

# Psychological Well-Being of Divorce Permitting Team in BKPSDM Sragen

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## Abstract

This study aims to look at the dynamics of psychological well-being in employees of the divorce licensing section at BKPSDM Sragen. This research identifies factors that influence the psychological well-being of employees in dealing with sensitive tasks. The research method used is a descriptive qualitative approach. Data were collected through in-depth interview techniques, observation, and documentation. The informants involved were four employees. The results show that psychological well-being is influenced by individual factors such as self-acceptance and personal growth, as well as external factors such as positive relationships and life goals. This research recommends developing better organisational support to improve employees' psychological well-being.

**Keywords:** Psychological Wellbeing, Divorce Licensing Team, BKPSDM, Human Resource Management.

## 1. Introduction

In today's fast-paced and emotionally demanding work environments, the psychological well-being of employees has become a critical area of study (Mihelič et al., 2024). Workplaces that involve sensitive or emotionally taxing tasks, such as handling divorce cases, often place significant stress on employees, impacting their mental health and overall job performance (Chen et al., 2022).

In this case, BKPSDM Sragen is the institution responsible for human resource management, including the handling of divorce licences. This task poses emotional challenges for employees, given the sensitive nature of the work. Psychological well-being is an affective condition that reflects a balance between positive and negative emotions and an individual's ability to adapt to the environment. According to Ryff and Singer (2008), psychological well-being includes self-acceptance, positive relationships, life purpose, and personal growth.

According to Papalia et al. (2007), psychological well-being is a condition that includes an individual's ability to accept oneself, build positive relationships with others, have a purpose in life, and continue to grow personally. This component is important to help employees manage work pressure (Priya et al., 2023; von Thiele Schwarz & Lornudd, 2021). Ramdhani et al. (2018) reinforces this idea with the PERMA model (Positive emotion, Engagement, Relationship, Meaning, and Accomplishment), which describes the balance between emotional, relational, and personal achievement aspects as the core of psychological well-being.

The essence of psychological well-being by Seligman (2018) combines the concepts of happiness and well-being formulated in the acronym PERMA, namely positive emotion, engagement, relationship,



meaningfulness, and achievement. This description shows that the notion of well-being that is often used in psychological research refers to subjective well-being and psychological well-being.

Dewi (2010) stated that psychological well-being is often interpreted as how individuals evaluate themselves. The evaluation has two forms, namely cognitive evaluation (general assessment of life satisfaction, specific satisfaction/domain specific, such as job satisfaction, marital satisfaction), and affective evaluation, in the form of frequency in experiencing pleasant emotions and experiencing unpleasant emotions (depression). Based on the analysis of preliminary interviews with two respondents who are employees of the divorce licensing team at BKPSDM Sragen, they stated that sometimes they have the intention to divorce and are tired of facing a monotonous life. This arises from the encouragement of the divorce cases they handle and the fatigue of working.

Initial interviews with 2 (two) members of the BKPSDM Sragen divorce licensing team, found that this job provides a significant emotional burden. Employees often feel bored and face internal conflicts due to the monotonous and repetitive demands of the job. In addition, the divorce cases they handle often lead to reflections on their personal lives, such as fatigue with family dynamics or the intention to divorce.

This study aims to explore the psychological well-being of divorce licensing team employees, who often face high psychological stress due to their work. The main focus of this study is to understand the factors that influence psychological well-being, including self-acceptance, positive relationships, life goals, and personal growth. The results of the study are expected to make a practical contribution to the development of psychological support programmes for employees performing sensitive duties.

## 2. Methods

This study used a descriptive qualitative approach to explore the psychological well-being of the BKPSDM Sragen divorce licensing team. The qualitative approach was chosen because this research aims to deeply understand the subjective experiences of the ASNs involved in the divorce process. Data processing is descriptive in nature obtained from the results of interviews and observations. The informants of this study consisted of 4 people who were in the BKPSDM Sragen divorce licensing team, namely ADT aged 37 years, AS aged 47 years, TR aged 50 years, NR aged 52 years.

## 3. Results and Discussion

### 3.1. Research Results

The following are the results of informant interviews in this study based on instruments from the dimensions of psychological well-being:

#### 3.1.1. Self-acceptance

Individual acceptance of their condition as it is, includes positive attitudes towards their condition, be it conditions that benefit them or those that they feel are less favourable. The following is the subject's self-acceptance in this study:

*"I am used to living independently, what God gives me I must be grateful for and I can use it well."* (ADT)

*"I used to be insecure. But since becoming a civil servant, Alhamdulillah, I don't, even though my duties sometimes make me tired."* (AS)

*"As you can see, I don't lack anything."* (TR)

*"Life must go on, what is in us has already been determined."* (NR)

From the interview results of the four existing subjects, it was found that the self-acceptance of the divorce licensing team of BKPSDM Sragen had a high value. This means reflecting a positive attitude towards oneself, recognising and accepting multiple aspects of oneself including good and bad qualities, feeling positive about one's past life.

### 3.1.2. Relation

Being positive with others is a form of spiritual intelligence. Individuals have the ability to establish interactions with others, these interactions with others are based on positive attitudes and empathy towards other people's conditions. The following is the subject's positive relationship with others:

*"Give and take, as long as I work in this team I have no problems with anyone."* (ADT)

*"Sometimes relationships are not good. So far, Alhamdulillah, Allah has made it easy."* (AS)

*"It all comes back to us - if we are good to people, people will be good to us, even if it's not from the same person."* (TR)

*"My networking is wide and everything is fine."* (NR)

From the interviews of the four subjects, it was found that the positive relationship of the BKPSDM Sragen divorce licensing team with others had a high value. High values indicate warmth, satisfaction, trusted relationships with others, feeling concerned about the welfare of others, having strong empathy, affection, and intimacy skills, understanding, giving and receiving in human relationships.

### 3.1.3. Purpose in life

Purpose in life is the purpose of life that distinguishes one individual from another. People who have a purpose in life have targets to be achieved in their lives, whether it starts from short-term, medium-term and long-term targets. The following are the goals in life of the subjects in this study:

*"Family is certainly number one, raising children until they have grandchildren and living in harmony with financial freedom."* (ADT)

*"Privacy, but yes, I hope my family is sakinah mawadah warahmah and given a good future by Allah."* (AS)

*"Well, if you mention many goals, I want to achieve them, just pray that I will still be given the opportunity by God to achieve the rest of my life goals."* (TR)

*"I have travelled through many things in this life, to get to this point and move on to the next point is a gift. No need to regret the past and keep going."* (NR)

From the interviews of the four subjects, it was found that the purpose in life of the BKPSDM Sragen divorce licensing team had a high value. This shows that they have a purpose in life and a sense of direction, feel there is meaning in life in the future and in the past, hold beliefs that provide purpose in life, have a purpose and objectivity to life.

### 3.1.4. Personal growth

Personal growth is a person who always grows from previous life experiences, always learns from mistakes, has a drive to improve himself, and adapts to the life problems faced. The following is the personal growth of the subject in this study:

*"Another possibility, of course, everything has its own process."* (ADT)

*"Even though I have a stable condition like this, I still want to develop anyway, it's called life, there will always be needs."* (AS)

*“From experience we have learnt a lot, there is no need to regret and fix what needs to be fixed.” (TR)*

*“We must continue to improve ourselves, age is not an obstacle to self-introspection.” (NR)*

From the interview results of the four existing subjects, it was found that the personal growth of the BKPSDM Sragen divorce licensing team had a fairly high value. This high score indicates that they have a sense of continuous development, see themselves growing and developing, are open to new experiences, have the sensitivity to realise their potential, seek improvement in self and behaviour over time, have changes in ways that reflect more self-knowledge and effectiveness.

### 3.2. Discussion

Results show that employees have high self-acceptance, characterised by positive attitudes towards their strengths and weaknesses. Positive relationships were well established, reflecting empathy and the ability to maintain relationships. Employees' life goals reflect a clear future orientation, while personal growth shows adaptation and continuous learning. These findings support Ryff and Singer's (2008) theory of psychological well-being as a condition involving both internal and external dimensions. Organisational support, such as stress management training, is needed to strengthen employee well-being.

Based on interviews from four subjects, it was found that the self-acceptance of the divorce permitting team of BKPSDM Sragen has a high value. This means that it reflects a positive attitude towards the self, recognising and accepting multiple aspects of the self, including good and bad qualities, feeling positive about the past life.

Positive relationships with others are a form of spiritual intelligence. Individuals have the ability to establish interactions with others, these interactions with others are based on positive attitudes and empathy towards the conditions of others. From the interviews of the four subjects, it was found that the BKPSDM Sragen divorce licensing team's positive relationships with others had a high value. High values indicate warmth, satisfaction, trusted relationships with others, feeling concerned about the welfare of others, having strong empathy, affection, and intimacy skills, understanding, giving and receiving in human relationships.

Purpose in life becomes the difference between one individual and another. From the interview results of the four existing subjects, it was found that the purpose in life of the BKPSDM Sragen divorce licensing team had a high value. This shows that they have a purpose in life and a sense of direction, feel there is meaning in life in the future and in the past, hold beliefs that provide purpose in life, have a purpose and objectivity to life.

Personal development reflects a person who always grows from previous life experiences, always learns from mistakes, has a drive to improve themselves, and adapt to the life problems faced (Nurwicaksono et al., 2023). These conditions are carried out continuously throughout his life. From the interview results of the four existing subjects, it was found that the personal growth of the BKPSDM Sragen divorce licensing team had a fairly high value. This high value shows that they have a feeling of continuous development, see themselves growing and developing, are open to new experiences, have the sensitivity to realise their potential, seek improvement in self and behaviour from time to time, have changes in ways that reflect more self-knowledge and effectiveness.

#### 4. Conclusion

This study concludes that the psychological well-being of BKPSDM Sragen divorce licensing team employees is at a high level, supported by self-acceptance, positive relationships, life goals, and personal growth. However, sensitive work requires further interventions, such as emotion management training and psychological support programmes, to maintain and improve employee well-being in the future.

To sustain and enhance the psychological well-being of the BKPSDM Sragen divorce licensing team, it is recommended to implement regular psychological support programs, such as counselling and stress management workshops, and provide emotion management training to build resilience. Fostering a supportive work environment through team-building activities and offering personal development opportunities will further strengthen employee well-being and job performance. Regular well-being assessments can help tailor interventions to meet evolving needs.

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