



ISSN: 0976-3031

Available Online at <http://www.recentscientific.com>

CODEN: IJRSFP (USA)

International Journal of Recent Scientific Research
Vol. 9, Issue, 3(A), pp. 24705-24707, March, 2018

**International Journal of
Recent Scientific
Research**

DOI: 10.24327/IJRSR

Research Article

CORRELATION BETWEEN SELF-CONCEPT AND SOCIAL SUPPORT TO WORK STRESS

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DOI: <http://dx.doi.org/10.24327/ijrsr.2018.0903.1711>

ARTICLE INFO

Article History:

Received 17th December, 2017

Received in revised form 21st

January, 2018

Accepted 05th February, 2018

Published online 28th March, 2018

Key Words:

Self-Concept, Social Support, Work Stress.

ABSTRACT

The purpose of this research is to know the relationship of self concept and social support to work stress. The type of this research is quantitative research by using scale as a means of collecting research data such as self concept scale, social support scale and job stress scale. Samples used are members of Police Sector (Polsek) Minas as many as 60 people with sampling technique that is purposive sampling. Based on the results of data analysis using the regression technique found R value of 0.654 with Sig. F Change of 0,000 ($p < 0.01$), indicating a significant relationship between self-concept and social support for occupational stress. Partial correlation test results also show a significant correlation with the negative direction between self-concept with work stress and there is a significant correlation with the negative direction between self-concept and social support with work stress.

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INTRODUCTION

Police is a government agency tasked with maintaining public order and security. The police are responsible for all the security and order disturbances that occur in the community. Competition and the demands of professionalism cause a lot of pressure within the individual in the work environment. In addition to the pressure that comes from the work environment, family environment and the current economic environment makes individuals feel anxious and depressed (Rahardjo, 1993).

Anxiety disorders experienced by many members of the Police in performing their duties so as to impact on job stress. Today many police cases are hurting themselves and other individuals around them due to stress. The stress conditions experienced are caused by family problems and workload problems that can not be overcome in a positive way.

Peer firing cases also occurred in some areas due to stress experienced by police personnel. Stress essentially refers to the conditions of work that threaten the individual. According to Wirawan (2012), if stress has disrupted the function of one's self existence then called distress. Distress is mostly felt when a stressful situation persists (a task that is too heavy, or a task that can not be done due to an unresponsive situation or stress caused by trauma.

This source of stress usually comes from heavy job demands or because of increasing economic demands (Putri, 2011). This is

relevant to the opinion of Anoraga (2009) who argues that all forms of stress are basically caused by the inability of the individual to accept his limitations primarily to counter the anxiety, frustration, conflict and guilt that are the basic types of stress.

Based on the results of interviews of researchers with one member of Police in Minas Polsek revealed that job stress often appear there are: the amount of pressure caused by each superior to subordinates in the completion of their duties, the minimum wage or salary given to employees who do over time work, and the absence of social support from superiors, subordinates and even fellow co-workers. the lack of social support can be seen from the time limit given by the employer in completing a very short task, especially the lack of computer facilities to assist in the completion of work.

Job stress can be caused by the lack of social support around such as social support between superiors to subordinates, then social support among colleagues, the lack of wages when individuals do work over time. Social support is fundamentally an aid given by individual and individuals such as between superiors and subordinates, coworkers, and family (Rice, 1999). In addition to social support there are also other factors that affect work stress is self concept.

According to Fitts (Azahra, 2013) self-concept strongly influences individual behavior. A positive self-concept will produce a positive form of behavior as well. Positive behavior will reduce the inferiority, fear and anxiety. Rogers (Azahra,

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2013) says people who have a positive self-concept means having positive self-acceptance as well. They consider themselves valuable and self-acceptive. Conversely people who have a negative self-concept will show a negative self-acceptance as well. They have a feeling that is less valuable that causes feelings of hatred and rejection of themselves.

Based on the above exposure, it is necessary to conduct further research to prove the relationship between self-concept and social support to work stress on members of the Police of the Republic of Indonesia Sector Minas Riau.

METHODOLOGY

Participants

Participants used in this research is member of Police of Republic of Indonesia in Minas Riau sector, by using purposive sampling technique that is determination of certain sample to find relation between self concept and social support to work stress. Samples for research are as many as 60 members of Police of Minas Riau sector.

Desaign

The approach used in this research is quantitative approach. Data collection method used is done by distributing the questionnaire / scale. Questionnaire is a data collection technique that is done by giving a set of questions or written statement to the respondent to answer (Sugiyono, 2011). This scale method is used to measure self concept and social support of family to work stress. By using the scale then obtained the facts or opinions from the subject of research. Scale used in this research is self concept scale, social support scale and job stress scale.

Procedur

This research started by compiling self-concept questionnaire, social support and work stress, then tested by measuring instrument and questionnaire in research subject. Self concept scale in this research using self concept aspect put forward by Burn (1993) that is: perception and individual, self-acceptance, and self evaluation. The scale of social support is measured using the social support aspects of Sarafino (2002): attention, emotion, instrumental assistance, information aid, assessment. The scale of work stress is measured using the work stress aspects proposed by Landy and Conte (2010) which include: job stress (tasks that come from superiors), individual differences and lack of social support around, the occurrence of psychological distress.

RESULTS

Analysis

Based on the results of product moment correlation test to test the hypothesis in this study found that there is a significant relationship with the negative direction between self-concept with work stress on members of the Minas Sector Police. Based on the analysis results obtained value of correlation coefficient of (-0.582) with significance value (p) = 0,000. (p <0.01). This shows that there is a significant correlation with the negative direction between self-concept and work stress on members of Police Sector (Polsek) Minas. Thus the results of data analysis support the hypothesis statement in this study and the

hypothesis is accepted as one of the conclusions of the research hypothesis.

Based on the product moment correlation test to test the second hypothesis in this study found that there is a significant relationship with the negative direction between social support with job stress on members of the Minas Sector Police. Based on the analysis results obtained value of correlation coefficient of (-0,557) with significance value (p) = 0,000. (p <0.01). This shows that there is a significant correlation with the negative direction between family social support and job stress on members of the Police Sector (Polsek) Minas. Thus the results of data analysis support the second hypothesis statement in this study and the hypothesis is accepted as one of the conclusions of the research hypothesis.

Based on the results of multiple correlation test to test the third hypothesis in this study found that there is a significant relationship simultaneously between self-concept and social support family with job stress on members of Police Sector (Polsek) Minas. Based on the analysis results obtained correlation coefficient (R) of 0.654 with the value of Sig. F Change = 0,000. (p <0.01). This shows that there is a significant relationship simultaneously between self-concept and family social support with job stress on members of Police Sector (Polsek) Minas. Thus the data analysis results support the third hypothesis statement in this study and the hypothesis is accepted as one of the conclusions of the research hypothesis.

Based on the findings of data on the coefficient of determination found Rsquare value of 0.427, this value indicates the amount of contribution or contribution of independent variables to the dependent variable in this study. This value indicates that the effective contribution of self concept and social support of family with work stress is equal to 42,7%. The remaining 57.3% again influenced by other variables that are not included in this study.

DISCUSSION

The result of data analysis that became the basis of acceptance of this research hypothesis proves that there is a significant correlation between self concept and social support of family with work stress of member of Police of Minas Sector. Data processing research with multiple correlation techniques found the value of correlation coefficient (R) of 0.654 and Sig. F Change = 0,000 (p <0.01). These results indicate self-concept and social support of the family as independent variables can be used as a basis in reviewing the work stress of members of the Minas Sector Police.

According to Priyoto (2014) stress is a subjective experience based on a person's perception of the situation he is facing. It also means that stress is related to reality that is not in line with expectations so that it becomes a perceived situation as pressure. This stressful condition results in feelings of anxiety, anger and frustration.

The pressure in organizational scalability as in the police institution is the pressure and demands of the job. As mentioned by Robbins and Judge (2008), one of the main factors causing stress is organizational factors, such as the pressure to complete tasks in a short time, excessive workload, demanding and insensitive bosses and unpleasant colleagues .

Similar opinion is also mentioned by Heilriegel & Slocum (Wijono, 2010) said that one cause of work stress is the pressure of the task.

The psychological orientation of self is fundamentally a structure that determines the ability of individual adaptation to stressful situations to eliminate or aggravate stressful conditions or situations (Sarafino, 1998). This is related to how the individual sees himself as seen from all his behavior. In other words, if the individual perceives himself as a person who does not have enough ability to perform a task, then his behavior will show his inability, otherwise when the individual has enough confidence in his ability to complete the task then all his behavior will also show that ability this is called self-concept.

According Fitts (Azahra, 2013) self-concept has a strong effect on one's behavior. A positive self-concept will produce positive forms of behavior. Positive behavior will be able to reduce fear, excessive anxiety that tends to be effective in lowering one's stress level.

Self-concept is believed to affect the occurrence of depression as Dobson & Shaw (Azahra, 2013) showed that negative self-concept is often associated with depression. Individuals with negative self-concept often experience constant anxiety when faced with a problem that cannot be received properly. This condition will weaken its ability and cause depression.

In addition to self-concept that can reduce job stress of Police Sector (Polsek) Minas, work stress in this research discussion can also be reviewed function based on family social support. According to Wirawan (2012) one of the factors that can increase the intensity of work stress is the lack of social support. Cohen & Syrne (1985) also stated the same thing that social support is an important factor for the individual in the face of various pressures.

The mechanism of work of the family's social support in reducing occupational stress is explained by Baron & Byrne (2003), the social support of families defined as the physical and psychological comfort of the family to a person to deal with the problem, will provide a sense of security to the individual for support. Such secure persecution makes the individual more effective in dealing with problems than the individual who gets rejection from others.

Taylor, Peplau and Sears (2009) agree with the function of variability relationships above and explain that social support can protect one's soul from the effects of stress. It mentions Taylor, Peplau and Sears, in reality not everyone who works has social support especially from the family. Those who receive social support are assumed to have lower job stress than those who do not receive social support.

The results of research conducted by Andriani & Subekti (2004) can be used as an indicator in explaining the function of variability relationship in this study. The above results conclude that there is a negative correlation between perceptions about the condition of the work environment with social support, which means that the worse the perception about the condition of the work environment and the less the level of social support, the higher the level of stress experienced in work.

CONCLUSION

The conclusion of this research is there is a significant correlation with negative direction between self concept and work stress, that is if the person self concept is negative such as lack of confidence, the pressure on the individual, and the individual likes to isolate themselves so that the individual feel stress. In addition, there is a significant relationship with the negative direction between social support and job stress, meaning social support such as the demands of the family that make a person feel pressured to meet the demands so that someone becomes stressed.

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