

The Role of Spiritual Well-Being in Stress Among People Experiencing Job Loss During Covid-19 Pandemic

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ABSTRACT

COVID-19 Pandemic impacts all aspects of human's life, especially economic and employment. Many people loss their job during this pandemic. Jobloss causes many mental health problems, one of them is stress. To prevent the negative effects of stress, the stress level must be reduced. It is necessary to look at the spiritual aspects of well being to reduce stress. This study aims to determine the role of spiritual well being in stress among people experiencing jobloss during COVID-19 pandemic. The subjects were 251 participants aged above 18 experiencing jobloss during COVID-19 Pandemic and have not returned to work yet. Data were collected using Spiritual *Health and Life-Orientation Measure* (SHALOM) to measure spiritual well being and *Perceived Stress Scale* (PSS) to measure stress. Data were analyzed using simple linear regression model, descriptive statistic, one-way ANOVA and independent t-test. The result show that spiritual well being effects significantly on stress among people experincing joblos during COVID-19 pandemic ($R^2 = 0.119$, t = -5.803, p = 0.000 < 0.05). It means that one's level of spiritual well being predicts their stress level. The lower the level of one's spiritual well being, the higher the level of stress experienced. and vice versa.

Keywords: Spiritual well-being, stress, Covid-19, Pandemic, Jobloss

1. INTRODUCTION

World Health Organization [1] declared Severe Acute Respiratory Syndrome Corona Virus Disease-19 (COVID-19) as an international problem of emergency health in January 2020 and they declared it as a pandemic in March 2020. As of December 15th 2020, WHO [2] recorded that there have been more than 71.000.000 confirmed cases and more than 1.000.000 deaths causes by this virus. One of the most effective ways to reduce the spreading of this virus is to do the physical distancing [3]. This intervention considered effective but has many negative effects, especially on social and economy aspects because this intervention disrupt social and economic activities [4,5]. Kementrian Ketenagakerjaan (Kemnaker) recored as of July 31st, 2020 there have been more than 3.500.000 workers lose their job causes by COVID-19 pandemic [6]. According to Kamus Besar Bahasa Indonesia [7], loss means disappear or no more; and job is something that one's do to earn a living. So, we can conclude that jobloss is a situation that one's experienced where there are no more activites to earn a living. Jobloss also means the loss of social role and social contact [8]. Jobloss causes many problems, especially economic and psychological problems. Jobloss causes the loss of income, health assurance, relationship, status, and identity [9]. Jobloss is a significant stressor in life that takes a long time to recover from the psychological effects. [10]. People experiencing jobloss will also stress [11,12,13]. Jobloss causes experiencing psychological shock which leads to stress and development of depression symptoms, mental health problems, and at the end it can encourage someone to commit suicide [14]. Jobloss during COVID-19 pandemic have a different level of stress than in previous times. Besides the stress caused by jobloss, the pandemic situation has also caused stress [15]. Besides that, the difference in the impact of losing a job during pandemic with the previous period is that losing a job in the previous period allowed individuals to explore or get new oppurtunities, but during this pandemic, the positive impact was very unlikely to occur [16]. In addition, no one knows when this pandemic and all the economic and employment problems will end Research shows that the impact of this pandemic will lasts even after this pandemic ends. The SMERU Research institute states that there are two implications of the economic crisis experienced by Indonesia in the postpandemic labor sector, namely the increase in the number of unemployed and the post-pandemic workforce absorption rate will not be as large as workers who loss their job [17]. This resulted in not knowing when this labor issue would be resolved.



According to Ockenfels et al. [13], the stress caused by jobloss and longtime unemployment will be chronic. Stress is a process when envionmental demands result in physical and psychological changes that put an individual at risk of exposure to disease [18]. Factors that caused stress are called stressors [19]. According to Goldberg [20], stress for a short period of time can cause headaches, dizziness, difficulty in sleeping and cocentrating, and stress over a long period of time can causes depression, heart disease, asthma, etc. Stress causes many physical disease, behavioral impairment, and mental health issues such as PTSD and suicidal thoughts [21,22]. Stress can causes many problems, so it needs to be reduced. One of many ways to reduce stress is using spiritual [23]. The relationship and basic mechanism for stress coping using spiritual resources have been investigated in the context of the process of forming meaning. It will enables people to cognitively reinterpret one's experience, evaluate situations and make sense of them [24]. Several studies also stated that individuals will reconnect with God or Higher Power when faced with stressful event [25,26,27]. The personal relationship between one self and God or Higher Power is better known as spirituality [28]. Spirituality can strenghten humans when facing problems, stress, illness, and los of loved ones [29,30,31]. The mechanisms underlying the influence o spiritual on well being also influences the stress [26]. One of the well being constructs that involves the spiritual aspects is spiritual well being. National Interfaith Coalition on Aging (NICA) describes spiritual well being as the affirmation of life in a relationship with God, self, community and environment that nurtures and celebrates wholeness [32]. Fisher [2] stated that spiritual well being has 4 dimensions, named personal domain, wherein one intra relates with oneself with regards of meaning, purpose, and values in life; communal domain as shown in the quality and depth of interpersonal relationship, between self others; environmental domain is beyond care and nurture and to a sense of awe and wonder with the environment; and transcendental domain is the relationship of self with the some-thing or some-One beyond the human level. Spiritual well being is not only limited to worship activities, but spiritual well-being includes vision, values, beliefs and behavior [33]. Several studies have been analyze the relationship between spiritual well being and stress, but those are studied in patients with disease, and the result shows that there are a significant relationship between spiritual well being and stress among patients with disease [34,35,36]. However, there have been no study examined the relationship between these two variables in people who have lost their job. In this study, researchers were interested to examine the role of spiritual well beingon stress in individuals who lost their job during the COVID-19 pandemic, because the stress experienced was not only caused by jobloss, but also caused by a pandemic situation which is also a significant stressor. In previous studies, there were an inconsistencies in the result of which dimensions of spiritual well being that can predict stress [35,36]. This study also uses different measuring instruments from previous studies. Previous research used traditional two-dimensional measuring instruments. In this study, researchers used measuring instruments that measure the four dimensions of spiritual well-being and have two analysis techniques in order to obtain more specific results regarding the role of spiritual well-being and its four dimensions as predictors of stress.

2. METHODS

Participants in this study is 251 subjects aged over 18 years who experiencin jobloss during COVID-19 pandemic and haven't returned to work until the day they participated. Sampling technique used in this study was purposive sampling. In this study, participant's spiritual well being was measured using indonesian version of Spiritual Health and Life-Orientation Measure (SHALOM) and participant's level of stress was measured using Perceived Stress Scale (PSS) adapted by Lim (2015). SHALOM is an instrument consist 20 items which are divided into 4 dimensions, namely personal, communal, environmental transcendental. SHALOM measure of respondent with self, others, environment, transcendent. Traditionally, spiritual well-being has been measured by measuring people's lived experiences in various domains. When assesing SHALOM, participants were asked to give 2 responses for each of the 20 items, the first response is the ideals self and the second response is the lived experience. In SHALOM, each person is compared with themselves as their standard [32]. Additionally, studies with SHALOM have shown that spiritual dissonance, assessed as the difference between ideals and lived experience in the four domains, have reported greater sensitivity, as predictors of personality variables, such as happiness, rather than merely using the traditional single response method [37]. Therefore, a second level of analysis will investigate the predictive ability of 'dissonance' compared with just 'lived experience' of spiritual well being to account for variations in stress. After analyzing the reability and validity of SHALOM, we can conclude that all items are valid and no items must be omitted. The cronbach alpha obtained is $0.840 < \alpha < 0.930$ for 20 items of lived experience response $0.790 < \alpha < 0.940$ for 20 items of ideals self response. To measure stress, this study used Perceived Stress Scale which have been widely used instrument to measure stress using psychological approach, which is stress based on individual's perception and subjective evaluation. PSS consists 10 items consisting 4 positive items and 6 negative items. Measuring stress using psychological approach is an effective way to analyze the implication of stress on health and well being [18]. In this study, reability analysis of PSS show that this measurement have a good reability score with cronbach alpha value



0.813, however 1 items should be omitted because the value of corrected item-total correlation for that item is below 0.2. After the item had been omitted, the cronbach alpha value of this instrument was increased to 0.831.

3. RESULT AND DISCUSSION

The subjects in this study aged 18-51 years, 42.6% were man and 57,4% were woman. 0.8% of participants have the latest education at the junior secondary level, 57.4% participants have the latest education at the senior secondary level, 41% participant have the latest education at the bachelor degree, and 0.8% participants have the latest education at master degree. In this study, 80.5% participants were single, 17.5% participants were married dan 2% were divorced. 65.3% participants were Muslim, 19.1% participants were Christian, 9.6% were Catholic, 5.6% participants were Budhist, and 0.4% participant have another belief. In this study, 42.6% participants were the main breadwinner, and 57.4% weren't the breadwinner in the family. 7.2% participants have lost their job less than a month, 27.9% participants lost their job in the range of 1-3 months, 31.5% participants have lost their job in the range of 3-6 months, and 33.5% participants have lost their job for more than 6 months. Independent sample t-test and one way anova shows there are significant differences in stress levels when viewed from gender, participant age, marital status and role in the family. Participants who had higher stress levels were female, younger, unmarried, and not the main breadwinner. Chi-square analysis shows that individuals who are not the main breadwinners experience higher levels of stress because these individuals are not married. This is in line with the results of previous studies which state that unmarried individuals have higher stress levels [38,39].

The mean value of participants' spiritual well being in this study was 4.246 and the mean value of participants' stress level in this study was 2.247. It means that the participants in this study have very high level of spiritual well being and moderate stress level.

 Table 1 Descriptive Statistic of Spiritual Well Being

	Mean	SD
Spiritual well being	4.246	0.640
Personal	4.085	0.856
Communal	4.310	0.658
Environmental	4,157	0.753
Transcendental	4.433	0.744

Regression linear analysis was performed to see the role of spiritual well being in predicting stress. The result shows that R^2 = 0.119, p = 0.000 (< 0.05), which means that spiritual well being plays a significant role in predicting stress. The role of spiritual well being in predicting stress is 11.9%, while the rest is influenced by other factors outside this research. In the coefficient table, the t value of spiritual well being was -5.803, p =

0.000 < 0.05. It means that spiritual well being have a negative and significant role in predicting stress. So, we can conclude that the higher the spiritual well being, the lower the stress experienced, and vice versa. This study shows that all domains of spiritual well being had a significant role in predicting stress. The personal domain is the domain that had the highest R^2 score, which means the this domain contributes the most, $R^2 = 0.165$, t = -7.003, p = 0.000. It means that personal domain contibutes 16.5% in predicting stress.

Table 2 The Role of The Domains of Spiritual Well Being in Predicting Stress

Dimension	\mathbb{R}^2	Sig	
Personal	0.165	0.000	
Communal	0.098	0.000	
Environmental	0.044	0.001	
Transcendental	0.054	0.000	

Spiritual dissonance is the difference between the ideal and lived experiences in any of the four domains of spiritual well-being indicated by a difference in mean values of more than 1.0 on a scale from 1 to 5. Participants who have spiritual dissonance are called spiritual dissonant. In this study, there were a dissonant (n = 22) and non-dissonant (n = 229). Independent sample t-test was performed to see if there is a significant difference of stress level between dissonants and non-dissonants. Results show that there is a significant difference of stress level between dissonants and non-dissonants; t = 3.046, p = 0.003 (< 0.05). Dissonants (M = 2.647, SD = 0.651) have significant higher stress level than non-dissonants (M = 2.208, SD = 0.644)

The results in this study regarding spiritual well-being that play a significant role as a predictor of stress are also supported by the results of previous studies [34,35,36,40]. Spiritual well-being and stress are usually studied in individuals who have illness. Based on the results in this study, the researchers found that the role of spiritual well-being on stress was not only found in individuals with illness, but also in individuals who lost their jobs, although the percentage of roles they had was lower when compared to the percentage of roles in studies examining individuals with illness. Based on the results of the analysis in this study, the researcher also found that all dimensions of spiritual well-being play a significant role in predicting stress. This is supported by the result of previous research [34,35,40,41,42]. We also found that the personal domain have highest role in predicting stress, this result was supported by the previous research done by Rowold [43] who found that the personal domain is the domain with highest role in predicting stress stress compared to the other three domains.

This study shows that there was a significant difference of stress level between dissonants and non-dissonants. Dissonants are individuals who have high ideals that they didn't live up to [32]. This study shows that



dissonants have a significant higher level of stress compared to non dissonants. There has been no previous research examining differences in stress levels in terms of spiritual dissonance, however Fisher [44] states that spiritual dissonance is the advantage of this measurement and very effective way to measure spiritual well being and the relations with other psychological construct. The previous research done by Fisher [37] states that dissonants have a significant lower level of happiness, higher level of psychotic, and higher level of depression. This statement support the result of current study that found the dissonants have significant higher lever of stress compared to nondissonants. The limitations of this study is the subjects are less numerous. It's recommended for the next study to do the research on more subjects.It is also recommended for the next study to explore if there is any other psychological construct that can mediate or moderate the relations between spiritual well being and stress.

4. CONCLUSION

Based on the results obtained in this study, it can be concluded that spiritual well-being has a significant role in predicting stress among individuals who have lost their jobs during the COVID-19 pandemic. Spiritual well being have a 11.9% role to predict stress, while the rest is the role of other variables that were not tested in this study. From the results obtained in this study, it can be concluded that the higher a person's spiritual wellbeing, the lower the stress he experiences, and vice versa. The dimension of spiritual well-being that contributes most to stress is the personal dimension. The results of this study can prove the importance of spiritual well-being in dealing with stress.

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