



IDENTIFICATION OF FAMILY SUPPORT AND PSYCHOLOGICAL CAPITAL ON INDOONESIAN WOMEN WORKERS: THE PRELIMINARY RESEARCH

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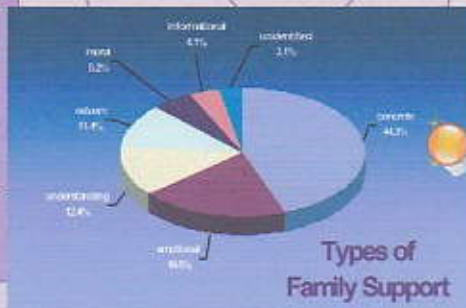
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INTRODUCTION

- The number of woman workers in formal sector had been increased. The raise of the woman workers in Indonesia is much higher than the men's (Data Sakernas, 2008).
- Watching the condition above seems that working women today need a positive psychological condition that not only concerning intellectual and competitive ability to be able to survive at work and social demand. Those characteristic named as psychological capital. Psychological capital can be trained and grows in a person whenever the environment supports its development (Luthan in Cetin, 2011).
- One of the closest and the deepest social network for a woman is family. Dolan and Canavan (2006) said that informal family support among family members is one of the forms of central helping system, that can be the source of help for each member of the family

METHODS

- Participants were 52 Indonesian women worker who completing the open-ended questionnaire of Identification of women worker need: family support & character (multiple responses)
- Demographic statue:
7 ethnics, 19 cities, from high school until postgraduate academic background; 21-52 years old; married : 1-28 year.
- Data analysis: quantitative content analysis with thematic & referential unit analysis.



RESULTS

- Most of the respondents explained the meaning of family support is very important to them. Family support means as motivation, spirit, & very helpful for their jobs.
- There was identified 6 types of family support that needed by Indonesian women worker (concrete support, emotional support, understanding support, esteem support, moral & informational support)
- The most family support that needed is concrete support (44.3%)
- Indonesian women worker's positive characters consist of 4 dimension of psychological capital (resilience, optimism, self-efficacy, & hope) and character as honesty, loyalty, discipline, leadership, creativity, & consistency.
- Several respondents (13.5%) explained that family support is important aspect to develop positive character on their works.

DISCUSSION

- Supported by this research result, Cutrona (in Dolan & Canavan, 2006) explained that family support consist of concrete support, support that directly related to the daily activities, such as : helping to take care of children while the mother is away at work; emotional support, empathy, listening, and presence when someone through a hard time; advice/ Informational support, person feels comfortly sharing and receiving input that comes from the advice than the content of the advice itself; & esteem support that focus on how someone's presence is valued.
- In Indonesian women worker, concrete support from their family is the most valued for them, because helpful partner or other families member related to daily activities can help them to organize their work without guilty feeling. This result is differ from Shein & Chen (2010), that workers feel a bigger value in their job performance when they receive emotional support from their spouses.
- 13.5% respondents told that family support is important aspect to improve their positive character. This result can be support by Dolan & Canavan (2006), that explain psycap would grow in positive environment, one of them is family that would give social support among members and as a form of central helping system.
- The unique result from this preliminary study, that not only 4 types of family support needed by women worker in Indonesia, but moral support (such pray from family members) and understanding support from spouse and children is identified.