

Research Article

Gender Role Conflict as a Psychological Well-Being Predictor of Unemployed Males With Family in Malang Regency

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Abstract. The purpose of this study was: (i) to determine the psychological well-being in men who have partners; (ii) to examine the gender role conflict in these men; (iii) to determine the effect of gender role conflict on psychological well-being for unemployed men who have partners. This was a quantitative predictive study which used descriptive analysis and simple linear regression with 107 research respondents. The research instrument used was the scale of psychological well-being, with a reliability of 0.841, and the scale of gender role conflict, with a reliability of 0.969. The results showed that 53% of respondents had high psychological well-being and 47% had low psychological well-being. 64% of respondents had moderate gender role conflict and 36% of respondents were of a low level. The R-squared value was 0.03 which indicated that gender role conflict explained 3% of psychological well-being while 97% was influenced by other factors. The findings were statistically significant. Based on these findings, the researchers recommend that unemployed men who have partners should revise their life concept to ensure that they do not seek pleasure by doing negative things or rely on the life they have so far instead of seeking permanent livelihood as this may lead to gender role conflict and negative impacts on the psychological well-being of themselves and their families. It is recommended that future research is conducted to improve the measuring instruments, such as by improving the clarity of the language used.

Keywords: psychological well-being, gender role conflict

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1. Introduction

The phenomenon of unemployment in Indonesia is something commonly known by the public in general. Indeed, unemployment is a macroeconomic problem that affects humans directly and is the toughest problem faced by humans whether they have female or male gender. Most people who lose their jobs experience a decrease in their standard of living and experience psychological stress [1].

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Illsanty stated that there is a possibility that when a respondent is unemployed for too long, the respondent will get used to living without instructions from outside himself. So in other words, one respondent who does not have a job considers himself independent because he does not have the responsibility to do something that makes him more productive. The American Psychosomatic Society stated that respondents who have more time off and free time and feel good about doing it are likely to have fairly good physical and mental health compared to respondents who work every day from morning to evening.

The Central Statistics Agency [2] stated that the total number of unemployed in Indonesia reached 6.82 million respondents. This number stepped on the percentage of 5.01% of the total Indonesian people. While in East Java there were 830,000 unemployed respondents in 2019. The Central Statistics Agency calculated the unemployment rate in Malang City in 2019 to reach 29,000 because BPS counts that students are also included in productive numbers but do not have jobs. Meanwhile, the Manpower Office recorded approximately 7000 unemployed respondents in the Regency of Malang. This figure is the highest number in East Java.

In research conducted by Sharpe and Heppner [3] which discussed psychological well-being and gender role conflict, it was stated that the results of the survey and research they have conducted show that gender role conflict can affect the psychological well-being of the respondents. This was based on the results of research that had been obtained by Sharpe and Heppner. The results of the study show that gender role conflict is positively correlated with anxiety and depression, which means that the higher the gender role conflict, the higher the level of anxiety and depression in the individual. Meanwhile, gender role conflict is negatively correlated with self-esteem and social intimacy which means it has the opposite correlation where if gender role conflict decreases, self-esteem and social intimacy can increase and vice versa if gender role conflict increases, self-esteem and social intimacy decrease.

The second research on psychological well-being and gender role conflict was the research conducted by Simonsen et al.. The study found that gender role conflict had a positive correlation with psychological well-being. The positive correlation referred to in this case is where the relationship between levels of anxiety, anger, and depression can also see the extent to which individuals have psychological well-being in themselves with the presence of problems in the form of gender role conflict. The correlation here is a positive correlation which is defined as a uni-directional correlation. Where in this study, if the gender role conflict is high, the higher the level of anxiety, anger and depression in the respondents and vice versa, if the gender role conflict is low, the level

of these aspects will also be low. Then the correlation between psychological well-being and gender role conflict is a negative correlation. If the gender role conflict is high, the psychological well-being will be lower, and vice versa if the gender role conflict is low, the psychological welfare will be higher[4].

In line with the findings above, based on the researchers' interview with one of the unemployed men who has a family in Gebyak Hamlet. The man has the initials N, where the subject was a male respondent who is unemployed or does not have a job and income and has just completed his undergraduate degree 1 year ago at a private university in Malang Regency and currently N is 24 years old. The results of the interview show that N has experienced gender role conflict in his life as long as he does not have a definite job even though he has helped his two parents take care of the food stall owned by his old respondent. However, N does not do this every day, only when his parents need him to help at the shop. His lover demands that he immediately have a more established and clear job. According to the researcher, N is included in the male respondents who fall into the category of underemployed unemployment. The subject admitted that he became less confident in front of other respondents and he also admitted that he had not been able to determine everything himself because he always asked for opinions and directions from his parents. This affects his communication pattern and his relationship with his surrounding respondents becomes hampered.

Ryff [5] said that psychological well-being refers to an individual's need for mental health, social well-being, and healthy cognitive. The results of his research are that there are things that can affect psychological well-being. Among them are self-acceptance, mastery and acceptance of the social environment, positive relationships with other respondents, existence of purpose in life, self-development, and autonomy. Factors that affect psychological well-being include age, gender, socioeconomic status, culture, social support, and family life cycle.

Research conducted by O'Neil [6] on gender role conflict has obtained results in the form of gender role conflict influenced by cognition, affective experience, behavior, subconscious experience. So that it raises the concept of how male respondents think and feel about the concept of their gender role and the dynamics that occur outside their awareness, in general, have an impact on the way they behave, respond and interact with themselves or intrapersonally and other respondents interpersonally.

When linked and taken from the dynamics of these two things, they have continuity in it. Where all aspects that must be achieved by individuals to achieve psychological well-being there are processes of cognition, affective, behavior, and factors of ignorance. So that if gender role conflict occurs through these aspects, it will clearly greatly affect

the psychological well-being of individuals. In accordance with the results of previous research on gender role conflict and psychological well-being that there is a possible influence of gender role conflict on psychological well-being in individuals.

Based on the description of the phenomenon above, the researchers are interested in studying more deeply and focused in relation to the effect of gender role conflict on psychological well-being in unemployed men, especially those who are married. This research can later be used to add a point of view on this phenomenon.

2. Literature Review

2.1. Gender

Squire suggests that gender refers to the different roles between women and men that result in different treatment in society [7]. Gilligan [8] states that the difference in treatment between women and men actually appears not because of biological factors that are brought from birth but are formed due to the socio-cultural nature of the community as so gender relations differ from time to time, and between peoples of one country or another. With other communities, due to differences in ethnicity, religion, social status and values (adopted traditions and norms) where the conclusions of society are generally detrimental to women.

Besides these biological factors, the form of social order in society which is generally "patriarchal" also makes men more dominant in the family and community system [9]. Squire [7] state that declaces differences in gender views between men and women because this theoretical research was created and developed based on the norms and viewpoints of men so as to make men more dominant in the community and family system. In this case, the most important position for women in the family is as a wife and mother who manages the household. And caring for children, on the other hand, in this case the most important position of men in a family is as a husband who is responsible as the main breadwinner in the family [10].

2.2. Psychological Well-Being

According to Ryff state that psychological well-being is the achievement of full psychological potential and a state in which individuals can accept themselves, have goals in life, are able to develop positive social relationships, are independent, are able to control the environment and continue to grow personally [11]. Ryff's concept begins

with the belief that positive health is not just the absence of physical disease, but is also related to how to develop positive relationships with other people and become an autonomous person [5].

Psychological well-being consists of the need to feel psychologically good. Ryff & Keyes added that psychological well-being is a concept related to what individuals feel about activities in daily life and leads to the disclosure of personal feelings about what is felt by individuals as a result of from his life experience, besides that psychological well-being can be interpreted by obtaining happiness, life satisfaction and the absence of symptoms of depression [12].

Ryff and Keyes describe six dimensions of psychological well-being, namely: (i) self-acceptance, which is a condition in which a person can accept one's strengths and weaknesses as indicated by a positive attitude towards oneself; (ii) positive relationships with others, namely one's ability to establish warm relationships with others; (iii) autonomy, namely one's ability to become an independent person; (iv) environmental mastery, namely the feeling of being able and mastery in regulating the environment; (v) the purpose of life, is a person's ability to direct himself and have goals to be achieved in life; (vi) personal growth, namely one's ability to achieve qualities and develop existing potential on an ongoing basis [11].

There are several factors that affect a person's psychological well-being. According to Ryff and Singer the factors that influence psychological well-being are age, gender, level of education and occupation [13]. Ryff's research also mentions that the factors that influence psychological well-being are personality, occupation, health and physical function.

2.3. The Relationship between Gender and Psychological Well-Being

The results of Prabowo's research found that a woman tends to have a better level of psychological well-being than men. This is related to the mindset that affects coping strategies and social activities, where women are more likely to have better interpersonal skills than men [14]. Men and women have different roles in their environment, as explained by Halpern one of the social and cultural forces that influence gender differences is the influence of the surrounding environment [15]. Differences in the sexes of men and women can be reviewed from a psychological and biological perspective, although these differences do not mean that one is better than the other.

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3. Method

This research was quantitative research. The type of research taken was descriptive correlational. This research was like relational research, which involved a calculation of the correlation between a complex behavior, namely the variable that is the target of prediction or in other words called the criteria and other variables that are estimated to have a relationship with the criteria, namely the variables used to predict or in other words called predictors.

In this study, the gender role conflict variable (X) served as a predictor of psychological well-being variable (Y). In this study, it is stated that the variable X can predict the variable Y. Thus, the gender role conflict variable can be used to predict psychological

well-being. The research location is in Gebyak Hamlet, Purwoasri Village, Singosari Sub-District, Malang Regency.

The sampling technique used in this study is total sampling, which is a sampling method or technique by taking the entire population at a research location so that the number of samples is the same as the population. The sample in the study amounted to 107 respondents and in accordance with the characteristics that have been determined by the researchers.

In this study, two instruments were used. The first instrument is the psychological well-being scale used in this study, which is an adaptation scale of Ryff's Psychological Well-Being Scale (RPWB) by Ryff [5]. Formed based on aspects of Ryff's psychological well-being. These aspects are self-acceptance, positive relationship with other respondents, autonomy, and acceptance of the environment, having a purpose in life, and understanding self-growth. It comprises a total of 16 valid items with a reliability of 0.841. The second instrument is the gender role conflict scale used in this study which is an adaptation scale of the Gender Role Conflict Scale-I (GRCS-I) scale from O'Neil et al [6]. Formed based on successful aspects of competitive strength, limited emotional side, limited display of affection, and conflict between work and family relationship. It consists a total of 36 valid items with a reliability of 0.969. Each aspect will be filled with favorable and unfavorable items.

The two analyzes used in this study are descriptive analysis and hypothesis analysis with the SPSS 22 program. Descriptive analysis in the categorization is based on the T score. The T score is one way of converting individual raw scores into standard scores. Changing the X score to a Z score is then converted into a T score. This causes the score to follow a score distribution which has a mean of $T = 50$ and a standard deviation of $St = 10$. The scores obtained are divided into two categories, namely high and low. Before testing the hypothesis, the researcher tested the assumptions which consisted of the Kolmogorov-Smirnov normality test, and the linearity test. Furthermore, hypothesis testing is carried out using simple linear regression analysis.

4. Result and Discussion

Based on the results of the data description of psychological well-being and gender role conflict, it is categorized into high and low categories. The results of the categorization can be seen in the following table.

Based on the table above, it is known that subjects with a high level of psychological well-being were 57 respondents with a percentage of 53% and subjects with a low level

TABLE 1: Categorization of psychological well-being and gender role conflict.

KP		
Category	Frequency	Percentage
High	57	53%
Low	50	47%
Total	107	100%
KPG		
Category	Frequency	Percentage
High	39	36%
Low	68	64%
Total	107	100%

of psychological well-being were 50 respondents with a percentage of 47%. In addition to the research subject, it was found that 39 respondents with a percentage of 36% were included in the high category and 68 respondents with a percentage of 64% were included in the low category of gender role conflict.

In the normality test using Kolmogorof-Smirnov analysis, both variables have a significance of $0.200 > 0.05$, which means that both variables are normally distributed. The results of the linearity test between the two variables obtained a significance of $0.03 > 0.05$, which means that the data for the two variables is stated to be linear.

Hypothesis testing in this study used simple regression technique. In this study, the R value indicates whether or not the linear relationship between the two variables is strong and a value of 0.174 is obtained, which means that the gender role conflict variable has a not very significant contribution to the psychological well-being variable. It is known that the value of the coefficient of determination or the value of the contribution of R-Square is very small, namely 0.03 (3%). This means that the gender role conflict variable on the psychological welfare variable is 3%, while the remaining 97% is caused by other variables besides gender role conflict such as young or old age, socioeconomic status, social support, personal competence, personality, and so on.

In addition, it is known that the significance value obtained is $0.042 < 0.05$, which means that the hypothesis H0 is rejected and H1 is accepted. In other words, gender role conflict is a predictor of psychological well-being in unemployed men who are married in Gebyak Hamlet, Purwoasri Village, Singosari Sub-District, Malang Regency.

Based on the results of the data obtained from this study, the results showed that most of the unemployed men who were married in Gebyak Hamlet, Purwoasri Village, Singosari Sub-District, Malang Regency were mostly high, namely 53% of 57 respondents from 107 and the remaining 47% is low with a number of 50 respondents. In

accordance with the description of the data, it can be concluded that the psychological well-being of unemployed men in Gebyak Hamlet, Purwosari Village, Singosari Sub-District, Malang Regency is mostly in the high category.

People who fall into the category of unemployed men and are married in Gebyak Hamlet, Purwosari Village, Singosari Sub-District, Malang Regency have psychological well-being that is classified as high even though they have a level of gender role conflict, most of which fall into the low category. Things that might support the existence of psychological well-being in the community in the research location are age, socio-economic factors that can be seen from family background, culture of the community, social support and social networks, and many others.

Based on the results of the statistical descriptive test analysis in the previous chapter, it is known that unemployed male residents who are married in Gebyak Hamlet, Purwosari Village, Singosari Sub-District, Malang Regency have gender role conflicts, most of which are included in the low category with a percentage of 64%. The rest are in the high category with a percentage of 36%. The results obtained by the researchers indicate that the level of psychological well-being of the people in the research location is in the high category and gender role conflicts occur and are included in the low category. So it can be concluded that in the community environment of Gebyak Hamlet, Purwosari Village, Singosari Sub-District, Malang Regency, there is still a gender role conflict against unemployed men who are married with low levels.

Based on the story of one of the communities in the area, most unemployed men who are married do have conflicts with their partners, but most of them are not due to the low status or high rank of a job they both have, but rather to financial and economic problems in the family. Although the level of conflict for each family or couple is different. More or less the emergence of demands from the partner to the man is a demand about the daily needs and demands of the individual needs of the woman. However, the men are still thinking about how to fulfill their needs and continue to take action to be able to have an income even though they are employed in non-permanent jobs. This is done to minimize the emergence of gender role conflicts which can be fatal later.

The results of the analysis of hypothesis testing indicate that the gender role conflict variable is a predictor of psychological well-being in unemployed men who are married in Gebyak Hamlet, Purwosari Village, Singosari Sub-District, Malang Regency. In other words, when unemployed men who are married experience gender role conflicts, it can affect the continuity of their psychological well-being. The results of the significance of the hypothesis test obtained by the researchers were worth $0.042 < 0.05$, meaning that gender role conflict is indeed a predictor of psychological well-being. However, gender

role conflict as a variable that affects the psychological welfare variable, its significance level is not too high because the significance value achieved is almost equal to the 0.05 limit, so it can be said that the significance of the effect of gender role conflict on psychological well-being is not too significant.

This is due to the many factors that influence psychological well-being from the social environment that can make them remain positive and have psychological well-being despite experiencing gender role conflicts in their daily lives. The most prominent factors are the culture of the community, the social support of the community, social networks, and the thought that they enjoy or relax about the conditions being faced, namely not having a permanent job. Therefore, there are many other factors that make the respondent able to become a positive individual and have sufficient psychological well-being with gender role conflict which is in the low category. Gender role conflict still has an influence on the psychological well-being of the respondents even though only 3% of the percentage and the remaining 97% is the influence of other factors. This is because judging from the level of gender role conflict, which is included in the low category, it makes a person able to continue to have psychological well-being with various external influence factors.

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