

# Exploring the Impact of Social Support on the Psychological Well-being of Security Personnel at Semarang State University

Ahmad Malikhul Khakim<sup>1</sup>, Abdul Azis<sup>2</sup>

<sup>1,2</sup>Fakultas Ilmu Pendidikan dan Psikologi Universitas Negeri Semarang

Submitted: 08 Oktober 2024, Revised: 19 September 2025, Accepted: 02 October 2025.

DOI: 10.38156/psikowipa.v6i2.190



This work is licensed under a [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/)

## Abstract

Campus security officers play an essential role in maintaining safety; however, their high-risk work often affects their psychological well-being. This study aims to examine the role of social support in enhancing the psychological well-being of security officers at a PTN-BH university in Semarang. A quantitative design with simple linear regression analysis was employed. Data were collected through questionnaires involving a total of 105 security officer respondents. The results indicate a positive and significant role of social support in psychological well-being, with a regression coefficient of 1.330 ( $p < 0.001$ ) and a contribution of 35.8%. The higher the social support received from colleagues, supervisors, and family, the higher the psychological well-being of the officers. This study emphasizes that social support is a crucial factor in improving psychological well-being and provides practical implications for universities to strengthen support systems within the security work environment.

**Keywords :** Social support, Security guard, Psychological well-being

## Abstrak

Satuan pengaman kampus memiliki peran penting dalam menjaga keamanan, namun pekerjaan yang penuh risiko sering kali berdampak pada kesejahteraan psikologis mereka. Penelitian ini bertujuan untuk menguji peran dukungan sosial terhadap *psychological well-being* pada satuan pengaman di kampus PTN-BH Universitas Negeri Semarang. Penelitian ini menggunakan desain kuantitatif dengan analisis regresi linear sederhana. Pengumpulan data dilakukan melalui kuesioner dengan melibatkan total 105 responden satuan pengaman. Hasil penelitian menunjukkan adanya peran positif dan signifikan antara dukungan sosial dan *psychological well-being*, dengan koefisien regresi sebesar 1,330 ( $p < 0,001$ ) dan kontribusi sebesar 35,8%. Semakin tinggi dukungan sosial yang diterima dari rekan kerja, atasan, dan keluarga, semakin tinggi pula kesejahteraan psikologis satuan pengaman. Penelitian ini menegaskan bahwa dukungan sosial merupakan faktor penting dalam meningkatkan *psychological well-being*, serta memberikan implikasi praktis bagi universitas untuk memperkuat sistem dukungan sosial di lingkungan kerja satuan pengaman.

**Kata kunci :** Dukungan sosial, Satuan pengaman, *Psychological well-being*

---

<sup>1</sup> Corresponding author E-mail addresses

[malikhul\\_hakim21@students.unnes.ac.id](mailto:malikhul_hakim21@students.unnes.ac.id) (Ahmad Malikhul Khakim)

## **Introduction**

Security personnel, or security units, are officers tasked with maintaining security and order in various work environments such as offices, companies, or specific areas. Additionally, security units protect valuable assets of the company and ensure that the environment remains safe and controlled (Secom, 2023). A security unit is a group of individuals assigned by an organization, project, or business entity to carry out physical security duties within its work environment. In the context of office buildings, the security unit plays a crucial role in maintaining security and fulfilling other needs (Agustia, 2018). Security personnel serve as partners of the police, often referred to as limited police functions (Prayogo, 2022). They are responsible for managing internal security within their workplace and assisting the police in maintaining national security (Putra, 2020). In addition to their work at offices, projects, and companies, security units also operate in campus environments. Campus security units have a significant responsibility in maintaining campus security and order, and they also have the capacity to provide first aid in emergencies on campus (Adhiwijaya et al., 2024).

The journey of Semarang State University (UNNES) in transforming from a Public Service Agency (BLU) into a Legal Entity State University (PTN-BH) was realized after the enactment of the Indonesian Government Regulation No. 36 of 2022. This regulation, signed by President Joko Widodo on October 20, 2022, officially designated UNNES as a PTN-BH, which was previously a PTN-BLU (UNNES, 2022). This change in status brings new consequences, including in campus security, where the role of security personnel has become even more crucial in creating a safe, comfortable, and conducive academic environment. The role and responsibility of security units are regulated under Indonesian Law No. 2 of 2002, which mandates them to create a safe, comfortable, and conducive learning environment (Republic of Indonesia, 2002). The increasing number of students, the busy activities on campus, and the potential security threats make it necessary for security personnel to be more vigilant and effective in performing their duties (Faris et al., 2024). With the presence of security units, it is expected that a safe, comfortable, and orderly atmosphere can be maintained throughout the academic process.

A preliminary study was conducted by the author to assess the level of psychological well-being among campus security personnel at Semarang State University. The survey results revealed that of 10 security officers, 7 (70%) exhibited low psychological well-being. This was attributed to high job stress and physical risks that affect the psychological well-being of security personnel. The high demands of their work, such as potential criminal threats, constant vigilance, physical and psychological risks in dealing with threats, and the lack of social and organizational support, including rare stress management training or recognition of their contributions, are primary factors contributing to the decline in psychological well-being. As a result, this leads to decreased work performance, interpersonal conflicts, and burnout. The low psychological well-being can be observed through the poor dimensions of positive relationships with others and environmental mastery. The low level of positive relationships with others is marked by withdrawn behavior in interactions, difficulty being warm, caring, and open, feeling isolated and frustrated in building interpersonal relationships, and having no desire to compromise in maintaining relationships. Meanwhile, low environmental mastery means that the security personnel have difficulty managing daily situations, feel incapable of

changing or improving their surroundings, and cannot take advantage of opportunities around them. These conditions create the need to better understand the factors influencing psychological well-being in security personnel and how the organization can contribute to improving their well-being.

According to Ryff (1989) in Sulistyowati S Muazansyah (2018), psychological well-being is a condition where an individual has a positive view of themselves and others, is able to make decisions independently and regulate their own behavior, can form and adapt their environment according to their needs, has clear life goals, strives to make their life more meaningful, and continues to explore and develop their potential. Psychological well-being includes several dimensions, including self-acceptance, positive relationships with others, autonomy, environmental mastery, purpose in life, and personal growth (Ryff, 1989). Psychological well-being is not only important for the individual but also for work effectiveness and productivity. According to Rogers in Tri et al. (2018), psychological well-being focuses on individuals who can function optimally, meaning they can live life fully, both emotionally and in action. Psychological well-being is a reflection of a healthy and happy psychological state formed when the individual's needs and expectations in life are met (Paramitha, 2019). Security personnel can experience fatigue due to various factors, such as high workloads, long work hours, and poor interpersonal relationships. This is often caused by disturbances in social interactions with colleagues, superiors, or students (Febrian S Susilawati, 2024). According to Bakker & Demerouti in Yuntari et al. (2021), to face work demands, every individual must possess good psychological well-being. Psychological well-being is considered a personal resource that security personnel must have to cope with work demands. In this case, psychological well-being becomes a key element because the work of security personnel involves high physical risks and mental pressures.

Social support is believed to be a determining factor in maintaining psychological well-being in high-pressure jobs, such as security personnel. Security personnel at Semarang State University campus face various challenges that can affect their psychological well-being, including work pressures, security risks, and the need to maintain discipline and order on campus. Social support plays a positive role in psychological well-being, contributing significantly to reducing stress and improving individuals' ability to cope with work challenges (Kurniati et al., 2023). According to Cutrona & Russell (1987), social support can be defined as assistance provided in various forms and can be perceived as a shield against harmful factors, both for physical and mental health. Social support can take the form of tangible help provided by others when needed, including different situational assessments, effective coping strategies, and emotional support (Eva et al., 2020). According to Sarafino, Smith, DeLongis, & King (2015), social support from the environment can influence how individuals view themselves, others, and how they assess various life experiences. According to Taylor (2018), social support can minimize psychological pressure faced by individuals and has undeniable benefits for individuals' physical health. Social support plays a crucial role, especially because it becomes valuable when individuals face problems (Putri et al., 2021). Furthermore, strong social support can enhance the sense of connectedness and social identity, contributing to the improvement of psychological well-being (Wang et al., 2018) (Khoirunnisa S Dewi Rosiana, 2023). Research by Indriani S Sugiasih (2016) shows that social support received by employees improves the quality of their psychological well-being.

According to Ryff's (2015) psychological well-being theory, an individual's well-being should be formed through dimensions of self-acceptance, positive relationships, environmental mastery, purpose in life, autonomy, and personal growth. Similarly, the Job Demands-Resources Theory emphasizes that despite high job demands, the existence of resources such as support and organizational climate can sustain employee well-being (Bakker & Demerouti, 2007). However, the preliminary study results showed that the psychological well-being of security personnel is low. This discrepancy indicates a gap between theoretical expectations and empirical realities, suggesting the need for further research to identify specific factors influencing security personnel.

This study aims to investigate whether social support plays a role in psychological well-being among security personnel. The importance of this research is also driven by the lack of studies specifically examining the role of social support in psychological well-being among security personnel in Indonesia, particularly at Semarang State University. By understanding this relationship, the university can formulate strategies to improve social support and, in turn, enhance the psychological well-being of their security personnel. This will not only positively impact the individuals involved but also improve the overall work climate and effectiveness of the security personnel in carrying out their duties. Therefore, this study seeks to determine the role of social support in psychological well-being among security personnel at Semarang State University, with the aim of providing practical recommendations that can be implemented by the university and related institutions.

## Research Methods

This study employs a quantitative approach. According to Sugiyono (2018), a quantitative research method is used to study a specific population or sample by collecting numerical data, which is then analyzed using statistical techniques. The research design uses a cross-sectional type to examine the role of the independent variable (social support) on the dependent variable (psychological well-being) among campus security personnel at PTN-BH, with the aim of understanding the role of social support on the psychological well-being of security personnel at Semarang State University. The population in this study consists of security personnel working at PTN-BH Semarang State University, specifically those who have significant experience. The data collection involves the entire population, with a sample size of 105 respondents. Data analysis is conducted using simple linear regression techniques.

This study uses two types of scales: the social support scale and the psychological well-being scale. The instrument used to measure the social support variable is The Social Provision Scale, developed by Cutrona and Russell, and modified by Zulkarnain (2021). This scale is a Likert-type scale consisting of 24 items with four answer choices, and its internal consistency values range from 0.83 to 0.92. The validity measured shows a P-value > 0.05 with a range from 0.23642 to 0.92147, and the RMSEA value is < 0.05, ranging from 0.000 to 0.037, indicating that the one-factor model is acceptable, meaning all items are capable of measuring their respective aspects with good fit. The instrument used to measure the psychological well-being variable is the Psychological Well-being Scale, developed by Ryff and Keyes (1995), adapted into Indonesian by Rachmayani S Ramdhani (2014), and modified by Arrosyid (2024). This scale is a Likert-type scale consisting of 38 items

with five answer choices. The validity based on item correlations ranges from 0.304 to 0.580, and the reliability value is 0.912.

## Results

The purpose of this study is to explain the role of social support on psychological well-being among security personnel at PTN-BH Semarang State University. Data analysis is conducted using simple linear regression to determine the extent of the effect of the social support variable on psychological well-being. In the regression analysis, the decision criterion is based on the significance value (p-value), where if the p-value is less than 0.05, it can be concluded that there is a significant effect between the independent and dependent variables. If the p-value is greater than 0.05, the effect is considered insignificant.

Tabel 1. Uji Regresi

| Model      | Sum of Squares | df  | Mean Square | F      | Sig.               |
|------------|----------------|-----|-------------|--------|--------------------|
| Regression | 16748.473      | 1   | 16748.473   | 57.440 | <.001 <sup>b</sup> |
| 1 Residual | 30032.955      | 103 | 291.582     |        |                    |
| Total      | 46781.429      | 104 |             |        |                    |

a. Dependent Variable: PWB

b. Predictors: (Constant), Social Support

The regression test yielded an F-value of 57.440 with a p-value < 0.001, indicating that the model is fit for use. Psychologically, this means that social support plays a significant role in enhancing the psychological well-being of security personnel. This result is consistent with the buffering hypothesis by Cohen & McKay (1984), which asserts that social support can protect individuals from the effects of stress. To see how social support plays a role in psychological well-being, refer to the table below.

Tabel 2. Koefisien Konstanta

| Model           | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig.       |
|-----------------|-----------------------------|------------|---------------------------|-------|------------|
|                 | B                           | Std. Error | Beta                      |       |            |
| (Constant)      | 50.033                      | 13.332     | 3.753                     | <.001 | (Constant) |
| Dukungan_Sosial | 1.330                       | .176       | .598                      | 7.579 | <.001      |

a. Dependent Variable: *Psychological well-being*

The regression coefficient of 1.330 (p < 0.001) indicates that each increase in social support is followed by a 1.33-point increase in psychological well-being. This means that security personnel who receive more support from colleagues, superiors, and family will be more optimistic, feel valued, and be better able to manage work pressures. This finding aligns with Ryff's (1989) concept of the importance of positive relationships with others and environmental mastery.

Based on the table, it can also be seen that the estimated regression equation is as follows:

$$Y = a + bX$$

$$Y = 50.033 + 1.330X$$

Where:

**Y:** Psychological well-being

**a:** Constant

**X:** Social support

b: Regression coefficient of X on Y

This equation indicates that social support has a positive role in psychological well-being. Specifically, the equation shows that for each increase of one unit in the social support variable (X), the psychological well-being variable (Y) will increase by 1.330. To see the extent to which social support plays a role in psychological well-being, refer to the table of the coefficient of determination (R Square) analysis results below.

Tabel 3. Sumbangan Efektif

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .598 <sup>a</sup> | .358     | .352              | 17.07577                   |

a. Predictors: (Constant), Dukungan\_Sosial

Based on the results of the regression analysis, social support was found to significantly contribute to employees' psychological well-being, with an effective contribution of 35.8%. This means that the higher the social support received, the higher the level of psychological well-being an individual possesses. These findings are consistent with the research by Hidayati et al. (2021) that examined psychological well-being among prisoners. Their study showed that external factors, such as social support from the surrounding environment, including family and peers, play a crucial role in helping individuals maintain their psychological well-being, even in highly stressful situations. This highlights that, whether in the context of employees or prisoners, social support remains a key predictor in enhancing psychological well-being. Thus, this study strengthens the empirical evidence that adequate social support can mitigate the negative effects of work-related stress and certain psychosocial conditions.

## Discussion

The results of this study show that social support has a positive and significant role in the psychological well-being of security personnel. These findings align with the buffering hypothesis proposed by Cohen & McKay (1984), where social support can protect individuals from the negative effects of work stress. Security personnel who receive support from colleagues, superiors, and family are better able to maintain emotional stability and cope with heavy work pressure. Research by Pariartha et al. (2022) indicates that social support plays a positive role in psychological well-being, where individuals who receive high levels of social support from their environment tend to have better psychological well-being, while low social support leads to a decline in psychological well-being.

From the perspective of Ryff's (1989) psychological well-being theory, these findings reinforce the importance of social support in strengthening the dimensions of positive relationships with others and environmental mastery. Social support allows security personnel to build healthy communication, feel valued, and be more adaptive in managing work dynamics. Social guidance is closely related to purpose in life and environmental mastery (Nugroho, 2019).

Moreover, this study also supports the Job Demands-Resources Theory by Bakker & Demerouti (2007), which emphasizes that employee well-being can be

maintained if there are resources to balance work demands. In this context, social support serves as a critical resource that helps security personnel reduce the risk of burnout and improve work motivation. These findings are consistent with the research by Lakey & Orehek (2011), which highlights the role of social support in creating a cooperative work environment.

However, the contribution of social support is only 35.8%, indicating that other factors also play a role. Previous studies have shown that workload, tenure, and the quality of social interactions also determine the psychological well-being of security personnel (Febrian S Susilawati, 2024; Yuntari et al., 2021). These factors are important to consider, as the high demands of security personnel work have the potential to reduce their psychological well-being (Poisat et al., 2014). Therefore, although social support plays a significant role, other organizational interventions are still needed, such as balanced workload distribution, communication forums with superiors, and recognition.

### **Conclusion**

Based on the research findings, social support plays a positive and significant role in the psychological well-being of security personnel at PTN-BH Semarang State University. The regression analysis shows a coefficient of 1.330 ( $p < 0.001$ ), with a contribution of 35.8%, meaning the higher the social support received from colleagues, superiors, and family, the higher the psychological well-being, including positive relationships with others, environmental mastery, and a sense of optimism and work motivation. Social support helps security personnel feel valued, recognized, and better able to manage work-related stress, thereby contributing to improved work effectiveness and performance. Scientifically, this study contributes by expanding the discussion on psychological well-being in the context of the campus security profession, which has been rarely studied, and emphasizes the importance of social support as a relevant psychological factor in higher education work environments.

### **Recommendations**

Based on the research findings, it is recommended that the management of PTN-BH Semarang State University actively enhance social support for security personnel through regular communication forums that not only provide work instructions but also offer appreciation and space to address challenges faced by members. Stress management training and team-building programs should be held at least twice a year, focusing on skills for handling potential physical threats and psychological pressures during duty. Additionally, recognition awards, such as "Best Security Officer of the Semester," could strengthen social recognition and improve work motivation. Security personnel should also be encouraged to form internal communities as platforms to share experiences, provide emotional support, and offer guidance for colleagues facing stress or interpersonal conflicts. For future research, it is suggested to explore other variables such as religiosity, job satisfaction, and intrinsic motivation using a longitudinal design to obtain a more comprehensive understanding of the dynamics of psychological well-being among security personnel.

## References

- Adhiwijaya, A., Yustilawati, E., S Adiputra, A. B. (2024). Pembinaan satuan pengamanan kampus dalam memberikan bantuan hidup dasar pada korban henti jantung di lingkungan kampus. *Panrita Abdi-Jurnal Pengabdian pada Masyarakat*, 8(2), 352-361.
- Agustia, A. (2018). Kepuasan Kerja Satuan Pengamanan (Satpam) Universitas Padjadjaran: Ditinjau dari aspek Job Description Index (JDI). *Jurnal Personifikasi*, 9(2), 70-132.
- Arrosyid, Z. D. (2024). *Korelasi antara mindfulness dengan psychological well-being pada laki-laki lajang* (Skripsi sarjana, Fakultas Ilmu Pendidikan dan Psikologi, Universitas Negeri Semarang).
- Bakker, A. B., S Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309-328. <https://doi.org/10.1108/02683940710733115>
- Cohen, S., S McKay, G. (1984). Social support, stress, and the buffering hypothesis: A theoretical analysis. In *Handbook of psychology and health* (Vol. 4, pp. 253-267). New York, NY: Routledge
- Cutrona, C. E., S Russell, D. W. (1987). The provisions of social relationships and adaptation to stress. In W. H. Jones S D. Perlman (Eds.), *Advances in personal relationships* (Vol. 1, pp. 37-67). Greenwich, CT: JAI Press.
- Eva, N., Shanti, P., Hidayah, N., S Bisri, M. (2020). Pengaruh dukungan sosial terhadap kesejahteraan psikologis mahasiswa dengan religiusitas sebagai moderator. *Jurnal Kajian Bimbingan dan Konseling*, 5(3), 122-131. <https://doi.org/10.17977/um001v5i32020p122>
- Faris, T. M., Ananda, D., Br Sk, Salwa, J. M., S Asiyah, N. (2024). Produktivitas kerja satpam di Universitas Islam Negeri Sumatera Utara Tuntungan. *Cantaka: Jurnal Ilmu Ekonomi dan Manajemen*, 1(1), 88-94.
- Febrian, A., S Susilawati, S. (2024). Faktor-faktor yang menyebabkan kelelahan dan stres kerja pada satpam di universitas. *Indonesian Journal of Innovation Multidisipliner Research*, 2(2), 179-184. <https://doi.org/10.69693/ijim.v2i2.125>
- Hidayati, N. O., Toharudin, T., S Eriyani, T. (2021). Level of psychological well-being among prisoners. *Journal of Nursing Care*, 4(3), 197-202. <https://doi.org/10.24198/jnc.v4i3.33196>
- Humas UNNES. (2022). Berita UNNES: Resmi jadi PTN-BH, UNNES siap menjadi pelopor kecemerlangan pendidikan berwawasan konservasi. *Universitas Negeri Semarang*. Diambil dari <https://unnes.ac.id/resmi-jadi-ptn-bh-unnes-siap-menjadi-pelopor-kecemerlangan-pendidikan-berwawasan-konservasi/>
- Indriani, D., S Sugiasih, I. (2016). Dukungan sosial dan konflik peran ganda terhadap kesejahteraan psikologis karyawan PT. SC Enterprises Semarang. *Jurnal Psikologi Proyeksi*, 11(1), 46-54.
- Khoirunnisa, A., S Rosiana, D. (2023). Pengaruh Perceived Social Support terhadap Psychological Well-Being Mahasiswa yang sedang Menyusun Skripsi. *Bandung Conference Series: Psychology Science*, 3(2), 874-881. <https://doi.org/10.29313/bcsps.v3i2.7404>
- Kurniati, D., Maputra, Y., Sari, L., Mafaza, P., S Armalita, R. (2023). Pengaruh Dukungan Sosial Terhadap Psychological Well-Being pada Pengangguran Terdidik. *Jurnal Psibernetika*, 16(1), 1-8.

- <https://doi.org/10.30813/psibernetika>
- Lakey, B., S Orehek, E. (2011). *Relational Regulation Theory : A New Approach to Explain the Link Between Perceived Social Support and Mental Health*. May 2011. <https://doi.org/10.1037/a0023477>
- Nugroho, Y. A. (2019). Hubungan dukungan sosial keluarga dengan psychological well-being pada narapidana anak di Lapas Kelas 1 Kutoarjo. *Cognicia*, 7(4), 465–474. <https://doi.org/10.22219/cognicia.v7i4.10218>
- Paramitha, S. D. (2019). Layanan Konseling Kelompok Dalam Meningkatkan Psychological Well-Being Remaja Di Lembaga Pembinaan Khusus Anak (Lpka) Pangkalpinang. *Scientia: Jurnal Hasil Penelitian*, 4(1), 127–147. <https://doi.org/10.32923/sci.v4i1.1015>
- Pariartha, N. K. A. M. Y. H., Hapsari, A. C. A. Z., Anggini, C. T., S Eva, N. (2022). Peran forgiveness dan dukungan sosial terhadap kesejahteraan psikologis pada perempuan penyintas kekerasan dalam hubungan pacaran. *Jurnal Psikologi Teori dan Terapan*, 13(2), 130–143. <https://doi.org/10.26740/jptt.v13n2.p130-143>
- Poisat, P., Mey, M., S Theron, A. (2014). Social support key to cash-in-transit guards' psychological well-being. *Problems and Perspectives in Management*, 12(4), 312–319.
- Prayogo, D. C., S Nurchayati. (2022). *Self-worth Tenaga Satuan Pengamanan Alih Daya di Lingkungan Kampus*. 10(02), 28–44. <https://ejournal.unesa.ac.id/index.php/character/article/view/53155>
- Putra, E. (2020). Menuju Industrial Security Dalam Mewujudkan Tenaga Satpam Profesional, Modern Dan Terpercaya Di Indonesia. *Maleo Law Journal*, 3(2), 149–164.
- Putri, Y. N., Zaharuddin, Z., S Purwasih, I. (2021). The Relationship of Social Support with Optimism in Cancer Survivors in RS. Moh. Hoesin Palembang. *Indonesian Journal of Behavioral Studies*, 1(3), 290–296. <https://doi.org/10.19109/ijobs.v1i3.11377>
- Rachmayani, D., S Ramdhani, N. (2014). Adaptasi alat ukur psychological well-being pada mahasiswa di Indonesia. *Jurnal Psikologi*, 41(1), 23–38.
- Republik Indonesia. (2002). *Undang-Undang Republik Indonesia Nomor 2 Tahun 2002 tentang Kepolisian Negara Republik Indonesia*. Jakarta: Sekretariat Negara. Diambil dari <https://peraturan.bpk.go.id/Download/32689/UU%20Nomor%202%20Tahun%202002.pdf>
- Ryff, C. D. (1989). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57(6), 1069–1081. <https://doi.org/10.1037/0022-3514.57.6.1069>
- Ryff, C. D., S Keyes, C. L. M. (1995). The structure of psychological well-being revisited. *Journal of Personality and Social Psychology*, 69(4), 719–727. <https://doi.org/10.1037/0022-3514.69.4.719>
- Ryff, C. D. (2015). Psychological well-being revisited: Advances in the science and practice. *Psychotherapy and Psychosomatics*, 83(1), 10–28. <https://doi.org/10.1159/000353263>
- Sarafino, E., Smith, T., DeLongis, A., S King, D. 2015. *Health Psychology: Biopsychosocial Interactions*. Hoboken, NJ: Wiley.
- SECOM. (2023). *Tugas dan kewajiban Satpam yang perlu Anda ketahui*. SECOM

- Indonesia. <https://secom.co.id/id/tugas-pokok-satpam-dalam-mengamankan-lokasi/>
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sulistiyowati, A., S Muazansyah, I. (2018). Pengaruh Beban Kerja Dan Kesejahteraan Dosen Terhadap Kepuasan Kerja Dan Burnout. *JPAP: Jurnal Penelitian Administrasi Publik*, 4(1), 914–919. <https://doi.org/10.30996/jpap.v4i1.1273>
- Taylor, S. E. (2018). *Health psychology* (10th ed.). New York, NY: McGraw-Hill Education.
- Tri, R., Simanullang, W., S Ratnaningsih, I. Z. (2018). Hubungan Antara Kesejahteraan Psikologis Dengan Keterikatan Kerja Pada Perawat Instalasi Rawat Inap Di Rumah Sakit X Kota Semarang. *Empati*, 7(4), 290–296.
- Wang, J., Mann, F., Lloyd-Evans, B., Ma, R., S Johnson, S. (2018). Associations between loneliness and perceived social support and outcomes of mental health problems: A systematic review. *BMC Psychiatry*, 18(1), 1–16. <https://doi.org/10.1186/s12888-018-1736-5>
- Yuntari, C. A. S., Syakina, D., Rahmayanti, N. Z., Fitria, R. L., S Singadimeja, H. G. (2021). Iklim Psikologis sebagai Prediktor Kesejahteraan Psikologis pada Karyawan Industri Farmasi di Jabodetabek. *Empathy : Jurnal Fakultas Psikologi*, 4(2), 84. <https://doi.org/10.12928/empathy.v4i2.21958>
- Zulkarnain, R. (2021). *Pengaruh trait kepribadian HEXACO dan dukungan sosial terhadap kesejahteraan subjektif pada karyawan swasta* (Skripsi sarjana, Universitas Islam Negeri Syarif Hidayatullah). Diambil dari <https://www.repository.uinjkt.ac.id/dspace/bitstream/123456789/78306/>