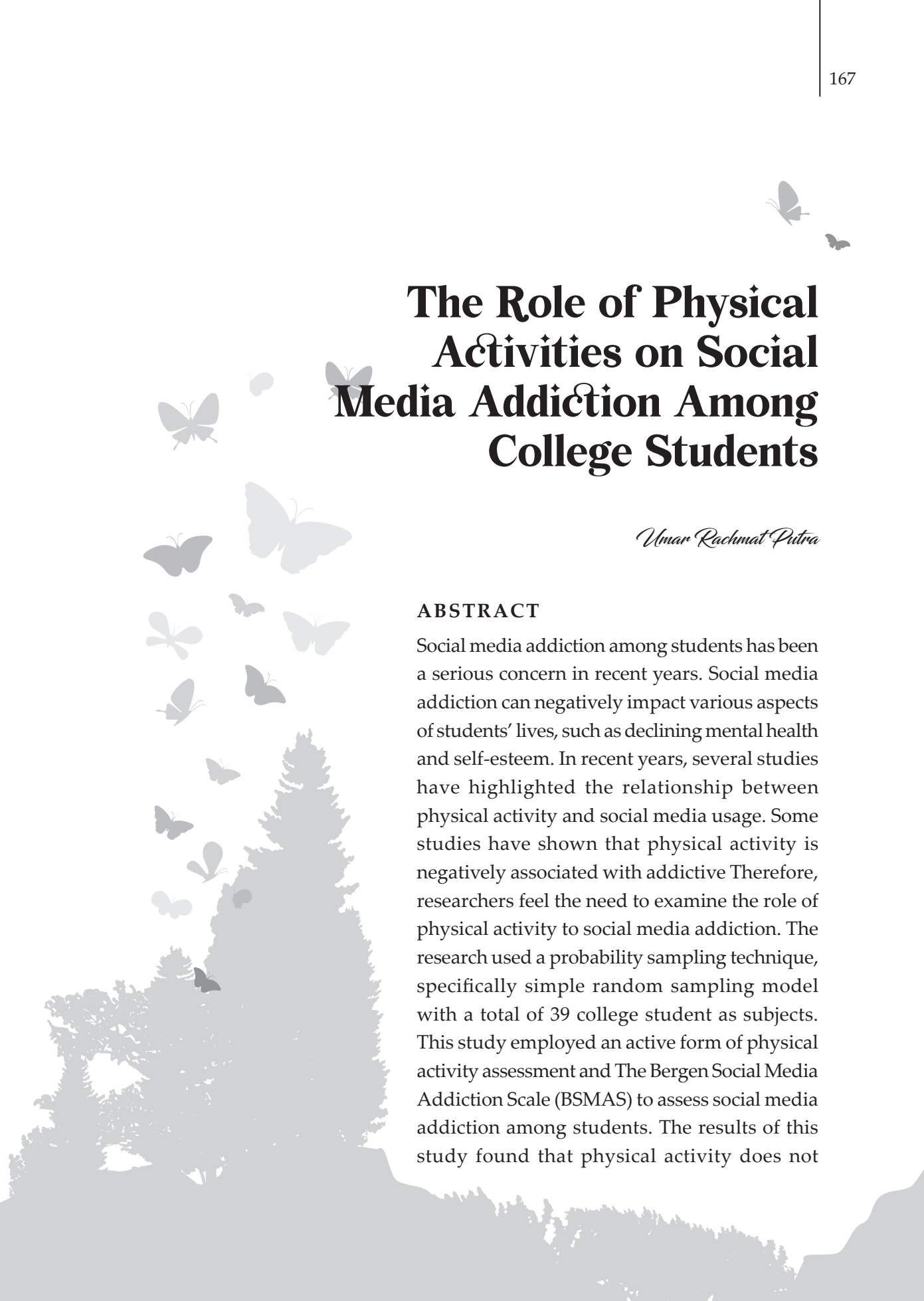
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The Role of Physical Activities on Social Media Addiction Among College Students

Umar Rachmat Putra

ABSTRACT

Social media addiction among students has been a serious concern in recent years. Social media addiction can negatively impact various aspects of students' lives, such as declining mental health and self-esteem. In recent years, several studies have highlighted the relationship between physical activity and social media usage. Some studies have shown that physical activity is negatively associated with addictive Therefore, researchers feel the need to examine the role of physical activity to social media addiction. The research used a probability sampling technique, specifically simple random sampling model with a total of 39 college student as subjects. This study employed an active form of physical activity assessment and The Bergen Social Media Addiction Scale (BSMAS) to assess social media addiction among students. The results of this study found that physical activity does not

play a role in reducing excessive social media usage, and no relationship was found between the two variables among the students.

In the current digital era, the phenomenon of social media usage has become an integral part of daily life. Social media provides a wide platform for users to communicate, share information, and engage in various online activities. One group that is greatly affected by this phenomenon is college students. Students often spend a significant amount of time on social media, and this behavior can become addictive and have negative impacts on their lives, especially in terms of mental health and academic performance. Social media addiction among students has been a serious concern in recent years. Social media addiction can negatively impact various aspects of students' lives, such as declining mental health and self-esteem (Rasmussen et al. 2020; Zhao 2021), lower academic achievement (Ponnusamy et al. 2020), reduced study time, and increased levels of stress and anxiety (Fatima Zahra et al. 2022; Lin et al. 2021). The findings of these studies highlight the importance of identifying factors that can reduce social media use, particularly among students.

In recent years, several studies have highlighted the relationship between physical activity and social media usage. Some studies have shown that physical activity is negatively associated with addictive Facebook use (Brailovskaia, Teismann, and Margraf 2018), reduces the influence of depressive symptoms leading to social media addiction (Brailovskaia and Margraf 2020), and potentially serves as a preventive behavior against social media addiction during the COVID-19 pandemic (Precht et al. 2022). Furthermore, physical activity has been proven to have significant positive effects on individuals' physical and mental health (Ghrouz et al. 2019). Physical activity can also help improve concentration and enhance learning abilities as it positively correlates with students' academic performance (Wunsch et al. 2021) and can reduce anxiety and depression levels (McMahon et al. 2017). Therefore, in this study, physical activity is assumed to be a behavior that students can engage in to avoid excessive social media use and mitigate its negative impacts. Hence, the researcher is interested in investigating the role of physical activity in excessive social media usage among students.

METHODS
Variables or Concepts Studied

Physical activity refers to activities that involve physical movement and can be done on a daily basis, such as sports activities like jogging, walking, swimming,

cycling, and others (Brailovskaia and Margraf 2020). Social media addiction is defined as addictive behavior towards social media that negatively impacts individuals' mental health, determined based on general addiction behaviors such as mood modification, salience, tolerance, withdrawal symptoms, conflict, and relapse (Bányai et al. 2017; Lin et al. 2021).

Sampling Method

The researchers used a probability sampling technique, specifically simple random sampling, in which each element of the population has an equal chance of being selected as a sample member. This sampling design ensures that every individual in the population has an equal opportunity to be included in the sample (Sugiyono 2014).

Research Subject

The researchers selected college students aged 18-25 years as the sample for this study, with a total of 39 participants.

Research Instruments

This study employed an active form of physical activity assessment that looked at the frequency of physical activity performed within a week, using the item "How often do you engage in physical exercises?" on a 5-point Likert scale (1=never, 5=four times a week or more). The Bergen Social Media Addiction Scale (BSMAS) was used to assess social media addiction among students. This scale utilizes a 5-point Likert scale (1=never, 5=often) with 6 items structured based on the addiction aspects in biopsychology: mood modification, salience, tolerance, withdrawal symptoms, conflict, and relapse (Bányai et al. 2017; Lin et al. 2021).

Data Collection Procedures

The data collection process for this research was conducted online through a web survey using Google Forms as the tool to distribute the measurement scale questionnaire. Participants who met the criteria and were willing to participate in the study were asked to fill out the questionnaire. The form also included a specific section that explained the participants' consent. The purpose was to clarify the participants' willingness to provide their data, and participants had the right to refuse if they felt uncomfortable with the questionnaire filling process.

Data Analysis Technique

The data analysis technique used by the researcher to analyze the research hypothesis is regression analysis. According to Sugiyono (Brailovskaia et al. 2018) The researcher utilized simple regression based on the functional or causal relationship between the independent and dependent variables (Brailovskaia et al. 2018).

RESULT

This research use descriptive analysis of variables, normality test and regretion test to analize the relevant of Research results that presented in the form of tables below.

Table 1. Descriptive data

	N	Mean	Std. Deviation
SMA	39	18.38	4.875
Physical Activity	39	2.72	1.503

Based on the presented data, it can be observed the distribution of data for each variable. The social media addiction variable (SMA) has a relatively high average and varied data variation (M = 18.38, SD = 4.875). The physical activity variable shows lower data variation but remains moderate (M = 2.72, SD = 1.503).

Table 2. Normality Test

	Statistic	df	Sig.
SMA	.954	39	.109
Physical Activity	.856	39	.000

In this study, a test of data normality was conducted for each tested variable based on the obtained significance values. Overall, it can be concluded that only the social media addiction variable (SMA) tested had a distribution of data that approached normality. This is evident from the significance value greater than 0.05 for the social media addiction variable (SMA) (p = .0109), whereas the physical activity variable had non-normal data (p = 0.000).

Table 3. Hypotetys Test

	Model	Mean Square	F	Sig.	R Square
	Regression	3.456	.142	.708b	.004
1	Residual	24.318			
	Total				

From the presented table, the results of the hypothesis testing proposed in this study can be observed. The first hypothesis is not accepted with a significance value of 0.708 (p > .05). This result indicates no relationship between physical activity and social media addiction. Additionally, the results of this hypothesis testing also indicate that physical activity only has a minimal influence of 0.004 (R-squared) on social media addiction among students.

DISCUSSION

The results of this study found that physical activity does not play a role in reducing excessive social media usage, and no relationship was found between the two variables among the students. This is in contrast to previous studies that have shown a negative relationship between physical activity and addictive Facebook usage (Brailovskaia et al. 2018), reducing the influence of depressive symptoms that lead to social media addiction (Brailovskaia and Margraf 2020), and the potential preventive behavior against social media addiction during the COVID-19 pandemic (Precht et al. 2022). The differences between the findings of this study and previous research indicate variations in findings and understanding regarding the relationship between physical activity and social medi aaddiction. Several factors may explain these differences. Differences in population and sample characteristics may play a role (Satici 2019). The students in this study may have different characteristics and contexts compared to the populations in previous studies (Ramani Hiteishi Diwanji 2022). It is important to note that social media addiction is not caused by a single factor, but rather is the result of a combination of interrelated and complex factors. Social media addiction among college students is influenced by a variety of psychological factors. Some significant factors include low self-regulation, where individuals find it difficult to control their impulses and tend to feel dependent on constantly checking social media repeatedly (SAHRANÇ and DUÇ URHUN 2021). Additionally, feelings of loneliness or social isolation also play a role, where college students who feel lonely tend to seek connection with others through social media platforms, which provides a sense of social connection without requiring face-to-face

interaction (Baltacı 2019; Wu et al. 2020). Furthermore, the drive for social acceptance also plays a significant role in social media addiction. College students may feel a need to be accepted and recognized by others in the virtual world, so that the number of likes, comments, or followers is considered a measure of popularity that can increase their self-esteem(Hawi & Samaha, 2017). On the other hand, feelings of low self-esteem and dissatisfaction with oneself can encourage college students to seek validation and support through online interactions (Hawi and Samaha 2017). Social media gives them the opportunity to express themselves without the fear or anxiety of social interaction.

Additionally, compulsive or repetitive behavior such as obsessive checking of social media, along with mental health disorders such as anxiety, depression, or mood disorders, can also contribute to social media addiction, as social media can become an unhealthy coping mechanism for those who are experiencing emotional difficulties (Nguyen et al. 2020). The feeling of FOMO (Fear of Missing Out) can also be a trigger for social media addiction, where the fear of missing out on information or experiences on the platform drives someone to always stay connected and constantly check social media (Roberts and David 2020). Many factors are interconnected and influence social media addiction among students, as indicated by several previous studies. This suggests that these factors may have a greater impact on social media addiction, while the influence of physical activity is either negligible or too small due to the presence of other factors. The absence of a significant effect of physical activity on social media addiction indicates a limitation in this research. The study only involved 39 students from universities in Ternate. Subsequent research could involve a broader range of student subjects from various regions in Indonesia and increase the sample size to obtain more diverse and generalizable data. Further studies could also explore other factors with a high likelihood of influencing social media addiction, such as self-regulation, self-esteem, and others, while considering physical activity as a moderator or mediator to provide a clearer depiction of the relationship between physical activity and social media addiction among students. Additionally, future research could include demographic data such as gender, age, and economic background to enrich the dataset. The contrasting results between this study and previous research highlight the need for more comprehensive investigations. It is important to consider various factors such as age, gender, cultural differences, and the specific context in which social media usage occurs. This will provide a more nuanced understanding of the relationship between physical activity and social media addiction. Additionally, the findings of this study emphasize the importance of continued research on the impact of social media on mental health.

CONCLUSION AND IMPLICATION

In conclusion, the results of this study suggest that physical activity may not play a role in reducing excessive social media usage among students. Further research is needed to delve deeper into the complex relationship between physical activity and social media addiction, considering various factors and contexts. Additionally, more comprehensive investigations are necessary to understand the underlying mechanisms and develop effective preventive measures against social media addiction.
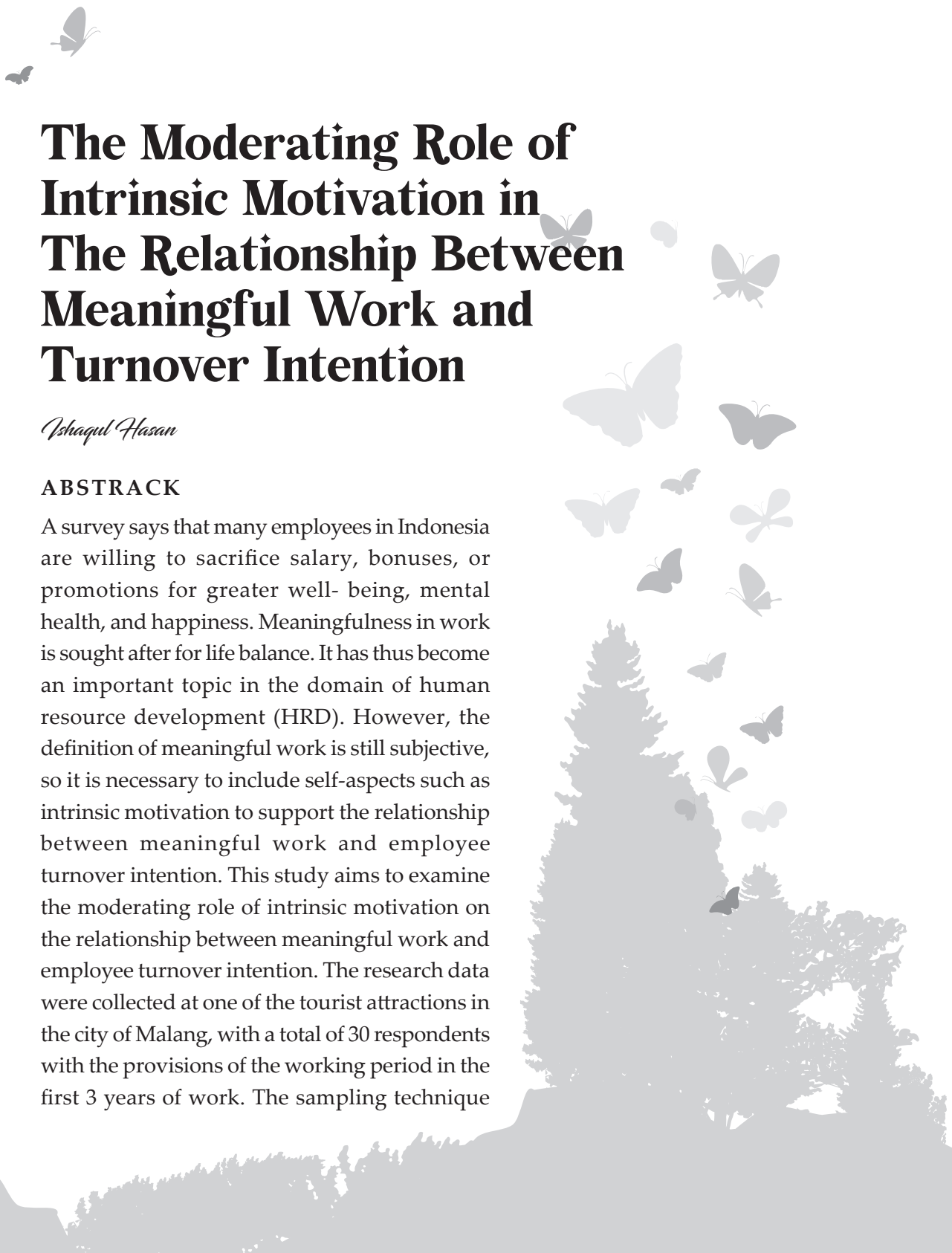
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The Moderating Role of Intrinsic Motivation in The Relationship Between Meaningful Work and Turnover Intention

Ishaqul Hasan

ABSTRACK

A survey says that many employees in Indonesia are willing to sacrifice salary, bonuses, or promotions for greater well- being, mental health, and happiness. Meaningfulness in work is sought after for life balance. It has thus become an important topic in the domain of human resource development (HRD). However, the definition of meaningful work is still subjective, so it is necessary to include self-aspects such as intrinsic motivation to support the relationship between meaningful work and employee turnover intention. This study aims to examine the moderating role of intrinsic motivation on the relationship between meaningful work and employee turnover intention. The research data were collected at one of the tourist attractions in the city of Malang, with a total of 30 respondents with the provisions of the working period in the first 3 years of work. The sampling technique

used simple random sampling. The research design used is quantitative research design. Data analysis was carried out using PROCESS Hayes. The results show that meaningful work has a negative but insignificant relationship to employee turnover intention and intrinsic motivation provides a moderating effect on the relationship of meaningful work to employee turnover intention. It can be explained that the higher the intrinsic motivation of employees, the more the influence of meaningful work on employee turnover intention increases, with the form of influence in the negative direction.

In the period 2020-2021, there was a phenomenon of massive layoffs. The impact of the pandemic, which attacked various sectors with restrictions on human movement, hampered the growth of the world economy. The Indonesian labour force at that time experienced a high increase in unemployment. Layoffs were carried out individually, in groups, or en masse, from temporary to permanent layoffs (Muslim, 2020). The impact is such as emotional shock and additional *stressors* due to the burden of layoffs (Arif Rahman Hakim *et al.*, 2022). *"The Great Resignation Reality Check 2022"* survey by (Robert Walters, 2022) a professional recruitment company involving more than 1,100 companies in six ASEAN countries explained that 77% of the workforce in Indonesia had the desire to resign. A survey from *a specialist recruitment agency* (Michael Page, 2022) conducted in 12 countries including Indonesia presents data that 84% of Indonesian w o r k e r s have plans to resign from their current jobs. Direct research also conducted in several companies in Indonesia presents data on employee turnover intentions that are increasing (Dewi and Suartina, 2022; Fadli, Adriansyah and Nur Rahmah, 2022). The sectors with high employee turnover intentions based on the above surveys are the manufacturing industry, public service sector, and travel & tourism.

Desire to move refers to an individual's awareness, willingness, and intention to leave a job or organisation (Mobley *et al.*, 1979). Desire to move is an individual's subjective planning relevant to the likelihood that the person will leave the job in the near future (Carmeli and Weisberg, 2006). Other studies define turnover intention as a psychological process that combines attitude towards work, intention to leave, and the final step of leaving (Alexander *et al.*, 1998; Lum *et al.*, 1998). There are two components of turnover intention, namely desire and ease of action (Direnzo and Greenhaus, 2011). Highly committed and realistic HR practices are conducted to identify strategies to keep employee turnover under control (Hancock, Allen and Soelberg, 2017; Hom *et al.*, 2017). Facts show that employees have the desire t o

change workplaces due to dissatisfaction with their current jobs. (Mobley, Horner and Hollingsworth, 1978). This opinion is supported by many recent studies, that job satisfaction has a great influence on the desire to move (Li *et al.*, 2019; Gebregziabher *et al.*, 2020; Mawardi, 2022).

Entering 2023, Indonesia is declared free from the pandemic and life is gradually normalising. However, the phenomenon of high turnover intention has triggered the assumption that this is not as it should be. Many people need jobs after the pandemic ends but the data shows that more and more people intend to leave their jobs. Michael Page's survey (The Great X Report) even suggests that as many as 68% of Indonesian workers are willing to sacrifice salary, bonuses or promotions for greater well-being, mental health and happiness.

The high intensity of employees to move can have a major impact on employee performance due to high workload and can decrease company productivity (Widyawati and Himawan, 2022), reduce employee work engagement, reduce organizational citizenship behavior and will increase counterproductive work behavior (Xiong and Wen, 2020). High turnover also negatively impacts labour productivity (De Winne *et al.*, 2019). This desire to move is influenced by several factors, such as the work environment (Stoyanova, 2019), lack of a culture of mutual respect that can affect employee job satisfaction (Skinner and Roche, 2021), job stress (Lee, Jang and Ryu, 2021), availability of resources (Heilala et al., 2022), salary or compensation (Heilala *et al., 2022)*, 2022), salary or compensation (Zulfa and Azizah, 2020; Lubis and Onsardi, 2021; Ratih Prameswari Wulan Asih, 2021), supervisor support through the desire to balance work and life (*work-life balance*) (Zulfa and Azizah, 2020; Lubis and Onsardi, 2021; Ratih Prameswari Wulan Asih, 2021; Aman-Ullah *et al.*, 2022), and meaningful work (Siahaan and Gatari, 2020). Meanwhile, a family-supportive organisational environment will reduce employee turnover intention (Taheri, 2021).

The direction of conceptualisation of meaningful work in the psychological framework is defined as an experience influenced by job design, leadership style, management, and work culture related to various positive things between individual and organisational interactions (Bailey, Yeoman, *et al.*, 2019; Lysova et *al.*, 2019). Questions then arise as to who has the power to determine whether work is meaningful (Vu and Burton, 2022). Individuals who internalise their work positively report their work as meaningful and have greater meaning in life (Liu and Allan, 2023). Meaningful leadership will also promote meaningful work for employees (Frémeaux and Pavageau, 2022). The definition of meaningful work refers to employees' belief that their work is valuable and rewarding (Kahn, 1990). Aspects of meaningful work

according to (Steger, Dik and Duffy, 2012) include positive meaning (PM) in work or a direct reflection of the idea of psychological meaningfulness that is subjective, meaning making (MM) through work or work as an important source of meaning in life as a whole, and greater good (GG) motivation or the desire to have a positive impact on the greater good consistently and continuously.

Being one of the factors of the desire to quit work, meaningful work in some studies shows a negative relationship or influence. As done by (Dechawatanapaisal, 2022; Heath, Williams and Luse, 2022) that if the impact of meaningful work is increased, it can reduce employees' desire to move. Meaningful work is also significant for predicting happiness at work and reducing the desire to move (Charles-Leija *et al.*, 2023). Meaningful work is one of the important factors in turnover intention because it can reduce turnover and has a direct impact on employee satisfaction, especially in the millennial generation (Allan *et al.*, 2019). Research conducted by (Sun, Lee and Sohn, 2019) places meaningful work as a variable that mediates social mission to predict the desire to move. The outcomes of meaningful work study found a moderate correlation o f meaningful work to life meaning and withdrawal desire (Allan *et al.*, 2019). However, a study conducted in Indonesia showed the opposite, that meaningful work has no effect on employees' desire to move (Latifa and Rojuaniah, 2022).
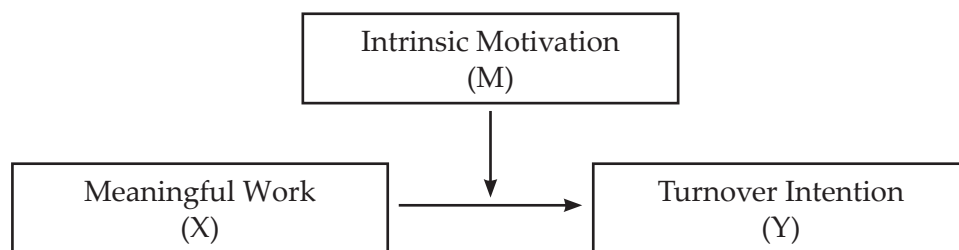
In line with the concept of meaningful work, according to (Bailey, Yeoman, *et al.*, 2019) meaningful work has no 2 consensus on its exact definition so that the definition of meaningful work is subjective. More and more individuals are aware of and want their work to be meaningful, encouraging organisations to build and maintain a work environment that characterises meaningful work so that it allows individuals to build their own sense of meaningful work and can go beyond their basic needs (Lysova *et al.*, 2019). This topic is important in the domain of human resource development (HRD). A study that gathers a wide range of empirical evidence on meaningful work provides theoretical and practical information for human resources development (HRD) (Bailey, Yeoman, *et al.*, 2019). The not-so-strong or even non-existent relationship between meaningful work and turnover intention in some studies, prompts the assumption that there is a need for moderating variables such as intrinsic motivation.

Intrinsic motivation contributes to individuals to determine their job performance and stress (Shin *et al.*, 2019). This means that a person's intrinsic motivation also affects their desire to move (Wang *et al.*, 2019). Usually, intrinsic motivation is related to a variety of better knowledge, individual characteristics, organisational context,

cultural context, and individual performance orientation are things that play a role in generating a person's motivation (Nguyen *et al.*, 2019). So basically, a person's intrinsic motivation is different depending on their individual goals. In some industrial studies, intrinsic motivation is also used as a moderator to see the effect of transformational leadership on employee creativity (Latifa and Rojuaniah, 2022) and physical activity at work on job stress and burnout (Isoard-Gautheur *et al.*, 2019).

Motivation as a set of energy sourced from within and the individual's environment to initiate work behaviour, determine the direction of action, and the intensity of work time. Thus, motivation consists of attention, effort, and perseverance (Pinder, 1998). Motivation is also defined as the ability to measure the factors that energise, channel and sustain work behaviour over time (Steers, Mowday and Shapiro, 2004). Meanwhile, intrinsic motivation is characterised by strong personal involvement (Ryan and Deci, 2017). Intrinsic motivation is referred to as autonomous motivation or standing alone according to personal will (Olafsen and Deci, 2020). A study showed that the development of intrinsic motivation is possible under two conditions, 1) when people believe that their skills can be improved, and 2) first-time participation in an activity results in better perceptions of mastery (Zheng, Janiszewski and Schreier, 2023). Intrinsic motivation in the concept of self-determination theory (SDT) has a significant role in performance and behavioural outcomes (Kimura, Bande and Fernández-Ferrín, 2019). Intrinsic motivation itself can include action outcome incentives if the goal is thematically identical to the action (Rheinberg, 2020). Interesting forms of work can have an impact on increasing the intrinsic motivation of individuals so that in the next job it will be better (Shin and Grant, 2019).

Meaningful work becomes a work goal in relation to an individual's ideals or standards. Some people give meaning to their work based on the organisational environment, the meaningfulness of the work, or simply the salary. This is adjusted to their intrinsic motivation as something that must be in line. So the researcher assumes that, the relationship or influence between meaningful work on the desire to move is strengthened and / or weakened by intrinsic motivation variables. *The purpose of this study is to determine the effect of meaningful work on the desire to move after the pandemic moderated by intrinsic motivation.* This study highlights the importance of meaningful work by paying attention to employees' intrinsic motivation so as to reduce employees' desire to move and has specific implications for HRD in companies.

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┌─────────────────────────┐
│   Intrinsic Motivation  │
│           (M)           │
└─────────────────────────┘
              │
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┌──────────────────┐      ┌──────────────────┐
│  Meaningful Work │─────▶│ Turnover Intention│
│        (X)       │      │        (Y)        │
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The hypotheses proposed in this study are:

H1 : There is a weak relationship between Meaningful Work and Turnover Intention.

H2 : Intrinsic Motivation will increase the relationship between Meaningful Work and Turnover Intention.

METHOD

Variables or Concepts Studied

This research involves three variables. The first variable is *the turnover intention* variable as the dependent variable. Operationally, turnover intention is defined as an awareness, willingness, and intention to leave a job or organisation. The second variable is meaningful work as the independent variable. Operationally, meaningful work is work that can provide personal meaning, encourage individuals to deepen their understanding of themselves and the world around them so as to facilitate personal growth, and provide motivation to have a positive impact on the greater good. The last variable is intrinsic motivation as a moderator variable. The operational definition of intrinsic motivation is doing an activity (work) for personal interest, because individuals find the work inherently interesting and satisfying/strong and extrinsic motivation is doing an activity (work) for instrumental reasons (reasons driven by the external environment).

Sampling Method

This study uses a simple random sampling technique or random sampling where each member of the population has the same opportunity to be selected as part of the sample (Sugiyono, 2018). Subjects totalled 30 people in accordance with the minimum sample size according to (Kerlinger and Lee, 2000).

Research Subject

The subject of this research refers to the survey results (Michael Page, 2022), namely employees in the travel &

tourism sector, which is one of the sectors with high employee turnover intention. Subject criteria are based on factors that influence switching intentions. Individual factors that influence switching intentions include age, marital status, family, length of service (first 3 years), education level, job satisfaction and organisational culture (Prawitasari, 2016; Masita, 2021). So that the researcher sets the subject criteria including age and length of work (first 3 years of service).

Research Instruments

The scale used to measure meaningful work uses The Work and Meaning Inventory (WAMI) (Steger, Dik and Duffy, 2012). This scale aims to measure a multidimensional model of subjective meaningful work that consists of four measuring aspects. These aspects include experiencing positive meaning in work, perceiving work as a way to create meaning (meaning making through work), and perceiving one's work as beneficial to the greater good (greater good motivation). Examples of WAMI items are "my work helps me to understand myself" and "I understand how my work contributes to the meaning of my life". WAMI items are rated from 1 (strongly disagree) to 5 (strongly agree). The higher the answer score of each item indicates the more meaningful work they have. The reliability of the scale reached 0.93 with a solid level of validity.

While the scale used to measure the desire to move uses the six-item version of the Turnover Intention Scale (TIS-6) (Bothma and Roodt, 2013). This measure is used to measure turnover intention and can significantly differentiate actual turnover, with a reliability of 0.80. Sample item "how often do you consider leaving your job?". TIS-6 is a one-dimensional construct. The filling technique uses a semantic differential from a 1-5 response scale with a range of answers (neveralways/very unlikely-very likely). The higher the answer score of each item indicates the greater the desire to move. While intrinsic motivation was measured using The Work Extrinsic and Intrinsic Motivation Scale (WEIMAS) 18 items developed by (Tremblay et al., 2009). Example items "I get a lot of pleasure from learning new things" and "I get the satisfaction I feel when facing interesting challenges". The answer range is 1-7 with 1-2 (very unsuitable), 3-5 (average), and 6-7 (very suitable). Reliability of the scale ranges from 0.77 - 0.84.

Research Subject

The subject of this research refers to the survey results (Michael Page, 2022), namely employees in the travel & tourism sector, which is one of the sectors with high employee turnover intention. Subject criteria are based on factors that influence switching intentions. Individual factors that influence switching intentions include age, marital status, family, length of service (first 3 years), education level, job satisfaction and organisational culture (Prawitasari, 2016; Masita, 2021). So that the researcher sets the subject criteria including age and length of work (first 3 years of service).

Research Instruments

The scale used to measure meaningful work uses The Work and Meaning Inventory (WAMI) (Steger, Dik and Duffy, 2012). This scale aims to measure a multidimensional model of subjective meaningful work that consists of four measuring aspects. These aspects include experiencing positive meaning in work, perceiving work as a way to create meaning (meaning making through work), and perceiving one's work as beneficial to the greater good (greater good motivation). Examples of WAMI items are "my work helps me to understand myself" and "I understand how my work contributes to the meaning of my life". WAMI items are rated from 1 (strongly disagree) to 5 (strongly agree). The higher the answer score of each item indicates the more meaningful work they have. The reliability of the scale reached 0.93 with a solid level of validity.

While the scale used to measure the desire to move uses the six-item version of the Turnover Intention Scale (TIS-6) (Bothma and Roodt, 2013). This measure is used to measure turnover intention and can significantly differentiate actual turnover, with a reliability of 0.80. Sample item "how often do you consider leaving your job?". TIS-6 is a one-dimensional construct. The filling technique uses a semantic differential from a 1-5 response scale with a range of answers (neveralways/very unlikely-very likely). The higher the answer score of each item indicates the greater the desire to move.

While intrinsic motivation was measured using The Work Extrinsic and Intrinsic Motivation Scale (WEIMAS) 18 items developed by (Tremblay et al., 2009). Example items "I get a lot of pleasure from learning new things" and "I get the satisfaction I feel when facing interesting challenges". The answer range is 1-7 with 1-2 (very unsuitable), 3-5 (average), and 6-7 (very suitable). Reliability of the scale ranges from 0.77 - 0.84.

Research Design

This article aims to investigate the impact of meaningful work on employee turnover intention, in terms of intrinsic motivation. This study uses a quantitative research approach. This approach aims to explain the relationship of phenomena with research variables. The correlational approach used is a procedure in quantitative research to measure the level of relationship between two or more variables (Cresswell, 2014). In psychological research, quantitative design is intended as a research design that converts psychological attributes (cognition, affection, psychomotor) into numbers. (Rutberg and Bouikidis, 2018). The process of quantifying these psychological attributes aims to help in the process of understanding a psychological phenomenon. So this research design is identical to the use of research instruments such as tests and measuring scales or questionnaires (Park and Park, 2016).

Data Collection Procedures

The research procedure according to (Sugiyono, 2016) starts from the process of formulating problems, literature study, making hypotheses, determining research methods, research instruments, data collection processes, and conclusions. Data collection the study began with determining the respondents according to the criteria determined by the researcher. Respondents are employees in the travel & tourism sector, work as staff or non-managerial employees, and work in the first three years of work. Furthermore, before conducting research, the scale used was tested first to see the validity and reliability of the measuring scale. The researcher explained the procedure for filling out the scale to the subject and asked for the subject's willingness to fill out the scale that had been given. Filling is done either directly or through social media intermediaries. Then it was explained that the distribution of the scale was for research purposes only and the confidentiality of the subject was guaranteed.

Data Analysis Technique

The statistical analysis used in this study uses the PROCESS macro analysis by Hayes which is used to test how high the moderating variable can increase the relationship or influence between the independent variable and the dependent variable. The stages of statistical analysis carried out include: (1) Descriptive analysis is an analysis conducted to describe the presentation of data. (2) The normality test aims to test whether the variables used in the regression model are normally distributed or not. (3) The heteroscedasticity test is used to test whether in the regression model there is an inequality of variance from the residuals of one observation to another.

(4) Multicollinearity test aims to test whether there is a high or perfect correlation between variables or not in a regression model. (5) Regression analysis aims to determine the effect of the independent variable (MW) and the dependent variable (TI) and test whether the variable (IM) has a share in the relationship between MW and TI variables. The probability used is 0.05.

RESULT

Before data collection, the researcher first conducted a scale try-out to see the reliability of the scale when used in Indonesia. The results showed Cronbach's alpha for the meaningful work scale reached 0.828. While for the intention to move scale the Cronbach's alpha obtained was 0.717. The intrinsic motivation scale showed a Cronbach's alpha value of 0.841. The Cronbach's alpha value of each scale is above the value > 0.70, so that all scales used can be said to be reliable. Based on the results of the data normality test, for meaningful work the Kolmogorov-Smirnov & Shapiro-Wilk test results show sig values. 0.106 & 0.93 so that the data can be said to be normally distributed, because the value is above > 0.05. Then for switching intentions, based on the results of the Kolmogorov-Smirnov & Shapiro-Wilk test, it shows a sig value.

0.074 & 0.256 so that the data can be said to be normally distributed. While for intrinsic motivation based on the results of the Kolmogorov- Smirnov & Shapiro-Wilk test shows a sig value. 0.102 & 0.423 so that the data can also be said to be normally distributed. This result is also supported by the normality test using the residual value which states that the data is normally distributed, with a value of 0.117 being above > 0.05. Meanwhile, from the multicollinearity test results, the tolerance value is 0.839, which is above > 0.10 and the VIF value of 1.192 is less than <10, so it can be said that there is no multicollinearity. While the results of heteroscedasticity testing show the results that no heteroscedasticity occurs with a sig value 0.984 which means the value is above > 0.05.

The demographic data showed that of the 30 respondents who filled out the scale, there were 16 male respondents and 14 female respondents with a percentage of 53.5% male and 46.7% female. The age range of the respondents ranged from 21 years old to 26 years old. The respondents' length of service ranged from 1 year to 3 years, with details of 1 year of service as many as 17 respondents, 2 years 11 respondents, and 3 years 2 respondents.

Table 1. Descriptive Statistics and Correlations of ResearchVariables

Variabel	M	SD	(1)	(2)	(3)
(1) Meaningful Work (X)	38.83	1.06	1	.402*	-.176
(2) Intrinsic Motivation (M)	18.67	0.84		1	.171
(3) TTurnover Intention (Y)	90.53	2.6			1

Notes.   M = mean, SD = standard deviation; number of subjects used was N=30; *p<.05. **p<.01

Table 1 above shows that meaningful work is significantly correlated in the positive direction with intrinsic motivation. However, meaningful work in this study was found to have an insignificant negative correlation with employee turnover intention. Then it can also be seen that there is a positive but insignificant relationship between intrinsic motivation and turnover intention.

Table 2. Results of Analysis of the Role of Meaningful Work on Turnover Intention through Self Efficacy
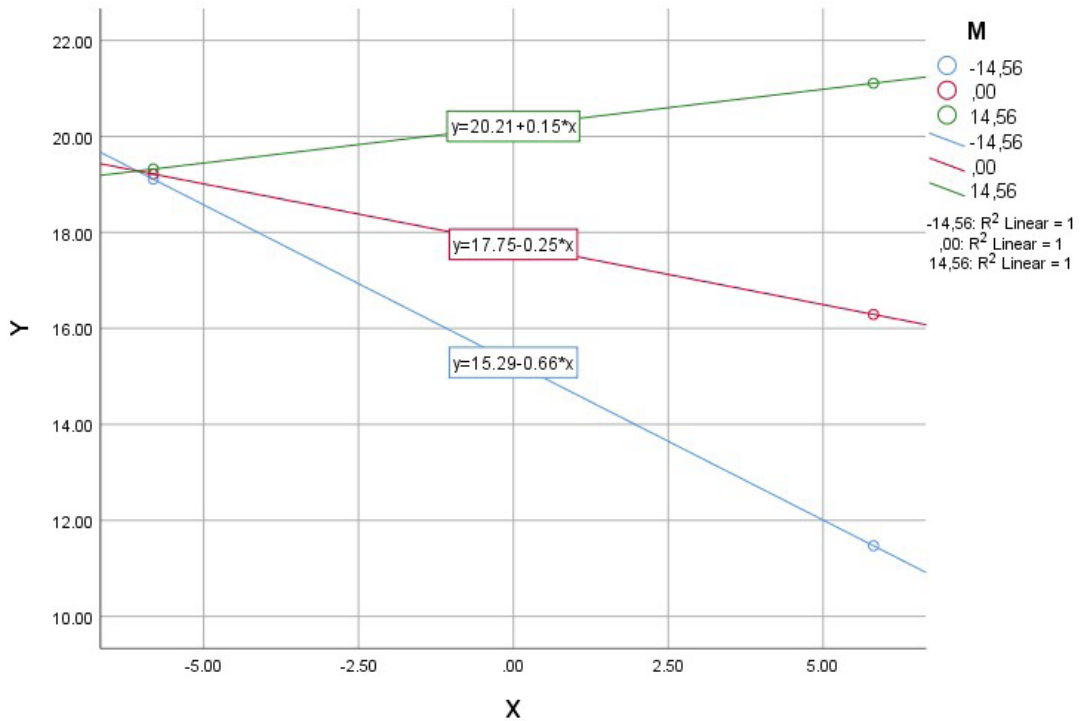
Influence between Variables	β	se	p
1. Meaningful work on Turnover Intention	-0.25	0.14	.0823
2. The moderating effect Intrinsic motivation on the relationship between Meaningful work and Turnover Intention	0.03	0.01	.0064

Notes. SE = standardised error, $β$ = standardised regression coefficient, p = significance <0.05

Table 2 above shows that meaningful work has a negative but insignificant relationship with employee turnover intention. Thus, hypothesis 1 is accepted. Based on the table, it can also be seen that intrinsic motivation has a moderating effect on the relationship between meaningful work and employee turnover intention. Thus, hypothesis 2 is accepted.

Based on the figure above, it can be seen the form of the influence of moderator variables on the relationship between the independent variable and the dependent variable. It can be explained that, the higher the intrinsic motivation of employees, the more the influence of meaningful work on employee switching intentions increases, with the form of influence in the negative direction. This means that when meaningful work is high and can be strengthened by the presence of intrinsic motivation which is also high, employee switching intentions can be minimised. Vice versa, when the moderating effect provided by intrinsic motivation is low, the employee's intention to move will also increase.

DISICUSSION

Based on the above results, it can be seen that intrinsic motivation owned by employees can increase the influence of meaningful work so that it can reduce employee switching intentions. Meaningful work can basically increase a person's intrinsic motivation and vice versa, that intrinsic motivation can determine the work they do will be meaningful or not. The weak influence of meaningful work on employee switching intention requires other variables that can strengthen both.

A study conducted by (Bailey, Lips-Wiersma, et al., 2019) mentions five paradoxes regarding meaningful work, namely, 1) individuals have an innate drive to seek meaningful work to meet their inner needs, but this drive can also push them into dangerous access, 2) meaningfulness arises in the context of self-actualisation, but it depends on "others" for its realisation, 3) meaningfulness is subjective, yet it is also based on external factors, an objective context that legitimises what individuals find meaningful, 4) meaningfulness is subjectively discovered and not subject to managerial control, yet it is also normatively regulated, and 5) meaningfulness is the impregnated value of work, but also related to special, temporal and material contexts that can be temporary, partial or episodic. Clearly, if we can see through these paradoxes, then the need for an element of self that supports one's subjectivity in determining whether or not work is meaningful is necessary.

Intrinsic motivation refers to the internal drive that arises from within a person. It relates to inner needs that are satisfied through personal accomplishment, a sense of achievement, and satisfaction in performing an action or job. When a person is highly intrinsically motivated towards the work they do, it can have a positive impact on their interest and perceived enjoyment of work (Fishbach and Woolley, 2022). Here are some ways in which intrinsic motivation can influence meaningful work: (1) personal achievement: intrinsic motivation can drive a person to achieve personal goals and feel proud of these achievements. This can also be demonstrated by work achievement or good performance (Aima, 2017). When a person successfully achieves a set goal, they feel a sense of personal fulfilment that increases the sense of meaning in their work. When a person feels that they are continuously developing and making progress in their work, this can also increase the sense of meaning in work. They feel connected to the work and see its value in their personal development. (2) Fulfilment of inner needs (Autin et al., 2022): humans have psychological needs, such as the need for autonomy, competence, and healthy social relationships. Strong intrinsic motivation in work can fulfil these needs by providing opportunities to take initiative, develop skills, and engage in meaningful collaboration. This can provide a deeper sense of meaning to work. (3) Choice and control: intrinsic motivation provides a greater sense of choice and control over the work performed. When people feel they have control over their work, they are more likely to feel they have significant influence and impact on the work. This can increase the sense of meaning in the work, as they feel they have responsibility and influence in achieving the desired results. (4) Creativity: intrinsic motivation can trigger creativity in the workplace (Auger and Woodman, 2016). When a person is fully engaged in a challenging and interesting

task, they can experience a feeling of flow, where time passes quickly and they feel fully engaged and connected to the work.

Overall, high intrinsic motivation can have a positive impact on the meaning of work. When people feel engaged, have their inner needs met, achieve personal goals, have choice and control, and have hands-on experiences, they are more likely to find work meaningful. Thus, it is important for individuals and organisations to understand and encourage intrinsic motivation to improve job quality and meaning. High intrinsic motivation can increase job meaning and ultimately have a positive impact on the level of employee turnover intention in an organisation.

Here are some ways in which intrinsic motivation can help reduce switching intentions: (1) job satisfaction (Raza et al., 2015): high intrinsic motivation is related to higher job satisfaction. When people feel intrinsically involved in their work, they tend to be more satisfied with the tasks and responsibilities they perform. This makes them more likely to stay in the job and reduces the tendency to seek job opportunities elsewhere (Alam and Asim, 2019). (2) Organisational commitment: high intrinsic motivation is also associated with stronger levels of commitment to the organisation (Gheitani et al., 2019). A person who feels intrinsically connected to their work tends to have a stronger emotional affiliation with the organisation. They are more likely to invest in their career in the long term and have a desire to keep contributing in an environment that provides meaning to them. (3) Personal development: intrinsic motivation encourages people to continuously develop themselves and improve their skills. Organisations that provide their employees with personal development opportunities will meet this need. When employees feel supported in their personal development, they feel their value is recognised and appreciated by the organisation. This increases their sense of meaning and loyalty to the company, which in turn reduces turnover rates (Siahaan and Gatari, 2020). (4) Engagement and participation (Putra, Cho and Liu, 2017): High intrinsic motivation encourages active engagement in work and participation in decision-making. When employees feel they have influence and have the opportunity to contribute to their work, they feel valued and have a more significant role in the organisation. This increases their sense of belonging and increases their attachment to the job and organisation, reducing the desire to seek opportunities elsewhere (Memon, Salleh and Baharom, 2016). (5) Sense of meaning: Strong intrinsic motivation causes individuals to feel a sense of meaning in their work. When an individual feels that even their work has an important purpose and value, they tend to be more satisfied and motivated to stay. This sense of meaning creates a strong emotional bond with work, and employees are more reluctant to leave a situation that provides meaning to them.

Viewed in combination, these factors can reduce employee turnover intentions within an organisation. High intrinsic motivation creates emotional bonds, stronger commitment, and increased job satisfaction, which in turn reduces employees' desire to seek employment elsewhere. Thus, it is important for organisations to create a work environment that supports and nurtures employees' intrinsic motivation.

When employee turnover rates are reduced, companies can experience several positive impacts, including: (1) Cost savings: high employee turnover intentions can consume a lot of company resources, including new recruitment, training and onboarding costs. By reducing turnover, companies can save on the costs associated with repeatedly recruiting and training new employees. This means more resources can be allocated to other more productive investments. (2) Productivity (da Rocha, Pero and Corseuil, 2019): when employees stay with the organisation for a longer period of time, they are able to build indepth knowledge and skills about their job and the work environment. This helps maintain continuity in the company's operations and prevents disruptions that occur due to frequent employee turnover. In addition, trained and experienced employees tend to be more productive, as they are familiar with their duties and responsibilities. (3) Service quality and sustainability (Belias et al., 2023): if the company operates in the service industry, a low employee turnover rate can have a positive impact on the quality of service provided to customers. Employees who stay in the organisation have a longer time to understand the needs of the offenders, build strong relationships, and improve competencies in delivering quality services. This can build the company's reputation and maintain long-term business sustainability. (4) Strong organisational culture: by reducing turnover rates, companies can maintain a strong organisational culture. Employees who stay with the organisation for a long time tend to internalise the company's values, goals and norms. This helps build a positive work culture, increase employee satisfaction, and create a cohesive and collaborative environment.

Thus, reducing the employee turnover rate can provide various benefits to the company, in terms of financial, productivity, service quality, organisational culture, and talent retention. Therefore, companies should endeavour to create a work environment that motivates and fulfils the needs of employees in order to reduce turnover rates and achieve these benefits. All of this is also closely related to how work can be perceived as having greater meaning than one's work goals. This is even stronger when their intrinsic motivation is aligned with work meaningfulness.

CONCLUTION AND IMPLICATION

Based on the above findings, it can be concluded that the higher the intrinsic motivation of employees, the more significant the influence of work on employee switching intentions. Pengaruh yang dimaksud tentu adalah pengaruh yang bergerak ke arah negatif. That when intrinsic motivation is high, support for the meaning of work will also increase so that it can reduce employee switching intentions. So that this will have a positive impact of course on the continuity of achieving company goals. In addition, whether it is meaningfulness or intrinsic motivation and turnover intention, when the authorities can manage it well, this can improve performance, productivity, and even creativity which can increase substantial income for the employees themselves and the company. It is important for the HR development domain to pay attention to patterns like this.

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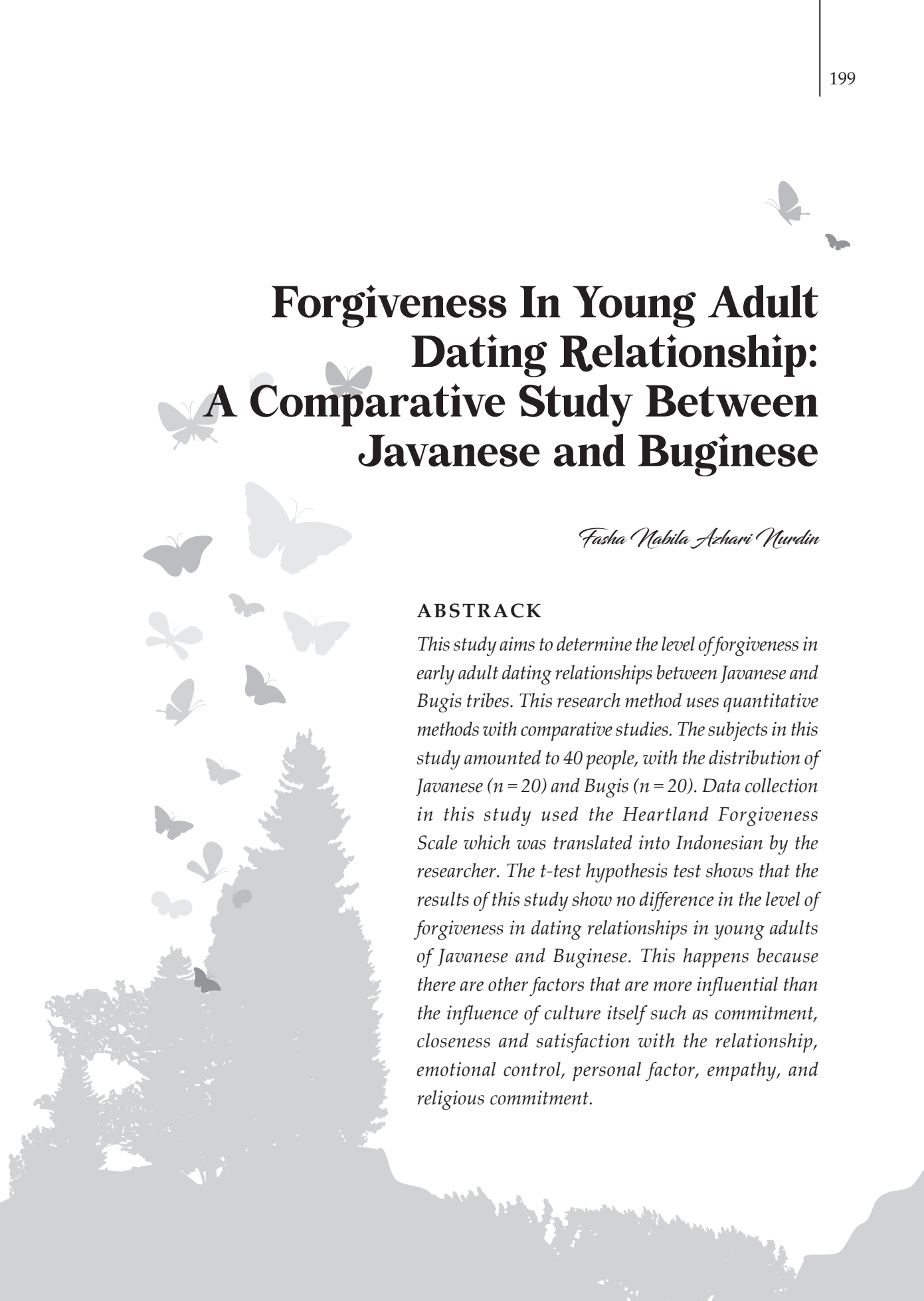
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Forgiveness In Young Adult Dating Relationship: A Comparative Study Between Javanese and Buginese

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ABSTRACK

This study aims to determine the level of forgiveness in early adult dating relationships between Javanese and Bugis tribes. This research method uses quantitative methods with comparative studies. The subjects in this study amounted to 40 people, with the distribution of Javanese (n = 20) and Bugis (n = 20). Data collection in this study used the Heartland Forgiveness Scale which was translated into Indonesian by the researcher. The t-test hypothesis test shows that the results of this study show no difference in the level of forgiveness in dating relationships in young adults of Javanese and Buginese. This happens because there are other factors that are more influential than the influence of culture itself such as commitment, closeness and satisfaction with the relationship, emotional control, personal factor, empathy, and religious commitment.

Maree mentioned in his writing, individuals aged 20-40 years enter the developmental stage of young adulthood or can be called young adulthood, establishing a romantic relationship is one of the important tasks of this stage (Maree, 2021). Erikson stated that the intimacy vs isolation crisis is closely related to an individual's ability to establish a romantic relationship (Maree, 2021). At this stage individuals are expected to gain intimacy, by establishing a commitment in a relationship with another person is one way, the relationship can be a dating relationship to marriage. Establishing a dating relationship does not deny that conflict occurs between the couple. Conflict resolution is needed so that the relationship continues to run well. One of the things that can be done is to forgive.

The benefits of forgiveness are that it can increase interpersonal attachment, human life satisfaction, and maintain the relationship (Sohrabi et al., 2013). Individuals can make peace with unpleasant events when the individual takes a forgiving attitude. Research conducted by Theofani & Herdiana revealed that individuals can deal with stressful situations in their lives and also try to improve them through coping strategies, forgiveness is one of these strategies (Theofani & Herdiana, 2020). Forgiveness is one of the motivations for individuals not to take revenge and reduce the desire to hate those who hurt them. If individuals can apologize to someone, it can reduce their desire for revenge, increase goodwill or kindness towards the perpetrator who hurt the individual (McCullough & VanOyen Witvliet, 2002; Pariartha, 2022).

Forgiveness is a response process related to things that hurt individuals so that negative responses from unpleasant treatment can turn into positive responses. The more individuals hate it, the more emotionally attached the individual is, the pain received is attached to individuals who will unwittingly have an impact on their mental and physical healt (Suwartono et al, 2007; Thompson, 2005) . Mullet et.al suggested several factors that influence individuals in apologizing to others. First, situational factors, in the form of how much loss is obtained, repeated violence, the absence of apology, and or compensation of the perpetrator. Second, relational factors, in the form of the identity of the perpetrator and his closeness to the victim, the status hierarchy of the perpetrator, the attitude given by the perpetrator after hurting the victim. Third, personality factors, McCullough et al in their writing explain that individuals who have high aggreeableness, are individuals who have a loving and friendly nature, individuals like this tend to forgive easily and have a fairly low level of anxiety and are not easily provoked by negative emotions. Fourth, cultural factors emphasize the differences in cultural values adhered to by these communities. Research conducted by Suwartono et al (Suwartono et al, 2007) found interesting results. The willingness to apologize was different between Indonesian

and French student participants. Participants from Indonesia scored significantly higher than participants from French students. This can be attributed to the culture adopted in Indonesia which tends to be collective, in contrast to the French culture which tends to embrace a culture with individualist values (Suwartono et al, 2007; McCullough, 1997).

Similarly, research conducted by McCullough et al involving the United States, Australia, Korea, Germany, and New Zealand, shows the results of cultures that tend to be individualistic tend to place forgiveness depending on the individual, in contrast to collectivist cultures that tend to forgive as an effort to maintain social relations (McCullough et al, 1998). Research conducted by Tam et al. involving ethnic groups in Northern Ireland, showed the results of cultural factors including ethnic identity and feelings of group unity, playing a role in influencing the level of individual trust and intergroup forgiveness. As is the case in Indonesia, it has a wide variety of cultures which is one of the archipelagic countries (Hewstone et al, 2009).

Indonesia stretches from Sabang to Marauke spread across many ethnic groups, and forms the cultural values adopted by its people. Usually in the life of certain tribal communities, there is a thick and cultivated traditional value, the value of this tradition that forms the identity of the character of a particular tribal community. As revealed by Soekarto in the Buginese prioritizes culture, one of which is *siri 'na pace*, *siri'* which means: shame (self-esteem), and *pacce / passe* means a firm or hard and firm stance on certain issues. So that the establishment of this traditional value allows forming Bugis people to prioritize their self-esteem (Rinaldi, 2022). In a study conducted by Prayitno, it was found that many cultural values embraced by the Javanese community, in this study emphasizing the culture of mutual cooperation, politeness, kinship, and humility are very important in Javanese culture (Prayitno, 2017).

In this case, the researcher assumes that Javanese ethnicity prioritizes apologizing to their partners compared to Bugis ethnicity. This assumption assessment comes from the cultural values of Javanese people who embrace the value of humility which can trigger a more forgiving attitude than the Bugis cultural values that prioritize self-esteem. Research conducted by McCullough et al. shows the results that forgiveness is positively correlated with levels of relationship satisfaction and commitment (McCullough et al, 1998). Research comparing the level of forgiveness of the two Tribes / Ethnicities has not been examined. So the purpose of this study is to see the difference in forgiveness levels between Javanese and Buginese in dating couples. The researcher's hypothesis is that there is a difference in the level of forgiveness between the two tribes.

METHOD

Variables or Concepts Studied

American Heritage Dictionary "forgive" is defined as "to forgive a wrong; pardon" and "to renounce anger or resentment". Thomson et al (2005) Social science researchers mostly mention the rejection of anger and resentment to be the main principle in the concept of individual forgiveness (Enright et al, 1991; McCullough, 2000). Some researchers also propose that individuals in forgiving also need to develop good feelings, or even unconditional love (egape) for the perpetrator (Enright et al, 1991). Other researchers propose the development of positive feelings or love. It should be noted that the process of forgiveness is intrapersonal. Thoughts, feelings, and motivations are what underlie individuals in determining whether they are forgiving or not. The components of the concept of forgiveness are the same as the definition of forgiveness expressed by McCullough et al and also used by Thompson et al in developing the Heartland Forgiveness Scale (HFS) (Thomson et al, 2005).

Thompson et al. explained that forgiveness has three aspects, namely forgiving oneself, forgiving others, and forgiving the situation. Forgiving oneself means that the individual can make peace over time with himself. When forgiving others, individuals will have good prejudices and stop negtively judging people who have done wrong to them. Individuals who make peace and forgive unpleasant conditions are a form of forgiving the situation. Even though these individuals are faced with difficult situations, they are still able to think positively and optimistically. Thomson et al (2005) So that forgiveness is a concept that combines these three aspects, individuals who have forgiveness can forgive themselves, forgive others, and forgive the situation that occurs.

Sampling Method

The accidental sampling technique was used in obtaining research subjects, this technique is sampling by chance (Sumargo, 2020). The subjects collected were 40 young adults who agreed to fill out this study, consisting of 20 subjects from the Javanese and 20 from the Buginese.

Research Subject

The subjects in this study are early adults aged 20-30 years, Javanese, or Buginese ethnicity. Subjects who have a dating relationship status, a relationship without status, and who are not in a relationship but have dated before are the characteristics

of the subjects in this study so that subjects who have never experienced a dating relationship before do not become research subjects for researchers. The subjects in this study were 40 subjects (male, n=11; female, n=29). 28 subjects were currently in a dating relationship, 9 subjects were not in a current relationship but had dated before, and the other 3 subjects were in a stateless relationship. The subjects in this study consisted of 20 people from the Javanese tribe and 20 from the Buginese.

Research Instruments

The scale used in this study is the Heartland Forgiveness Scale (HFS) from Thompson et al (Thomson et al, 2005). This HFS is a Likert scale totaling 18 items, consisting of aspects put forward by Thompson et al., namely forgiveness of self, forgiveness of others, and forgiveness of situations. In addition to being totaled to produce a final score of forgiveness. This scale can also be a multidimensional measurement tool where each aspect/dimension can produce its own score. The HFS scale has good reliability as seen from Cronbach's Alpha of .72 for forgiveness of self, .77 for forgiveness of situation, .73 for forgiveness of others, and 83 for total forgiveness (Thomson et al, 2005). After being translated into Indonesian and modified according to the research subject, Cronbach's Alpha was obtained at .68, so this scale is still good to use. An example of an item used in this study is "Saya membenci diri sendiri atas hal buruk yang telah saya lakukan pada pasangan saya", this item is unfavorable in the forgiveness of self dimension. Another sample item "Saya terus menghukum pasangan saya yang sudah melakukan sesuatu yang saya pikir itu salah." unfavorable on the forgiveness of others dimension.

Research Design

In this study, researchers used a quantitative approach which is a form of research with an emphasis on data in the form of numbers that are processed using statistical methods (Kusumastuti, 2020). The research design used is a comparative design, this study compares the level of forgiveness of 2 tribes Javanese and Buginese.

Data Collection Procedures

The procedure that will be carried out in this study has 3 stages, preparation, implementation, and analysis. The preparation stage will begin with the researcher preparing the research instrument, in this study it will use the Heartland Forgiveness Scale previously translated into Indonesian and modified by the researcher adapted

to the research subject. The next stage is implementation, the researcher will distribute a Google Form link containing a questionnaire to research subjects via social media (Instagram and Whatsapp) on June 23-30, 2023, the questionnaire contains the subject's willingness to fill in this study before filling out the scale, after that filling in demographics such as name / initials, age, gender, Javanese / Buginese ethnicity, and the relationship status they are currently in, because researchers only include dating relationship status, stateless relationships, and those who are not currently dating but have been in a romantic relationship. In the third stage, the researcher will analyze the data using t-score to determine the differences in forgiveness levels of each tribe.

Data Analysis Technique

In this analysis process, researchers used a t-test to see the difference in the value of forgiveness levels in each ethnic, namely Javanese and Buginese ethnic. This research uses SPSS 24 statistical calculations.

RESULT

This study was conducted to see the differences in forgiveness between two tribes in Indonesia, namely the Javanese and Bugis tribes. Forgiveness is an individual's attitude in making peace with himself, mistakes made by others, and unpleasant situations that occur.

Table 1. Mean and Standar Devitation

Group Statistics

	Suku	N	Mean	Std. Deviation	Std. Error Mean
Forgiveness	Suku Jawa	20	83.70	8.880	1.986
	Suku Bugis	20	83.10	14.175	3.170

Table 1 shows that there are 40 subjects (20 = Javanese; 20 = Bugis). Then the average forgiveness of the Javanese tribe (M = 83.70; SD = 8.880), while the average of the Bugis tribe (M = 83.10; SD = 14.175). Based on this value, it can be concluded that there is no difference in the level of forgiveness between the two tribes.

Table 2. Normality Test

Tests of Normality

Suku		Shapiro-Wilk		
		Statistic	df	Sig.
Forgiveness	Suku Jawa	.941	20	.256
	Suku Bugis	.946	20	.307

Based on the statistical test results in table 2, the Javanese tribe is normally distributed in the Shapiro-Wilk method, indicated by a sig value of (p = .256). as well as the Bugis tribe with a sig value of (p = .307) so that it is normally distributed. Thus, the statistical test results show that both tribal groups are nomally distributed with the level of forgiveness because both tribes have a conventional significance level (p> 0.05).

Table 3. Hypothesis Table

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Forgiveness	Equal variances assumed	5.657	.023	.160	38	.873	.600	3.740	-6.972	8.172
	Equal variances not assumed			.160	31.922	.874	.600	3.740	-7.019	8.219

The level of forgiveness of young adults who are in romantic relationships from the Javanese and Bugis tribes was analyzed using an independent sample test. From table 3, it is known that sig. (2-tailed) of .873 > 0.05, it can be concluded that there is no difference in the level of forgiveness between Javanese and Bugis tribes in early adults who are in romantic relationships with this hypothesis rejected.

DISICUSSION

The results of this study indicate that there is no difference in the level of The results of this study indicate that there is no difference in the level of forgiveness in early adults in Javanese and Bugis dating relationships. In previous research, it has been explained that culture is one of the factors in determining the value/level of a person's forgiveness. (McCullough & vanOyen Witvliet, 2002; McCullough et al, 1997; Kusumastuti, 2020). However, there may be other factors that can affect the level of forgiveness in a dating relationship above the ethnicity itself, such as the level of commitment, closeness and satisfaction in the relationship (Rachmawati et al; Singh et al, 2022), empathy (Gall & Bilodeau, 2021), controlling emotions (Mroz et al, 2022), religious commitment (Singh et al, 2022), to personal factors such as having an angry nature, or having anxiety (Kaleta & Mroz, 2022).

The values of forgiveness have been embedded in the culture of both tribes. The Javanese have cultural values that are oriented towards the principles of harmony and respect and ultimately support the attitude of forgiveness (Suharsono & Susetyi, 2017; Pradana & Cahaya, 2022), individuals who apply Javanese culture have a cultural value of *nrimo* which will help individuals forgive unfair and unpleasant treatment from others. (Pradana & Cahaya, 2022); Nashori et al, 2013). In the Buginese ethnic, the principle of morality has been taught, one of which is the principle of *lempu'* or can be said to be straight (vs. crooked). This morality teaches about honest attitudes and behavior, one of which is forgiving someone who has done mistakes to him. (Bandung, 2020).

This study has several limitations where it only involves two tribes, namely the Buginese ethnic and the Javanese ethnic, so that to draw general conclusions requires caution. This research uses a quantitative approach so that it cannot explain other factors that are more complex in tribal involvement in the value of forgiveness.

CONCLUSION AND IMPLICATION

Based on the data analysis, it can be concluded that there is no difference in the level of forgiveness in dating relationships between Bugis and Javanese tribes. In general, cultural values regarding forgiveness are taught in both tribes. The value of *nrimo* in the Javanese tribe and the value of *lempu'* in the Bugis tribe. Although in some previous studies mentioned the influence of culture in forgiveness, it could be proven by exploring each tribe. The limitations of this study which uses quantitative research methods so that it cannot ensure that each respondent is truly Javanese or Buginese who adheres to the culture of each tribe. So, it is suggested to future

researchers to explore factors with qualitative methods or make comparisons with other ethnic groups.

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Reducing Game Online Addiction Behavior of Adolescent Student by Using Self-Management Techniques

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ABSTRACK

Adolescents who have an addiction to online games have a high risk of experiencing many losses such as problematic socioemotional competence due to lack of direct interaction in the real world. Therefore, it is necessary to immediately overcome the problem of adolescents with online game addiction so as not to cause a worse impact on various aspects of their lives. Self-management techniques are used as an intervention method for online game addiction problems in FA, women, high school students aged 16 years. Measurement of online game addiction using event sampling observations and online game addiction scales. The results of the intervention showed effective self-management techniques to reduce the duration of playing online games in FA. In addition, the level of online game addiction in FA also managed to drop from the high category to the low category.

Teenagers today are also called the post-millennial generation. Where the characteristic is growing up together with technology that is very easy to access, so that it will cause teenagers at this time to be said to be the generation that understands technology the most (Novrialdy, et al 2019). But on the other hand with the development of technology today that is increasingly fast and widespread, creating something that can be easily accessed by anyone, namely online games. Online games are part of the internet that is often visited and very popular and can even lead to addiction that has a very high intensity (Akbar, 2020). World Health Organization (WHO), explains online game addiction as one of the mental disorders included in the international classification of diseases (ICD-11). It is characterized by impaired control over the game with increasing priority given to the game more than any other activity. This behavior continues even though it has negative consequences on her.

Factors that can affect online gaming addiction are lack of attention from those closest to them. A teenage student who thinks that they are considered if they are able to master the situation. Lack of control from parents who like to pamper children with gadget facilities that can cause the effects of addiction. In addition, the lack of activities carried out so that when there is free time, they will be more happy to do activities that they think are fun, one of which is playing online games (Azizah, 2018). While as a result of addiction to online games by using computers or smartphones excessively and continuously, it will cause problems in social, emotional aspects. These opportunities exist when players cannot control the game that is played excessively (Lemmens, et al 2009).

NA, et al (2020), said there is a meaningful relationship between online game addiction and management. Self-management involves controlling behavior, controlling behavior involves self-management strategies where the antecedents and consequences of the target behavior are modified. Self management is a procedure where individuals regulate their own behavior (Komalasari, 2011). Self-management is a technique derived from a behavioral approach, according to Hartono and Boy (in Asrianti, 2016), which states that the behavioral approach always tries to try to change human behavior directly and is shown in the ways to be used.

METHOD

The subject is FA, a girl who studied at senior high school in East Java. She is 16 years old and is now in grade XI. She lives with her parents and has a younger brother, who is currently in grade 6 of elementary school. FA's father is 47 years old

and works as a plastic sales employee, while FA's 49-year-old mother is a housewife who also sells at home opening a plastic shop.

The FA showed adequate characteristics of online game addiction, which was measured using event sampling techniques. According to the DSM-5, a person with an addiction to online gaming can spend as long as 8-10 hours or 30 hours per week. Meanwhile, according to research conducted by experts at Oxford University, in the UK the duration for playing games should be no more than 1 hour every day (in Santoso & Wangi, 2018). While FA plays online games for 3-4 hours per day, or equivalent to approximately 15-21 hours per week. So that the FA meets the criteria for duration of addiction to online games.

Online game addiction measurements were also made against the FA using the online game addiction scale. The measurement of the level of online game addiction uses an online game addiction scale made by Lammens at all (2009) which has been adapted into Indonesian by Ikhwan (2021) by testing reliability again and getting a reliability coefficient of 0.946. A Likert-shaped scale consisting of 28 items, with very frequent answer choices (SS) worth a score of 4, often (S) worth a score of 3, rarely (J) worth a score of 2 and never (TP) worth a score of 1.

There are seven aspects of measuring online game addiction according to Lammens et, al (2009) including; salience, which is when someone plays games will be the most important activity in his life; mood modification, which is the subjective experience felt or obtained while playing a game; relapse, which is the tendency to repeat the pattern of playing games continuously and excessively; withdrawal, which is an uncomfortable feeling when not playing online games; conflict, which is the occurrence of conflicts caused by games, both interpersonal conflicts, conflicts with other activities, and conflicts with oneself; tolerance, which is an increase in time when playing gradually; Problems, problems caused when playing online games excessively, which prioritizes online games compared to other tasks both schoolwork and homework.

Self-management as one of the behavior modification techniques has stages of implementation. Vernanda & Muis (2020) stated that there are 4 stages of self-management, namely:

1. Self Contacting

In this stage, together the client creates or plans an intervention program that will be used to change the client's behavior. At this stage the client will also be directed to write down the rules that will be implemented during the program. There are things that must be considered at this stage, namely:

a. The client will make plans for the desired behavior
b. You believe that all desires of behavior to be changed
c. The client writes down rules for himself or herself during the behavior modification program Stimulus control

In this stage, together the client regulates and reorganizes the environmental conditions that make the emergence of online game addictive behavior. This environmental condition functions as a sign of a certain response.

2. Self Monitoring

In this stage, together the client observes and records everything about himself, a behavior modification program is given. This stage the client collects data regarding the behavior of online games appear, the causes of the occurrence of online game behavior appear.

3. Self Reward

In this stage can help the client in regulating and reinforcing his behavior through self-generated consequences. This stage is used to reinforce or improve the desired behavior. This self-reward can be in various forms such as objects, food, other activities and so on.

4. Furthermore

In addition to carrying out the four stages of self-management above, together the client evaluates the behavior modification programs provided. Conduct a joint review, review the consequences and changes that have been experienced behavior after the program. Then, together with the client do feedback on the program.

Other opinions related to self-management techniques according to Miltenberger (2014) are as follows:

1. Make the decision to engage in self-management. Usually you will decide to engage in a self-management program when you feel dissatisfied in some of the behaviors in him.
2. Determine target behavior and competing behavior. When you want to improve target behavior, then you will try to reduce competitive behavior, and vice versa.

3. Set goals, in setting goals, you will identify the right level of target behavior that will reflect improvement in aspects of life.
4. Self-monitoring, once you have identified the target behavior, then you will implement the self-monitoring plan.
5. Conduct a functional assessment. When conducting self-monitoring, you also perform functional assessments to determine the antecedents and consequences of target behavior and competing alternative behaviors
6. Choose the right self-management strategy. First, choose an Antensensen strategy that manipulates the target or manipulates antecedents for alternative behaviors that compete with the target. Second, choose a strategy that changes the consequences of the target behavior or alternative behavior.
7. Evaluate the change, evaluate the desired change that has occurred such as the initial goal or not.
8. Reevaluate the self-management strategy if necessary, if the target's behavior does not change in the desired direction then you should consider what problems occur in the self-management strategy
9. Implement a maintenance strategy, once you have achieved the goals in the self-management program, it is time to establish maintaining the desired behavior.

Tabel 1. ABC. Game Online Addiction

Sesion	Antecedent	Behavior	Consequence
Before intervention	Feeling bored	Play online games with 3-4 hours per day	Go to bed late at 1 or 2 o'clock in the evening. Often forget to do homework

RESULT

Based on self-management intervention in FA, it appears that there is a change in the duration of playing online games obtained from the results of observation event sampling. The comparison of the duration of playing online games based on pre-test and post-test is explained in the following table.

Tabel 1. Duration of Game Online Adiction
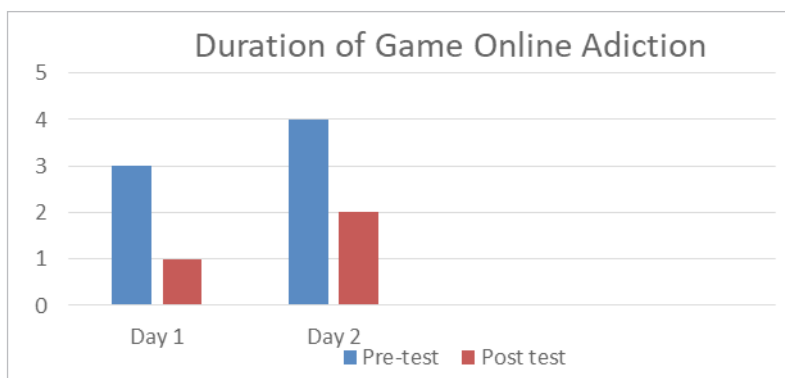
Meanwhile, based on the results of measuring online game addiction from the online game addiction scale, it was found that the average pre-test score was in the high category (3.85). While the average value of the post test is in the low category (1.28). This shows that there is a decrease in the level of addiction to online games from the high category to the low category. In other words, the results of the intervention show the FA is no longer addicted to online games.

DISCUSSION

The intervention began with the process of identifying the problems experienced by the FA. The FA was invited to realize what he experienced related to excessive online gaming behavior. The FA said it wanted to talk more and exchange ideas with its father and mother. But he felt that his mother's father lacked care and ignored him when playing online games. Furthermore, the discussion is related to the duration of online game behavior per week and relates to the criteria for online game addiction according to WHO made the FA agree that he was indeed addicted to online games. At the same time, FA was subjected to a pre-test using the observation method of event sampling for 2 days and filling in the gadget addiction scale. Awareness at the beginning of the self-management process takes place optimally which is also shown by the desire of the subject to avoid themselves from the adverse effects he gets due to addiction to online games such as often forgetting to do schoolwork, and slept too late until 2 p.m. so the next day he was late for school.

Furthermore, the stimulus control process is realized by the way the FA finds out for itself what things cause it to play online games excessively. The FA mentions conditions that are antecedents to the emergence of online gaming behavior. Furthermore, FA is stimulated to come up with initiative ideas that can overcome antecedent conditions that cause excessive online gaming behavior. So the FA focused its attention on reducing online game addiction behavior.

The therapeutic process that FA undergoes whenever faced with antecedent conditions that allows him to be addicted to playing online games trains FA to be more courageous in controlling and taking part for the purpose of changing his behavior. Every time the FA makes sense of its success in controlling online gaming behavior, she says it feels better. She also likes when he can have more quality time by talking to his mom and dad. Because it is the desire of the FA which for her becomes a reward in itself. FA likes to share with parents what she thinks is an achievement, namely when he managed to work on priority activities such as doing homework first before playing online games. In addition, she also feels better when she can improve her sleep hours. If at first she slept late until 2 pm, now she can sleep normally at 9 or a maximum of 11 pm, and wake up earlier the next day. The FA also felt proud when it recounted its success to play online games for no more than an hour at a time. This makes him more eager to continue to maintain the self-management that is starting to form.

Based on the results of the analysis of different tests from the average score of the online game addiction scale, it can also indicate that FA is able to carry out self-management techniques to reduce its online game addiction behavior. The evaluation of FA's success in reducing online game behavior is also a reinforcement where he can reflect on his maturity in controlling online game behavior so that it is no longer an addiction.

CONCLUSION AND IMPLICATION

The results showed an indication of the success of self-management mastered by FA. In addition to the decrease in the duration of playing online games from the level of addiction to no longer addicted to online games, other indications appear in terms of FA being more regular in setting priorities for daily activities at home and a healthier sleep schedule.

The implication of self-management interventions is that methods are appropriate for adolescents to adults, where autonomy has begun to form. In other words, adolescents have begun to form self-identity with good and bad choices offered in the environment. They will also consider these options with what benefits they will get so that self-management methods are effective for teenagers with online game addiction problems. Especially if the subject shows self-awareness of the state of online game addiction that he is experiencing.

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