

Social Support, Job Satisfaction and Psychological Well-Being in Indonesian Navy



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ABSTRACT: This study aims to analyze the relationship between social support and job satisfaction with psychological wellbeing among Indonesian Navy personnel. Social support is a condition where individuals receive various types of support according to their psychological needs. Job satisfaction is a positive feeling towards work that motivates individuals to give their best effort. Psychological well-being is a positive assessment of an individual's realization of their potential, influenced by life experiences and the hope to live a psychologically healthy life, leading to a sense of responsibility in their life. This research employs a quantitative method with a correlational study involving 292 Indonesian Navy personnel respondents, using incidental sampling techniques. The research instruments include the "Social Provisions Scale" for social support, the "Job Satisfaction Scale" for job satisfaction, and "Ryff's Psychological Well-Being Scales" for psychological well-being. Hypothesis testing with SPSS version 21.0 shows an F value of 1750.835 with a significance of 0.000 ($p < 0.05$), indicating that the hypothesis is accepted. Partial testing shows that social support (X1) and job satisfaction (X2) have a significant relationship with psychological well-being, with at value of 0.000 ($p < 0.005$). An Adjusted R Square of 0.924 indicates that social support and job satisfaction influence psychological well-being by 92.4%, while the remaining 7.6% is influenced by other variables not examined in this study.

KEYWORDS: social support, job satisfaction, psychological well-being

INTRODUCTION

Indonesia has 17,499 islands with a sea area reaching 5,877,879 km² of the national jurisdiction's sea area of around 7.8 million km². Indonesia has a coastline of approximately 81,000 km, so that's right as the largest archipelagic country very strategic in the world. As a consequence, the Indonesian government issued regulations in the form of Law number 34 of 2004 concerning the Indonesian National Army (TNI) whose aim is to act as a means of national defense. The Indonesian National Army is tasked with implementing national defense policies to uphold state sovereignty, defend territorial integrity and protect the safety of the nation, carry out military operations for war and military operations other than war, and actively participate in regional and international peacekeeping tasks (Law number 34 in 2004).

Indonesia need TNI big and strong to maintain its existence. The Indonesian Navy (TNI AL) is an integral part and supports the main tasks of the TNI. Some of the duties of the Indonesian Navy include carrying out the duties of the Indonesian Navy in the field of defense, law enforcement and security of national jurisdictional maritime areas, carry out task diplomacy in support policy political outside country, carrying out the duties of the TNI in development and developing maritime dimensions, and implementing defense area empowerment sea (Jalesveva Jayamahe Doctrine, 2018; Law Number 34 of 2004).

Referring to the Jalesveva Jayamahe Doctrine (JJM, 2018), there is one supporting factor The success of the main task of the Indonesian Navy, namely the creation of order and discipline of each member of personnel soldier. The important thing is to perfect and develop each soldier's self-according to the situation, conditions and development of modern technological advances and the demands of today's life needs. One of fulfillment towards welfare in the lives of soldiers in the form of income (salary) and facilities support other forms facility housing, worship facilities, educational facilities, sports and recreation facilities, cooperatives, foundations, ABRI Social Insurance (Asabri), and safety development in working so that it can improve physical and spiritual well-being (JukDas Commander of the Army, 1991; TRIDEK, 2010; TNI-AL Headquarters, 2010).

At this time, the Indonesian government is planning an increase on well-being employees in the form of salaries and pensions for Civil Servants (PNS). Media RadarLampung.Co.Id (2023) stated that civil servants were shocked by the news of an increase in salaries and retiree allowances in 2023 which was predicted to increase by 4.5% compared to 2022. As reported, even though there was an increase in the budget for retired civil servants in 2023, this does not mean that salaries and pension benefits for civil servants will increase considering that the number of recipients of pension benefits will also increase. Data in the field

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shows that there are still many opinions, especially members of the Indonesian Navy, who state that they are still dissatisfied with their welfare received so far. Several reasons were given that there was no welfare money left for picnics (recreation), watching movies and eating with the family. Another opinion states that with 3 (three) children, the salary is not enough to cover the costs school children are increasing.

Well-being is a term that is often associated with happiness and quality of life. Some of the soldiers said that the welfare of life was seen and measured in ways see satisfaction with his life. When you feel that you are satisfied, someone is too will say already prosperous or happy on himself. Meanwhile, assessing the quality of life satisfaction is different for each individual. By therefore the quality of life becomes very subjective according to ideal limits that each individual has. Psychological well-being is defined as a view of the goals in life of an individual, and realizing all the potential he has, the quality of relationships with other people, and the extent to which a person feels responsible for his life (Ryff, 1989; Ryff & Keyes, 1995).

Problems regarding well-being often arise "happiness" as the main benchmark. Happiness according to tradition eudaimonic initiated by Ryff (1989) states that happiness can be understood through the use of assessments of functioning psychology of each individual human being personally. Next, Ryff mention 6 (six) multidimensional models in psychological well-being include: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, personal growth which refers to a person's ability to realize their potential and talents and develop new resources (Ryff, 1989; Ryff & Keyes, 1995; Mahon et al, 2004; Ryff & Singer, 2006).

The concept of psychological well-being as a human need to be able to live a psychologically healthy life is influenced by social support as stated by Weiss (1974 in Cutrona and Russell, 1987). Social support is an important and determining factor in a person's well-being which is based on the existence of various differences in psychological needs which are closely related to the fulfillment or satisfaction of each individual (Cutrona and Russell, 1987; Cutrona, 2004). Social support is an effort to prevent a condition or situation from getting worse in a person's psychological well-being. There are 6 (six) dimensional aspects of social support, including: attachment, social integration, opportunity for nurturing behavior, reassurance of worth, a sense of reliable alliance, guidance (Cutrona & Russell, 1987).

An individual who works in an agency can provide energy, thoughts, expertise and skills to work in building the agency. So it is very likely that it is closely related to job satisfaction. Spector (1997) explains job satisfaction refers to how a person experiences their work and the different aspects of their work. This is a development of not just feelings of liking (satisfaction) or disliking (dissatisfaction) with one's work but much further and wider. There are 9 aspects of job satisfaction, including: salary, promotion, superior, benefits, rewards, working conditions, coworkers, nature of work, communication. Job satisfaction is something that is important for an employee to have in interacting with their work environment so that work can be carried out well and in accordance with company goals (Spector, 1997).

It is not an easy job to raise issues about social support, job satisfaction and psychological well-being in military institutions, especially for Indonesian Navy soldiers. Specifically, an Indonesian Navy soldier has 2 (two) important characteristic components, namely *the first* is the moral, mental and personality components which include discipline, mental stability, dedication, loyalty, tenacity or enthusiasm, honesty or sincerity, self-confidence, morals devotion. The *second*, the components of skills and knowledge include initiative and breadth of thinking, having high work performance, having creativity and the ability to overcome problems and deficiencies in completing tasks, sensitivity and ability to adapt to the task or social environment, and the ability to work together with others effectively (Jalesveva Jayamahe Doctrine, 2018; Mabesal, 2013).

Hosseini et al. (2012) in their journal stated that as military troops, a soldier faces more work problems. This is because the professional mission is special and has more psychological problems compared to professions working in other jobs. Psychological stress stemming from the type of occupation, complicated missions, harsh regulations, the possibility of injury, disability, slavery and even death are some of the problems that are much more likely in a military occupation. The life of a soldier today can be likened to a profession that carries high risks, both physically and spiritually. Specifically for Indonesian Navy soldiers, all forms of duties and responsibilities are directly confronted with the burden of routine daily activities. The psychological condition of a soldier can be described or imagined that he can spend days, weeks to months carrying out (military) operations by leaving his beloved family, dealing directly with various kinds of obstacles and dangers, and much more. What is even more worrying is the possibility of feelings of loneliness, boredom, solitude and being away from loved ones which then makes one's life depressed or stressed (Militania and Diantina, 2019; Hosseini et al , 2012).

The realization of the problem of psychological well-being for soldiers has become a "challenge" that must be resolved well through activities, preventive, curative, and real promotions in the development of soldier personnel. However, based on survey interviews, it is known that satisfaction with welfare fulfillment is still felt to be lacking, even though on the other hand, organizational institutions have made efforts and efforts to provide welfare fulfillment for soldiers through programs and various facilities or means that support the role, function and duties of soldiers. The accordance with the basis and mandate that has been agreed upon and determined by policy and law.

Based on the description above, the researchers set research questions to highlight the relationship between the variables of social support, job satisfaction and psychological well-being as follows:

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1. What is social support and job satisfaction correlates with psychological well-being in Indonesian navy?
2. Is there a correlation between social support and psychological well-being in Indonesian navy?
3. Is there a correlation between job satisfaction with psychological well-being in Indonesian navy?

METHOD

The design of this research uses a correlational quantitative research design which aims to determine the extent to which one variable is related to other variables (Sugiyono, 2022). This research aims to determine the relationship between social support and job satisfaction as dependent variables and psychological well-being as an independent variable. The sampling technique used in this research is non-probability sampling, namely the accidental sampling method where the research sample is taken by chance but is deemed to have the ability or is suitable as a data source.

The data collection method used uses 3 (three) scales, namely: psychological well-being scale, social support scale and job satisfaction scale which are prepared using a Likert scale. According to Sugiyono (2022), the Likert scale is used to measure individual attitudes, perceptions and opinions related to the problem that is the object of research. The statement uses 5 (five) alternative answers from the Likert scale, namely: Very Appropriate (SS), Appropriate (S), Undecided (R), Not Appropriate (TS) and Very Unsuitable (STS). Apart from that, this research uses parametric statistical analysis techniques. The technique used to prove the influence of variables X1 and X2 on variable Y is to use multiple regression techniques. In this study, data was processed using SPSS for Windows version 21.0.

RESULT

Overall, the number of subjects in this study totaled 292 respondents including rank Officers (39), Non-Commissioned Officers (148), and Enlisted Soldiers (105). Data collection took the form of distributing questionnaire measuring instruments in this research starting from 13 to 14 June 2024 with the help of Google Form. The results of data processing were carried out using the SPSS 21 for Windows program. After the classical assumption requirements were met, the researcher used the Multiple Regression Test. The following are the results of the research data:

1. Prerequisite Test (Normality and Statistics Test)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		292
	Mean	.0000000
	Std. Deviation	8.84061903
Normal Parameters ^{a, b}	Absolute	.049
Most Extreme Differences	Positive	.049
	negative	.032 ,845
Kolmogorov-Smirnov Z		
Asymp. Sig. (2-tailed)		.473

a. Test distribution is Normal.

b. Calculated from data.

Item-total correlation is said to be valid if it is more than item-total correlation > 0.3 . From the statistical results it is known that the Sig value (2-tailed) is 0.437, so the Sig value is > 0.3 .

2. Reliability Test

Variable	Mark <i>Cronbach's Alpha</i>	Category
Psychological Wellbeing	0.944	Good
Social Support	0.968	Good
Job satisfaction	0.984	Good

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3. Simultaneous Test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	275575.226	2	137787.613	1750.853	,000 ^b
	Residual	22743.555	289	78,697		
	Total	298318.781	291			

a. Dependent Variable: Psychological Well-Being

b. Predictors: (Constant), Job Satisfaction, Social Support

It is known from the df table that the f value for $\alpha = 5\%$, $df = 291$ is 298318.781 with a calculated f value of 1750.835. Meanwhile, the significance value (Sig) is 0.000, which means it is smaller than 0.05 ($0.000 < 0.05$), which means the hypothesis is accepted. So it can be concluded that social support and job satisfaction together have a positive and significant relationship or influence on psychological well-being.

4. Partial Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	40,778	1,539		26,491	,000
	Social Support	,851	,097	,514	8,750	,000
	Job satisfaction	,382	,049	,457	7,781	,000

a. Dependent Variable: Psychological Well-Being

Based on the calculation results, it can be seen that the significance value (Sig) for variable X1, namely social support, is $0.000 < 0.005$, so it can be said that variable X1 (social support) has a significant relationship or influence on psychological well-being. Meanwhile, in calculating (Sig) the significance of the variable

5. R Square Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,961 ^a	,924	,923	8,871

a. Predictors: (Constant), Job Satisfaction, Social Support

Based on the table above, the *Adjusted R Square* value shows a value of 0.924. So it can be concluded that social support and job satisfaction have an influence of 92.4 % on psychological well-being, while the remaining 7.6% is influenced by other variables not examined in this research.

6. Distribution of Measuring Scale Scores

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
126.47	1025.150	32,018	41

The distribution of research measuring instruments for descriptive data on the psychological well-being scale of the research sample shows that the mean value is 126.47 or 127 and the SD (Standard Deviation) value is 32.018 rounded to 32.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
53.11	373,743	19,332	17

The data on the social support scale, the research sample shows that "mean" value is 53.11 or 53 and the SD (Standard Deviation) value is 19.332 rounded to 19.

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Scale Statistics

Mean	Variance	Std. Deviation	N of Items
105.97	1464.635	38,271	34

Based on the job satisfaction data above, the research sample shows that the mean value is 105.97 or 106 and the SD (Standard Deviation) value is 38.271 rounded to 38.

7. Descriptive R Square on Variables X1 and X2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,953 ^a	,908	,907	9,739

a. Predictors: (Constant), Social Support Pris

The influence of the social support variable on psychological well-being is 90.8 %

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,951 ^a	,904	,903	9,960

a. Predictors: (Constant), Job Satisfaction Pris

The influence of the job satisfaction variable on psychological well-being is 90.4 %.

DISCUSSION

Based on the results of multiple regression analysis, the results show that the regression of social support and job satisfaction on psychological well-being produces a significant effect. This answers the first hypothesis (H1) that social support and job satisfaction have an influence on the psychological well-being of Indonesian Navy soldiers. Furthermore, based on the results of the R Square test, it is known that the percentage influence of social support and job satisfaction on psychological well-being is 92.4%. Meanwhile, the other 7.6 % was influenced by other variables not examined in this study.

The results of hypothesis testing support several studies conducted by Diyana & Jatnika (2022), research by Eva et al (2022), and research by Shin & Park (2022) which confirm that there is a positive correlation and strong relationship between social support and psychological well-being throughout life of an individual. Apart from that, job satisfaction is also known to have support in several studies such as: Tanujaya (2014), research by Tasema (2018) and Fatimah (2022) which found a significant positive relationship between job satisfaction and psychological well-being. The higher the job satisfaction, the higher the psychological well-being, and vice versa.

The relationship between social support, job satisfaction, and psychological well-being is an important research topic in industrial and organizational psychology (Ryff, 1989; Cutrona, 2004; Spector, 1997). The data results from the simultaneous test (f) in this research can be known and used to determine whether the research hypothesis is accepted or rejected. In this study, the significance value is 0.000 which is smaller than 0.05, so the hypothesis is accepted, so the conclusion is that social support and job satisfaction together have a positive and significant influence on psychological well-being.

The aspect dimensions that have a strong influence on each variable can be seen from the highest score. In the results, the highest score on the psychological well-being scale was 945 in item number 12, namely the dimension of self-acceptance (attached on page 142). Then the results show that the highest score on the social support scale is 940, which is shown in item number 2, namely the affection dimension (attached on page 144). Meanwhile, the highest score on the job satisfaction scale is 959, which is shown in item number 2, namely the promotion aspect dimension (attached on page 145).

Apart from that, it is also known that the contribution of social support to the psychological well-being of Indonesian navy is 90.8%, while job satisfaction is 90.4% in the strong category. The comparison of the magnitude of the influence between social support and job satisfaction on psychological well-being is only 0.004 or 0.4%, which means the influence is equally strong for Indonesian navy. The relationship between these three variables only applies to the research population, namely Indonesian navy. Apart from that, generalizations cannot be applied to other soldier populations because it is possible that there may be different characteristics in soldiers serving (demographic areas, combat operations units or educational institutions) who have a period of active service.

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CONCLUSION

Based on the results of data analysis which has used in this study, so can concluded that the relationship between social support and job satisfaction on psychological well-being in soldiers the Indonesian Navy is proven. So it can be said that hypothesis which exists in this research acceptable. This proves that social support and job satisfaction together have a positive and significant influence on psychological well-being.

Social support and job satisfaction can be predictors of psychological well-being. A significant positive correlation between social support and psychological well-being means that the higher the social support, the higher the psychological wellbeing, and vice versa. Meanwhile, there is a significant positive correlation between job satisfaction and psychological wellbeing, meaning that the higher the job satisfaction, the higher the psychological well-being, and vice versa.

The relationship between social support, job satisfaction and psychological well-being only applies to the research population, namely active Indonesian navy. Apart from that, generalizations cannot be applied to other populations of Indonesian navy because it is possible that there may be different characteristics in the soldiers who serve (demographic areas, combat operations units or educational institutions) who have had a period of active service in the Indonesian navy. The influence of other variables not examined in this study was 7.6%, while the influence of social support and job satisfaction was equally strong on the psychological well-being of Indonesian navy.

SUGGESTION

1. Suggestions to research subjects, namely Indonesian navy, should always maintain mental toughness in the sense that by maintaining psychological well-being, strengthening social support, and increasing job satisfaction, an Indonesian navy can carry out their duties more effectively and feel happier in work and life daily.
2. Suggestions for further research need to be further developed research on psychological well-being and its relationship to being in relationships nor the influence of other variables in addition to social support and job satisfaction.
3. Suggestions to military agencies, especially the Indonesian navy, to further optimize social support and job satisfaction as a form and effort to support the achievement of psychological well-being functions for all Indonesian navy personnel as marine soldiers.

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