RESILIENCE AS MEDIATOR BETWEEN RELIGIOSITY, SOCIAL SUPPORT, AND WORKER WELL-BEING

Frieska Soplantila[1], Lidia Sandra[2]
Fakultas Psikologi Universitas Kristen Krida Wacana, Jakarta Barat, Indonesia
* Email untuk Korespondensi: Frieska.Soplantila@ukrida.ac.id[1], Lidia.Sandra@ukrida.ac.id[2]

	ABSTRACT
Keywords: *psychological well-being* *resilience* *religiosity* *social support* *university employees*	*This study investigates the mediating role of resilience in the relationship between religiosity, social support, and psychological well-being among university employees. Employing a quantitative approach, the research examines how these variables interact to influence the mental health of this demographic. The results, based on a sample of 345 university employees, indicate that while religiosity does not have a direct, significant impact on psychological well-being (p > 0.05), it indirectly affects well-being through resilience, which functions as a full mediator. This finding suggests the transformative role of resilience in channeling religious beliefs towards enhanced mental health. In contrast, social support shows a direct, albeit small, significant impact on psychological well-being. The study highlights the nuanced interplay between personal belief systems, social support, and psychological well being. It proposes that enhancing resilience and strengthening social support systems could be crucial for improving the psychological well being of university employees.*

PENDAHULUAN

Indonesia, characterized by its diverse cultural and religious fabric, presents a unique context for examining the interplay between religiosity, social support, and psychological well-being. This is particularly relevant in the workplace, where the fusion of these factors influences employee mental health. The Indonesian workforce, especially within university environments, faces distinct stressors due to the dynamic nature of academic settings (Aprianti, 2012). Understanding how religiosity and social structures impact their psychological well-being within this cultural milieu is crucial yet underexplored.

The significance of this research lies in its focus on the Indonesian context, where religion and social interactions are deeply embedded in the societal fabric (Connor & Davidson, 2003). While previous studies have examined the effects of religiosity and social support on mental health, they have predominantly done so in Western contexts, often overlooking the cultural nuances present in a country like Indonesia. This research aims to bridge this gap by delving into these relationships in an Indonesian setting, thereby contributing to a more global and inclusive understanding of mental health dynamics.

A notable gap in existing literature is the lack of comprehensive studies that explore the mediating role of resilience in the relationship between religiosity, social support, and psychological well-being, particularly in non-Western contexts (Cohen et al., 1985; Haber et al., 2007). Most research has focused on direct impacts, overlooking the intricate mechanisms through which these factors influence mental health. This study aims to fill this gap by investigating how resilience acts as a mediator in this complex interplay, specifically within the Indonesian university workforce.

This research introduces a novel perspective by positioning resilience as a key mediator in the relationship between religiosity, social support, and psychological well-being (Connor & Davidson, 2003; Octaryani & Baidun, 2017). Unlike previous studies, this approach not only examines the direct impacts of religiosity and social support but also unravels the role of resilience in modulating these effects. This perspective is especially relevant in the Indonesian context, where resilience might play a distinctive role due to the unique cultural and social dynamics.

The findings of this study are anticipated to contribute significantly to the global discourse on mental health, particularly in educational settings. By exploring these relationships within the Indonesian context, the study offers culturally relevant insights and practical implications for enhancing employee well-being and resilience in universities (Ryff, 1995; Aprianti, 2012). This research not only fills a critical gap in the existing literature but also provides a foundation for future studies in similar cultural settings

METODE

This study employed a quantitative research design to explore the relationships among religiosity, social support, resilience, and psychological well-being. The participants consisted of 310 university employees, including faculty members, from the islands of Java, Bali, and Sumatra in Indonesia. These participants were selected to provide a diverse representation of university employees across different regions.

Data collection was conducted from November to December 2023 using a structured questionnaire distributed via Google Forms. This method was chosen for its efficiency and ability to reach a wide range of participants across the specified regions. The questionnaire comprised items measuring the three variables of interest: religiosity, social support, resilience, and psychological well-being.

The measurement instruments included the religiosity scale by Glock & Stark for assessing religiosity, the Multidimensional Scale of Perceived Social Support (MSPSS) for social support, the Connor-Davidson Resilience Scale (CD-RISC) for resilience, and Ryff's short version scale for psychological well-being. Prior to the study, these scales were validated for reliability and validity, ensuring that only reliable and valid items were used. The final questionnaire consisted of a total of valid 69 items, with an expected minimum participant number of 195. However, the study successfully gathered data from 345 participants.

Before hypothesis testing, the study conducted preliminary analyses to ensure the appropriateness of regression analysis. These included classical assumption tests such as the test for normality using the Kolmogorov-Smirnov test, with a significance value greater than 5% (0.05) indicating normal distribution. Multicollinearity in the regression model was assessed using the Variance Inflation Factor (VIF) and tolerance values, while heteroscedasticity was examined using the Glejser test.

For hypothesis testing, simple linear regression analysis was used to investigate the relationships between religiosity and psychological well-being, social support and psychological well-being, and resilience and psychological well-being. To examine the extent to which resilience mediates the relationship between religiosity and psychological well-being, multiple linear regression analysis was employed. The model is shown in Figure 1 below.
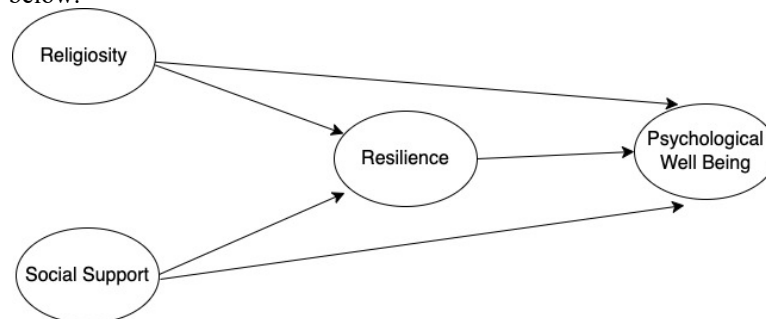

Figure 1. Research Model

Additionally, path analysis was utilized to test the indirect relationships among the variables, considering the mediating role of resilience. LISREL 12 was the primary tool used for these analyses, suitable for complex models including mediation variables.

HASIL DAN PEMBAHASAN

This research, involving 345 university employees from diverse regions of Indonesia, aimed to unravel the complex dynamics between religiosity, social support, resilience, and psychological well-being. The findings provide insightful revelations into how these variables interact in an academic environment. This comprehensive analysis contributes significantly to the existing literature by highlighting the nuanced interplay of personal belief systems, social support structures, and individual resilience in shaping psychological well-being. The results underscore the multifaceted nature of mental health factors in the context of higher education (see Figure 2 below).
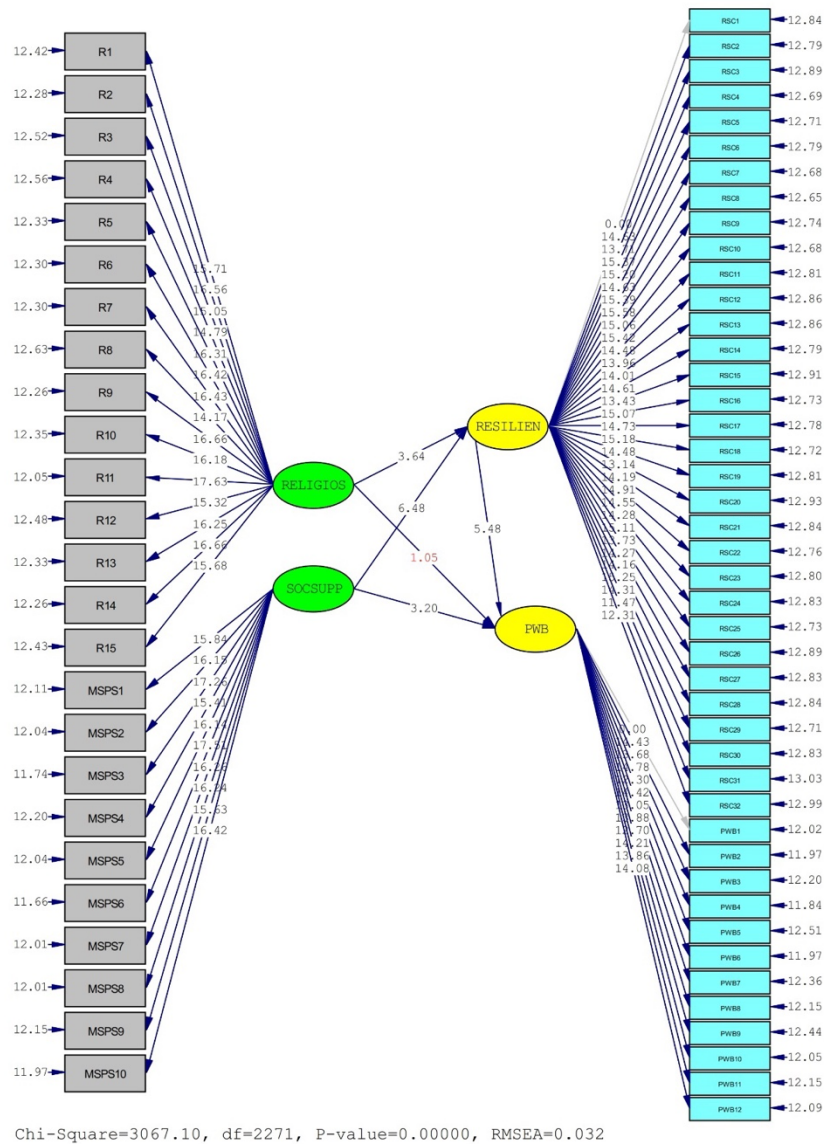
Chi-Square=3067.10, df=2271, P-value=0.00000, RMSEA=0.032

Figure 2.Model Testing Result

Our findings indicate that religiosity, in isolation, does not significantly impact the psychological well-being of university employees (t = 1.05, p > 0.05). This result challenges some traditional assumptions about the direct positive influence of religiosity on mental health. It suggests that the role of religiosity in psychological well-being is more complex and possibly context-dependent. This finding prompts a re-evaluation of the simplistic view of religiosity as a universally direct contributor to mental health, especially in diverse and secular environments like universities.

A pivotal discovery of this study is the mediating role of resilience in the relationship between religiosity and psychological well-being. The mediation analysis revealed that religiosity significantly impacts psychological well-being only when channeled through resilience. This finding illuminates the transformative power of resilience, suggesting that the benefits of religious beliefs in enhancing mental health manifest primarily through the development of resilient traits. It indicates a need for a deeper exploration of how religious beliefs contribute to resilience-building processes.

In contrast to religiosity, social support exhibited a direct and significant, albeit small, impact on psychological well-being (t = 2.96, p < 0.05). This finding reaffirms the established understanding of the positive role of social support in mental health. It highlights the importance of supportive relationships and networks in the workplace, particularly in academic settings where social interactions can be complex and

multifaceted. This result aligns with previous research emphasizing the critical role of social support in workplace well-being.

The study's analysis confirms resilience as a full mediator in the relationship between religiosity and psychological well-being. This comprehensive understanding of resilience's role emphasizes its critical function in how individuals process and integrate their religious beliefs to enhance their mental health. The finding suggests that resilience-building should be a focal point in mental health strategies, especially in diverse and challenging work environments like universities.

The dynamics revealed in the mediation model offer a nuanced understanding of how university employees leverage their religious beliefs and social support to foster psychological well-being. This understanding is pivotal in developing effective mental health interventions. The model suggests that interventions in academic settings should not only focus on enhancing social support but also on fostering resilience to maximize the potential benefits of religiosity on mental health.

The central role of resilience in this study underscores its importance in the context of university employment. Developing resilience can be a strategic approach to managing the unique stressors and challenges faced by university employees. Universities should consider implementing resilience training and support systems as part of their employee well-being programs. Such initiatives could include stress management techniques, resilience-building workshops, and mental health awareness campaigns.

Our findings also point to the necessity of strengthening social support systems within academic institutions. Universities should foster environments where staff feel supported both professionally and personally. This could involve creating mentorship programs, peer support groups, and fostering a culture of open communication and collaboration. Such an environment not only enhances psychological well-being but also contributes to a more productive and harmonious workplace.

These insights have broader implications for policy and practice in higher education. University administrations need to recognize the complex interplay of religiosity, resilience, and social support in shaping staff well-being. Policies and practices should be designed to nurture these aspects, considering the diverse cultural and religious backgrounds of university employees. Tailoring mental health interventions to these dynamics can lead to more effective and sustainable outcomes

KESIMPULAN

This study, conducted among 310 university employees across Java, Bali, and Sumatera, provides significant insights into the complex interplay between religiosity, social support, resilience, and psychological well-being. The findings reveal that while religiosity does not directly influence psychological well-being, it has an indirect effect when mediated through resilience. This underscores the transformative role of resilience in leveraging personal belief systems for mental health benefits. The study also highlights that social support directly contributes to psychological well-being, albeit to a smaller extent.

The results emphasize the importance of resilience as a mediating factor in the relationship between religiosity and psychological well-being. This finding is particularly relevant in the context of higher education, where employees face unique stressors. Universities should consider incorporating resilience-building programs and enhancing social support systems as part of their mental health and employee well-being strategies. By doing so, they can create a more supportive and productive academic environment.

Furthermore, these findings provide a comprehensive understanding of how individual belief systems and social support interact to influence mental health in the workplace. This study contributes to the broader discourse on mental health in the workplace, particularly in the context of higher education, and offers practical implications for university administrations looking to improve the psychological well-being of their staff.

Future research should explore these dynamics in different cultural and institutional contexts to understand the universality and specificity of these findings. Studies could focus on comparing these relationships across various types of universities, including those with differing religious affiliations, to discern how institutional culture impacts the interplay of religiosity, resilience, and social support. Additionally, longitudinal studies are recommended to observe the long-term effects of resilience and social support interventions on psychological well-being. Such research would contribute to a more nuanced understanding of mental health in diverse educational environments and inform targeted, culturally sensitive mental health interventions

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