Self-Compassion and Subjective Well-Being Working Mothers During The COVID-19 Pandemic

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Abstract

Due to the COVID-19, most workers are experiencing Work From Home (WFH). Changes in the work environment and greater responsibilities experienced by working mothers can have psychological impact and reduce their level of subjective well-being. This study aims to determine the relationship between self-compassion and subjective well-being in working mothers. This research uses quantitative correlational with 48 working mothers in RW 01 Jatimulyo Village, Malang City. The measuring instrument used was self-compassion scale (16 valid items α=0.680), Positive and Negative Affect Scales (13 valid items α=0.771), and Satisfaction with Life Scale (5 valid items α=0.779). The results of data analysis using simple regression analysis showed p = 0.014 (p < 0.005). The results show that the hypothesis is accepted. There was a positive relationship between self-compassion and psychological well-being toward working mothers in RW 01, Jatimulyo Village, Malang City, with 12.4% as its effective contribution.
Keywords: COVID -19; Self-Compassion; Subjective Well-Being; Working Mothers;

Introduction

COVID-19 has been designated by the World Health Organization (WHO) as a global pandemic. Since March 2020, the number of cases of patients who were detected positive for COVID-19 in Indonesia has continued to grow day by day. Until early June 2021, the number of confirmed cases in Indonesia reached 1,856,038 cases, with a death toll of 51,612 (Ramadhanty, 2021). The government has implemented various policies to stop the potential spread of the COVID-19 virus, one of which is by implementing Work From Home (WFH). This call to work from home has been followed up by the Minister of State Apparatus Empowerment and Bureaucratic Reform through Circular Letter number 19 of 2020 concerning Adjustment of the Work System of State Civil Apparatus in Efforts to Prevent COVID-19 in Government Agencies. Not only for ASN, but a number of private companies in several cities have also issued work-from-home policies with different rules. The technical implementation of WFH also varies, ranging from 50 percent of WFH employees and another 50 percent working from the office, as well as those who carry out WFH 75 percent of employees (Nugraheny, 2021).

The WFH policy has a significant impact on all groups, including parents, especially working mothers. Changes in the work environment experienced by working mothers are followed by the many demands they get. The national survey conducted by Komnas Perempuan on 2,285 respondents, showed that 96% of women who work from home stated that the household work they had to do had more than doubled (Dewi, 2020)

This is because all family members are at home. In addition, most of them are not only required to complete their work but also have to act as teachers for children during school from home. Similar results were also found from a survey conducted by Motherly, a lifestyle media for children and mothers. As many as 74% of working mothers in the United States have felt mentally worse since the onset of COVID-19. The source of stress and burn-out they experience comes from a greater responsibility to care for children while the workload is not reduced (Motherly, 2020). This condition is considered to increase stress to interfere with the mental health of female workers who act as mothers.

A confession from one working mother in interview preliminary stated that the policy of working from homemade her stressed, tired, and overwhelmed. She often feels unable to control her emotions while caring for her 8-year-old child and is filled with negative feelings, such as feeling useless and guilty as a mother for not being able to provide for her child's psychological and physical well-being. According to Tirto's report on July 23, the Indonesian Child Protection Commission (KPAI) stated that children often experience physical violence from their parents. Physical violence, which was mostly carried out by mothers (60.4%) was alleged because mothers were unable to bear the burden and manage their emotions during the pandemic (Setiawan, 2020).

The various phenomena above are clear evidence that most working mothers during the COVID-19 pandemic were filled with negative feelings and thoughts. (Martin & Dahlen, 2005) in their research found that negative thoughts, such as blaming oneself, blaming others and the environment, and ruminations can lead to negative emotional

reactions in a person. In addition, unmanaged negative thinking can reduce positive assessment and acceptance of the situation at hand. This situation can cause the individual concerned to feel dissatisfied and unhappy in his life so that it has an impact on his subjective well-being.

Subjective well-being or subjective well-being is one kind of welfare (Wood et al., 2010). (Diener et al., 2003), (Ardelt & Edwards, 2016), and (Satici, 2016) define subjective well-being as a person's subjective evaluation of his life, in the form of affective and cognitive. This evaluation includes an emotional reaction to an event, mood, and a person's assessment of life satisfaction, fulfillment, and satisfaction in life domains such as marriage and work (Diener et al., 2003). Subjective well-being is also defined as life satisfaction, the presence of positive feelings or emotions, and the relative absence of negative feelings or emotions (Baumgardner & Crothers, 2010; (Diener & Chan, 2011). (Diener, 2009) mentions two important components of subjective well-being, namely, a cognitive component identified as life satisfaction and an affective component consisting of positive affect and negative affect. Life satisfaction is an evaluation or assessment of more specific aspects of life, such as satisfaction in work or school life, relationships with family, relationships with friends, and satisfaction with oneself (Diener et al., 2003). The affective aspect reflects the individual's evaluation of the events that occur in his life in the form of emotions or moods (Doener, et al, 1999).

Lyubomirsky DuBois et al. (in (Diener et al., 2003) found that high happiness and positive affection provided benefits for marital quality, income, creativity, social skills, and productivity in life. Individuals with high subjective well-being will feel their life is good and pleasant. (Utami, 2009) states in his research that a person can be said to have high subjective well-being if he experiences life satisfaction and experiences feelings of joy more often, and does not experience unpleasant emotions such as sadness and anger less often. In contrast, someone who has a low level of subjective well-being is dissatisfied with his life, experiences less affection and joy, and experiences more negative emotions such as anger or anxiety.

Negative emotions that are felt constantly will hinder individuals in living their lives and developing themselves. Having a compassionate attitude towards yourself can be a start in overcoming any negative emotions you feel. This attitude of compassion is often called self-compassion. (K. D. Neff, 2003)defines self-compassion as an attitude of being open and moving from one's suffering, having feelings of caring and doing good to someone, understanding others, a non-judgmental attitude towards inadequacy and failure, and acknowledging one experience as part of the human experience. Self-compassion is an attitude of loving and loving oneself. Individuals who have self-compassion will not judge or blame themselves when they fail, because mistakes or failures are a common part of the human experience (Neff, 1995); (Ramadhani & Nurdibyanandaru, 2014)

Self-compassion refers to three main components that interact with each other, namely self-kindness versus self-judgment, common humanity versus isolation, and mindfulness versus over-identification (K. D. Neff, 2003). The first component, self-

kindness, is the tendency to care for and understand oneself and to give gentleness rather than judging, criticizing, or giving harsh judgments. The second component, common humanity, is realizing that everyone fails, makes mistakes, and feels inadequate in some way rather than feeling himself suffer the most and isolating himself when in difficult circumstances. The third component is mindfulness seeing experiences clearly with stable actions and an objective perspective rather than focusing too much on one's limitations and overreacting when faced with a problem.

Self-compassion is associated with life satisfaction, psychological well-being, happiness, optimism, emotional intelligence, social connectedness, personal initiative, and positive affect (K. D. Neff, 2009); (K. D. Neff & McGehee, 2010). (K. Neff, 2011) also revealed that high self-compassion can reduce depression and increase life satisfaction. Self-compassion is considered to be able to reduce the level of anxiety and lack of confidence in the individual's shortcomings because people who have this attitude can understand that humans must have shortcomings (Awaliyah & Listiyandini, 2017); Neff, 2003a). According to Deci and Ryan (in (Eynel Andjani, 2015), individuals who have high self-compassion can produce better emotional coping skills and assume that life satisfaction is an important part of a meaningful life. Individuals with high self-compassion tend to face their own shortcomings in a friendly and warm manner. This attitude can affect an individual's cognitive and emotional state, increase an individual's positive experience, and can reduce negative emotional experiences (Ge et al., 2019)

(Zessin et al., 2015) explains the relationship between well-being and self-compassion, that well-being is a consequence that will be obtained in achieving a desired goal, while self-compassion acts as a facilitator in the process of achieving that goal by reducing the negative emotional influence that present as a result of failure and play a role in influencing goal setting in a positive way. Several previous studies have shown that there is a significant relationship between self-compassion and subjective well-being of adolescents with disabilities (Rahma & Puspitasari, 2019), subjective well-being of overseas students (Triana, 2020), subjective well-being of prospective migrant workers in Semarang (Prastiwi, 2020), subjective well-being of adolescents in Sulawesi (Khumas & Lukman, 2019), and subjective well-being of adolescents whose parents are divorced (Ayulaningsih, 2017) Previous research by (Ayundhari, 2012) on self-compassion and life satisfaction in mothers who Having a child with autism shows that there is a correlation between self-compassion and life satisfaction. By having high life satisfaction, a person's high subjective well-being will be realized.

Seeing many studies that show a positive correlation between self-compassion and subjective well-being , it is necessary to further review the role of self-compassion in increasing subjective well-being in working mothers. Research that directly discusses the relationship between self-compassion and subjective well-being of working mothers has never been carried out, so researchers are interested in knowing the relationship between self-compassion and subjective well-being of working mothers in RW 01, Jatimulyo Village, Malang City, in particular. during the COVID-19 pandemic. The hypothesis in

this study is that there is a positive correlation between self-compassion and subjective well-being of working mothers in RW 01, Jatimulyo Village, Malang City.

Methods

Self-compassion as an independent variable in this study is defined as the attitude of individuals who are open to themselves and willing to accept their circumstances so that they are able to have compassion for themselves even though they are in unpleasant situations. Subjective well-being as the dependent variable in this study is defined as the process of evaluating individuals in perceiving their lives, both in the form of pleasant feelings (positive affect) or unpleasant (negative effects) and satisfaction in life.

The population in this study are working mothers who live in RW 01 Jatimulyo Village, Malang City. The sampling technique was carried out using a non-probability sampling technique with the type of purposive sampling, namely the technique of determining the sample with certain considerations (Sugiyono, 2015). The characteristics of the sample in this study are mothers who are married and have at least 1 child with a maximum age of 12 years. Determining the age of the child is because children from toddlers to elementary school are a crucial period in which the need for love and security is important to be fulfilled, thus requiring more assistance from the mother figure (Suyanto, 2010). In addition, the working mothers referred to in this study are those who are employed, either with working hours part-time or full-time. The third criterion is to live in the neighborhood of RW 01, Jatimulyo Village, Malang City. The number of samples taken in this study was 48 working mothers who met the research criteria.

Data collection is done by distributing questionnaires to respondents who meet the criteria. The instruments used in this study include:

Scale Subjective well-being . The instrument used to measure thevariable subjective well-being consists of two scales, namely Positive and Negative Affect Scales (PANAS) developed by Watson, Clark and Tellegen (1988) and Satisfaction with Life Scale (SwLS) developed by Diener, Emmons, Larsen. and Griffin (1985). The PANAS scale aims to measure the affective dimension, which consists of 10 positive affect items and 10 negative affect items. The SWLS scale aims to measure the cognitive dimension, namely life satisfaction which consists of 5 items. The researcher uses the two scales which have been adapted into Indonesian by Novrianto and Marettih (2018). The response given to thismeasuring instrument subjective well-being is in the form of a Likert with five alternative answers.

The Compassion Scale. Thevariable is self-compassion measured using The Self-compassion Scale Neff's(SCS) (2003) which has been translated into Indonesian by Sugianto, Suwartono, & Sutanto (2020) into the Self-Compassion Scale. This scale consists of 26 items with 6 aspects, namely self-love, self-judgment, universal humanity, isolation, insight, and over-identification. The response given to thismeasuring instrument self-compassion is in the form of a Likert with five alternative answers.

Methods and Analysis

This research is included in quantitative research with correlational design. The purpose of this study was to see the relationship between the independent variable, namely self-compassion and the dependent variable, namely subjective well-being . Before the research was conducted, the researchers conducted a test of measuring instruments to 31 working mothers to determine the validity and reliability of the measuring instruments used. The validity test of the tool aims to evaluate the extent to which the scale used is able to produce accurate data according to the purpose of its size(Azwar, 2007). The validity test was carried out with the help of IBM SPSS software using thevalidity technique Pearson Product Moment, where an item is said to be reliable if the value of r count > r table with a significance value of more than 0.05 (Budi, 2006). On thescale subjective well-being, there are 5 valid items on the SWLS scale and there are 13 valid items on the PANAS scale. On the self-compassion scale, there are 16 items that are declared valid. Reliability tests are also carried out using software IBM SPSS with Cronbach's alpha technique, provided that the variable is declared reliable if Cronbach's Alpha value is > 0.6 (Wiratna Sujerweni, 2014). The results obtained from the reliability test, the self-compassion scale has a coefficient of 0.680, while the subjective well-being scale consisting of the PANAS scale has an alpha coefficient of 0.771 and the SLWS scale has an alpha coefficient of 0.779.

Before knowing the existence of a correlation in a study, the researcher conducted an assumption test consisting of normality and linearity tests first. The normality test aims to determine whether the distribution of the data obtained follows or approaches the standard normal distribution law. The linearity test was conducted to determine whether the relationship between the independent and dependent variables was linear (straight line). If the data is normally and linearly distributed, it will be continued with hypothesis testing to see the correlation between two variables using a simple regression technique. Analysis of the data used in this study using IBM SPSS software version 25.0 for windows.

Results and Discussion

This research is a study conducted to determine the welfare level of working mothers during the pandemic, by correlating the self-compassion scale with the scale subjective well-being. Subject In this study, there were 48 working mothers living in RW 01 Jatimulyo Village, Malang City. The selected subject has several criteria, namely a mother who has children under 12 years old and has a job, both part-time work and full-hour work.
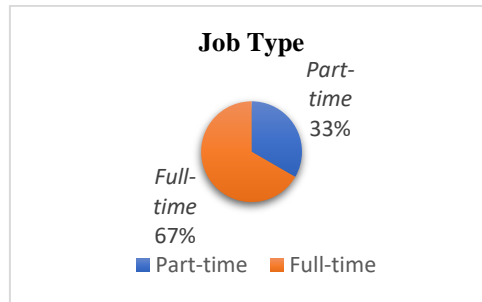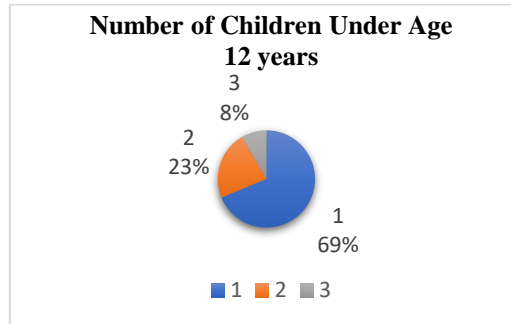
Figure 1. Job Type Respondents

Figure 2. Diagram Number of Children Under Age 12 years Held Respondents
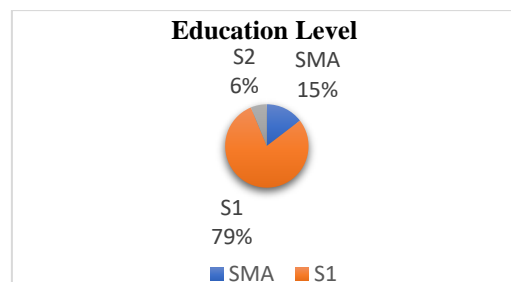

Figure 3. Diagram of Respondents Education Level

Based on the data obtained, it is known that subjects who work full-time 67% (32 subjects) and those who work part-time are 33% (16 people). Of the 48 subjects, 69% (33 subjects) had one child under 12 years of age, while 23% (11 subjects) had two children under 12 years of age and 8% (4 subjects) had 3 children under 12 years of age. According to the classification of educational history, subjects with undergraduate education dominate as much as 79% (38 subjects), 15% (7 subjects) of whom are high school graduates and 8% (3 subjects) the rest are masters graduates.

Table 1. Normality Test Results

		Unstandardized Residual
N		48
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviasion	3.40931629
Most Extreme Differences	Absolute	.162
	Positive	.162
	Negative	-.092
Test Statistic		1.126
Asymp. Sig. (2-tailed)		.159

a. Test distribution is Normal.
b. Calculated from data.

The normality test was performed using the Kolmogorov-Smirnov SPSS 26. The data were said to be normally distributed if the significance value was > 0.05. Based on the results above, it shows that both variables have a Kolmogorov-Smirnov coefficient of 1.126 with a significance of 0.159 (p>0.05), so it can be concluded that the variables of self-compassion and subjective well-being are normally distributed.

Table 2. Linearity Test Results

			Sum of Squares	df	Mean Square	F	Sig.
SWB* SC	Between Groups	(combined)	301.179	14	21.513	2.200	.031
		Linearity	77.511	1	77.511	7.928	.008
		Deviation from Linearity	223.668	13	17.205	1.760	.094
	Within Groups		322.633	33	9.777		
	Total		623.813	47			

The results of the linearity test show that the significance value of deviation linearity is 0.094 > 0.05, so it can be concluded that there is a significant linear relationship between thevariable self-compassion and subjective well-being.

Table 3. Test Hypothesis Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (constant)	14.791	6.584		2.247	.030
Self Compassion	.340	.133	.352	2.555	.014

a. Dependent Variable: Subjective well-being

Hypothesis testing was conducted to determine the relationship between self-compassion (variable X) and subjective well-being (variable Y). The basis for decision making in testing this hypothesis uses simple correlation regression analysis, where if T count > T table then there is an effect of the independent variable on the dependent

variable. Based on the table above, the calculated T value = 2.555 > T table = 2.013 with p = 0.014 (p < 0.005), so it can be interpreted that there is a significant correlation between the independent variable (self-compassion) and the dependent variable (subjective well-being). to working mothers in RW 01 Jatimulyo Village, Malang City. The correlation between variables is positive, meaning that the higher the self-compassion of working mothers, the higher their subjective well-being.

The coefficient of determination (R2)shows the value of 0.124 means that the variable self-compassion contribute effectively amounted to 12.4% at variable subjective well-being, while the remaining 87.6% is influenced by other factors not examined in this study. Biswas-Diener, Diener, and Tamir (2004) and Wills (2009) suggest that other factors that can affect subjective well-being are personality, adaptation, social relations, culture, and spirituality, and religiosity.

The results of the hypothesis test are supported by a hypothetical score calculation with 3 categories namely low, medium, and high which refers to the Eman score and the hypothetical standard deviation. In the variable self-compassion, 95.8% (46 subjects) are in the high category, 4.2% (2 subjects) are in the medium category, and there are no subjects in the low category. On the variable subjective well-being, as many as 87.5% (42 subjects) were included in the moderate category, 12.5% (6 subjects) were included in the low category, and there were no subjects included in the high category. The most influential aspect in the formation of subjective well-being is life satisfaction. The greater the aspect of life satisfaction that an individual has, the stronger his subjective well-being will be.

As a mother choosing to work is not an easy thing to do, especially in a pandemic. Although being a working mother can increase self-esteem and be able to actualize existing potential, often the demands of work make mothers lose time to carry out their role in the family (Matlin, 2012). The stresses of a mother's inability to care for her children and work can result in fatigue, emotional instability, and feelings of guilt. Research conducted by (Pratiwi and Winny, 2019) states that working women are vulnerable to role conflict between meeting the demands of work and the demands of roles in the family, thus affecting their welfare.

The results of this study indicate that high self-compassion can increase subjective well-being in working mothers even in the midst of a pandemic. (Neff and Costigan, 2014) emphasize the importance of self-compassion as a source of well-being. Self-compassion describes a person's concern for himself and a positive attitude in interpreting a failure, pressure, and limitations (Zessin et al., 2015; Rahma & Puspitasari, 2019). Self-compassion is one of the effective coping strategies to reduce psychological distress, because it can help individuals to suppress unwanted thoughts and be more open in accepting the negative emotions they feel (Robinson, et al., 2017; Leary et al., 2007).

Self-compassion can reduce the psychological impact of individual life stresses, increase the ability to manage negative emotions, and make individual subjective evaluations more positive (Cug, 2015; Ge et al. 2019). Individuals who have high self-compassion will feel calmer emotionally and be compassionate towards themselves so that the level of subjective well-being and life satisfaction will be higher.

The results obtained in this study are supported by previous research conducted by Bluth and Blanton (2015). Research findings show that self-compassion is associated with every dimension of emotional well-being in adults. Research conducted by Prastiwi (2020) on 75 prospective TKW in Semarang showed similar results, namely a positive correlation between self-compassion and subjective well-being. Rahma and Puspitasari (2019) also conducted research on the relationship between self-compassion and subjective well-being in 140 adolescents with disabilities. The results showed that there was a positive relationship between self-compassion and subjective well-being in quadriplegic adolescents, with an effective contribution of 74%. Adolescents with disabilities who have self-compassion kinder can be to themselves and suppress the negative emotions they feel, so they are able to optimize their functions and have a positive attitude towards themselves (Mpofu et al., 2017).

Conclusions

Based on the research that has been done, it can be concluded that there is a significant correlation between self-compassion and subjective well-being in working mothers in RW 01, Jatimulyo Village, Malang City with an effective contribution of 12.4%. The correlation between variables is positive, meaning that the higher the self-compassion of working mothers, the higher their subjective well-being, and vice versa. Working mothers who are able to develop self-compassion will help them to face all challenges with all their abilities, increase positive emotions and life satisfaction during the COVID-19 pandemic. Suggestions for further researchers are to use random sampling techniques in sampling and the number of samples used is more so that the research results can be generalized.

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