SELF EFFICACYAND SOCIAL SUPPORT TO IMPROVE THE PSYCHOLOGICAL WELL BEING OF RAUDHATUL ATHFAL (RA) TEACHERS

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Abstract

Teachers are one of the factors that greatly influence the teaching and learning process to produce quality and highly competitive human beings. Teachers in carrying out their profession or work will certainly experience emotional challenges and require good psychological well being. This study aims to determine the role of self-efficacy and social support to improve the psychological well being of Raudhatul Athfal (RA) teachers. The subjects of the study were 266 honorary RA teachers in Langkat Regency. Measurements used a scale of psychological well being, self-efficacy and social support. Multiple regression analysis showed that there was a significant positive effect between self-efficacy and psychological well being (tx1y = 10,745 with p = 0.000 meaning p <0.05) and provided an effective contribution of 50.71%. Social support has a significant positive effect on psychological well being (tx2y = 2,176 with p = 0.030, meaning p <0.05) and provided an effective contribution of 8.64%. For the interaction effect, a significant influence of Self-efficacy and Social Support was obtained simultaneously on Psychological Well Being where the coefficient F = 192.334; with p = 0.000 means p <0.050. The effective contribution of both variables of self-efficacy and social support was 59.4% (R^2 = 0.594). Thus, this study shows that self-efficacy and social support play a significant role in the psychological well being of RA teachers, both simultaneously and separately.

Keywords: *Psychological well being, self efficacy, social support, RA teachers*

INTRODUCTION

In the teaching and learning process in the world of education, one of the most important elements in it is a teacher(Islam & Akib, nd). A teacher is someone who plays an important role in helping students develop the skills, knowledge, and moral values that students will need for future success.(Sulistiani & Nursiwi Nugraheni, 2023). Teachers in carrying out their profession or work will certainly experience challenges, difficulties and obstacles. To survive in facing and carrying out their profession, teachers need good psychological well being, in order to be able to pump up the spirit to achieve the best quality of life, the ability to develop themselves and get out of their comfort zone, and be brave in determining life choices.(Saputri & Agus Arswimba, 2021). Raudhatul Athfal teacher is a noble profession. A very important profession, namely to help lay the foundation towards the development of attitudes, behavior, knowledge, skills and creativity needed by students to become Muslims who live and practice religion and adapt to their environment and the interests of further growth and development.

Improving teachers' psychological well being is an important prerequisite for effective teaching.(Saleh, 2024). Psychological well-being is a concept that refers to individuals who are able to overcome problems in their lives based on a combination of satisfying emotional conditions and effective performance in everyday life. Psychological well-being not only includes happiness and satisfaction but also includes curiosity, involvement, self-confidence, and interpersonal relationships. According to Dewi and Sjabadhymi (in Nurismawan & Badriyah, 2023)*psychological well being*has a close relationship with mental health that will affect individual performance in the workplace including teachers who work in schools. The importance of psychological well being in the world of work is being able to shape behavior and situations. Individuals who have psychological well being have positive energy, are able to make decisions, have clear goals to develop themselves with new experiences(Amalia Putri Hartono & Rista, 2023). The success of education cannot be separated from teachers in carrying out their roles as educators and teachers who carry out learning for students in schools. Education is greatly influenced by professional teachers and balanced with good psychological well-being. When the teacher's psychological well-being is in a low condition, the teacher is not happy to teach, and can

lose control and vent it on students so that unwanted incidents occur such as committing violence against students, either hitting, slapping or giving physical punishment that should not be necessary or avoided.

Every individual wants a prosperous life in terms of physical, social and psychological conditions. Psychological well being or psychological well being of teachers can be seen from the satisfaction of life that is felt. According to Winefield et al. Psychological well being of teachers can be seen from supportive social relationships. (in Prasetyaningrum et al., nd). Psychological well being of teachers can be seen from good self-control in RA teachers. In improving the psychological well being of RA level teachers who are honorary non-certified, RA level teachers must have internal and external resources. Internal resources that are inherent in teachers such as self-efficacy. Self-efficacy is very much needed to improve the psychological well being of RA level teachers.(Lipińska-Grobelny & Narska, 2021). When facing all problems, be it changes in teaching and student characteristics, RA level teachers must have high self-efficacy. Where self-efficacy refers to the belief that someone can succeed in a particular situation based on past experiences that influence a person's thoughts, emotions and behavior.(Paller & Quirap, n.d.). The higher the teacher's self-efficacy, the higher the teacher's psychological well-being.(Amalia Putri Hartono & Rista, 1945).On the other hand, the lower the self-efficacy, the lower the psychological well-being(Sinidikoro Pambajeng, 2017).

In carrying out his duties as a RA teacher, the teacher really needs social support so that he is sure that he is cared for, loved, appreciated, respected and is part of his environment. When someone is in trouble, he will get help or support from his group. Social support is very important for a teacher because with the social support given by family, colleagues, or superiors, a pleasant working atmosphere will be created. The more social support increases, the more psychological well-being will increase.(Purwaningsih et al., 2023).

THEORITICAL REVIEW
A. *Psychological Well Being*
  1. Understanding Psychological Well Being
     According to Ryff(Ryff & Keyes, 1995)psychological well being is a condition in which an individual is able to accept himself as he is, is able to form warm relationships with others, has independence from social pressure, is able to control the external environment, has meaning in life and is able to realize his potential continuously. Psychological well being is a picture of an individual who has balanced mental health so that he can fully actualize himself in facing the challenges of problems in his life.(Prihartini et al., 2023).

     Psychological well-being is a condition in which an individual is able to accept his/her strengths and weaknesses, has a purpose in life, has positive relationships, is independent, and continues to grow personally.(Humaidah et al., 2024). Psychological well-being leads a person to have a positive perception of their life experiences and success in managing challenges and difficulties that may arise.(Ryff & Keyes, 1995).

     Individuals who have psychological well being have warmth, and can be trusted in their interpersonal relationships, develop individually have a purpose in life can do something with their environment to fulfill their own needs are able to do something based on the values they believe in without being influenced by the values of others. Ryff also mentioned that psychological well being describes the extent to which individuals feel comfortable, peaceful, and happy based on subjective assessments and how individuals view the achievement of their potentials.

     Humans have two positive functions to improve psychological well being. The first is about how individuals can distinguish positive and negative things that will affect individuals to get happiness. While the second is life satisfaction as one of the indicators of well-being.(Ryff & Keyes, 1995). Based on the explanation above, psychological well-being can be defined as the positive functioning of psychological aspects which is reflected in the form of how individuals have the ability to face challenges in their lives and strive to function fully and realize their potential so that individuals feel happy and satisfied with their lives.

  2. Factors of Psychological Well Being
     Factors influencing psychological well-being(Ryff & Keyes, 1995)In his research, he stated that psychological well-being has several factors, namely:
  1. Age (Ages Differences) .
     Age can be divided into three ranges, namely adolescence, adulthood and old age. In adolescence to adulthood, psychological well-being is highly valued in the aspects of environmental power and autonomy. However, in adulthood to old age, the aspects of self-growth and life goals are of low value. However, the other two aspects do not have a positive relationship with the three age ranges.
  2. Gender (Sex Differences).
     Women in this age range had higher psychological well-being in the aspects of positive relationships with others and self-growth compared to men, while the other four aspects did not show significant differences between men and women.
  3. Socio-economic status (Social and Economic Status).

Individuals who occupy a higher social class have positive feelings about themselves and their past, and also have a sense of direction in life compared to those who occupy a lower social class.

4. Culture (Cultural Differences)
    In a study between adult respondents in America and Korea, it was shown that Koreans scored higher on positive relationships with others and lower on self-acceptance, while Americans scored higher on self-growth, especially for women, and goals, especially for men. but lower on autonomy, both for men and women.

5. Social support.
    Individuals who receive social support have higher levels of psychological well-being. Social support includes those closest to them such as family, friends, partners and coworkers, experts and social organizations.

3. Dimensions of Psychological Well Being
    According to Seligman(Seligman et al., 2005) psychological well being has 5 dimensions including

1. Positive relationship with the environment.
    Building strong social ties contributes to a well-being life, emphasizing the role of relationships in enhancing overall well-being.

2. Full participation in everyday life.
    such as career, family and hobbies. Focusing on the present life and achieving psychological well-being by dealing with past negative emotions and building hope and optimism for the future.

3. Meaning in life. A meaningful life means that individuals are able to invest themselves in creative work creating a greater sense of meaning in life so that psychological well-being can be greater.

4. Realistic optimism.

5. Resilience to existing problems.
    Meanwhile, according to Winefield(Winefield et al., 2012)Psychological well-being has three dimensions, namely:

1. Life satisfaction.
    Life satisfaction is an individual's attitude in feeling ideal conditions in life, increasing his or her competence, having physical health, and being able to carry out worship comfortably.

2. Supportive social relationships.
    Supportive social relationships are an individual's ability to communicate with people in their environment, be able to appreciate differences, carry out harmonious cooperation, and be able to provide direction to students.

3. Self control.
    Self-control is an individual's ability to have behavioral control based on internal factors, control oneself from negative things that come from the environment, be able to learn from events and be responsible for decisions that have been taken.

3. Self Efficacy

3.1 Understanding Self Efficacy

Stanford psychologist Albert Bandura took the theme of the power of positive thinking in his research and came up with the theory of self-efficacy, namely the feeling of our ability to carry out a task.(Bandura, 1997). Believing in one's own competence and ability and effectiveness as a result of giving gratification(Myers, 2012). Self-efficacy theory refers to an individual's belief in his/her ability to carry out the tasks entrusted to him/her.(Lianto, 2019). Self-efficacy is a person's belief in their abilities which will influence how they react to certain situations and conditions.(Lianto, 2019). The higher the self-efficacy, the higher the self-confidence about their ability to achieve success. In difficult situations, individuals with low self-efficacy will easily reduce their efforts or give up. However, on the contrary, people with high self-efficacy will try harder to overcome the challenges they face. Self-efficacy can create a positive environment where people who have high self-confidence become better at doing tasks and are able to improve their performance and in turn the performance they achieve will increase their self-confidence.

When facing a condition, within the individual, a feeling and belief will arise that he or she is capable or not in facing the condition. So this belief and self-ability are associated with the term self-efficacy. Albert Bandura emphasized the role of learning, social experience, and reciprocal determination for personality development is one of the concepts he initiated. Self-efficacy developed by Albert Bandura as part of social cognitive theory. Social cognitive theory is derived from social learning theory. Human behavior is complex and has multidimensional determinants. Humans can train their behavior with what influences them and carry out their actions with strong intentions. Teachers with high self-efficacy also tend to be more open to new ideas and are more willing to experiment and adopt innovations in teaching that suit the needs of their students. Based on research from Wangid et al.(Wangid et al., 2020)Self Efficacy (teacher) has a positive impact on various teacher practices in the classroom, adjusting student academic performance to teacher self-efficacy and teacher well-being. Individual self-efficacy (teacher) on their ability to carry out certain actions or tasks to success.(Albert, 1997) Self Efficacy determines how teachers feel, think, motivate and behave. Self efficacy is related to environmental control where individuals are able to overcome problems or challenges with adaptive

behavior and empower individuals to achieve more active life goals.(Santoso et al., 2018).

3.2 Teacher Self Efficacy

Managing student behavior in the classroom is a challenging endeavor for teachers. Despite having strategies in classroom management, teachers still have concerns about student misbehavior that disrupts the learning process. Teachers with high self-efficacy tend to view the classroom as a less threatening place, thus encouraging the use of positive strategies such as praise, modification of teaching approaches, and the ability to try new methods. Teachers who have high self-efficacy tend to adopt proactive behavior management strategies, so that the classroom is more positive, there are fewer disruptions, and there is no emotional exhaustion. Meanwhile, teachers who have low self-efficacy in managing the classroom effectively are usually less proactive and give up more easily when faced with continuous disruptive student behavior. This situation often leads to the implementation of reactive strategies, including punishment. Moreover, this situation can create a cyclical pattern, where high levels of student problem behavior lead to low teacher self-efficacy in classroom management, and culminate in high levels of exhaustion.

*Self efficacy*teacher competence is defined as the teacher's belief in the ability to perform certain teaching tasks at a certain level of quality in certain situations.(Paramita et al., 2023).

3. Social Support

3.1 Understanding Social Support

Social support is very important for individuals when experiencing a problem because individuals need people closest to them that they trust to help and overcome the problem. Social support is the presence of people closest to them personally providing input, advice, motivation, direction and providing a way out when individuals experience problems and when experiencing obstacles to carry out activities in a directed manner to achieve goals.(Drageset, 2021)

Social support plays a very important role in the development of human life. For example, people who have good relationships with others will have good mental and physical well-being, high subjective well-being and low levels of morbidity and morality.

3.2 Social Support Factors

Myers(Myers, 2012)stated that there are three important factors that encourage someone to provide positive support, namely

a. Empathy.
With empathy, individuals can feel the distress of others with the aim of anticipating emotions and motivating them.

b. Social norms and values.
Useful for guiding individuals to carry out their obligations in life based on applicable social norms and values.

c. Social exchange.
It is a reciprocal relationship between love, service, information. Balance in social exchange will produce a satisfying relationship condition. This social exchange makes individuals more trusting of others.

According to Myers, there are four factors that can cause the formation of social support.(Myers, 2012), that is:

a. Empathy
Empathy is the ability and tendency to empathize with other individuals is the main motive in behavior that drives individuals. Empathy makes someone participate in experiencing the emotions experienced by others. By empathizing, someone can provide motivation to others who are facing problems to reduce the problems faced.

b. Norm
Norms or values that individuals receive during personal growth and development and social experiences, direct individuals to behave appropriately and require individuals to carry out obligations in social life. This will create concern to provide input, motivational assistance to other individuals.

c. Social exchange
In the theory of social exchange, it is explained that there is human interaction that adheres to the social economy, namely the existence of rewards and compensation by giving and receiving. This theory says that individuals interact maximally to get rewards and minimize burdens so that they can be used to predict the behavior of other individuals.

d. Sociology.
This theory is an application of the principle of evolution, where a helping behavior is considered more beneficial if done to individuals who have blood relations so that their descendants survive rather than helping other individuals who can waste time and energy. If finally the individual decides to help another individual, this is because they expect the opposite help from the individual being helped.

Factors that influence social support according to Stanley (in Zulkifli et al., 2016)is:

a. Social needs.
Individuals need other people in their lives. Social needs become very important to know the position of an individual in his life.

b. Psychological needs

Psychological needs are very important if an individual is facing problems, whether light or heavy, then the individual will tend to seek social support from the people around him so that he feels appreciated, cared for and loved.

There are three aspects of social support (Lestari et al., 2023)that is

1. *Supervisor*(Supervisor)

Supervisor support in an institution or school is very necessary to help achieve teaching targets in a school.

2. *Co-Worker*(Work colleague)

Supportive coworkers can create a more positive work environment and can encourage personal and professional development for fellow coworkers, thereby improving their performance.

3. *Family*(Family).

A family that supports an individual's work can enable the individual to spend more time at work, thereby focusing more on their role and carrying out tasks successfully.

RESEARCH METHODS

The methodology used is descriptive research with a quantitative approach. With descriptive techniques, information is collected to test theories or answer questions about people's views on a subject or problem. Research that uses numbers (numerics) to collect and analyze data to anticipate, explain, and organize relevant events is called quantitative research. The focus of quantitative research is on the statistical processing of numerical data analysis. The importance of the relationship between variables will be determined using a quantitative approach.

The data collection technique used in this study is the purposive sampling method. This is a sampling method that is adjusted to certain criteria.(Amelia, et al., 2023). The criteria used in the study were as Raudhatul Athfal Level Teachers in Langkat Regency who have not been certified and Raudhatul Athfal Teachers who have education outside of PGRA, PIAUD, or PAUD.

DISCUSSION

Based on the results of the analysis using the multiple regression method, two results were obtained in order to test the 3 hypotheses that had been proposed, namely the main effect and interaction effect.

The main effect results from both predictors show that:

1. There is a significant positive influence between Self-efficacy and Psychological Well Being, where the coefficient $tx1y = 10.745$ with $p = 0.000$ means $p < 0.05$, the hypothesis is accepted.
2. There is a significant positive influence between Social Support and Psychological Well Being, where the coefficient $tx2y = 2.176$ with $p = 0.030$, meaning $p < 0.05$, the hypothesis is accepted.

It can be concluded that each variable of Self-efficacy and Social Support independently has an influence on Psychological Well Being.

3. For the interaction effect, it was found that there was a significant influence of Self-efficacy and Social Support simultaneously on Psychological Well Being where the coefficient $F = 192.334$; with $p = 0.000$ means $p < 0.050$. The hypothesis is accepted.

Table 1. Summary of Multiple Regression Calculations

	Coefficient	p	Note
X1 – Y	t = 10,745	0.000	S
X2 – Y	t = 2.176	0.030	S
X12 – Y	F = 192.334	0.000	S

Furthermore, because each variable of self-efficacy and social support individually has a significant influence, the regression equation can be formulated as follows:

Y = a +b1X1 + b2X2, with coefficient a as a constant of 41.303 beta X1 = 2.100 and beta X2 = 0.312, then the prediction line is obtained Y = 41.303 + 2.100 * X1 + 0.312 * X2.

Effective contribution for both variables*Self efficacy*and Social Support simultaneously can be seen from the coefficient $R2 * 100\%$, coefficient $R2 = 0.594$, then the effective contribution of both variables Self efficacy and Social Support is 59.400%. To see the effective contribution of each independent variable, namely Self efficacy and Social Support, it can be seen using the formula SE = standardized beta coefficient * zero order * 100%, where beta is the standardized coefficient of beta and zero order is the correlation of each variable Self efficacy and Social Support with Psychological Well Being.

Table 2 Effective Contribution of Independent Variables

Variables	Beta coefficient	Zero Order (r)	Beta*zero order	Effective contribution (SE)
Self efficacy	0.662	0.766	0.507	50.71%
Social support	0.134	0.645	0.086	8.64%
Total				59.35%

From the table above, it can be seen that the contribution of self-efficacy is greater. Self-efficacy has a greater influence on Psychological Well Being compared to social support.

The conclusions that can be drawn from the findings of this study include the following:

Based on the research results, it can be concluded that:

1. There is a significant positive influence between Self efficacy (X1) on Psychological Well Being, where the coefficient tx1y = 10.745 with p = 0.000 means p <0.05. Self efficacy provides an effective contribution of 50.71% to the psychological well being of RA teachers.
2. Social support (X2) has a positive effect on psychological well being (Y) where the coefficient tx2y = 2.176 with p = 0.030, meaning p <0.05, Social support provides an effective contribution of 8.64% to the psychological well being of RA teachers.
3. There is a significant influence of Self-efficacy and Social Support simultaneously on Psychological Well Being where the coefficient F = 192.334; with p = 0.000 means p < 0.050. The contribution of self-efficacy is greater to Psychological Well Being compared to social support.

Table 3. Results of Calculation of Hypothetical Average Value and Empirical Average Value

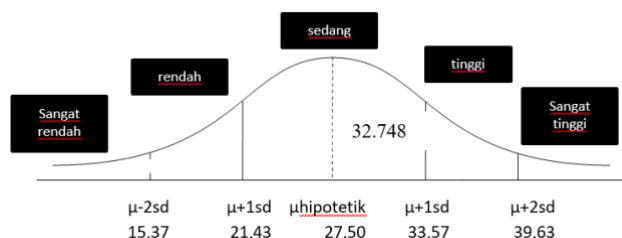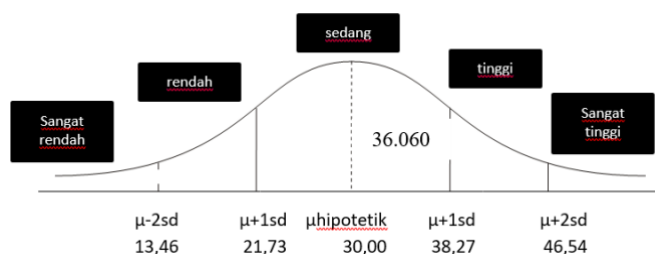| VARIABLES	Average value		Elementary/Secondary	INFORMATION
	Hypothetical	Empirical		
Self efficacy	27.50	32,748	6,066	currently
Social support	30.00	36,060	8,271	currently
PWB	95.00	121,338	19,231	tall

Figure 1. Self Efficacy Graph
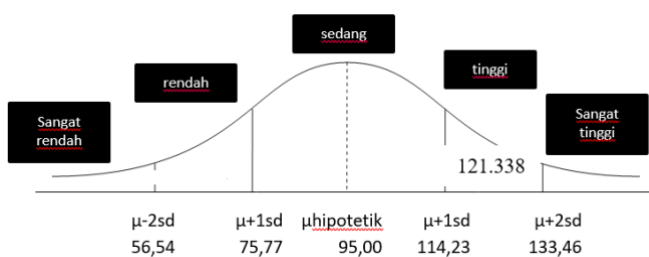

Figure 2. Social Support Graph

Figure 3. PWB graph

CONCLUSION

The conclusions that can be drawn from the findings of this study include the following:

Based on the research results, it can be concluded that:

4. There is a significant positive influence between Self efficacy (X1) on Psychological Well Being, where the coefficient tx1y = 10.745 with p = 0.000 means p <0.05. Self efficacy provides an effective contribution of 50.71% to the psychological well being of RA teachers.
5. Social support (X2) has a positive effect on psychological well being (Y) where the coefficient tx2y = 2.176 with p = 0.030, meaning p <0.05, Social support provides an effective contribution of 8.64% to the psychological well being of RA teachers.

There is a significant influence of Self-efficacy and Social Support simultaneously on Psychological Well Being where the coefficient F = 192.334; with p = 0.000 means p < 0.050. The contribution of self-efficacy is greater to Psychological Well Being compared to social support.

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