



Psychological well-being of honorary elementary school teachers in wonotunggal sub-district, Batang district

Hari Setiawan

Psychology Study Program, Faculty of Education, Semarang State University, Indonesia

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ABSTRACT

This low income means that honorary teachers will certainly experience several obstacles in meeting their physical needs, such as proper food and housing, as well as experiencing access to improve abilities, satisfy interests, and maintain relationships, where these things can provide satisfaction for their psychological needs. . Fulfillment of this psychological need is related to a person's Psychological Well-being, where the more the person's psychological needs are fulfilled, the more his Psychological Well-being will increase. Therefore, money is considered as something that is very important to be able to increase access to important sources in obtaining pleasure and self-realization. This research is a descriptive quantitative research. The population in this study were 67 honorary elementary school teachers in Wonotunggal District, Batang Regency. This study used a total sampling of 67 honorary elementary school teachers. The research data was taken using the psychological well-being scale, with a total of 57 valid items with a reliability Cronbach alpha coefficient of 0.950. The data analysis method used is descriptive data analysis with percentage descriptive statistical methods. The results showed that most or 61.2 percent (41 people) stated that they had psychological well-being in the moderate category. While those included in the high criteria were only 7.5 percent (5 people), and the low criteria were 31.3 percent (21 people).

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Corresponding Author:

Hari Setiawan,
Psychology Study Program, Faculty of Education,
Semarang State University, Indonesia,
Now, Kec. mt. Pati, Semarang City, Central Java 50229, Indonesia.
Email: setiawan99@gmail.com

Introduction

Humans always behave in order to meet their needs. But the achievement of the needs of every human being is different. There are those who succeed in meeting their needs, but there are also those who have not been able to meet their needs due to various causes. Achieving needs will certainly make people happy and failure to meet needs can also cause problems, although not a few people have also managed to get through their failures well, this is related to the individual's ability to accept reality.

Aristotle (in Ryff, 1989: 1070) argues that the notion of happiness is not obtained by pursuing pleasure and avoiding pain, or by fulfilling all individual needs, but through concrete actions that actualize the individual's potentials. This is the duty and responsibility of humans so that they are the ones who determine whether to be individuals who feel happy, feel whether their life is of quality, succeed or fail.

Maslow's theory of hierarchy of needs is one of the benchmarks that can be used to understand the diverse needs of humans. Maslow developed a theory of needs in the form of a hierarchy starting from the very basic needs for humans, such as the need to eat, drink, and so on to the needs that are considered the highest, namely the need for self-actualization. To meet basic human needs in a sustainable manner such as eating, drinking, and so on, humans are required to have decent and stable jobs so that they can fulfill these needs.

The needs that are owned by each individual will never stop throughout his life. In an effort to meet the needs of life and the problems faced by the individual will make the individual get experiences, both pleasant and unpleasant experiences, which in turn will result in happiness and unhappiness. Happiness and not happiness is also called psychological well-being or psychological well-being (Halim & Atmoko, 2005).

According to Ryff (1989: 1970) a person's level of psychological well-being is related to the level of positive functioning that occurs in that person's life. In other words, a person's psychological well-being will be related to psychological functioning or the ability to function psychologically that person in living his life. When an individual has a good psychological well-being condition, he is able to function psychologically well. If this is specified with the world of work, then the level of one's psychological well-being will be useful in individual commitment, individual work productivity, targets in work relations with colleagues, and mastery of the work environment (Horn et al, 2004: 367).

Adults spend most of their lives working. Various activities that occur in the workplace such as routines, supervision, and task complexity affect a person's ability to control so that he is able to feel positive emotions and perceptions about his workplace. This positive assessment is an indicator of well-being. Psychological well-being can be seen from the presence or absence of feelings of happiness. When someone assesses the work environment as interesting, fun, and full of challenges, it can be said that he feels happy and shows optimal performance.

Jobs that are in great demand by some Indonesian people are working as Civil Servants (PNS). By working as civil servants they will be paid by the State, even when they are retired they still get a salary. Therefore, most Indonesian people choose to work as civil servants because they think that their lives will be prosperous. The high public interest in each CPNS acceptance, both those with previous Honorary Employee status and those who have just applied, indicates that the profession is still very promising, as an assumption, becoming a CPNS will be a safe point, receiving pensions, getting a salary every month, family allowance, health, transportation, and up to the 13th salary, and it will be even more promising if it is connected with government policies that increase the salaries and welfare of civil servants almost every year, it's only natural that this profession will be increasingly in demand. Not only material impact, but social life impact, being a civil servant usually increases social status, is more self-confident, and of course is more respected in social life.

One of the most popular civil servant jobs in Indonesia is working as a teacher. By working as teachers who have been appointed as civil servants, their lives will be fulfilled. Moreover, teachers who have received certification, can be said to be paid more and can meet their daily needs. According to the results of a survey by Media Indonesia on Tuesday, November 9 2013, the job of a teacher is the second most popular job in Indonesian society after doctors. (forinsight.wordpress.com/2013/11/9/10-work-tervaforit). With the existence of the Teacher and Lecturer Law, people are now starting to pay attention to the teaching profession, because this law promises to improve the welfare of professional teachers.

On the other hand, in Indonesia there are also honorary teachers whose status is not yet civil servants. Most honorary teachers in Indonesia do not have welfare because their salary can be said to be very low, namely between RP. 200,000.00 to Rp. 500,000.00. Many teachers in Indonesia have not been appointed as civil servants. Most of them only play the role of honorary teachers who are paid very little. This is very concerning because with a small salary income it cannot meet daily needs. From the circumstances that occurred, the honorary teacher expected to be appointed as a civil servant.

According to the Head of the Education Human Resources Development and Education Quality Assurance Agency, Ministry of Education and Culture Syawal Gultom to Kompas daily on Monday, March 5 2012,

Research on psychological well-being is considered important to do because it does not only provide theoretical benefits, but also practical benefits. Nonetheless, research on psychological well-being of honorary teachers has not been widely carried out in Indonesia. A study that is considered closest to this research is research conducted by Sumule and Taganing (2008) regarding "Psychological Well-Being of Teachers at the PESAT Nabire Foundation, Papua", a foundation located in the interior of Papua. The results of this study indicate that a number of teachers who were the subjects of the study had various levels of psychological well-being. The results of this study indicate that the various dimensions of psychological well-being are mainly influenced by factors of spirituality, past experience, and social support. The rest of the researchers have not found other psychological well-being studies conducted on honorary teachers or other similar subjects. In fact, research on psychological well-being in honorary teachers is considered to be able to contribute to the progress of the world of education.

Method

The research method is an important issue and the main requirement in the implementation of a scientific research. Scientific research is an activity that aims to or seeks to find, develop, and test the truth of a knowledge using scientific methods and certain systematic methods. This type of research is quantitative research. According to Arikunto (2010: 27) quantitative research is a type of research approach that is widely required to use numbers, starting from data collection, interpretation of the data and the appearance of the results. Research results with a quantitative approach are better when accompanied by tables, graphs, charts, drawings, or other displays that can explain the description in the field in a concise yet clear and easy to understand manner. The research design used is a percentage descriptive research design (Azwar, 2012: 7) which aims to systematically and accurately describe facts and characteristics regarding a particular population or field. Presentation of the results of descriptive research analysis in this study is in the form of frequencies and percentages, namely by using frequency tables and graphs to provide clarity and understanding of the state of the data presented (Azwar, 2012: 126). The population taken in this study were elementary school honorary teachers in Wonotunggal District, Batang Regency. This population refers to a number of individuals who at least have the same traits or characteristics. To determine the population, first it is necessary to determine the area and characteristics of the population as well as provide firm boundaries so that there is no confusion and misunderstanding of the generalization of the research results. Data will be collected through a psychological scale. The psychological scale always refers to the measuring instrument of affective aspects or attributes. The scale consists of a list of questions or statements that are proposed to be answered by the respondent and the interpretation of the respondent's answer can be a projection of the respondent's feelings. The data analysis used in this study is descriptive data analysis using percentage descriptive statistical methods. Descriptive data analysis aims to provide a description of the research subject based on data from the variables obtained from the group of subjects studied and is not intended for hypothesis testing (Azwar, 2012: 126).

Results and discussions

Psychological Well-being is a description of one's quality of life and mental health. Ryff and Singer (2002: 542) define psychological well-being as the result of an individual's evaluation or assessment of himself which is an evaluation of his life experiences. Evaluation of experiences can cause individuals to surrender to circumstances that make their psychological well-being low or try to improve their living conditions which will increase their psychological well-being..

In general, the psychological well-being of honorary elementary school teachers in Wonotunggal District, Batang Regency is in the moderate category. It is possible that the low income of honorary

teacher salaries can cause the psychological well-being of individuals to be in the medium category which tends to be low. Research conducted by Ryff et al. (in Ryan & Deci, 2001: 154) shows that there is an influence of socio-economic status on the level of a person's psychological well-being. Usually someone with moderate economic status, has psychological well-being at a moderate level tends to be low. It is possible that some of the honorary elementary school teachers in Wonotunggal District, Batang Regency are quite able to accept their situation, have enough goals in life,

It can be seen in the preliminary study that shows that the life of most honorary elementary school teachers in Wonotunggal District is quite difficult, where with low wages they are not happy because their family conditions are mediocre, they feel burdened with their current social status, they feel ashamed because they are only honorary teachers but they try to work to support their families, lack harmony, there is jealousy when they see teachers who are already civil servants because their salaries are higher, and they have not been able to achieve what they want. But there are also honorary teachers who feel happy enough even with similar circumstances. The ways they choose when dealing with these problems or situations vary, including: some feel relieved after telling friends, asking for advice from someone with experience,

From the results found in the preliminary study it is possible that the psychological well-being of honorary elementary school teachers in Wonotunggal District, Batang Regency is in the moderate category tends to be low because some elementary school honorary teachers have not been able to achieve psychological well-being and some have had enough. achieve this psychological well-being. This is supported by the results of research conducted by Ruth Priscilla Sumule and Ni Made Taganing (2008) regarding "Psychological Well-Being in Teachers at the PESAT Nabire Foundation, Papua", a foundation located in the interior of Papua. The results of this study indicate that a number of teachers who were the subjects of the study had various levels of psychological well-being.

Apart from that, from the findings in the field, there are also age and gender factors that can influence the level of psychological well-being in honorary elementary school teachers in Wonotunggal District, Batang Regency. The age range 25-39 has a higher psychological well-being than the age range 40-59. This is also supported by research conducted by Ryff (1989: 1070), showing environmental mastery and autonomy (independence) along with age comparisons, namely between ages 25-39, ages 40-59, and 60-74. Life goals and personal growth, clearly, show a decline with age.

In addition, gender also affects the level of psychological well-being in elementary school honorary teachers in Wonotunggal District, Batang Regency. From the findings in the field, honorary teachers with female gender have higher psychological well-being than honorary elementary school teachers with gender. woman. This is also supported by research conducted by Ryff (1989: 1070), the gender factor shows a significant difference in the dimensions of positive relationships with others and the dimensions of personal growth where women show higher welfare rates than men. After describing psychological well-being in general as above, the following is a discussion of psychological well-being in honorary elementary school teachers in Wonotunggal District, Batang Regency, in terms of the existing dimensions.

In the self-acceptance dimension, most of the research subjects have self-acceptance which is in the moderate category tends to be low. This may be due to the fact that the salary received by honorary elementary school teachers in Wonotunggal District, Batang Regency is too low so that it is possible that most of them have not been able to have a positive attitude towards themselves, have not been able to recognize and accept various positive and negative aspects in themselves that are relatively enough, and have not had negative feelings about past life, so that it can cause the dimension of self-acceptance to be in the medium category which tends to be low (Ryff and Singer, 2002: 543).

On the dimension of positive relationships with other people, most of the research subjects have positive relationships with other people who are in the category. is tending to be low. This may be because the salary received by honorary elementary school teachers in Wonotunggal District, Batang Regency is too low so that it is possible that most of them do not yet have a warm and trusting attitude

in relationships with other people, do not yet have strong empathy, affection, and intimacy. do not yet have an understanding of giving and receiving in a relationship which is relatively low/medium, so that it can cause the dimensions of positive relationships with other people to be in the medium category which tends to be low (Ryff and Singer, 2002: 543).

On the autonomy dimension, most of the research subjects have autonomy which is in the medium category tends to be high. This may be due to the low salary received by honorary elementary school teachers in Wonotunggal District, Batang Regency, does not affect them to become independent under any circumstances so that it is possible that most of them have hope, do not rely too much on the judgments of others in making decisions, simply able to adapt to social pressure in thinking and behaving, so that it can cause the dimensions of autonomy to be in the medium category tend to be high (Ryff and Singer, 2002: 543).

In the dimension of environmental mastery, most of the research subjects have environmental mastery which is in the medium category tends to be low. This may be due to the fact that the salary received by honorary elementary school teachers in the Wonotunggal sub-district, Batang district, is too low so that it is possible that most of them do not have the ability and competence to control the environment, are not able to arrange complex controls over external activities, are not able to use them effectively. opportunities in the environment, and have not been able to choose and create contexts that suit needs, so that it can cause the dimensions of environmental mastery to be in the medium category which tends to be low (Ryff and Singer, 2002: 543).

In the dimension of life goals, most of the research subjects have life goals that are in the medium category tend to be high. This may be due to the low salary received by honorary elementary school teachers in the Wonotunggal sub-district, Batang district, which does not affect their life goals so that it is possible that most of them have beliefs that give them a feeling that there is purpose and meaning in their life, both in childhood and in their childhood. past or currently being lived, so that it can cause the dimension of life goals to be in the attack category which tends to be high (Ryff and Singer, 2002: 543).

On the dimension of personal growth, most of the research subjects have personal growth which is in the medium category, which tends to be low. This may be due to the fact that the salary received by honorary elementary school teachers in the Wonotunggal sub-district, Batang district is too low so that it is possible that most of them do not wish to actualize themselves and are unable to realize that self-potential is the main perspective from the dimension of personal growth, do not yet have openness. new experience, so that it can cause the personal growth dimension to be in the low attack category (Ryff and Singer, 2002: 543).

Based on the results of the discussion above, each dimension of psychological well-being, namely the dimensions of self-acceptance, positive relationships with others, autonomy, environmental mastery, and personal growth, are all in the medium category, which tends to be low. The results show that the average honorary elementary school teacher in Wonotunggal District, Batang Regency has psychological well-being in the medium category, which tends to be low. Psychological well-being which indicates that most elementary school honorary teachers have not been able to accept their situation, have not been able to form warm relationships with other people, have not been able to control their environment, and have not been able to develop their talents and abilities for personal development.

Different results are shown on the dimensions of autonomy and the dimensions of life goals which are in the medium category tend to be high. Psychological well-being which indicates that most elementary school honorary teachers already have independence and have positive life goals.

Conclusion and implication

Based on the results of the research and discussion, it can be concluded that the following are general descriptions of honorary elementary school teachers in Wonotunggal District, Batang Regency, who have psychological well-being in the moderate category.

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