

DESCRIPTION OF THE SPIRITUAL AND PSYCHOLOGICAL WELL-BEING DIMENSIONS OF MALE AND FEMALE NURSES IN JAYAPURA

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Abstract

One of the important fulfillments in basic needs is the spiritual aspect because nurses who carry spiritual meaning in their work will feel their life and work more meaningful. However, not only spiritual aspects are considered important, but psychological needs are also important because if a person's psychological condition is disturbed it will affect the work done. Based on these aspects, this study aims to describe the spiritual and psychological well-being aspects of male and female nurses in General Hospital Jayapura Papua. A descriptive qualitative method with a sample of 10 people was used in this research and the data was collected through observation and interview techniques. Data validation techniques were using triangulation and data analysis was using Miles and Huberman models. The results of this study were done on male and female nurses, found 6 categories following 2 groups of dimensions. The spiritual dimension is a relationship with God is the basis of life guidelines, working as a nurse is useful worship for many people, the meaning of life is a feeling of gratitude from oneself. The other dimension is psychological well-being: psychological health is a healthy soul, peaceful and able to know yourself, positive relationships are good relationships with others, self-acceptance as a nurse is a call of a life that is lived with a sense of responsibility.

Keywords: Nurses; Spiritual; Psychological Well-being

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1. Introduction

Each individual has developmental tasks based on the development stage. These developmental tasks must be completed at every stage of development. One of them is the development task of the adult age, among others, obtaining work and developing self-awareness about self-reliance (Papalia et al., 2009). Work is one of the demands to meet the needs of one's life so that the person must work to fulfill their life needs. The statistical central agency Data showed that in 2016 the number of workers reached 127.8 million people, and the total population was approximately 255 million people (Central Statistic agency, 2016). Each work environment provides the demands of work and responsibility to each individual.

One of the jobs with the responsibilities and demands of high work is the nurse because the work of nurses is related to human life (Anggraini and Prasetyo, 2015). A nurse is a person who has graduated higher education in nursing, both national and abroad, recognized by the Government according to the provisions of the legislation (Law of RI, 2014). The nurse has seven principal roles: Nursing care, client advocate, educator, coordinator, collaborator, consultant, and reformer. In carrying out its role, the nurse will carry out various functions, namely:

Independent function, dependent, and interdependent (Hidayat, 2008). The function of independent acts of nurses is self-reliant and does not require doctor orders. For example, help patients cure, restore optimal health condition, and help the patient's independence. Thus the well-being of the patient is influenced by the quality of their health (Putra, 2014). The dependent function is when the nurse acts to help the doctor in providing service. Examples: Installation of infusing, giving medicine, injection, etc. While the function of interdependent treatment measures is based on cooperation with other health teams, led by a physician (Sudarma, 2008).

In carrying out its roles and functions, nurses should understand the concept of basic needs holistically, to provide quality nursing care services to clients. Holistic is an approach that considers human beings to be wholly encompassing biological, psychological, social, cultural, and spiritual dimensions (Azizatunnisa and Suhartini, 2013). The above statement is supported by the previous research conducted by Nurul Azizatunnisa and Suhartini stated that nurses should understand the holistic nursing to the needs of patients so that it can provide services that can ultimately improve the quality of service (Asmadi, 2008).

Nurses as individuals also have basic needs that must be fulfilled. These requirements include 4 aspects, such as biological, psychological, social, cultural, and spiritual. If there is one aspect that is interrupted, it will cause an imbalance that can cause pain, and it will affect the service provided (Suradi, 2015). The two aspects of the basic needs of this research are spiritual and psychological. Both aspects are considered more crucial because if viewed from the nurse's job, a nurse (with a steady job) can already fulfill all three basic needs. But in doing its work can also cause problems that directly affect the psychologic. When their psychological condition is interrupted there is certainly an attempt to seek recovery, but when it is not fruitful that one will seek another force beyond themselves, which is a spiritual aspect (Yusuf et al. 2016).

Spiritual is an effort in achieving the meaning of life, the purpose of life, and guidance in living life (Tamami, 2011). The spiritual aspect is very important for a nurse because the nurse who carries the spiritual meaning in their work will feel their life and work more meaningful. This will encourage and motivate itself to further improve the service provided. Such research is done by Hery Sutanto and Krisnan Dini Wahyu Pratiwi with the results stating that the spiritual aspect gives a significant positive influence on the performance of one (Sutanto and Pratiwi, 2010).

Spiritual is a multi-dimensional condition consisting of existential dimensions and religious dimensions. The existential dimension focuses on the purpose and meaning of life, while the religious dimension focuses more on a person's relationship with God (Hamid, 2008). According to Stoll spiritual is a two-dimensional concept that is, the vertical dimension and horizontal dimension. The vertical dimension is a person's relationship with God and the horizontal dimension is a person's relationship with oneself, others, and their environment (Hamid, 2008). The enhancement of spiritual nurse knowledge is very important as it can affect the level of health and self-care of the client. The benefits of its spiritual dimension are:

- A. Lower anxiety levels.
Like the research conducted by Irwan Hadi et al., stating that individuals with high spiritual and good levels tend to have anxiety at a low level (Hadi, 2016).
- B. Not doing things that interfere with their health.
Research by Ellen Idler on high school students stated that students who have a good spiritual they often follow religious ministry, have smoking levels, alcohol use, and cannabis use are lower (Idler, 2008).
- C. The spiritual needs fulfilled will help the process of healing one. As research conducted by Puchalski et al (in Aan Nuraeni), not all diseases can be healed but there is always room for "healing". Healing can be interpreted as acceptance of sickness and tranquility in life and

spiritual being the essence of Healing "(Nuraeni et al, 2015).

If a person's psychological health is good, then it will lead to good psychological well-being and can enhance the person's feelings of happiness. The research conducted by Megawati and John Kartika Herdiyanto stated that individuals achieving positive psychological well-being can improve happiness, positive mental health, and self-growth (Megawati and Herdiyanto, 2015). Psychological well-being itself is an individual's ability to accept the condition of themselves, forming a warm relationship with others, able to control themselves and be independent of social pressure, and able to realize their potential that has meaning in life. Psychological well-being has six dimensions that are positive relationship with others, self-acceptance, personal growth, the purpose of life, environmental mastery, and Autonomy (Trisusanti and Satiningsih, 2012).

The psychological well-being of a nurse is very important, as it will show a more positive attitude and better response to various situations and also improve its work performance so that the service provided to the patient can be optimal. Research conducted by Kimberly and Utomo (2013) states that prosperity higher individuals will be more productive, have better mental and physical health, and increase their productivity.

Based on the above description can be seen that the need for the spiritual and psychological well-being of a person is very important. It is said to be important because both aspects affect someone in the work. However, related work still exists that distinguishes between men and women at work.

As the research conducted by Joko Setiawan stated that the practices of organizations that consider nighttime work are not in line with social constructs that place night time instead of female work time. In this case considering the nurse's work is divided into shift (morning, day, and night) where at night is not the right time for women to work. In the selection and positioning of the strategic position of an organization also tends to be elected male members of women (Setiawan, 2015). Such research by Akhter (2015) which states that judging by the male psychological well-being indicators tends to get higher grades compared to women. In another study by Carmel and Nigel, also found that women had lower scores than men in psychological well-being indicators. This research was conducted in the General Hospital Jayapura. General Hospital Jayapura is one of the indicators of determining the good or bad health service and the increase or decrease of public welfare in the Papua province. Besides every Friday health officers in General Hospital Jayapura do Common worship (RSUD Jayapura, 2008). Therefore researchers want to know more about the impact of worship done on the spiritual aspects and psychological welfare of male and female nurses. Based on the above background, researchers are

interested in researching how to figure out the spiritual aspects and psychological well-being of male and female nurses in the Jayapura Papua Hospital. The study aims to describe the spiritual aspects and psychological well-being of male and female nurses in General Hospital Jayapura Papua

2. Method

The method used in this study is qualitative descriptive, which depicts and represents the state of the current research object as it is based on the facts (Lexy, 2008). The data collection techniques used are observations and interviews. The observation technique used is moderate participatory observation, in which collecting the researcher's data participate in several activities, but not all of them. Meanwhile, the interview techniques used are structured interviews where each participant was given the same question and the Data collector recorded it (Sugiyono, 2012).

Participants' research on this study was male and female nurses with criteria having been working for at least 3 years with regular nurse status in Jayapura HOSPITAL. Sampling techniques using nonprobability sampling with sampling purposive type is the sampling of data sources with certain considerations, such as the person who is deemed to know most about what we expect (Sugiyono, 2012). A sample of 10 nurses consisting of 5 female nurses and 5 male nurses. The research instruments use an observation sheet and observe the process of the activity. Researchers use participatory observation, in-depth interviews, and documentation of the same data source.

The research results are analyzed using the Miles and Huberman models i.e. data collection, data reduction, data presentation, and withdrawal of conclusions. Further data validation is performed by using triangulation. Triangulation in credibility testing is interpreted as checking from various sources with various times and time (Sugiyono, 2012)

3. Results and Discussion

The research was conducted at the General Hospital Jayapura Papua, with the research of participants of male and female nurses who numbered ten people (the data of participant on page 9). Before conducting the research, researchers contacted the head of nursing to recruit participants' research following the criteria. During the data retrieval process, researchers found no significant obstacles.

Based on data analysis found 6 categories following two groups of dimensions. The spiritual dimension is: The relationship with God is the basis of life guidelines, working as a nurse is useful worship for many people, the meaning of life is a feeling of gratitude from oneself. Psychological welfare has six dimensions that are positive relationships with others, self-acceptance, personal growth, life goals, environmental mastery, and autonomy (Trisusanti and Satiningsih, 2012).

Based on 6 dimensions of psychological well-being is made into two categories (dimensions) namely spiritual dimension and psychological well-being, it directly includes 6 dimensions from the perspective of the participant's work. Psychological well-being consists of psychic Health with a healthy soul, calm and able to know yourself, positive relationship with fellow, acceptance as a nurse is the call of a life that is lived with a sense of responsibility. Here's a description of each of the categories:

Table 1. Participant profile

Participant	Initial	Length of working experience
P1	Tn. M	15 years
P2	Ny. A	9 years
P3	Tn. H	10 years
P4	Ny.Y	23 years
P5	Ny. O	16 years
P6	Ny. S	17 years
P7	Ny. A	15 years
P8	Tn. S	22 years
P9	Tn. M	28 years
P10	Tn. E	13 years

Spiritual Dimension

A. Relationship with God is the basis of living guidelines

Both male and female participants have the same view about the spiritual aspect of the relationship with God that is used as a living guideline to live the daily life in the form of worship according to their religion and beliefs.

"I think spiritual is our relationship with God" (P2)

"I think spiritual is a belief in God" (P3)

"Spiritual is associated with God" (P5)

"If the spirit itself is related to religion, so how is my relationship to God, my belief in God. The spiritual is a lot of how the belief of a person, the way the person worships, how the activities in praying, as there are some items in the judgment of the spiritual." P6

"Spiritual means our relationship with God.

Depending on each other's individual with a different one." P9

"My guiding life is that everything I do must begin with Prayer" (P1)

"Our Guidelines O Lord, our guidance of his life Yes it is" (P2)

"is surely the same as God" (P3)

"If in living my daily life I am on the word of God" (P4)

"My guideline is the word of God quoted from the Book of Ecclesiastes 3:11 All things there is a Time" (P5)

"The Lord is above all" (P6)

"Pray, for it needs the intervention of God" (P9)

B. Working as a nurse is useful worship for many people

Everyone has a different view of the worship and purpose of their life including choosing to be a nurse. For male and female nurses in this study, providing service in hospitals is one form of worship because it gives a positive impact on others.

"Serving in the hospital is Worship" (P1)

"I think work as a nurse is Worship" (P4)

"I think there is no problem because work as a nurse is worship" (P5)

"One of my principles is to work also worship and a nurse should know it" (P6)

"Our job (nurses) are worship, we serve also worship" (P9)

"The purpose of my Life to Serve" (P1)

"Serve others and also serve the Lord" (P4)

"Serving Everyone" (P6)

"Being a useful person for others" (P8)

"Become a Servant" (P6)

"So blessings to many people" (P10)

C. The meaning of life is a feeling of gratitude from oneself

The male and female participants in the study, living with the professional and health of the profession, are responsible for providing positive value for many people

"To live sincerely with a full sense of responsibility" (P2)

"I am grateful to be a nurse" (P5)

"I am so grateful and live with the love of every duty of my responsibility" (P7)

"To understand life as a nurse yes feel proud and blessed because we can help others, own family" (P8)

The dimension of psychological well-being

A. Psychic health is a healthy soul, peaceful and able to know yourself

Both male and female participants have the same view regarding the psychological well-being dimension that is psychic health. Psychic Health According to participants is a healthy soul, peaceful and able to know yourself.

"Psychological well-being as I understand that my soul is healthy, so my soul is not threatened psychologically with regards to my work" (P4)

"Psychic means relate to the well-being of our soul if the physical is fulfilled." P5

"Psychological well-being is self-actualization, good relations with others, and the ability to know yourself and your weaknesses so that the person can adapt to others." P6

B. Positive relationships are good relationships with others

Good relations according to male and female participants is the support and good cooperation of family members, neighbors and co-workers so that it can give a good impact on the services provided in the hospital

"Family and neighbors always support so too with friends

Work together and cooperate "(P1)

"Family support and with a working friend everything is good" (P2)

"The family always supports and associates cooperate in the service" (P3)

"Children always Support" (P4)

"Establishing a good relationship with our surroundings, so that the future is easier." P8

"With our co-workers always work together while serving. My family always supports and understands my job." P9

C. Self-acceptance as a nurse is a live call that is lived with a sense of responsibility

Each person's self-acceptance form is different when viewed by their wishes and hopes. In this study, both male and female participants had the same assessment with self-acceptance as a nurse

"Always focuses on my responsibilities as a nurse, for I am called to become a Nurse" (P1)

"At first my parents wanted me to be a nurse, after entering the nurse school finally by itself the heart began to be moved to become a nurse is a little longer process, but I have received with this profession and I do not regret being a nurse" (P3)

"I'm proud to be a nurse" (P4)

"I'm a nurse is a live call" (P5)

"I am grateful to be a nurse because this is a call of life" (P6)

"Yes I am so grateful with my profession as a nurse" (P8)

"Already accepting himself as a nurse" (P9)

"I feel so proud to be a nurse because it can be known to people " (P10)

Based on the analyzed data, there is no difference between male and female participants in addressing the spiritual dimension and psychological well-being. It can be seen that all these categories show the same response from male and female nurses.

Spiritual Dimension

In this study, there were no differences in the spiritual aspects of male and female. In the context of different professions of the participants, the research done by Novitasari, Yusuf, and Ilfiandra (2017) stating that the level of spirituality in adolescent boys and girls is relatively similar. The same result also found according to Wahyuni and Bariyyah (2019) which reveals that gender is not very significant to the level of spirituality and mental health in students.

Nevertheless, this study did not seek further information on the factors affecting a person's spiritual aspect. However, it can be attributed to the previous study by Jenkins (in Legerano, 2014) on factors affecting the spirituality of a nurse i.e. conflict, excessive role, culture, and the role of involvement. One of the factors that can be attributed to this study is the role of involvement that all participants (nurses) have fully understood their role and responsibilities related to the strengthening of the needs of their spiritual aspects and patients. This is because participants have been working for more than nine

years so that they understand their spiritual needs and patients very well.

Relationship with God is fundamental to life guidelines

Participants in this study, both male and female, said that the spiritual aspect is related to God, so nursing care participants are very concerned about their spiritual needs. Before doing the work participants always pray together with the coworkers because according to participants by praying can be directed and organized according to the operational standards of the procedure. According to Ginanjar (in Rosidin, 2017) spiritual dimensions can be used as the primary foundation and orientation for a person to do a job to be better guided in a better and meaningful direction. Participants also said that every Sunday and Friday there is a spiritual service for the staff according to their religion and beliefs in addition to each day running worship following their religious rules. It can be seen that the individual who carries spiritual meaning in their life, considers that prayer and worship are very important things because they give a good influence in their work. In line with the research conducted by Januarti (2017) that the spiritual attitude in life makes one obedient, praying before and after doing activities and tolerance in worship.

Participants always involve patients who are served to pray together so that the patient is strengthened during the healing process. The attitude according to Dale and Daniel in Syamsudin (2012) can help physically and mentally ill individuals to endure difficult times and believe that the Lord will help improve the situation. The spiritual attitude shown by participants makes participants feel the spiritual meaning of their work that will make a positive impact on his patients. The spiritual attitude corresponds to the statement Wiji (2019) that the support of nurses with spirituality can provide a positive influence on health services.

Working as a nurse is useful worship for many people

The presence of a nurse contributes to resolving health problems. While working nurses are often confronted with a time of worship and working hours simultaneously. In such circumstances, both male and female participants say that worship activities can be run without disturbing their work. When it is necessary to choose which, participants will choose to keep working because serving in the hospital is one of the forms of worship. According to Sumarto (2018), worship is not merely the worship of God but can be in the form of dialogue and service to our fellowmen. The same is found in the research of Anoraga (2015) and it is said that the motivation of the participants saw his work as a form of worship to God.

Participants also said that the work as a nurse is considered very important because it provides benefits to others. It is in line with their purpose of life to be a useful person for many. According to Ismail (2018), A profession or work is undertaken by each individual to

make a living for himself and his response and to give benefits to the community in worship. The actions or attitudes shown by the participants in this study are following some principles of spiritual service regulation in hospitals according to Bakar (2018) namely: Nurses provide time for the patient's feelings, to be empathy for the patient's feelings, and to facilitate the patient to perform the worship activities.

The meaning of life is a feeling of gratitude from oneself

The meaning of life is a concept that is difficult to define because each person has a different understanding of the concept of living meaning based on purpose relating to the past and present events. The meaning of life is unique and distinct to each individual (Mardhika, 2013). Participants in this study, both male and female nurses, have considered their life by grateful profession as a nurse. According to the professional nurse, participants are activities that instill the nature of the concern for others while providing service in inadequate conditions (tools or energy), have a good relationship with others. Also, religion is embraced as the basis of expressing gratitude so that His profession with sincerity and full of responsibility. The statement of the participants above corresponds to the opinions of Reker and Wong (in Rochma, 2016) about the factors affecting a person's life. Among the 11 factors expressed by Reker and Wong, 5 factors were found following the study, which is: creative work, having a personal relationship with others such as family and friends, instilling the cares of others around them, instilling values and ideals that contain truth, goodness, beauty, and fairness, the religion adopted by each individual.

The dimension of the psychological well-being of psychic health is a healthy soul, serene and able to know yourself

According to the participants, both male and female nurses, stating that psychological well-being is psychic health. Psychic Health is a healthy soul, prosperous, not threatened, self-actualization, able to know yourself, and adapt to its environment. The participants' opinions correspond to the theory of Zakiah Daradjat (in Hamid, 2017) on the traits of mental health. Participants also said that psychological well-being is related to self-comfort, the income provided on time, and accordingly will have an impact on the service provided. The statement relates to the satisfaction of a person who will influence directly on his or her psychological condition. The same result is found in the research of Hadjam and Nasarudin (2003) about the important role between the satisfaction of psychological well-being. The psychological health of a person affects the way in addressing environmental conditions and the problems faced. The psychological health of a nurse is necessary when giving service to many people. Nurses with healthy psychological conditions can provide service with good performance. (Kimberly and Utomo, 2013).

Positive relationships are good relationships with other

Social relations or interpersonal relationships are a reciprocal relationship between two or more individuals and affect each other (Reuben and Stewart, 2013). Individuals who have a positive relationship with others are characterized by a warm, satisfying, and trusting relationship with others. The individual also has compassion and empathy for others (Ryff, 1989).

Based on research conducted, male and female participants, both have a positive relationship with their co-workers. The relationship is shown in the form of teamwork during nursing care, doing tasks given by superiors, the delegation of tasks between co-workers, mutual understanding, and mutual support. With the patient: giving understanding to patients and patient's families, inviting patients to pray together, receiving patients who have medication at home outside of working hours. With family members: support from family members and help sick family members, pay attention when returning to work (massaging me and taking a drink). Not only family but participants also get support from neighbors in the form of giving greeting (asking how are you) and greeting the spirit when going to depart or return to work and provide health services outside of working hours.

Individuals with positive relationships will benefit according to the environment in which they are located (Wulandari and Rahmi 2018). Strong positive relationships provide an opportunity for individuals involved to share the burdens of their lives with others because of the trust that has been formed. The benefits of positive relationships found in this study are that participants can exchange shift hours with colleagues if absent during shift schedule, obtain a lot of information related to the condition of the patient because there are patients who can not open with their health condition. Participants received assistance from their colleagues to communicate with different patients.

Self-acceptance as a nurse is a life called that is lived with a sense of responsibility

Self-acceptance is an individual's ability to accept various positive or negative aspects, and have positive feelings for their past life (Ryff, 1989). The study found that both male and female nurses had a positive attitude toward self-acceptance concerning their profession. Participants say it has received their profession and said that the profession as a nurse is a live call so there is a sense of responsibility and satisfaction with his work. Freed in Munthe and Setiawan (2011) said that the person who "recognized" themselves and worked in the place where they were supposed to be, they would see their work as a live call. People who see their work as a live call will have higher job satisfaction than people Who see their job as a source of living and career.

Participants also said that there was a proud feeling of being a nurse despite the many workloads

given. According to participants, doing many tasks of work will make them more responsive and proficient. Not only that participant who has received themselves will always develop their potential and gain more knowledge about health science (human resources development). The goal is to renew its knowledge and improve its service. Ridha in Lestiani (2016) reveals that individuals who have self-acceptance tend to have more realistic assessments of themselves can develop their potential effectively, thus giving a positive impact on their work. The individual who has accepted themselves and their work according to Munthe and Setiawan (2011) that the individual will have the will and ability to always strive to renew themselves with the work done to be an established individual in performance and psychologically satisfied. Good human resources will give a positive influence on the service provided.

5. Conclusions and suggestions

The study describes the spiritual dimension and psychological well-being of male and female nurses in General Hospital Jayapura and shows no difference response on male and female nurses related to the two dimensions found in this study. Both dimensions are a spiritual dimension consisting of a category of relationships with God as the basis of life guidelines, working as a nurse is useful worship for many, the meaning of life that is a form of feeling grateful from oneself. The next dimension is the psychological well-being that has the category: Psychic health is a healthy soul, peaceful and able to know yourself, a positive relationship that is a form of a good relationship with others, and acceptance as a nurse who becomes a life call that is lived with a sense of responsibility. These two dimensions influence the work of nurses (male and female) in General Hospital Jayapura. Advice for further researchers is required a broader understanding or insight into the spiritual dimension and psychological well-being.

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