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Psychological Well-Being of Riau Malay Woman Working Across Different Organizations

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Abstract: The purpose of this research was to provide an overview of psychological well-being in women of Malay Riau tribe working in various organizations. Thing that influenced this research was increasing the number of women working in various organizations, the Riau Malay women were no exception. The subjects of this research were 428 women of Riau Malay tribe, worked in five different organizations: education, hospital, industry, bank, and government. The subjects were administered Carol Ryff's medium form of psychological well-being scale consisted of 54 items. The data was analyzed with One-Way ANOVA revealed that there was any difference of psychological well-being among Riau Malay women working across organizations ($F = 7, 203, p = 0,000, p < 0,05$). Riau Malay women working in hospital had least psychological well-being in almost sub factors and in total psychological well-being scores. Riau Malay women working in government had highest psychological well-being in almost sub factors and in total scores.

Keywords: Psychological well-being, working women, Riau Malay, tribe.

1. INTRODUCTION

The increasing number of women who work outside the home over the years have attracted researchers to determine the level of their psychological well-being. Women who work often associated with better psychological functioning (Srimathi & Kiran Kumar, 2010). Erlandson research in 2006 (in Srimathi & Kiran Kumar, 2010) showed that women who work in a job that was not so complex have been reported having better health and higher well-being than women who had more complex patterns of work.

The research result of Srimathi and Kiran Kumar (2010) of the 325 women who worked in the various sectors of the organization found that women who worked in industry has lower psychological well-being, while women who worked as teachers have highest psychological well-being. Women who worked in the field of industry have longer working hours than women working in other sectors, have limited holidays, working environment less comfortable, and less satisfied with the salary earned.

Underwent two roles at once, as a worker as well as a housewife is not easy. Female workers who were married and had children, had role and responsibility heavier than single women, because in addition to a role in the family, women also play a role in his career. The dual role has given serious consequences for women, on the one hand she must carried out her duties as a wife and mother, on the other hand she must also fulfilled her obligations as an employee (Atik & Fadhlia, 2012; Wanninayake, 2016; Salam, 2016).

According to research of Dako-Gyeke and Ibrahim (2012) career woman had conflict with traditional feminine roles, such as the role of taking care of children and housework. The smaller the child's age which was owned by the woman, the more difficult for a woman adjust her dual role. Dual role women had to struggle to regulate and balance between work, parenting, and marriage as well, which could be a negative influence on their psychological well-being.

Results of another study conducted by Buehler and O'Brien (2011) showed that mothers who work part time have fewer symptoms of depression than mothers who are not working. No significant difference in depressive symptoms between mothers who work part-time and full-time. Mothers who work part-time and full-time reported better health than mothers who do not work. Well-being of mothers worked part-time did not differ significantly with the mothers worked full time, but higher than mothers who did not work.

2. LITERATURE REVIEW

Well-being is a multifaceted concept, a dynamic concept that involves subjective experience, social dimension, psychological dimension, and behavior related to health (Seifert, 2005). Psychological well-being is also described as the quality of life in which there is happiness, peace, fulfillment, and life satisfaction (Srimathi & Kiran Kumar, 2010). According to Ryff (in Aini & Asiyah, 2013) psychological well-being is the full achievement of the potential psychological and a situation when an individual may receive the strength and weaknesses of who she is, having a purpose in life, develop positive relationships with others, becomes personal independent, able to control the environment, and continues to grow personally.

Further Ryff (in Kartikasari, 2013) believes that health does not just mean free from physical disease, but also deals with the need to feel psychologically healthy. Humans can be said to have well-being psychologically is not just freedom from indicators of mental health negatively, as free from anxiety, achievement of happiness, and others, but rather to being able to accept themselves, have positive relationships with others, autonomous, able to have growth and personal development in a sustainable manner.

There are two perspectives of positive psychology research on well-being, namely the hedonic perspective and the eudaimonic perspective. The hedonic perspective views *well-being* equal with happiness and often operationalized as the balance between positive and negative impacts. Eudaimonic perspective, on the other hand, assesses how well a person can live in relation to the true self (Springer & Hauser, 2006).

This study takes the perspective eudaimonic Ryff (1995) in describing the various dimensions in terms of psychological well-being. There are six dimensions of psychological well-being: (1) acceptance, (2) positive relationships with others, (3) autonomy, (4) environmental mastery, (5) the purpose of life, and (6) personal growth (Ryff, 1995; Springer, Pudrovskaya, & Hauser, 2011).

In the 1950s the role of women Melayu Riau in general was still a lot of range in the affairs of the family or household, because the custom was still binding women, so it could be said women of Riau Malay in the period before 1950 had bigger role in the family, and not so prominent role in society. After 1950 the Riau Malay women role was very varied, starting as a wife, homemaker, community leaders, to civil servants. In general, these roles included a wide range of fields, such as education and society. Riau Malay women's role increased

in line with the development of the education sector, both as a teacher, a leader of the organization, as well as an entrepreneur. Usually the higher the education, the more stable was also a woman's attention to the family in printing humans intelligent and skillful (Aziz, 2007).

Some Riau Malay women active role in community organizations such as the Social Organization Aisyiyah in Pekanbaru led by Khadijah Ali and Washliyah Aljamiatul organization led by Hj. Faridah. Their activities more in the field of religion by giving da'wah, lead wirid Yasin, Barzanzi, and Marhaban accompanied by a collection of "Rebana". Activity of Riau Malay women who many at the moment is Barzanzi and Marhaban which can be regarded as one of the Malay cultural identity. Membership and leadership of women in these activities has been progressing (Aziz, 2007).

Furthermore, the role of the Riau Malay women has increased in the presence of women legislators, this means that the task of Riau Malay women now have increased, which besides being a wife accompanying her husband, as the wife of a prosperous builder household, as well as community members and leaders of community organizations. Most women has also worked in government and private institutions. In many areas, the role of women has begun to compensate for men (Aziz, 2007).

This study aimed to provide a picture of the psychological well-being of women in Riau Malay tribe with double role, both as a wife, as well as the mother, who worked in various institutions/organizations. Conditions of psychological well-being will be described into six aspects and discussed. Results of this study are expected to be useful as study materials psychological well-being the Riau Malay women. In addition the results of this study can be used as fundamental finding in preparing the intervention module to improve psychological well-being of women who work.

3. METHODOLOGY

Participants: Respondents in this study were 428 women from Riau Malay tribe, married and working in various organizations. Areas of work included industrial/companies, hospitals/health centers, banks, schools, and government institution.

Measurement Instruments: Measuring instruments used in this study was the medium form Scale of Psychological well-being made by Carol Ryff in 1989 that has been translated into various languages and used by researchers around the world. The medium form of psychological well-being scale consisted of 54 items that measured six dimensions of psychological well-being: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.

Respondents indicated the statement with a score range of 1 to 6, a score of 1 indicated strongly disagree and a score of 6 indicated strongly agree with the statement. The statements consisted of positive and negative statements. On the positive statements, answers were scored from 1 to 6, where a score of 6 means strongly agree. On the negative statement, the answer was scored with the opposite way, i.e from 6 to 1, where a score of 6 means strongly disagree. In each category, a high score indicated that respondent has mastery in that category. Low scores indicated the respondent was trying to get comfortable on the concept in her life.

4. RESULTS

Based on statistical tests using One-Way ANOVA, there was no difference in the average of psychological well-being among Riau Malay women working in health institutions, companies, banks, government institutions, and schools ($F_{count} = 7, 203, p = 0.000, p < 0.05$). As seen in the following table:

Table 1
Result of One-Way ANOVA

	Sum of Squares	Df	Mean Square	F	Sig
Between groups	10632.011	4	2658.003	7.203	.000
Within groups	156097.531	423	369.025		
Total	166729.542	427			

The results of further analysis with post hoc test, found that women who worked in hospitals had the lowest levels of psychological well-being, and women worked in government institutions had the highest level of psychological well-being.

Results of each aspect of *psychological well-being* as follows:

- (a) **Aspects of Autonomy:** There are differences in the value of the autonomy of women Melayu Riau who worked at five agencies ($F = 5,995, p = 0.000, p < 0.05$). Women Melayu Riau autonomous highest was working in the bank, while the value of autonomy lowest is working in school.
- (b) **Aspect Mastery Environment:** There are differences in the value of the control environment in Riau Malay woman who worked at five agencies ($F = 6.460, p = 0.000, p < 0.05$). Riau Malay women who have the highest environmental mastery is working in schools, and The lowest average value was working in the company.
- (c) **Aspects of Personal Growth:** There is no difference in average significantly between institutions ($F = 0.661, p = 0.620, p > 0.05$), but when seen from the average value personal growth, women Melayu Riau who work in the company has the personal growth the lowest, while the worked in a bank has an average value of the most high.
- (d) **Aspects of Positive Relationships with Others:** There is a difference between the value of the five women who work in these institutions ($F = 6.954, p = 0.000, p < 0.05$). Women Melayu Riau which has a value of positive relationships with others the lowest was working at the hospital, and the highest was working in a government agency.
- (e) **Aspects Purpose of Life:** There is a difference in women in each institution ($F = 7.868, p = 0.000, p < 0.05$). Riau Malay woman who has an average value of the lowest life goal is to work in the hospital, and the highest value is the goal of his life working in government agencies.
- (f) **Aspects of Self Acceptance:** There are differences among women who worked at five agencies ($F = 12.047, p = 0.000, p < 0.05$). Riau Malay women who have the lowest self-acceptance is working at the hospital and the highest admission he was working in a government agency.

From the above data also shows that the aspect of personal growth on all respondents have the lowest value and the highest aspect of its average value is self-acceptance

5. DISCUSSION & CONCLUSION

Discussion

Based on the analysis of research data using statistical tests One-Way ANOVA, found no differences in the average *psychological well-being* among women Melayu Riau working in health institutions, companies, banks, government agencies, and schools ($F \text{ count} = 7,203, p = 0.000, p < 0.05$). Post hoc analysis of test results further indicate that the overall comparison between all areas of work, Riau Malay woman who worked at the hospital had the lowest levels of psychological well-being. Meanwhile, the Riau Malay woman who works in a government agency has the highest psychological wellbeing.

Women who work in government agencies as a civil servant in a government office, be it in the province of Riau, Pekanbaru, and other districts in Riau province reported that the work load they are too heavy, the office atmosphere fun, and working hours are not solid , This finding is supported by Greenberg and Avigdor (2009) which states that people who work in a positive working environment have lower stress levels. Results of informal discussions with respondents who worked in the office of the Provincial Government of Riau, they feel comfortable working due to clock in and home office is quite flexible, time off office can be used to go home or eat out with friends without worrying too late to enter the office after hours of rest. They also reported that the demands of the work being done does not take up a lot of energy, and felt work as the fulfillment of the daily routine. Usually the work carried out over many office administrative work, such as typing letters, archiving, reporting activities and other tasks as instructed supervisor. Moreover, the thing that makes these women love being a civil servant in a government agency is the feeling of safety will be a day old as the pension funds and the prestige of working as a civil servant in a government agency in the eyes of the family and the neighborhood.

Meanwhile, women who work in bulk hospital has the lowest psychological well-being due to work in shifts, sometimes irregular, and must always be ready if needed despite not working in shiftnya (robone, Jones & Rice, 2011). Results of interviews with respondents who worked at the hospital explained that the work shift at a hospital can be a problem, because sometimes different working hours with the hours of work in other places, if it gets the night shift their new home in the morning, and felt a little difficulty taking care the complexity of domestic affairs from work on the night shift. Escriba-Agüir research results and Tenias-Burillo (2004) found that women who work in hospitals, have a good marriage condition will reduce the risk of declining mental health. Dako-Gyeke research results and Ibrahim (2012) suggested that working women should be given more flexible working hours so that they can make an effective contribution to the work, because the work hours that are too tight cause of work-family conflict for women. Long working hours can also be a negative impact on women working in family matters always trying to balance the demands of work and role in the family (Ahmad, 2008).

Noor (2003) has tested an exploratory models using demographic variables, personality, and work as a predictor of psychological well-being of working women, with work-family conflict as a mediator or intervening variable among the three variables had the psychological well-being. Job-related variables including the number of working hours, long working life, job demands, job control, and support of the workplace. Ie job demands workload, time pressure, and conflict demands. Meanwhile, control of the work refers to whether an employee is able to control the tasks and the working environment, as well as whether or not able to get the opportunity to learn and develop new skills.

Another study conducted by Sabil and Marican (2011) on women working in Malaysia showed that the number of working hours have a positive correlation with work-family conflict, the longer hours of work of a woman, the higher the work-family conflict. Meanwhile, work-family conflict is a predictor of psychological well-being of women working, that means the work-family conflict affects the psychological well-being of women working (Noor, 2006). In line also with the results of Ibrahim and Ohtsuka (2013) that the work-family conflict has a negative correlation with psychological well-being of working women. Other factors affecting the psychological welfare of the woman's lack of work is the sense of guilt on themselves against the family. Women work sometimes feel guilty linked their decision to entrust small children in daycare or inserting small children to school early (Zimmerman, Bowling, & McBride, 2001).

Work and family are the two important things in a woman's life, has been much research done to examine the psychological impact of the work on the family, and the family of the job (Noor & Mahudin, 2015). Riau Malay women were initially more instrumental care of the household, along with the increasing education and development of the times, has expanded its role as a woman who works outside the home, but is still expected to be

able to balance work and domestic roles. The claim is contained in Panca Dharma Wanita Melayu Riau, namely: (1) the woman acted as a companion husband, (2) women as a successor descent, (3) women as educators and accompanying children, (4) the woman as a housekeeper, and (5) women as members Useful society (Aziz, 2007).

Although women obtain satisfaction and self efficacy of work, potential stress and a great need to balance the dual or multiple roles should be something that should be considered by anyone (Campione, 2008). Results of research Noor (1999) showed that in women working, if asked to choose between work and family, actually the majority of families prefer to be prioritized. Husband's support and the division of roles in the household becomes a matter that needed by women to work, given the need to balance the dual role (Noor, 1999). Research results Campione (2008) reinforce that women work, the achievement of quality of life is that if they succeeded in balancing work and household obligations. Singh, Kaur, Singh, and Junnarkar (2014) found in his research that women who play doubles in India enjoy their dual role is and likes to work outside the home, as well as managed to get recognition from family members and the environment, have their own income which can help the family economy, also because they are able to balance roles as workers and housewives.

As a woman Melayu Riau, respondents in this study has been tied to the culture of the Malay related to the role of women in the family, that happiness and well-being of the household will affect the peace and harmony of society. For the Malays in general, household prosperous household called "Vegas", ie household harmony and peace, happiness and well-being, both physically and spiritually, and got a blessing from Allah SWT. Let prosperous household balance between well-being and happiness duniawai ukhrawi (Effendy, 2013).

Conclusion

Based on research that has been done, an overview *psychological well-being* in the Riau Malay women who work in the five areas of work, namely hospitals, schools, banks, corporations, and government agencies, there are differences in levels of psychological well-being. Riau Malay woman who worked at the hospital had the lowest levels of psychological well-being than the Riau Malay women who work in other fields, while the Riau Malay woman who works in a government agency has the highest levels of psychological well-being among all the women working in these five areas.

The things that can be suggested is that based on the findings of this study are:

1. **For health agencies (especially hospitals):** Results of this study found a low psychological welfare of the female workers in the hospital, to the management and leadership of the hospital should do several things to improve psychological well-being of female workers, for example by providing training or other interventions that can improve psychological well-being. Another thing that can be considered by the leadership of the hospital is that based on the results of previous research, the role of the family and psychosocial environment at the hospital to have an influence on the psychological well-being of workers.
2. **For further research:** Researchers can then conduct experimental research by taking the type of respondents who work in the hospital, then treated/interventions that can improve psychological well-being, the observed effect, and then reported the successful results. The preparation of the intervention modules can use the findings of this study as rationale

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