

CONNECTION WITH SELF-EFFICACY ON PSYCHOLOGICAL PRESSURE OF CORRECTIONAL OFFICERS IN CLASS I COMMUNITY INSTITUTIONS TANGERANG

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Abstract

The aim of this research is to find out whether there is a relationship between *self-efficacy* and *psychological distress*, especially among officers at the Class I Prison in Tangerang. This is quantitative research using a simple linear regression method, and the research sample consists of 132 respondents. The technique used is *non-probability sampling*. Research data was taken using the *General Self-Efficacy Scale* and the *DASS 21 questionnaire*. This research produced an R value of 0.189 and an R square of 0.036, a significance level of $p = 0.030$ (<0.005), and a regression line equation of $Y = 18.090 + 0.368X$. The results of the research show a significant negative relationship between the *self-efficacy variable* and the *psychological distress variable*, meaning that the higher the *self-efficacy* the officers have, the lower the *psychological distress* they experience. The advice given by researchers is that there needs to be support for the development of strong *self-efficacy* through training, self-development, and appropriate support that can help reduce the level of *psychological distress* that may arise when officers face obstacles in achieving goals.

Keywords: Self-efficacy , psychological distress , correctional officers

Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui apakah terdapat hubungan antara *Self-Efficacy* terhadap *Psychological Distress* terutama pada petugas di Lapas Kelas I Tangerang. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan metode regresi linier sederhana dan sampel penelitian berjumlah 132 orang responden. Teknik yang digunakan yaitu *non-probability sampling*. Data penelitian diambil menggunakan skala *General Self Efficacy Scale* dan kuesioner *DASS 21*. Penelitian ini menghasilkan nilai R sebesar 0.189 dan R Square sebesar 0.036, signifikansi $p = 0.030$ (<0.005) dengan persamaan garis regresi $Y = 18.090 + -0.368X$. Hasil penelitian menunjukkan hubungan yang negatif signifikan antara variabel *self-efficacy* terhadap variabel *psychological distress*, artinya semakin tinggi *self efficacy* yang dimiliki petugas maka akan semakin rendah *psychological distress* yang mereka alami. Saran yang diberikan peneliti adalah yakni perlu adanya dukungan perkembangan *self-efficacy* yang kuat melalui pelatihan, pengembangan diri, dan dukungan yang sesuai dapat membantu mengurangi tingkat *psychological distress* yang mungkin timbul saat petugas menghadapi hambatan dalam mencapai tujuan.

INTRODUCTION

People who have a profession as correctional officers, in this case correctional security officers, are certainly faced with situations that threaten their personal safety. This is proven by the many cases that occur in correctional facilities, including riots, escapes, and even fires in prisons, as was the case some time ago. occurred at the Tangerang Class I Prison. As someone who works as a correctional security officer, you often have to deal with a workload that exceeds the standard, some of which has an impact on officers' lack of focus, which can cause fatigue. This is because the quantity of officers in correctional institutions is less than the number of prisoners or convicts there. Therefore, the aim of the officer's performance is to provide guidance to prisoners so that they can carry out their duties optimally (Trie Myta Pradina, 2022).

There are so many people in prison, especially in Indonesia, that an adequate number of workers (correctional officers) are needed. The majority of prisons in Indonesia are overcapacity. The description of the job as a correctional officer in prison is very difficult. On the one hand, correctional officers have to carry out tasks related to the survival of inmates in prison; they also have to deal with other situations in prison, such as excess capacity, long working hours, and situations that arise that are caused by prison inmates, such as fights, destruction of facilities, and attempts to escape, as well as other problems originating from the families of prison inmates (Hanaris, 2023; Prihatsanti et al., 2017).

Increasing competition and demands for professionalism are currently increasing and putting pressure on individuals in the work environment. In general, humans have limitations, both physically and mentally. Therefore, human mental and physical abilities are very important to provide reactions or responses when facing pressure in the workplace regarding information, even in conditions of overload. This is because human mental abilities are very important because they are often used to complete tasks that accumulate over a long and unlimited period of time. Pressure that continues to increase continuously and exceeds a person's mental and physical capabilities can cause mistakes that have the potential to cause physical fatigue and face a lot of psychological pressure for officers (Fajriyah, 2023; Has, 2019).

As an example, in the case of a case work profession other than general, an officer correctional naturally has their own source of stress that differs from profession to profession. Results of the study clarify that high levels of stress in professions are naturally caused by various factors. Factors affecting the atmosphere A work officer impressed society by being monotonous and sociable with residents. Difficult prison and problem, working surrounded by a high wall and closed is a situation that must be faced by officer correctional. Situation: this is what influences the condition of the physique and psychological officer correctional. Task work based on shift, excess burden work, problems in finance, and pressure to finish a risky or dangerous job will give rise to stress for officers in correctional compared to other jobs (Amin, 2023).

Apart from that, internal factors can also influence stress, namely factors that come from within the individual. The internal factor is the self-efficacy of the security officer himself in carrying out his duties. According to Puspitasari (2014), *self-efficacy* is part of the internal factors that are part of a person's personality characteristics. The *self-efficacy* component places greater emphasis on self-confidence, which is very important in dealing with unpredictable situations and the possibility of high pressure in the future.

However, in correctional institutions, especially in Class I prisons in Tangerang, the reality is that work demands are increasingly becoming heavier and more difficult, which can possibly affect the self-efficacy of officers at work. For example, some time ago, there was a fire disaster in one of the blocks in the Class I prison in Tangerang, which caused a commotion and killed several dozen prisoners and inmates. After this incident, security officers had a heavy workload and were required to always be alert and increase further supervision to provide services to the community. This causes *the self-efficacy* of officers to gradually decrease in Class I prisons in Tangerang. Because security officers can be said to be a profession that is related to the safety and security of prisoners and detainees within them and, of course, will always work to maintain their safety and security.

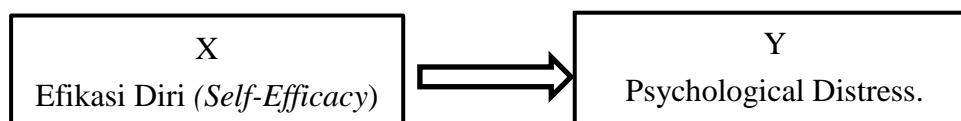
METHOD

This research uses quantitative methods. Quantitative research is the use of methods and techniques that produce measurable values that will be used by collecting information from statistical measurements and observations (Asenahabi, 2019). Quantitative research is a research method that uses an inductive, objective, and scientific approach by collecting data in the form of numbers (values, scores) or statements that are assessed. Sample determination is carried out randomly or by determining criteria or elements determined by the researcher from a certain population, and data is collected through research instruments. Data analysis uses statistical techniques to test the hypotheses set by the researcher (Fauzi, 2021).

Quantitative research carried out by the author applied a method in the form of closed questions with a predetermined approach, and the data obtained was numerical data (numbers). Researchers chose to use quantitative research methods to determine the influence between variables using mathematical models, not just theory. Regarding the hypothesis regarding the relationship between *self-efficacy* and *psychological distress* in correctional officers at the Tangerang Class I Correctional Institution quantitatively, so that researchers can find out, the answer tends to be more objective than the results obtained from this research.

The research design used in this research is a causal associative design, which has the function of analyzing the relationship between one variable and another, which is done by giving a questionnaire or scale to the sample to describe the attitudes, opinions, behavior, or characteristics of respondents and generalizing the data obtained in the form of numbers presented in statistical testing (Sugiyono, 2013). So in this study, the independent and dependent variables are described as two variables, namely:

1. An independent variable (X) is said to be an independent variable. In this research, the independent variable is self-efficacy.
2. The dependent variable (Y) is said to be the dependent variable. In this study, the dependent variable is psychological pressure (*psychological distress*).



From calculations, we obtained a sample amounting to 132 people, so 132 people will become respondents at a time as representatives of the whole officer. The prison will become the subject of study or respondents. Then the researcher will distribute a number of statement questionnaires to the respondents. Questionnaire containing a number of questions closed with accompanied choice answer. Data measurements were carried out by the author using a Likert scale. And do processing questionnaire data with test correlation to know the level of relationship that occurs between variable-free and variable-bound.

RESULTS AND DISCUSSION

Research on the relationship between *self-efficacy* and *psychological distress* among correctional officers at the Tangerang Class I Correctional Institution has obtained results in the form of respondents' responses to the variables studied. The discussion that will be discussed regarding the relationship between *self-efficacy* and *psychological distress* uses quantitative descriptive analysis to explain how respondents respond to the variables studied.

When an individual's *self-efficacy* is low, the individual will feel pressured by their ability to complete tasks (Ferdiansyah et al., 2020). This will hinder the development and abilities of individuals, and they tend to have thoughts of not being confident about the abilities of the information that has been obtained, so that the effort made in decision-making is low. Meanwhile, when an individual's *self-efficacy* is high, the individual feels they have confidence in their abilities by always trying to show a more persistent attitude, not worry, and not experience pressure when facing a challenge or obstacle (Nugroho et al., 2020).

Based on the opinion in Bandura's book (1997), *self-efficacy* has four impacts on individuals, namely, First, high *self-efficacy* in individuals will describe their success positively and provide support for their performance. However, on the other hand, if an individual's *self-efficacy* is low, it will reflect the difficulties faced by the individual and make it increasingly difficult to achieve their goals. Second, *self-efficacy* plays an important role in providing motivation for oneself; this motivation is aimed at achieving each individual's future. An individual's drive will be formed and make them try continuously if they have high *self-efficacy*, whereas they will fail, give up, and even avoid challenges when the individual's *self-efficacy* is low. Third, *self-efficacy* plays a role in controlling thoughts that can cause someone to experience distress. *Self-efficacy* also plays a role in anxiety, both physical and psychological. Fourth, a person's self-

efficacy can influence their environment and activities in life. When individuals have high *self-efficacy*, they prefer challenging situations and activities that they can complete. With this choice, individuals can develop their abilities.

Self-efficacy is a matter of subjective perception, meaning that *self-efficacy* does not always show actual abilities but is related to a belief held by each individual. On the other hand, individuals who have low self-efficacy will greatly influence their ability to complete their tasks to achieve certain results. Someone who has good self-efficacy will be able to support him in achieving career maturity. In essence, employees or officers are able to determine what they do and are responsible for what they do. Correctional officers, of course, should also have decisions that can be taken personally in resolving problems that occur in their lives, which are then strengthened by self-confidence by preparing career plans such as daily schedules, work plans, and so on.

In this research, the author focuses on discussing the relationship between *self-efficacy* and *psychological distress*. As previously explained, especially in the third point regarding the impact on individuals, namely, *self-efficacy* plays a role in controlling thoughts that can cause someone to experience distress. This level of distress can then be measured through a depression scale, an anxiety scale, and a stress scale that can be experienced both physically and psychologically by a person. The depression scale assesses hopelessness, self-deprecation, lack of interest or involvement with feelings of discomfort, helplessness, reduced significance in life, lack of interest, and an inability to feel pleasure. The anxiety/anxiety scale assesses autonomic nervous, musculoskeletal effects, situational anxiety, and subjective experiences of feelings of anxiety, fear, worry, and excessive anxiety about everything. The arousal-sensitive stress scale assesses difficulty relaxing, nervous arousal, feeling restless, reduced self-confidence, irritability or overreactivity, and impatience.

The results of a questionnaire from 132 officer respondents with certain criteria at the Tangerang Class I Correctional Institution showed that the level of *self-efficacy* among most respondents was in the high category with a percentage of 93.2%, or 123 respondents. Apart from that, in the medium category, there were 6.8%, or 9 respondents, and then there were no respondents who were classified as having low *self-efficacy levels*. Meanwhile, based on the results of the categories that have been carried out, there were 118 respondents, or around 89.4%, who experienced relatively low levels of *psychological distress*, as well as 14 respondents, or around 10.6%, who experienced moderate levels of *psychological distress*. In the research, there were no respondents who were classified as experiencing high levels of *psychological distress*.

Next, a *Pearson correlation test* is carried out to show the closeness of the relationship between the dimensions of the *self-efficacy variable* and the magnitude of the significance value (sig.), which is then called α . If the α value is less than <0.05 , then H_0 (the initial hypothesis) is rejected and H_a (the alternative hypothesis) is accepted, and vice versa. If the α value is greater than 0.05, then H_0 (the initial hypothesis) is accepted and H_a (the alternative hypothesis) is rejected. The closeness of the relationship between the variables tested is presented in the Pearson correlation (r)

value. The r value can be positive or negative. A positive r value indicates that the close relationship between variables is directly proportional, while a negative r value indicates that the close relationship between variables is inversely proportional. Following are the results of the correlation test in this study.

Table Correlation Test of *Self Efficacy* and *Psychological Distress*

Correlations		<i>Self Efficacy</i>	<i>Psychological Distress</i>
<i>Self Efficacy</i>	<i>Pearson Correlation</i>	1	-.189*
	<i>Sig. (2-tailed)</i>		,030
	N	132	132
<i>Psychological Distress</i>	<i>Pearson Correlation</i>	-.189*	1
	<i>Sig. (2-tailed)</i>	,030	
	N	132	132

Based on the table, it can be seen that the *Pearson correlation value* of the variable *self-efficacy* (X) to *psychological distress* (Y) obtained a value of $-0.189 > 0.171$, meaning that there is a correlation between variables so that H_0 is rejected and H_a is accepted. This *Pearson correlation* value shows a negative (-) value, so the conclusion is that there is a negative and significant relationship between the *self-efficacy variable* and the *psychological distress variable*. The direction of this negative relationship means that the higher the *self-efficacy* one has, the more *psychological distress* a person has. Based on the strength scale of the relationship that occurs between variables, it can be concluded that the relationship between the *self-efficacy variable* and the *psychological distress variable* has a *Pearson correlation value* of -0.189 , meaning there is a relationship with the strength scale of "very weak."

In this study, the researcher also carried out testing correlations between dimensions from the independent variable *self-efficacy* (X) towards the variable *psychological distress* (Y) in general. As for dimensions carried out test correlation from independent variable *self-efficacy* (X) towards variable *psychological distress* (Y) is *level, generality, and strength*. Test This is done to see how each dimension of variable-independent *self-efficacy* relates to variable-dependent *psychological distress*.

Table Correlation of Self Efficacy dimensions with *Psychological Distress*

Correlation	<i>R</i>	<i>R Square</i>	<i>Sig.</i>	Information
<i>Level of psychological distress</i>	0.110	0.399	0.211	Not related

Generality towards psychological distress	0.087	0.807	0.319	Not related
Strength against psychological distress	0.277	0.592	0.001	Relate

The table above shows the relationship between each dimension of the *self-efficacy* variable and *psychological distress*. First, the *level dimension* table for *psychological distress* shows results with an R value of 0.110, an R square value of 0.399, and a sig value of 0.211 that is greater than (> 0.05). Furthermore, the two *generality dimension* tables with *psychological distress* show results with an R value of 0.087, an R square of 0.807, and a sig value of 0.319 that is greater than (> 0.05). Then finally, in the *strength dimension* table, with an R value of 0.277, an R square value of 0.592, and a sig value of 0.001, which is less than (< 0.05),.

The research data states that the level dimension has no relationship to *the psychological distress* of correctional officers in Class I Jakarta Penitentiary. The level dimension relates to the individual's understanding of the level of difficulty of the task at hand. This level of dimension does not affect *the psychological distress* of officers because they have long adapted to life in prison. When correctional officers have worked in prisons for a long time, they may have adapted to the environment and have a deep understanding of its dynamics. Furthermore, the generality dimension has a fairly broad relationship to behavior that makes individuals have confidence in their abilities. This generality dimension is related to individuals' understanding of their respective tasks, which is then expressed through behavior, affection, and cognition. This generality dimension is reflected in the behavior, affection, and cognition of each correctional officer's understanding of their duties.

Furthermore, the strength dimension in this study was proven to have a relationship with *the psychological distress* of correctional officers at the Tangerang Class I Correctional Institution. This strength dimension is related to the level of confidence individuals have when facing obstacles to achieving their goals. When an individual has strong beliefs, this will encourage him to be persistent in carrying out activities to achieve goals, even though he has no experience at all. Correctional officers' *self-efficacy* beliefs influence how they respond to obstacles in achieving goals. When officers have high self-confidence regarding their ability to overcome obstacles, they tend to be more motivated, have greater resilience, and are better able to control their emotions in challenging situations. This can help reduce the level of psychological distress that may arise when facing obstacles. In contrast, when *self-efficacy* beliefs are low, officers tend to be more susceptible to psychological distress because they may feel less confident and unable to overcome obstacles. Therefore, strong *self-efficacy beliefs can act as a protective factor against psychological distress* in the work of correctional officers.

CONCLUSION

Research on 132 respondents at the Tangerang Class I Penitentiary showed that the level of *self-efficacy* of most respondents was in the high category, with details of the percentage of respondents who had moderate self-efficacy *consisting* of 9 people, or 6.8%, and those who had moderate self-efficacy. High self-efficacy consisted of 123 people, or 93.2%, whereas for those with low self-efficacy, in this study, each respondent had none, or none was indicated. Then the number of respondents who experienced low *psychological distress* consisted of 118 people, or 89.4%, and those who experienced moderate *psychological distress* consisted of 14 people, or 10.6%, whereas for those who experienced high *psychological distress* in this study, there were no respondents who indicated high *psychological distress*. Thus, it can be concluded that the majority of Tangerang Class I correctional officers have high *self-efficacy* and low *psychological distress*.

The conclusion of the correlation test shows that the Pearson correlation value between the *self-efficacy variable* and the *psychological distress variable* can be categorized as significant. In the significance test, if the α value is <0.05 , then it can be stated that H_a is accepted and H_o is rejected. The results obtained from the table show that the *sig value* of $0.030 < 0.05$ shows that the dependent variable is related to the independent variable. So the conclusions that can be drawn based on this table are found to be related to the *self-efficacy variable* and the *psychological distress variable*.

Based on the results obtained from this discussion, it shows that *self-efficacy* is related to the *psychological distress* of correctional officers at the Class I Tangerang Correctional Institution. This is proven by looking at the results of the tests carried out by researchers. In this way, it shows that *self-efficacy* still plays a role in controlling thoughts, which can cause someone to experience psychological distress. although not significant or very weak. This psychological distress can then be measured through a depression scale, an anxiety scale, and a stress scale that can be experienced both physically and psychologically by correctional officers at the Class I Tangerang Penitentiary.

Thus, it can be concluded that *self-efficacy* can determine and play a role in controlling thoughts, which can cause a person to experience distress and can even reduce the level of risk. The results of the research also show that it does not rule out the possibility that there are other factors that influence their *psychological distress*, apart from *self-efficacy*. Apart from that, in the context of work as correctional officers, *self-efficacy* is one factor that can influence how they respond to obstacles and pressure. Therefore, there is a need to support the development of strong *self-efficacy* through training, self-development, and appropriate support that can help reduce the level of *psychological distress* that may arise when officers face obstacles in achieving their goals.

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