



Intolerance Uncertainty as a Moderator between Religiosity and Psychological Well-Being in Unemployment

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ABSTRAK

Sikap positif dalam diri individu dapat terbentuk jika ia memiliki kesejahteraan psikologis yang baik. Bentuk kesejahteraan psikologis yang baik dapat mengatur diri sendiri sesuai dengan tujuan yang telah ditentukan. Pengangguran memiliki kesejahteraan psikologis yang sangat rendah sehingga banyak mengalami masalah psikologis. Banyak penelitian yang mengaitkan religiusitas dengan kesejahteraan psikologis, sehingga ada korelasi positif antara religiusitas dan kesejahteraan psikologis. Penelitian ini bertujuan untuk menganalisis pengaruh religiusitas dan kesejahteraan psikologis yang didefinisikan oleh intoleransi ketidakpastian. Subjek penelitian ini adalah 220 orang yang menganggur; mereka adalah 74 laki-laki dan 146 perempuan. Data penelitian ini dikumpulkan dengan menggunakan beberapa instrumen, seperti Orientation Scale-Revised (ROS-R), Intolerance of Uncertainty Scale (IUS-12), dan Psychology Well Being Scale (PWBS). Analisis data penelitian ini menggunakan Moderated Regression Analysis (MRA). Hasil penelitian menunjukkan bahwa terdapat hubungan antara religiusitas dengan kesejahteraan psikologis ($\beta = 0,707, p = 0,000$), meskipun korelasi tersebut semakin lemah ketika dimediasi oleh intoleransi ketidakpastian ($\beta = -0,045, p = 0,046$). Penelitian ini membuktikan bahwa religiusitas secara langsung dapat mempengaruhi kesejahteraan psikologis individu. Hal ini dibuktikan dengan religiusitas yang tinggi, yang memiliki korelasi positif dan signifikan terhadap kesejahteraan psikologis yang tinggi. Namun, dimoderatori oleh intoleransi ketidakpastian hasil tinggi dapat melemahkan hubungan antara religiusitas dengan kesejahteraan psikologis individu.

ABSTRACT

A positive attitude in an individual can be formed if he has good psychological well-being. A good form of psychological well-being can organize oneself according to predetermined goals. The unemployed have very low psychological well-being so that many psychological problems. Many studies have linked religiosity with psychological well-being, with the result that there is a positive correlation between religiosity and psychological well-being. This study aims to analyze the influence of religiosity and psychological well-being defined by intolerance of uncertainty. This research subjects were 220 persons unemployed; they were 74 men and 146 women. The data of this research was collected by using some instruments, such as Orientation Scale-Revised (ROS-R), Intolerance of Uncertainty Scale (IUS-12), and Psychology Well Being Scale (PWBS). The data analysis of this research used Moderated Regression Analysis (MRA). The result of this research indicated that there was correlation between religiosity and psychological well-being ($\beta = 0,707, p = 0,000$), despite the correlation is getting weak when it is mediated by intolerance of uncertainty ($\beta = -0,045, p = 0,046$). This study proves that religiosity can directly affect the psychological well-being of individuals. This is evidenced by high religiosity, which has a positive and significant correlation to high psychological well-being. However, moderated by high yield uncertainty intolerance can weaken the relationship between religiosity on the psychological well-being of individuals.

1. INTRODUCTION

Every human being wants a happy, healthy, physically, and spiritually prosperous life. A happy and meaningful life (Buhr & Dugas, 2002; Dugas et al., 2001). It is more important than money, moral goodness, to be more important than going to heaven. Happiness in a person's life will affect that person's psychological well-being, which will affect the quality of his life. The characteristics of people who have welfare, namely individuals have optimism, have a positive work attitude, have a good understanding, socialize with the surrounding environment, maintain a relationship, maintain good health, and handle crises effectively (Birrell et al., 2011; Vatalia, 2014). Unemployment is caused by the number of the workforce that is not proportional to the number of jobs that can accommodate it. The existence of unemployment causes economic problems because the community's productivity and income are reduced

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so that it can cause problems, one of which is the psychological impact. The absence of income causes the unemployed to minimize expenses and causes a decrease in the level of prosperity and welfare so that prolonged unemployment can have a negative psychological effect on the unemployed and their families. This is inseparable from the role of adults who can work and earn income to achieve a high level of welfare (Konstam et al., 2015; Tolin et al., 2003).

One important variable that has a relationship with psychological well-being is the level of a person carrying out his religious rituals, which can be seen from the quality and quantity of what is often called religiosity. Individuals with a high level of religiosity tend to have more peace of mind and adequate social welfare (Dunbar, 2021; Grenier et al., 2005). Individuals who have a high level of religiosity tend to feel calmer, do not feel lonely, and have high psychological well-being (Ladouceur et al., 2000; Ryff & Keyes, 2010). Various studies that have been carried out have had positive results; namely, there is a positive relationship between religiosity and psychological well-being (Carlucci et al., 2015; Chen & Hong, 2010). However, it was found in other studies that stated that religious participation is related to emotional well-being, and there is no evidence that there is a role for religiosity in psychological well-being (Carleton et al., 2007; Holder et al., 2016). From the research above, it is stated that there are differences in results, so this is an opportunity for further research to be carried out by adding several other variables.

Based on this, it can be concluded that a variable that can be directly connected to welfare can be determined by a variable, namely the moderator variable. In this study, uncertainty intolerance was used as a moderating variable. Uncertainty intolerance can increase the negative impact of stress on anxiety (Chen & Hong, 2010). According to research, anxiety causes a lack of psychological well-being (Zlomke & Jeter, 2014). So it can be said that uncertainty intolerance correlates with psychological well-being in individuals. An adverse reaction to an event that is not certain will impact the cognitive, emotional, and behavior that it raises. This can impact the individual's psychological condition, such as causing anxieties and anxiety (Zlomke & Jeter, 2014), adverse life events, other than that it can lead to depression, with feelings of irritability (Barahman & Haji, 2014). Individuals with high uncertainty intolerance can cause anxiety levels to increase and worsen individual health (Fergus, 2013). The anxiety experienced by each individual can cause the psychological well-being of a person. Uncertainty intolerance has been documented in several studies. To date, the literature on uncertainty intolerance has focused primarily on its relationship with worry and Generalized Anxiety Disorder (GAD), an anxiety disorder with worry as a core feature.

This study aims to analyze the effect of religiosity on psychological well-being and use uncertainty intolerance as a moderator variable. This research is expected to answer research problems regarding the relationship between religiosity and psychological well-being and provide theoretical benefits in psychological well-being and contribute to positive knowledge, especially in psychology. This research is also expected to be a reference and information for individuals who have not yet received a job or are unemployed regarding psychological well-being.

2. METHODS

This study uses a quantitative research method (Sugiyono, 2014). Quantitative research is a research method explaining phenomena using numerical data, then analyzed using statistics to obtain findings. In quantitative research, a research instrument is needed to bridge between subjects and objects (substantially between theoretical and empirical matters, between concepts and data). The extent to which the data reflects the concept to be measured depends on the instrument used to collect data. In this study, subjects were young men aged 18-35 who had not yet got a job or were unemployed in Malang, East Java, men (74 people) and women (146 people). Unemployment is a condition in which someone belonging to the labour force wants to get a job but has not been able to get it, and they are doing business activities in the last four weeks to find work. The sampling technique from the population in the study was using simple random. The dependent variable in this study is psychological well-being. Psychological well-being is an encouragement to explore the individual's potential as a whole. This urge can cause a person to surrender to circumstances that make the individual's psychological well-being low, or the individual tries to improve living conditions that will make the individual's psychological well-being high. The independent variable in this study is religiosity. Religiosity is a system of symbols, beliefs, and value systems that are all institutionalized and centred on issues that are lived in as the most meaningful things. Glock and Stark define religiosity as a religious commitment (which is related to belief or religion), which can be done through the activities of individuals concerned with their religion and belief. The moderator variable in this study is uncertainty intolerance. A person with high uncertainty intolerance can experience difficulty accepting themselves, accepting circumstances, and making themselves

psychologically unwell. Everyone has an experience of uncertainty, where uncertainty is often or challenging to control, making individuals unable to tolerate uncertainty, which results in anxiety, anxiety, and depression (Mantzios et al., 2014).

Data analysis in this study used Moderated Regression Analysis (MRA). MRA is a particular application of multiple linear regression where the regression equation contains an interaction element of the multiplication of two or more independent variables (Liana, 2009). Data analysis in this study was used to determine the direct effect of religiosity on psychological well-being. After that, the analysis is also used to see the moderating variable's direct effect, namely uncertainty intolerance, to the dependent variable, namely, psychological well-being. Besides, to determine the effect of the independent variable (religiosity) on the dependent variable psychological well-being moderated by the uncertainty intolerance variable on unemployment in Malang. The research implementation firstly conducted a try out on the research instrument to obtain the instrument's validity and reliability, which was carried out on 50 unemployed people in the city of Malang. Furthermore, in collecting data to find subjects who have not worked or are unemployed, the data collection process uses the google form link giving method, which contains three questionnaires. This process was carried out to follow health protocols during the Covid-19 pandemic.

3. RESULT AND DISCUSSION

Results

From the results of the research data search, it was found that the number of subjects who matched the criteria was 220 people spread over 74 male and 146 female, with the highest number of ages between 21-25 years. The complete description is shown in Table 1.

Table 1. Description of Subject Characteristics (n = 220)

Characteristics	Amount (n)	Percentage (%)
Age		
< 20 years	12	5,5
21 - 25 years	172	78,2
26 - 30 years	27	12,3
> 30 years	9	4,1
Gender		
Male	74	33,6
Female	146	66,4
Total	220	100

This research variable's description contained three variables, including religiosity, uncertainty intolerance, and psychological well-being. Based on the results of the variable analysis, data for the variable of religiosity has an average (score 59.68) with a range (score 14-70 points), then for the uncertainty intolerance variable has an average (score 40.30) with a range (score 12- 60 points), and the last variable psychological well-being has a mean (score 140.20) with a gap (score 42-210 points).

Furthermore, before the MRA analysis is carried out, the assumption test is carried out. First, the assumption test is carried out using the normality and linearity test. The normality test is used to determine whether the dependent, independent, or both variables are normally distributed, close to normal, with the applicable criteria, namely if the significance value is > 0.05 , which means that the residuals are normally distributed. Meanwhile, the linearity test determines whether the dependent variable and the independent variable have a linear or not significant relationship. Linearity test can be done through a test of linearity. The applicable criteria are if the significance value at linearity is ≤ 0.05 ; between the independent variables and the dependent variable, there is a linear relationship.

The normality test results are known ($p = 0.243$) and ($Z = 1.026$), then the residual value is average. Then the linearity test was performed. Namely, the two variables' tolerance value was more than 0.10, and the VIF value was less than 10, so it can be concluded that there is no multicollinearity problem in the regression model. After finding the normality and linearity test values, the correlation test between variables was carried out.

After the assumption test is carried out, then the correlation test between variables is carried out where the results of this correlation test are to determine the relationship between variables. The correlation test result is that there is a negative correlation between religiosity and uncertainty intolerance ($r = -0.011$, $p = 0.872$), which means that the higher the religiosity, the lower the intolerance of

uncertainty and vice versa. Furthermore, the relationship between religiosity and psychological well-being has a significant positive correlation ($r = 0.320$, $p = 0.000$), which means that the higher the religiosity, the higher the psychological well-being and vice versa. The lower the religiosity, the lower the psychological well-being. Besides, there is a relationship between intolerance of uncertainty and psychological well-being ($r = 0.172$, $p = 0.011$), which means that the higher the intolerance of uncertainty, the higher the psychological well-being. Table 2 shows the correlation between the research variables of religiosity, intolerance of uncertainty, and psychological well-being, along with the complete data.

Table 2. The Effect of Religiosity on Psychological Well-Being with Uncertainty Intolerance Moderation

Variable	Coefficient (β)	t	p
Religiosity	2.319	2.579*	0.011
Intolerance Uncertainty	3.058	2.502*	0.013
Psychological Well-Being	-0.045	2.003*	0.046

Information: * $p < 0.050$

The form of moderation effect of uncertainty intolerance on the effect of religiosity on psychological well-being is quasi moderation, which involves religiosity, uncertainty intolerance, and the interaction of religiosity and uncertainty intolerance as independent variables and psychological well-being as the dependent variable. Figure 1 shows the analysis results, which can be described to see an image of the interaction between variable.

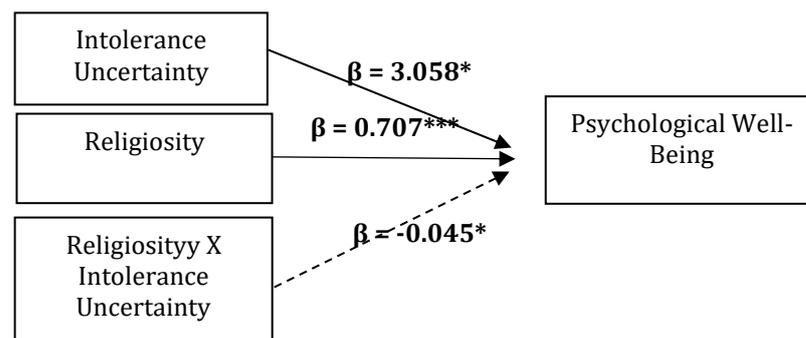


Figure 2. The Effect of Religiosity with Psychological Well-Being with Uncertainty Intolerance Moderated

Information :

$p < 0.001^{***}$, $p < 0.05^*$

—————> Direct Relationship
 - - - - -> Indirect Relationship

Discussion

The first analysis results are to determine the first hypothesis, namely that there is a direct influence between religiosity and unemployment psychological well-being. The first analysis results showed a positive and significant influence between religiosity on psychological well-being ($\beta = 0.707$, $p = 0.000$). This means that the higher a person's level of religiosity, the higher his psychological well-being. This shows that the first hypothesis can be accepted. This is in line with previous research, which states a positive relationship between religiosity and welfare. This is because individuals feel more at peace with worldly events when they connect them to God's will, so they tend to be calmer, be more grateful for what they have, and appreciate their life more (Ivtzan et al., 2009; Zeenat & Soha, 2012). The results above will then be added to the next variable, namely uncertainty intolerance, to prove the second hypothesis. Namely, there is an influence between uncertainty intolerance and psychological well-being in unemployment. The regression results between religiosity, uncertainty intolerance, and the interaction between religiosity and uncertainty intolerance on psychological well-being. The analysis showed that uncertainty intolerance on psychological well-being was significant ($\beta = 3.058$, $p = 0.013$). This means that the second hypothesis is accepted.

The results showed that the higher the uncertainty intolerance, the higher the psychological well-being. This is because this study's subjects have the most significant contribution, namely from the early adult development stage. Early adulthood is a transitional period that physically, mentally, and emotionally undergoes many changes (Hurlock, 2011; Tolin et al., 2003). In early adulthood, according to Piaget, the thinking of adolescents and early adulthood is still the same, so that when faced with problems, the mindset of early adults remains the same during adolescence. This is following the study results that the research subjects still have high psychological well-being even though the intolerance of uncertainty is also high. Furthermore, to prove the third hypothesis by positioning the uncertainty intolerance variable as the moderator variable. The analysis results show that religiosity has a significant and negative effect on psychological well-being with the moderation of uncertainty intolerance ($\beta = -0.045$, $p = 0.046$). This shows that the intolerance of uncertainty as a moderator can weaken the influence of religiosity on psychological well-being in unemployment due to changes in the shape of religiosity's influence on psychological well-being. This shows that the third hypothesis is rejected.

Many previous studies have discussed the relationship between religiosity and psychological well-being. One of them is discussed by previous study who found that religiosity helps individuals to maintain psychological health under challenging situations (Argyle, 2001; Buhr & Dugas, 2002). There are two ways to support the realization of psychological well-being through religiosity, namely first through social support obtained from the religious community. Second, helping individuals find the meaning of an event experienced, such as that an accident is not an accident but is interpreted as an easy way after the individual gets an accident. In this study, the existence of a moderator, namely uncertainty intolerance, can weaken the relationship between religiosity and psychological well-being following previous studies, which found that religiosity did not affect psychological well-being due to several factors (Konstam et al., 2015; Mantzios et al., 2014). These factors are the perceptions of individuals who focus more on objective factors in providing welfare assessment. For example, basic needs are met, get a decent and safe job, work that is fun rather than subjective factors such as feelings of closeness and support from God. This factor then creates a gap between religiosity and psychological well-being (Carleton et al., 2007; Hadjam & Nasiruddin, 2003). Besides, uncertainty intolerance weakens the relationship between religiosity and psychological well-being in unemployment because uncertainty intolerance is more appropriate for samples with clinical disorders. After all, they have different working conditions between clinical and non-clinical samples (Carleton et al., 2012; Rosen et al., 2014). This study uses a sample of unemployment, which is non-clinical, so uncertainty intolerance in how to interpret it is different from the clinical sample.

Overall, this study proves that religiosity can directly affect the psychological well-being of individuals. This is evidenced by high religiosity, which has a positive and significant correlation to high psychological well-being. However, moderated by high yield uncertainty intolerance can weaken the relationship between religiosity and individuals' psychological well-being. Based on this study results, individuals who do not have a job or are unemployed have a high intolerance of uncertainty. High religiosity with high intolerance can also weaken individuals' psychological well-being who do not have a job or are unemployed. This finding indirectly indicates that the uncertainty intolerance of unemployed individuals has a high value, so that it needs to be reconsidered in society's efforts to create psychological well-being. In other words, to get psychological well-being in individuals who are unemployed or have not worked, one way can be done by minimizing the uncertainty intolerance.

4. CONCLUSION

Based on the results of the research, hypothesis testing, and discussion, it can be concluded that religiosity has a positive and significant correlation to psychological well-being. This means that the higher the subject's religiosity, the higher the individual's psychological well-being. Besides, there is a significant correlation between uncertainty intolerance and psychological well-being. The results also show that religiosity moderated by uncertainty intolerance has a negative direction of the relationship or can weaken religiosity's relationship to psychological well-being.

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