

Work-life Balance as a Mediator of the Correlation between Psychological Well-being and Quarter Life Crisis in Early Adulthood in Ternate City

By:

Fidya Noer Aulia Febrianti

Ghozali Rusyid Affandi

Psychology Major

Muhammadiyah University of Sidoarjo

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Introduction

Why was the Quarter-Life Crisis?

Phenomenon that is increasingly experienced by young people aged 18-29 years

"Arnett describes early adulthood as a transitional period marked by exploration and instability"

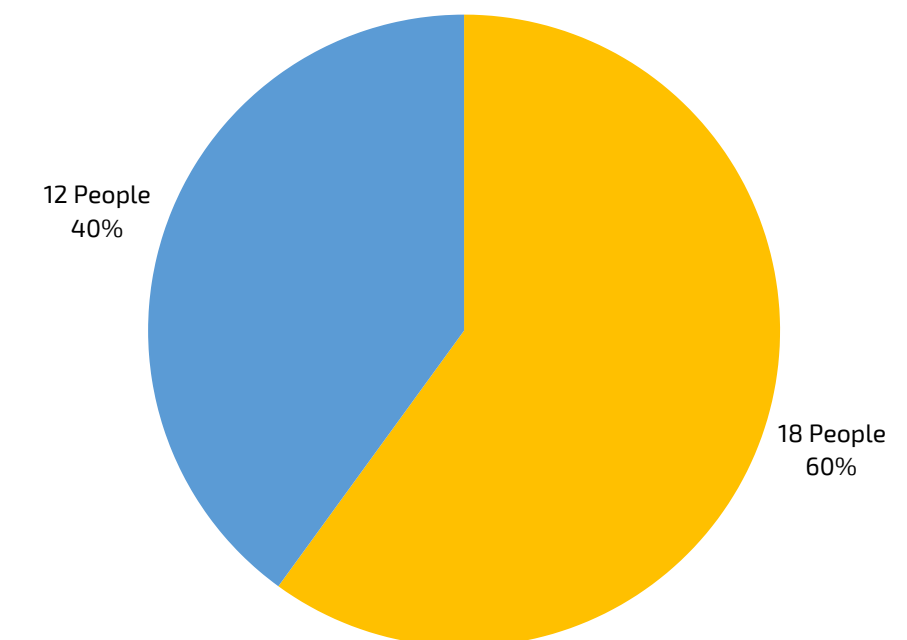
Introduction

Quarter-Life Crisis in Early Adulthood

Robbins and Wilner's aspects of a quarter-life crisis

- Uncertainty in decision- making,
- Feelings of hopelessness,
- Negative self-assessment,
- Feeling trapped in a challenging situation,
- Anxiety,
- Distress, and
- Concerns about interpersonal connections

Initial Survey QLC



Introduction

The Role of Psychological Well-Being and Work-Life Balance in Overcoming QLC

- Psychological well-being is known to have a strong relationship with an individual's ability to cope with life's pressures. According research conducted by Rahimah, Fitriah, and Safitri "Psychological Well Being and The Tendency of Quarter Life Crisis" according to research, there is a correlation between psychological well-being and quarter-life crisis
- Saraswati and Lie "Psychological Well-Being: The Impact of Work-Life Balance and Work Pressure" showed a significant influence in the direction of a positive connection and up to 18.5% of psychological well-being on work-life balance

However, the question arises: can work-life balance serve as a mediator between psychological well-being and quarter-life crisis?

For this reason, QLC is studied alongside PWB and WLB, to examine how the three variables influence one another and how WLB may mediate the relationship between the two variables.

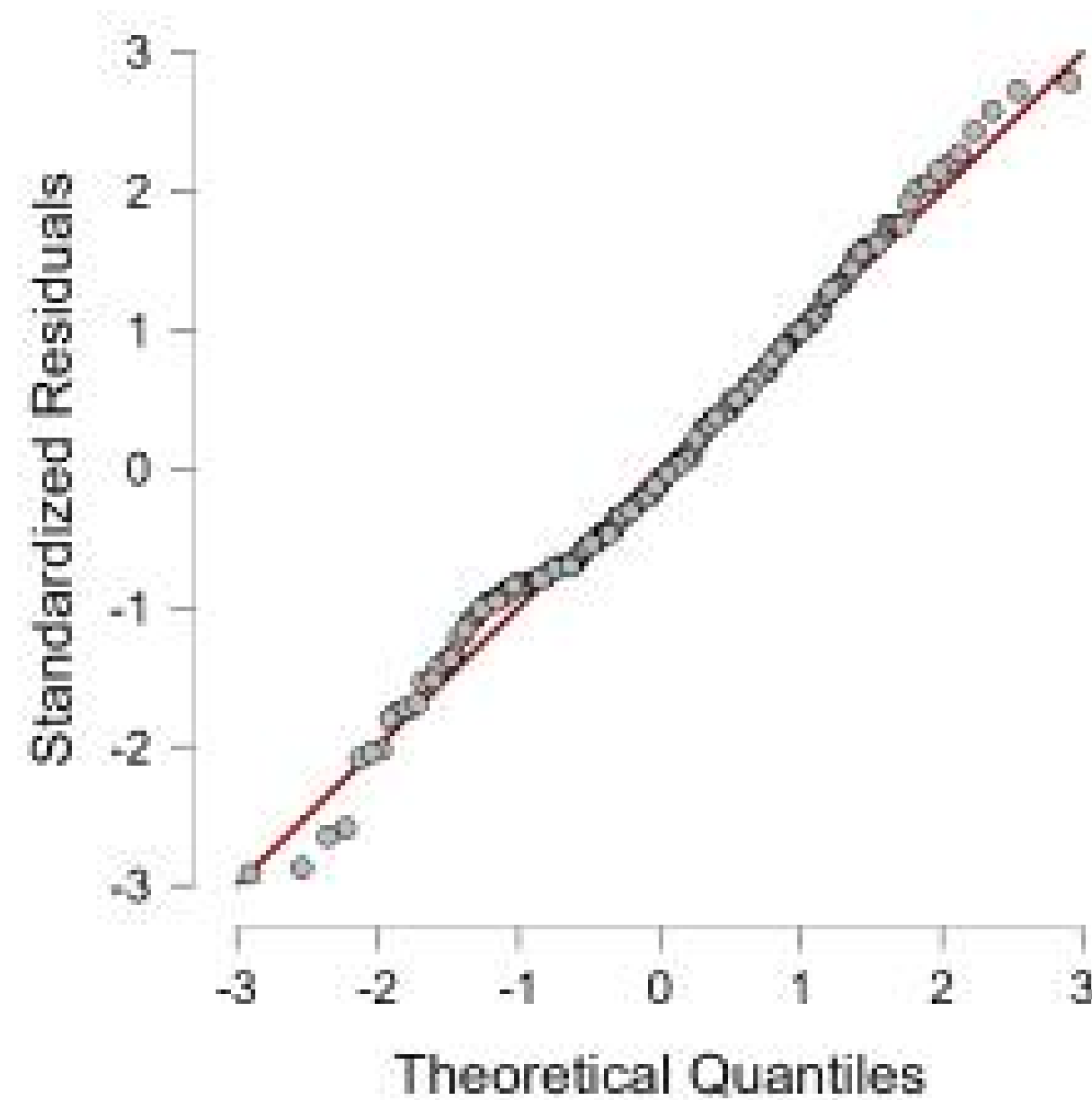
Research Method

- Quantitative correlational research (to identify the relationship between the mediator variable and other variables)
- Population & Sample:
 1. Population : 40,939 early adults (ages 18–25)
 2. Sampling technique : Purposive sampling based on specific criteria.
 3. Sample size : 269 (10% of population, based on Krejcie and Morgan table).
- Data Collection:
 1. Method: Psychological scale using Likert scale distributed via Google Form.
 2. Design: Cross-sectional, analyzing variable relationships at a single point in time.
- Measurement Instruments:
 1. Psychological Well-being : Scale by Siti Masyta based on Ryff's six dimensions with 31 items, Cronbach's Alpha: 0.902.
 2. Work-life Balance : Scale by Noviani Wijianti, based on Hayman's three dimensions with 14 items, Cronbach's Alpha: 0.915.
 3. Quarter-life Crisis : Scale by Dinda Putri, based on Robbins and Wilner's aspects with 20 items, Cronbach's Alpha: 0.830.
- Data Analysis:

Technique: Mediation path analysis using the SEM menu in JASP version 0.16.1.0.

Result

Q-Q Plot (Normality test)



- The data displayed through dots are near the reference line that forms 45 degrees.

Result

Mediation Analysis

Table. Direct effects

		Estimate	Std. Er	z-value	p	95% Confidence Interval	
						Lower	Upper
PWB	→ QLC	-0.349	0.056	-6.272	< .001	-0.259	-0.240

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Table 2. Indirect effects

		Estimate	Std. Error	z-value	p	95% Confidence Interval	
						Lower	Upper
PWB	→ WLB → QLC	-0.353	0.046	-7.688	< .001	-0.443	-0.263

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

- This is evidenced by a p-value of less than 0.001 and since the p-value of the indirect effect does not exceed the direct effect, it implies that WLB serves as a partial mediator. This mediation is partial, meaning that psychological well-being still has a direct effect on quarter life crisis, but its influence is strengthened through work-life balance.

Result

Table 3. Total effects

	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
PWB → QLC	-0.702	0.041	-16.935	< .001	-0.783	-0.621

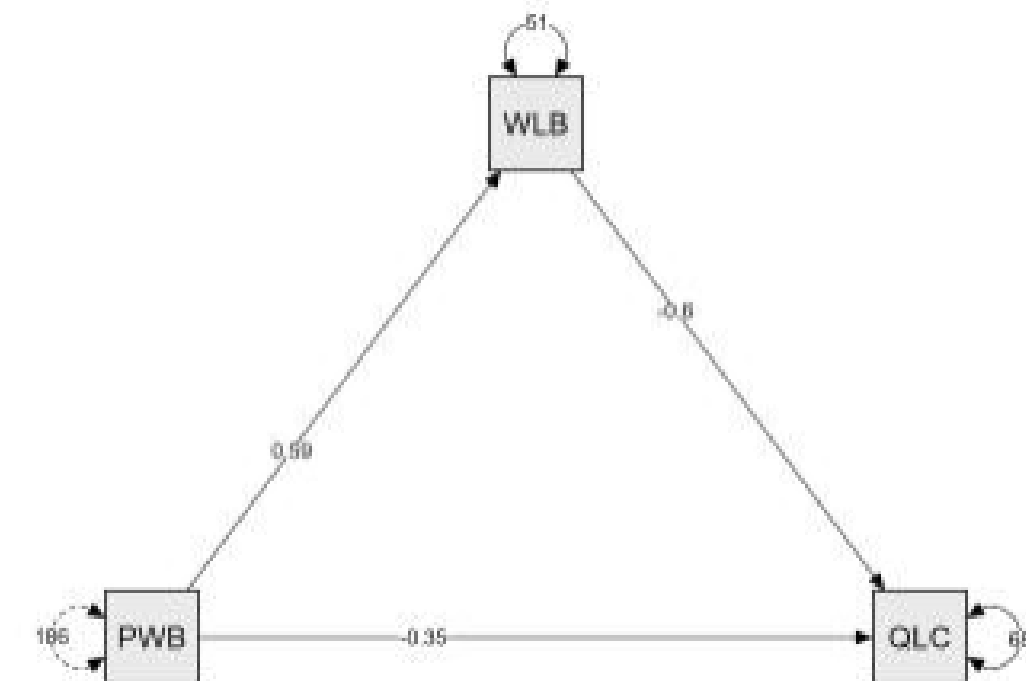
Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

- The total effect of PWB on QLC shows a strong and significant overall impact.

“This finding indicates that individuals with high Psychological Well-being (PWB) tend to have a better work-life balance, which ultimately can reduce the symptoms of a quarter-life crisis. Therefore, enhancing PWB and maintaining a work-life balance becomes an important strategy to prevent the occurrence of Quarter-Life Crisis (QLC) among working young adults”

- The path plot supports this finding, indicating a positive relationship between PWB and WLB, as well as a negative relationship between WLB and QLC.

Path Plot



Result

Table 4. R-Squared

	R²
QLC	0.617
WLB	0.562

- The R-squared results show that the coefficient of determination of quarter-life crisis is 0.617 or 61.7% of psychological well-being variables influence quarter-life crisis, and 37.3% of quarter-life crisis phenomena are influenced by other variables besides psychological well-being.
- The coefficient of determination of the influence of psychological well-being on work-life balance is 0.562 or 56.2%, which means that 43.8% of work-life balance is influenced by other variables besides psychological well-being.

Conclusion

- This research finds that work-life balance (WLB) acts as a partial mediator in the relationship between psychological well-being (PWB) and quarter-life crisis (QLC) among young adults in the city of Ternate. This means that individuals with good mental health tend to have a more stable life balance, which ultimately reduces the risk of experiencing a quarter-life crisis.
- This finding has significant implications for organizations, which may consider policies or programs that support the psychological well-being of employees and promote the creation of a work-life balance, such as time management training, mental health services, and a healthy work culture.
- For individuals, it is recommended to manage psychological well-being through stress management techniques, mindfulness, and establishing healthy boundaries between personal life and work.

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