

The relationship between emotional maturity and social adjustment with migrant employees' psychological well-being at pt pelabuhan samudera palaran samarinda

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Abstract— Migrant employees at Palaran Port, Samarinda, encounter different social and cultural environment compared with their hometown, living and working in multiethnic social environment, and being separated from their head family and hometown. Referring those situations, the quality of their emotional maturity and social adjustment had high possibility for directing psychological well-being state. This research investigated the relationship between emotional maturity and social adjustment with psychological well-being of migrant employees at PT Pelabuhan Samudera Palaran Samarinda. The research was a population study and consisting of forty-two people as respondents. Three instruments were used in this research. The research was using multiple linear regression analysis to determine relationship between emotional maturity and social adjustment with psychological well-being. The result showed there was positive, strong, and significant relationship between emotion maturity and social adjustment to the psychological well-being of migrant employees at PT Pelabuhan Samudera Palaran Samarinda. Based on additional analysis, there was positive, moderate, and significant correlation between emotional maturity and psychological well-being, and also a positive, weak, and significant correlation between social adjustment and psychological well-being. While quality of emotional maturity was followed by social adjustment would lead to high psychological well-being state, the quality of emotional maturity wasn't followed by social adjustment would lead to moderate psychological well-being state and the quality of social adjustment that wasn't followed by emotional maturity would lead to weak psychological well-being state.

Keywords—*psychological well-being; emotional maturity; social adjustment; migrant employees.*

I. INTRODUCTION

It is not unusual for Indonesia people to move out from his hometown in order to work, thus made better living. In respond to that motion, there are several cities in Indonesia which had offered many opportunities, one of them is Samarinda City. Samarinda City had the highest population growth in East Kalimantan Province because it provided many job opportunities and businesses for everyone, including people from outside Samarinda City [1]. In Samarinda City, one of

these people do in order to make their live better is working as employee in a company or formal agency.

Living as a migrant is not easy, and migrants in Samarinda City are not exception. They encounter social and cultural environment which are different from their hometown, living and working in multiethnic social environment, and being separated from their head family and hometown. Those situations become more prominent for migrant workers who work at Samarinda's ports. Based on interview with several migrant employees at Pelabuhan Palaran, they, indeed, had encountered some issues because of their situations: living in different social-cultural environment, dealing with multiethnic people, and living far away from their head-family. The ports are also places for cargoes shipping and handling; thus, it is no wonder those places will be full of people from many places with their own interests. The process that they do in dealing those situations will affect their overall well-being, including psychological well-being.

Based on Ryff's theory of psychological well-being [2], psychological well-being is positive psychological functioning of the self. It can be measured by six dimensions: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. Not only psychological well-being concerns with achieving satisfaction or pleasure, but it also focuses on how human struggled to achieve perfection, which is the realization of individual's true potential.

In Samarinda City, migrant employees meet lot of people who have different ethnic backgrounds and life styles, thus interacting with lot of people on daily basis are unavoidable. Therefore, the ability of migrant employees to adjust in their social situation would direct their psychological well-being condition. This ability is closely related to quality of individual social adjustment. People who had good social adjustment would develop pleasant social attitudes, such as willing to help others even though they also had their own difficulties or problems [3]. High social adjustment in migrant employees will make them able to develop and display harmonious social

attitudes, thus would make it easier for them to be accepted by society.

These situations that migrant employees had to face when living in Samarinda City could also trigger many problems. Since they are far away from their head-family and living in environment that different from their hometown, it would not be surprised that many times they have to handle their problem by themselves. How they handle the situations and problems can be influenced by various factors, one of them is their emotional maturity quality. A person can be considered having high emotional maturity if he was able to assess the situation critically before give emotional respond or reaction [4]. Migrant employees who had high emotional maturity would be able to manage their emotions and provide effective responses when facing their problems.

Referring to the explanations above, both of emotional maturity and social adjustment are very likely to direct migrant employees' state of psychological well-being, as they contribute to individual's ability to display effective and thorough responses when faced problems and situations that individuals encountered. The research goal is determining the relation between emotional maturity and social adjustment with psychological well-being of migrant employees who worked at Samarinda City's ports. The migrant employees of PT Pelabuhan Samudera Palaran Samarinda are chosen as subject of research. PT Pelabuhan Samudera Palaran Samarinda is a company that operates one of Samarinda ports, namely The Port of Palaran.

II. BASIC THEORIES

A. Psychological Well-Being

Well-being is a function of psychological and optimal human experience [5]. Ryff defines psychological well-being as positive psychological function of the self and it can be measured through six dimensions, which are self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth [2] [6]. Its principle based on *eudaimonia*. Psychological well-being is not only about achieving satisfaction or pleasure, but it also focuses on struggle to achieve perfection which is the realization of true potential of human. There are also other references that could be used to measure the degree of well-being based on the concept of *eudaimonia*. One of them composed the Questionnaire for Eudaimonic Well-Being based on six aspects, which are self-discovery, perceived development one's best potentials, a sense of purpose and meaning in life, investment of significant effort in pursuit excellence, intense involvement in activities, and enjoyment of activities as personal expressive [7].

In conclusion, psychological well-being is a positive psychological functioning of the individual and will be achieved through the individual's success in fulfilling his psychological needs and realizing his potential. The aspect of psychological well-being that were used in this study refer to Ryff's Psychological Well-Being concept [2,6].

B. Emotional Maturity

Emotional maturity is state or condition when a person reached the maturity stage of personal development [8]. Emotional maturity can be interpreted as capacity of individual to respond various life situations in ways that were more useful and not similar to children's [9]. The maturity of emotions and thoughts are related to each other; it means emotionally mature individual will be able to think in a mature way, think in a good way, and think objectively [10]. An individual could be considered to have emotional maturity when he is able to assess the situation critically first before reacting emotionally and not reacting without thinking like children or immature individuals [4]. Emotional maturity implies individual capacity to show emotional responses in accordance with the demands of various situations [11]. Based on the explanation above, it could be concluded that emotional maturity is the capacity of individual to manage emotions, assess the situation objectively and critically, and display an adult emotional response when faced various life situations.

According to Saul [11], emotional maturity has at least three aspects; adequate emotional response, range and depth of emotion, and emotional control. Each of these aspects is described further using the characteristics of emotional maturity by Walgito [10]. There was also structural components of emotional maturity personality, which are reflection on emotions, emotional self-regulation, empathy, emotional expressiveness, and acceptance of personal emotions [12]. Based on these explanation, the aspects of emotional maturity that were used in this study was Saul's aspects of emotional maturity [11] and each of them was further described by Walgito's characteristics of emotional maturity [10]. These aspects were chosen because they were considered to contain more comprehensive content than the other.

C. Social Adjustment

Social adjustment is person's harmonious relation with his social environment [8]. Social adjustment involves process of learning the necessary patterns of behavior, or changing existing habits in such a way to fit in a social society. Social adjustment is the capacity to react effectively and thoroughly to social reality, social situations, and relations [11]. Social adjustment could also be interpreted as the success of individual adjusting to others in general and with his group in particular [3]. A person who had good social adjustments would be able to do some social skills, such as the ability to deal with various types of people diplomatically so people would be nice to them and also would accept the existence of the individual. Social adjustment is also the ability to react appropriately to social reality, situations, and relations [13]. Based on the explanation, it could be told that social adjustment is the capacity of individuals to learn the necessary patterns of behavior and establish effective behaviors and habits in order to be accepted by the social community and established harmonious relationships.

Social adjustment involves three aspects: adjustment to home and family, adjustment to school, and adjustment to society [11]. Components of adjustment to society are recognizing and respecting the rights of others in society, getting along with other persons and fostering the development

of lasting friendships, having interest in and sympathy for the welfare of others, having virtues of charity and altruism, and respecting for value and integrity of laws, traditions and customs of society. Hurlock [3] also mentions four social adjustment aspects, which are real appearance, adaptation to various groups, social attitudes, and personal satisfaction. Based on the explanation, the social adjustment aspects used in this study referred to adjustment to society from Schneiders [11]. The condition of the subjects, who were migrant employees in a multi-ethnic community and away from family and hometown, made Schneiders's adjustment to society was more suitable for the research than other's. This condition also made other aspects of social adjustment (family-home and school) won't be used in this research.

III. METHOD

The population of research was the migrant employees of PT Palabuhan Samudera Palaran Samarinda who fulfill certain requirements. These requirements were employee's ethnic and culture origin was not belonged to ethnic group of East Kalimantan, especially Samarinda and surrounding area, and the employee had male gender. Gender status became one of factors that influenced their psychological well-being's state [14], thus it was decided to have only male migrant employees as respondents. The number of migrant employees who become research respondents is 42 people.

In this research, psychological well-being would be dependent variable while both of emotional maturity and social adjustment would be independent variables. Data collection method in this research was gathered by using attitude scales or questionnaires. Three attitude scales were used, consisted of psychological well-being scale, emotional maturity scale, social adjustment scale. The psychological well-being scale was a modified version of 42-item version of Ryff's Psychological Well Being Scale [15] and using Engger's adapted results [16] as reference for scale translation to Indonesian language. This scale referred to the psychological well-being aspects of Ryff [2] [6]. The emotional maturity scale was constructed by researcher based on Saul's [11] aspects of the emotional maturity, with additional explanations were based on Walgito's [10]. The social adjustment scale was constructed by researcher based on the contents of adjustment to society [11].

The number of valid item from psychological well-being scale was 32 items, range of item-total correlation was .269 – .744, and reliability score was .922. The emotional maturity scale had 36 valid items, with item-total correlation score ranging from .280 to .700, and reliability score was .933. The social adjustment scale had 27 valid items, with item-total correlation score were between 0.351 – 0.719, and reliability score was 0.919. The research was using multiple linear regression analysis to determine association between both of independent variables with dependent variable. It was also using partial correlation analysis to investigate association between emotional maturity with psychological well-being and association between social adjustment with psychological well-being. Process of data analysis in this research was using SPSS.

IV. RESULT

The research conducted several preliminary tests, consist of normality test, linearity test, multicollinearity test, heteroscedasticity test, and autocorrelation test. Based on normality test, it could be said that the data of the three variables in this study were normally distributed. In addition, the linearity test showed that there was not any linearity problem. Multicollinearity test showed that there was not any multicollinearity problem between independent variables. Based on the results of heteroscedasticity test, there was no heteroscedasticity found in this study. Based on the results of the autocorrelation test, there is no autocorrelation found in this study.

Based on multiple linear regression analysis, F ratio was 50.008, $p < 0.05$, R value was 0.848, and R -square value was 0.719. It means emotional maturity and social adjustment, together, have significant influence toward psychological well-being of migrant employees of PT Pelabuhan Samudera Palaran Samarinda. Based on score of multiple correlation coefficient (R), relation between emotional maturity and social adjustment with psychological well-being can be considered strong and positive relationship. Referring to the determination coefficient (R^2), both of emotional maturity and social adjustment could explain 71.9% of psychological well-being. The remaining percentage (28.1%) was explained by other factors which not revealed in this research.

The situations that faced by migrant employees would lead them to confront many various problems. Their struggling will influence their emotional conditions and their relations with others, thus directing their psychological well-being condition. The quality of emotional maturity accompanied by social adjustment quality in migrant employees will contribute to determine their process in dealing with the various problems, thereby directing their psychological well-being condition. The research's result give proof that there is positive, strong, and significant relationship between emotional maturity and social adjustment to migrant employees' psychological well-being at PT Pelabuhan Samudera Palaran Samarinda. Together, both of variables will significantly direct migrant employees' state of psychological well-being.

Based on partial correlation test, the correlation value between emotional maturity and psychological well-being was 0.562 ($p < 0.05$), so it could be concluded that there was moderate, positive, and significant relationship between emotional maturity and psychological well-being. The value of correlation between social adjustment and psychological well-being was 0.343 ($p < 0.05$), so it could be said that there was a weak, positive, and significant relationship between social adjustment and psychological well-being. These results give implication that emotional maturity which is not accompanied by social adjustment will have moderate influence on migrant employee's psychological well-being, and in the other hand, social adjustment which is not followed by emotional maturity will only have weak influence on psychological well-being of migrant employee. In order to handle their situations, and following problems, nicely, migrant employees not only have to able utilizing effective social attitudes or giving effective emotion responses; they have to able to do *both of them*.

There are some limitations in this research, one of them is composition of the respondents which were only males in small numbers. Although gender is one of factors that influenced psychological well-being [14], but it means the results could not be interpreted or generalized freely, at least without some consideration related to respondents.

V. CONCLUSION

The research presented here gives implication that emotional maturity and social adjustment have to be together in order to make significant influence toward migrant employees' psychological well-being, especially for migrant employees who worked at Samarinda's ports. When emotional maturity is not followed by social adjustment or vice versa, it won't have strong relation to migrant employees' psychological well-being.

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