

The Effect of Self Compassion on the Subjective Well-Being of Unemployed Fresh Graduate in Jakarta During the Covid-19 Pandemic

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ABSTRACT

During the Covid-19 pandemic, fresh graduate students had difficulty finding work. This is because several companies have limited the hiring of new employees to minimize company costs during the pandemic. This then can also have an impact on the welfare of fresh graduate students who have not worked, but some students are still able to withstand this situation. The few who were able to withstand this situation had psychological qualities that could make them face difficulties in this time of the pandemic. This study aims to determine the effect of self-compassion on subjective well-being on fresh graduates who have not worked during the Covid-19 pandemic. The research method used is quantitative research methods with correlation techniques. The number of samples in this study were 86 respondents who were selected using purposive sampling technique. The measuring instrument used is the Self-Compassion Scale to measure self-compassion, while to measure subjective well-being, two measuring tools are used, namely the satisfaction with life scale and the Scale of Positive and Negative Experience. The results showed that there was a relationship between self-compassion on subjective well-being and the direction of a positive relationship. The results of the positive relationship between self-compassion and subjective well-being support the findings of previous studies, so that what fresh graduates who have not worked need is to increase self-compassion so that they can maintain high subjective well-being during the Covid-19 pandemic.

Keywords: *self-compassion, subjective well-being, fresh graduate*

1. INTRODUCTION

The time of the COVID-19 pandemic is not an easy period for everyone to go through. According to Elvina [5], WHO officially declared the COVID-19 outbreak to be a global pandemic and asked all countries to activate and improve emergency response mechanisms on March 11, 2020. The situation of the rapid spread of the COVID-19 virus and this direction from WHO finally forced the government to impose large-scale social restrictions or what we usually call PSBB in 10 regions in Indonesia, one of which is DKI Jakarta which is Indonesia capital city. The implementation of the PSBB has also been regulated in Government Regulation Number 21 of 2020 which was signed by President Joko Widodo at the end of March 2020 [14].

In an interview conducted with the Chairman of the Building Engineering Association (BEA), Mardi Utomo, it was found that some employees had terminated their employment (PHK) due to the absence of business income as a result of this PSBB policy [13]. In addition, according to Faradila and Yordan [6], the Indonesian Institute of Sciences (LIPI) together with several other institutions conducted a survey from 24 April to 2 May 2020 of people aged 15 years and over, with 2,160 respondents spread

across 34 provinces to know the impact of the pandemic on the workforce in Indonesia. The survey results stated that 15.6 percent of workers experienced layoffs, 40 percent of workers experienced a decrease in income, 58 percent of casual workers had no more income.

However, time is still running out and the final semester students graduate and become fresh graduates which increase the number of people who are looking for work. It is even noted that 20 percent of unemployed people in Indonesia are fresh graduates [3]. In fact, every year, of course, there are always fresh graduates who are not immediately able to get their first job immediately after graduating even though they have a higher degree or with a high GPA [8]. According to Menristekdikti Mohamad Nasir in his interview, the number of scholars who graduate each year is not comparable to the field and labor absorption which ultimately makes the competition even tighter [18].

Even though DKI Jakarta is the capital city of Indonesia where it is the center of economic activity, it does not mean that this capital is safe from high unemployment rates and the difficulty of finding work for these fresh graduates. Based on the Indonesian Central Statistics Agency [2], DKI Jakarta itself ranks in the ranks of the provinces with the 7th percentage of open unemployment

out of 35 registered provinces in the 2019-2020 period. In fact, based on employment statistical data conducted by BPS DKI Jakarta in 2019, the age group with the highest number of unemployed was the 25-29 age group with 71,560 years, followed by the 20-24 year age group with 69,642 people [15].

Outside of a pandemic situation, unemployment and the difficulty of finding work alone can have an impact on the mental health of people who are still trying to find work. In South Jakarta, a scholar also committed suicide by stabbing a kitchen knife into his neck because of the stress of being unemployed for too long [19]. Based on the results of previous research in Canada (Hablado & Clark, 2020), it was found that there was a relationship between stress and subjective well-being and this relationship was moderated by self-compassion. The results of other research conducted by Ratnasari and Sumiati [17] show that four dimensions, namely self-compassion, religiosity, support group affiliation and income have a significant effect on subjective well-being in parents who have children with mental retardation.

Subjective well-being itself can be defined as a person's subjective evaluation of life including concepts such as life satisfaction, pleasant emotions, fulfillment, satisfaction with areas such as marriage and work, low levels of unpleasant emotions [4]. The impact of individuals with a low level of subjective well-being will tend to underestimate their life and perceive the events that occur as unpleasant, causing unpleasant emotions such as anxiety, depression and anger [9].

Meanwhile, according to Neff [10], self-compassion is defined as a form of self-compassion, not avoiding problems, but seeing that the negative situations experienced are part of the experience of human life. Someone who has self-compassion tends to be able to limit negative emotions with full awareness of empathy or indirectly change negative emotions into positive emotions.

Of course, someone with this self-compassion will have the potential not to show negative emotions so they don't get lost in those emotions. The results of research conducted by Neff and Vonk [12] on 102 students who were randomly selected showed that students with high self-compassion showed less negative emotions than students with low self-compassion levels. These results show that the existence of self-compassion is effective in controlling negative emotions that arise in individuals.

Research conducted on university students in America by Booker and Dunsmore [1] also shows a direct relationship between self-compassion and areas of subjective well-being. The indirect significant impact of subjective well-being on self-compassion is supported through positive effects, negative effects and life satisfaction. These studies strengthen the bond between self-compassion and subjective well-being, and state a strong association between self-compassion and subjective well-being. Research that will be carried out by researchers on this occasion is different or uniquely compared to previous research that has been done. The difference or uniqueness is in the form of differences in places, namely in Jakarta.

In addition, there are differences in the criteria for specific subjects, namely unemployed fresh graduates. Another uniqueness is that previous research was carried out in normal situations, while the situation in this study was during the COVID-19 pandemic.

With the problems that have been described regarding the phenomenon of unemployed fresh graduates in the field, researchers feel the need for research that examines the effect of self-compassion on subjective well-being in unemployed fresh graduates, especially during this pandemic since there is no research that specifically examines this matter.

Based on the background of the problems above, the problem formulations to be discussed in this study are as follows;

"Is there any effect of self-compassion on subjective well-being on unemployed fresh graduates in Jakarta during the pandemic?"

In this study, there are 2 hypotheses, as follows;

H0: Self-compassion has no significant effect on subjective well-being on unemployed fresh graduates in Jakarta during the pandemic.

H1: Self-compassion has a significant effect on subjective well-being on unemployed fresh graduates in Jakarta during the pandemic.

2. METHOD

2.1. Design

The research design used was non-experimental design and this research is a quantitative study using a questionnaire to obtain research data. The sampling technique used was purposive sampling with participant criteria: fresh graduates who had not worked at the time of the pandemic without being restricted by gender and located in Jakarta. This research is a correlation study with correlation analysis techniques using the SPSS program to find the correlation value of the 2 variables to be measured.

2.2. Participant

Participants in this study consisted of 86 fresh graduate participants who lived in Jakarta and are not unemployed.

2.3. Instrument

The instrument that researchers use to measure the Self Compassion variable is the Self Compassion Scale. This scale has been adapted into Indonesian and named the Self-Compassion Scale (SWD) by Sugianto et al (2020). This measuring tool consists of 26 statement items, where the items are divided into favorable and unfavorable statements. The scale contained in it is also a Likert scale with 5 alternative answers. A scale score of 1 indicates

“Almost Never” while a scale score of 5 indicates “Almost Always”

The instruments that the researchers used to measure the Subjective Well-Being variable were the Satisfaction with Life Scale (SWLS) and the Scale of Positive and Negative Experience (SPANE). Researchers used two measuring tools because there are two dimensions of subjective well-being. Satisfaction with Life Scale (SWLS) measurement tool is used to measure cognitive dimensions in subjective well-being. Meanwhile, the measuring instrument Scale of Positive and Negative Experience (SPANE) is used to measure the affective dimension in subjective well-being.

For this SWLS measurement tool, the reference journal taken by the researcher is a research journal conducted by Mahardhika and Halimah [8]. This measuring tool consists of 5 statement items, where the items are a favorable statement. The scale contained in it is also a Likert scale with 7 alternative answers. A scale score of 1 indicates "Strongly Disagree" while a scale score of 7 indicates "Strongly Agree". To obtain the value of Subjective well-being, the score of SWLS and SPANE must be combined as a sum to become total value of subjective well-being.

The reliability test of measuring instruments on the Fresh Graduate researchers conducted on 40 respondents (pilot study) and 86 respondents in total (field study). Where there are 3 measuring instruments, namely the Satisfaction with Life Scale (SWLS), Scale of Positive and Negative Experience (SPANE), and Self-Compassion Scale (SCS). The three of them have a good cronbach alpha in pilot study, which is as follows: 0.846 for SWLS, 0.822 for SPANE, 0.880 for SCS. Good cronbach alpha results were also found in the field study as follows: 0.862 for SWLS, 0.832 for SPANE, 0.841 for SCS.

2.4. Procedure

The research will be conducted in the Jakarta area, namely for fresh graduates who have not worked in Jakarta. In addition, researchers will distribute questionnaires online with the consideration of efficient use of time and the quantity of data obtained is quite a lot in a short time.

2.5. Data Analysis Technique

The data analysis technique used is to use the SPSS version 21 program to calculate the test results of measuring instruments and calculate the levels of SWLS, SPANE and SCS. The method used to calculate the test results of the measuring instrument is the reliability analysis and looking at Cronbach alpha to determine the level of reliability of the measuring instrument, while eliminating items that do not pass the test by looking at the corrected item total correlation value in the SPSS program. After obtaining research participants, the method used to analyze the relationship between SWLS, SPANE and SCS was to use the Pearson correlation analysis technique for normally distributed data, while Spearman's correlation analysis was used for abnormally distributed data.

3. RESULT

Based on data collection that has been done by researchers, it was obtained 86 participants who were willing to become research subjects. The following is an illustration of the demographic data of participants who are willing to be the subject. Below is some information, namely the gender and age of the participants, which are spread over the age range of 22-25 years, the area of residence.

Table 1 Demographic description of research respondents

Demographic	Frequency	Percentage
Gender		
Male	28	32.6
Female	58	67.4
Age		
22	22	25.58
23	23	26.74
24	20	23.26
25	21	24.42
Area		
Central Jakarta	13	15.12
East Jakarta	10	11.63
South Jakarta	13	15.12
west Jakarta	34	39.53
North Jakarta	16	18.60

In this study, researchers conducted a normality test using the one-sample Kolmogorov-Smirnov test. The Self Compassion variable obtained a significance value of 0.024 and the Subjective Well-Being obtained at 0.043. This value is below the significance value of 0.05 (p <0.05) so that the research sample for the Self Compassion and Subjective Well-Being variables has an abnormally distributed data distribution.

The results of the correlation between self-compassion and subjective well-being show that there is a positive correlation between the two. The level of relationship strength (correlation) between the variable self-compassion and subjective well-being is 0.524 or strong and this correlation is significant at a significance level of 0.01 (namely 0.000). So it can be interpreted that the higher a person's self-compassion, the higher the subjective well-being of that individual. Vice versa, the higher an individual's subjective well-being, it could indicate his high self-compassion.

Table 2 Variable correlation results

Variable	Correlation Coefficient	Sig (2-tailed)	N
Self-compassion and subjective well-being	0.524**	0.00	86

4. DISCUSSION

This study aims to examine the relationship between self-compassion and subjective well-being. Based on the research that has been done, the results of the correlation test indicate that there is a strong positive relationship / correlation between self-compassion and subjective well-being. Researchers specifically examined the relationship between these two variables for fresh graduates who have not worked in Jakarta.

Previous research conducted in Canada [7] found a relationship between stress and subjective well-being and this relationship was moderated by self-compassion. This means that these findings are in line with what researchers have done, that the higher a person's self-compassion, the higher the subjective well-being of the individual, where the stress condition assumed by researchers here is that the condition is not working or unemployed.

There are several other previous studies that also harmonize and support the research results obtained by researchers. Rahma and Puspitasari [16] state that there is a positive correlation between self-compassion and subjective well-being in adolescents with physical disabilities, which means that the higher self-compassion will affect the higher the subjective well-being or vice versa. In addition, the results of research conducted by Ratnasari and Sumiati [17] show that four dimensions, namely self-compassion, religiosity, support group affiliation and income have a significant effect on subjective well-being in parents who have children with mental retardation. They also stated that there is a relationship between self-compassion and subjective well-being in a positive direction. Having deficiencies and experiencing failure is not easy to accept, but with self-compassion, individuals are able to more quickly understand, and accept events, to bring up insights so that they become even better individuals.

5. CONCLUSION

Based on the results of the correlation test in the discussion of this study, it can be concluded that the variable self-compassion has a significant relationship with subjective well-being on fresh graduates who have not worked so that the research hypothesis (H1) is accepted. This can be seen from the existence of a significant positive correlation between the variable self-compassion and subjective well-being. Where this indicates that the higher the individual experiences self-compassion, the higher the subjective well-being value shown by the individual and vice versa.

Suggestions for further research, it is suggested to pay more attention to respondents in terms of the characteristics they are looking for and the number of respondents so that they get more balanced and more generalizable results. In addition, further research is also recommended to use sources or theoretical references with a distance of publication time that is close to the time of writing the next research. This is to minimize the lack of

relevance of these references to current conditions, given the rapid development of the times.

Practical advice from looking at the results of the study which states that individuals with self-compassion variables have a significant relationship with this variable of subjective well-being. Researchers suggest that fresh graduates who have not worked to continue to develop self-compassion in themselves so that they can live life optimally during the pandemic. Where developing self-compassion in individuals will lead him to be more accepting of all the circumstances of his life. This is very important to do so that you can live your life more optimally and be able to survive when you experience life difficulties.

One form of efforts to develop self-compassion on fresh graduates is to participate in job seeker communities that can become a place for new graduates during a pandemic to share stories and not feel alone. This is in line with the aspect of common humanity and opposite to isolation where the individual feels he is alienated from the world because of his downturn.

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