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Psychological Capital as a Predictor of Self Compassion Amongst those of Productive Age Unemployed During the Pandemic

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Abstract

This study aims to determine the psychological capital obtained by those of productive age with an unemployed status in Panggungrejo Village, Pasuruan City, evaluate the level of self-compassion these individuals, and finally examine whether psychological capital is a predictor of self-compassion. This study used descriptive and predictive methods and purposive sampling. The instruments used were the Compound PsyCap Scale (CPC-12) and the Self Compassion Scale Short Form (SCS-SF). The descriptive analysis uses categorization based on the T value, while hypothesis testing uses simple linear regression analysis techniques. This study resulted in the decision ho rejected with a significance value of 0.000, an R-value of 0.406, and an R square value of 0.165 which indicated that psychological capital contributed to the emergence of self-compassion by 16.5%.

Keywords: Psychological Capital, Self Compassion, Unemployment in the Productive Age

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1. Introduction

Indonesia is experiencing various problems due to *Corona Virus Disease,* founded in 2019 (Covid-19). The problems in Indonesia due to Covid-19 are very diverse, ranging from the health sector to the economic issue. Covid-19 has had a terrible impact on the economy in Indonesia which indirectly contributes to the increase in unemployment. Unemployment in Indonesia is predicted to escalate quite a lot. Based on the results of research conducted by Fahri (2020) in 2020, there is potential for an increase in the number of open unemployed by 3.5 million to 8.5 million, which means that the increase in unemployment ranges from 5.2% to 5.3%. Other research conducted by Indayani and Hartono (2020) stated that Covid-19 resulted in weakening economic growth in Indonesia and increased unemployment. Unemployment can cause various problems, especially for those in the productive age in Panggungrejo Village

Unemployed people in Panggungrejo Village tend to spend their time sleeping, playing, gambling, drinking alcohol, and even using drugs to ease the mind. This affects the personality of the people in Panggungrejo Urban Village, Pasuruan City. They become less developed and have bad qualities. Besides, the people there tend to get angry quickly and cannot control their emotions, causing fights when they are in trouble. The problems above indicate that the unemployed productive age in Panggungrejo Village cannot survive and do not realize that the problem is apparent. This problem will affect low self-compassion.

Self-compassion or compassion explains how individuals can survive, understand, and realize the meaning of difficulty as something positive. According to Germer (Hidayati & Maharani, 2013), self-compassion is the willingness to be open their eyes and be aware of where one is experiencing suffering, instead of avoiding it. Neff (2009) adds that self-compassion is a process of understanding without criticism of suffering, failure or inability by understanding that these three things are part of the experience as a human being in general. Thus, people who love themselves can understand their weaknesses, shortcomings, and problems and respond with kindness and obedience rather than harshly or self-criticism (Leary, Tate, Adams, Batts Allen, & Hancock, 2007). Neff and Vonk (2009) and Neff (2009) explains that the concept of self-compassion includes three components: self-kindness versus self-judgment, a sense of common humanity versus isolation, and mindfulness versus over-identification. These components combined will create a compassionate frame of mind.

Self-compassion is not only needed when someone experiences a severe problem but also in any situation and condition, including personality development. Research by Neff and Vonk (2009) found that self-compassion plays a unique role in developing positive emotions such as a sense of coherence and feeling worthy and acceptable. Selignman & Csikzentmihalyi (Neff, 2011) stated that individuals with self-compassion show psychological strengths associated with positive psychological development such as happiness, optimism, wisdom, curiosity, exploration motivation, personal initiative, and positive emotions. Neff (2011) explains that self-compassion does not replace negative emotions directly, but positive emotions are generated by embracing existing negative emotions. Positive emotions of affection and feelings of connection with each other are shared with feelings of sadness. Research shows that people with high self-compassion tend to have good personalities and higher emotional intelligence. Other psychological research data supports these findings by stating that people with high self-compassion have better emotional coping skills and personalities (Neff, 2011).

To have a good personality and improve self-compassion, a person must have positive emotions and have positive psychological and personality development. According to Elwood (1987), a positive attitude will affect a person positively, and it impacts the way they react to certain situations. To have positive emotions and development, a person must have psychological capital, allowing them to become better individuals. People who have psychological capital will have a good personality that comes from the psychological development of the individual. According to Luthans et al (2007), the characteristics of favorable individual psychological development conditions are as follows: (1) having self-efficacy to take and place the necessary efforts to succeed in challenging tasks; (2) making positive attributions (optimism) about succeeding now and in the future; (3) persevering towards the goal and, if necessary, redirecting it towards the goal (hope) in order to succeed; and (4) when faced by problems and difficulties, they can face it and get back on its feet (resiliency) to achieve success.

Psychological capital in everyone has an essential role in maintaining psychological health and developing a person's personality. Every worker tries to develop himself for the better. Psychological capital is a state that everyone can train and have. Psychological capital consists of four critical points, namely, self-efficacy, optimism, hope, and resilience. When combined, these four points have a positive relationship with good organizational behavior (Luthans, 2011). Psychological capital is expected to cultivate a person's traits and psychology to be better and more positive. The self-compassion of unemployed people in Panggungrejo Village increases, as they are expected to be more aware of getting themselves employed.

A study conducted by Sabaitytė & Diržytė (2016) in Lithuania showed a positive correlation between psychological capital and Self-Compassion for unemployed youth; in this study, it explained that every aspect of psychological capital and self-compassion are related. According to research conducted by Mirhosseini et al. (2019) which examined psychological capital and self-compassion in students with externalizing behavior problems and average students, it shows that students who have high self-compassion will have better psychological capital and vice versa. There have also been previous research showing that aspects of psychological capital influence self-compassion. Much the same as the research conducted by Siswati and Hadiyati (2017) which examines the relationship between self-compassion and self-efficacy in students who are completing final assignments, shows that the higher one's self-efficacy, the higher one's self-compassion. Therefore, in addition to the relationship between psychological capital and self-compassion, these two variables are also strengthened by the relationship between aspects of psychological capital on one's self-compassion.

Based on the introduction above, it is acknowledged that unemployment in Panggungrejo Village is still an ongoing issue. However, with the proper application of psychological capital and compassion, a sense of optimism and feeling better than ever will emerge. In that sense, unemployed people will always be motivated to face difficulties or obstacles in finding work. This study aims to determine whether psychological capital is a predictor of self-compassion on productive age unemployment in Panggungrejo Village, Pasuruan City. Therefore, the researcher wants to raise the research with the title "Psychological Capital As A Predictor Of Self Compassion In The Unemployment Of Productive Age During The Pandemic."

2. Method

The research method used in this research is quantitative research methods with research designs that are descriptive and predictive. The definition of a descriptive method according to Sugiyono (2014), namely: A problem formulation relating to the question of the existence of independent variables, either only on one or more variables, while predictive research design is by searching for information about existing symptoms, clearly defined objectives will be achieved, planning how to approach it, gathering data for making reports.

The variables in this study, namely (a) the independent variable or X, is psychological capital, and (b) the dependent variable or Y, is Self-Compassion. The location chosen in this study is Panggungrejo Village, Pasuruan City. The population taken in this study were 1,376 people who were unemployed in Panggungrejo Village, Pasuruan City. The sampling technique in this study used a non-probability side type with a purposive sampling method with a sample of 130 people in this study.

Data collection was carried out with a Likert scale from two adaptation instruments, namely (1) the psychological capital scale (CPC-12) developed by Timo et al. (2016) based on aspects of Luthans, with back-translation adaptation procedures (Brislin, 1970), there are ten useful items with the reliability of 0.788, and (2) the self-compassion scale (SCS-SF) developed by Neff (2011) with the back-translation adaptation procedure (Brislin, 1970), there are ten valid items with the reliability of 0.839.

The two analyzes used in this research are descriptive analysis and hypothesis testing. (1) the descriptive analysis in this study is arranged based on the T score. The T score is one way of changing the individual raw score into a standard score. Converting the X score into a T score causes the score to follow a score distribution with a mean of T = 50 and a standard deviation of St = 10 (Azwar, 2012). The scores obtained are divided

into two categories, namely, high and low. Before testing the hypothesis, the researcher conducted an assumption test consisting of the *Kolmogrov-Smirnov* normality test and the linearity test. Furthermore, (2) hypothesis testing is carried out using simple linear regression analysis.

3. Result and Discussion

Based on the results of the description of the data, psychological capital and self-compassion were categorized into high and low categories. The results of categorization can be seen in the following table:

TABLE 1: Psychological Capital Categorization

Psychological Capital		
Category	Frequency	Percentage
High	49	49%
Low	51	51%
Total	100	100%

TABLE 2: Self-Compassion Categorization

Self Compassion		
Category	Frequency	Percentage
High	45	45%
Low	55	55%
Total	100	100%

Based on the table above, it is illustrated that there are more people with lower psychological capital, to be exact, 51 people or 51%. Moreover, there is a high percentage of people with a low level of self-compassion, namely 55 people or 55%.

TABLE 3: Hypothesis Test Result

Variable	R	R Square	Sig.
Psychological Capital of *Self-Compassion*	0,406	0,165	0,000

Based on the table of hypothesis test results above using simple linear regression analysis techniques, it can be seen that the results in this study obtained an R-value of 0.406, which means that the variable psychological capital has a significant contribution to the emergence of self-compassion. Also, the *R Square* obtained is 0.165 with a significance of 0.000 <0.05, which means that psychological capital contributes to the development of self-compassion on the unemployment in the productive age in

Panggungrejo Village, Pasuruan City by 16.5%, and the hypothesis H_0 is rejected, and H_1 accepted. In other words, psychological capital is a predictor of self-compassion in the unemployment of productive age in Panggungrejo Village, Pasuruan City.

Based on the results of the hypothesis test, the results obtained a significance value, which indicates that psychological capital is a predictor of self-compassion. Self-compassion, according to Rubin (Neff, 2003), is a person's ability to compare their personal experiences with the experiencees of others, where a person understands that experiences such as suffering, failure, and inability are part of human life and that each person deserves compassion. One of the factors that influence self-compassion is psychological capital; this can be proven from the results of this study which indicates that psychological capital has an adequate impact on self-compassion in the unemployment of productive age in Panggungrejo Village, Pasuruan City. The higher the psychological capital that the unemployed youth has, the higher the self-compassion they have.

Along with that, if one's psychological capital is low, then the lower self-compassion they have. So with that being said, the two variables are interrelated to each other. These results support the research conducted by Sabaitytė & Diržytė (2016), which shows a positive correlation between psychological capital and self-compassion for unemployed youth. In this study, it is explained that every aspect of the two variables is correlated so that the two variables influence each other.

In this study, the factors that can affect a person's self-compassion are psychological capital. Psychological capital is the positive psychological capacity within the individual, which is characterized by the presence of four construct aspects, namely the presence of self-confidence in one's ability to achieve success from challenging tasks (self-efficacy), positive thoughts about the present and the future (optimism).), have hope to achieve the goal (hope) and have the ability to survive in the face of problems to achieve even more success. The results of this study indicate a positive influence between psychological capital and psychological well-being. Psychological capital can increase or decrease the existing self-compassion of individuals.

From the descriptive analysis using T-score, it shows that the number of unemployed scores who have low psychological capital is more than those who have high psychological capital. Likewise, with the results obtained from the T-score self-compassion analysis test, the unemployed who have low self-compassion are more than those who have high self-compassion. These results also indicate that psychological capital is a predictor of self-compassion. The lower a person's psychological capital is, the lower the self-compassion, proved by a research conducted by Mirhosseini et al. (2019), which

examined psychological capital and self-compassion in students with externalizing behavior problems. As a result, students who have high self-compassion would have high psychological capital, vice versa.

Some studies show the relationship between aspects of psychological capital on self-compassion. In previous research conducted by Siswati and Hadiyati (2017) examined the connection between self-compassion and self-efficacy in students who are completing their final project; the higher one's self-efficacy, the higher one's self-compassion. Previous research conducted by Harning (2018) also shows a relationship between aspects of psychological capital (resilience) in one's self-compassion; the results of this study explain that there is a positive relationship between self-compassion and resilience in adolescents from divorced families. The lower the self-compassion, the lower the level of resilience that one has.

The results of this study can be used as a basis for carrying out an activity that can change the unemployment of productive age behavior in Panggungrejo Village, Pasuruan City. Activities that can solve the problem unemployment of productive age in Panggungrejo Village, Pasuruan City are activities that can increase psychological capital such as providing motivation and training to increase psychological capital

4. Conclusion

Based on the results of the analysis and discussion in the previous chapter, the conclusions attained by the researcher are (1) Unemployed people of the productive age in Panggungrejo Village, Pasuruan City has a low level of psychological capital. (2) Unemployed people of the productive age in Panggungrejo Village, Pasuruan City, have a low level of self-compassion. (3) Psychological capital is a self-compassionate predictor in the unemployment of productive age in Panggungrejo Village, Pasuruan City.

Based on the results of this study, several suggestions can be given to people who are unemployed in Panggungrejo Village, Pasuruan City. These suggestions will boost their psychological capital, and in order for that to happen, they should make life goals and be more excited and passionate about what they want. Being kind to oneself, having positive traits and personality, having reasonable expectations, and facing problems maturely will improve one's psychological capital. Also, the researchers' suggestions for people unemployed with low self-compassion is that they should be aware of their capacity by accepting problems as they are and not excessively. Other than that, they

should be able to overcome problems instead of avoiding them. So with that being said, the researchers hope that these bits of advice will benefit them.

Moreover, if there be suggestions for future researchers, it would be that they should further examine each aspect of each variable to find out more about the relationship of psychological capital with self-compassion. Furthermore, the researchers also hope that further research can develop the variables studied such as age, gender, social life, life experience so that there is a development in the research. Future researchers are also expected to add more references and theories regarding related variables to give new insights for readers and future researchers.

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