Determinant Factor Analysis of Family Psychological Resilience: A Study of Muslim University Staff in Indonesia

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Abstract

The family is a social unit that exists in every culture. Ideally, every family has well enough psychological resilience to achieve prosperity. However, to achieve good psychological resilience, sometimes problems can arise in the family, and this is also experienced by Muslim university staff in Indonesia. Three important factors are predicted to correlate with family psychological resilience, namely, family support, family economic resilience, and family commitment. This study aims to reveal the factors that correlate with the family psychological resilience of Muslim university staff in Indonesia. This study uses a quantitative approach with correlational methods. This research involved 324 Muslim university staff in Indonesia as respondents. The research instruments used were the Family Support Scale, the Family Economic Resilience Scale, the Family Commitment Scale, and the Family Psychological Resilience Scale. Furthermore, the analysis of the research data used partial least squares structural equation modeling (PLS-SEM) analysis. The results of this study indicate that family support, family economic resilience, and family commitment have a positive correlation and a significant connection with family psychological resilience. These three factors need to be considered in improving the family psychological resilience of Muslim university staff in Indonesia.

INTRODUCTION

In the context of sociology, the family is a social unit that exists in every culture (Castrén et al., 2021; Chambers & Gracia, 2021; Thomson & Turunen, 2021). In addition, the family is interpreted as the base unit in society. Families are bound by marriage, blood relations, and adopted family members. The relationships in a nuclear family are husband and wife, father and mother, father and children, or mother and children (Abdullayev, 2020; Cherlin, 2020; Nolan, 2022; Pelham, 2021). Families that have good resilience tend to be harmonious. However, there is a problem if the resilience in the family is weak (Beech et al., 2020; Harrist et al., 2019; Ventura et al., 2020). This can lead to various problems within the family, including violence and even divorce (Barnová et al., 2019; Cox et al., 2021; Schneider et al., 2019).

Family resilience is defined as a family's ability to manage problems in dealing with various situations (Maurović et al., 2020; Palacio et al., 2020; Ungar, 2021; Ungar & Theron, 2020). One important dimension of family resilience is family psychological resilience

(Palacio et al., 2020; Santoro et al., 2021). Family psychological resilience is the ability of family members to manage psychological conditions when facing various situations in the family. This quality is a very important dimension to increase family resilience. High family psychological resilience tends to create familiarity and affection in the family, and vice versa (Cohen & Strong, 2020; Enriquez, 2020; Levy & Schneier, 2020). Violence tends to occur in families that have low psychological resilience, so they are prone to divorce (Becher et al., 2019; Schramm & Becher, 2020).

The condition of low psychological resilience in the family is important to someone who works as a staff member in an institution. This is due to the heavy workload and long hours, so they tend to be prone to stress (Clara, 2020; Ngai & Chan, 2021). Stressful conditions experienced by institutional staff can reduce the ability to manage psychological conditions, and a low ability to manage psychological conditions can trigger problems in the family.

In Islam, Allah SWT orders muslims to maintain psychological resilience in the family. This is written in the Al-Qur'an letter Ar-rum Verse 21. The contents of the verse are that Allah SWT orders all humans to maintain love in the family and maintain peace in the family. However, in their efforts to maintain family psychological resilience, some Muslim university staff experience problems. This is proven through an online survey conducted among these staff members. This survey involved 276 Muslim university staff throughout Indonesia. The survey results show that 172 (62.31%) staff members have difficulty managing their emotions because of work demands, so they lose their temper easily with their family members. If left unchecked, this condition has the potential to cause violence in the family leading to divorce.

Low family psychological resilience can be caused by several factors. First, low family commitment has the potential to make family members feel a sense of injustice in the family. Conditions like this are prone to causing conflict in the family and weakening family psychological resilience (Burnette et al., 2020). The next factor is the lack of support from fellow family members, which is characterized by a lack of attention among family members. This condition can weaken the harmony of family relationships and family psychological resilience (Wong et al., 2019). The third factor is low family economic resilience. A high level of family psychological resilience is marked by good financial management. Weak financial management in the family has the potential to cause serious problems, such as not meeting family needs. This condition is prone to causing conflict in the family, thereby weakening resilience (Alinejad, 2019; Prime et al., 2020). These factors are predicted to influence the family psychological resilience of Muslim university staff but research is required to prove it.

The existence of a university counseling service center is very important to help staff who experience family psychological resilience problems. University counselors can use the family counseling model. Family counseling is counseling in situations that discuss family situations and problems specifically (Alexander & Robbins, 2019; Capuzzi & Stauffer, 2021; Johnson, 2019). The implementation of family counseling needs to involve family members to address family welfare.

Literature Review

One of the indicators that determine whether a family is at a high level of well-being is having good psychological resilience (Li et al., 2019). Family psychological resilience is the ability of family members to manage their psychological conditions in dealing with various situations arising in the family (Bonanno et al., 2015; Toledano et al., 2021). Resilience is manifested by having love in the family, being able to manage psychological stress in the family, harmonious relationships, and good communication (Lock et al., 2020; Patterson, 2002; Wong et al., 2019). Problems rarely occur in families with high levels of psychological

resilience, therefore, psychological resilience is important for all family members (Buck et al., 2019; Dowling & Osborne, 2020; Yule et al., 2019).

Three important factors influence resilience. The first factor is family support (FS) (Ungar & Theron, 2020). Support among family members is manifested by support for the decisions of family members, supporting the activities of family members, and motivating each other. Having support from the rest of the family makes a person feel more valuable (Balcells et al., 2011; Chang & Guo, 2021). Feelings of worth tend to create psychological conditions that are conducive to a person's ability to manage their psychological condition better within the family (Bonanno et al., 2015).

The second factor that affects resilience is family economic resilience. This is manifested by the fulfillment of family needs, good financial management, and disclosure of financial conditions (Bonanno et al., 2015; Harrist et al., 2019; Walsh, 2012). A high level of family economic resilience tends to make family members happy, so they can manage psychological conditions well.

The next factor that influences the level of resilience is family commitment. This is manifested by family members carrying out their roles and cooperating (Zhang et al., 2022). Commitment can increase mutual trust between family members. The existence of good commitment in a family makes family members feel that there is justice in the family (Calabrò et al., 2021; Gupta & Srivastava, 2021; Zehrer & Leiß, 2019), and this condition will make family members feel comfortable in the family, with the result that they can manage psychological conditions well.

The Rationale of the Study

Every family needs to have high psychological resilience. A high level of psychological resilience can prevent conflicts within the family, such as violence and divorce. Family psychological resilience is an important indicator of family resilience. However, until now, little research has revealed the factors that determine family psychological resilience. Until now, studies on families have revealed more about the factors that determine family resilience. Some of these studies confirm that economic resilience and Family Support are important factors that determine family resilience (Barboza & Seedall, 2023; Gayatri & Irawaty, 2022). Recent studies have revealed that an important determining factor of family psychological resilience is f commitment (Purnamasari et al., 2021). Given the importance of family psychological resilience, it is necessary to conduct research. This research has novelty value because it reveals several determinants of family psychological resilience.

Hypotheses of the Study

Family support, family economic resilience, and family commitment are predicted to correlate with family psychological resilience. The following are the hypotheses (H) of this study:

H1: Family support has a positive correlation and a significant connection with family psychological resilience.

H2: Family economic resilience has a positive correlation and a significant connection with family psychological resilience.

H3: Family commitment has a positive correlation and a significant connection with family psychological resilience.

METHODS

Research Design

The research approach used is quantitative. This study uses the correlational method. Correlational research is research that aims to evaluate the relationship between variables

(Martens, 2019). The correlation pattern in this study is an asymmetrical correlation, meaning that one variable has a relationship with other variables. Furthermore, in this study, there are three independent variables consisting of Family Support, family economic resilience, and family commitment, and the dependent variable in this study is family psychological resilience.

Participants

The participants in this research are Muslim university staff in Indonesia. The university staff consists of university lecturers and educational staff. This research involved 324 staff from across Indonesia. The demographics of the respondents can be seen in Table 1.

Table 1. Research Participant Demographics

Respondent Category	N	Percentage
Gender		
Male	124	38.27
Female	200	61.73
Type of University		
State-owned University	134	41.35
Private University	190	58.65
Income per Month (IDR)		
< 1,000,000	19	5.86
1,000,000–3,000,000	243	75.00
3,000,000–5,000,000	31	9.57
> 5,000,000	31	9.57
Age		
20–30 years	97	29.94
30–40 years	146	45.06
40–60 years	80	24.70
> 60 years	1	0.30
Position in the Institution		
Temporary staff	22	6.80
Permanent staff	302	93.20
Years of Work		
< 5 years	43	13.27
5–10 years	101	31.17
11–20 years	156	48.15
21–30 years	20	6.17
> 30 years	4	1.24
Educational Background		
High school graduate	75	23.14
Bachelor graduate	103	31.80
Masters graduate	144	44.44
Doctoral graduate	2	0.62
Number of Children		
0	12	3.70
1	45	13.88
2	181	55.87
3	67	20.68
> 3	19	5.87

Instrumentation

The instruments used in this study were the Family Psychological Resilience Scale, the Family Support Scale, the Family Economic Resilience Scale, and the Family Commitment Scale. The Family Psychological Resilience Scale is used to measure family psychological resilience. The Family Support Scale is used to measure the support of fellow family members. The Family Economic Resilience Scale is used to measure economic resilience in

the family. The Family Commitment Scale is used to measure the commitment of fellow family members. The process of creating research instruments begins with the exploration of the literature related to research variables. Next, we discussed the meaning of each research variable. Each research variable was translated into several indicators. These variable indicators were used as the basis for making research instrument items. Outline research instruments can be seen in Table 2.

Table 2. Outline of Research Instruments

Variable	Indicators	Sample of Item	N	Reference
Family Psychological Resilience (FPR)	1. There is affection 2. Ability to manage psychological problems 3. Relationship harmony 4. Good communication	"There is harmony in my family"	4	Patterson, 2002; Lock et al., 2020
Family Support (FS)	1. Support for decisions of family members 2. Support the activities of family members 3. Motivate each other	"My family members support each other"	3	Ballcels et al., 2011; Chang & Guo, 2021
Family Economic Resilience (FER)	1. Fulfillment of family needs 2. Good financial management 3. Disclosure of financial conditions	"My family's needs are met"	3	Walsh, 2012; Harrist et al., 2019
Family Commitment (FC)	1. Family members carry out their roles and functions 2. Cooperate with each other	"My family can carry out its roles and functions"	2	Zhang et al., 2022

This research instrument uses four alternative answers. Strongly Agree answers were given a score of 4, Agree answers were given a score of 3, Disagree answers were given a score of 2, and Strongly Disagree answers were given a score of 1. Then, the validity and reliability of the research instruments were tested, using Confirmatory Factor Analysis (CFA). The standard value used to test the validity is the average value of the loading factor. An instrument can be said to be valid if it has an Average Loading Factor Value above .7 (Hair et al., 2021). Then, to determine the reliability of the instrument we used the standard Cronbach's Alpha Value (CAV). Reliable instruments have CAVs of more than .6 (Hair et al., 2021). The results of testing the validity and reliability of the instrument can be seen in Table 3.

Table 3. Validity and Reliability Test Results of Research Instruments

Variable	Average Loading Factor	Information	α	Information
FPR	.871	Valid	.894	Reliable
FS	.862	Valid	.827	Reliable
FER	.842	Valid	.796	Reliable
FC	.964	Valid	.925	Reliable

Based on the CFA calculation results, all the Average Loading Factor Values for the research instruments were above .7, meaning that all research instruments were valid in

measuring the variables to be studied. Furthermore, based on the calculations, all instruments had CAVs above .6, meaning that all research instruments were reliable in measuring research variables.

Data Collection and Data Analysis

Data collection was carried out through an online survey of Muslim university staff throughout Indonesia. The research data were analyzed using partial least squares structural equation modeling (PLS-SEM). The stages of data analysis in this study began with designing the Research Structural Model, evaluating the Research Structural Model, and testing the Research Hypotheses. To facilitate the data analysis process, each variable was given a code, namely Family Support = FS, Family Economic Resilience = FER, Family Commitment = FC, and Family Psychological Resilience = FPR.

RESULTS AND DISCUSSION
Results
Research Structural Model Design

Based on theoretical review and previous research on research variables, the following structural research model can be developed, see figure 1.
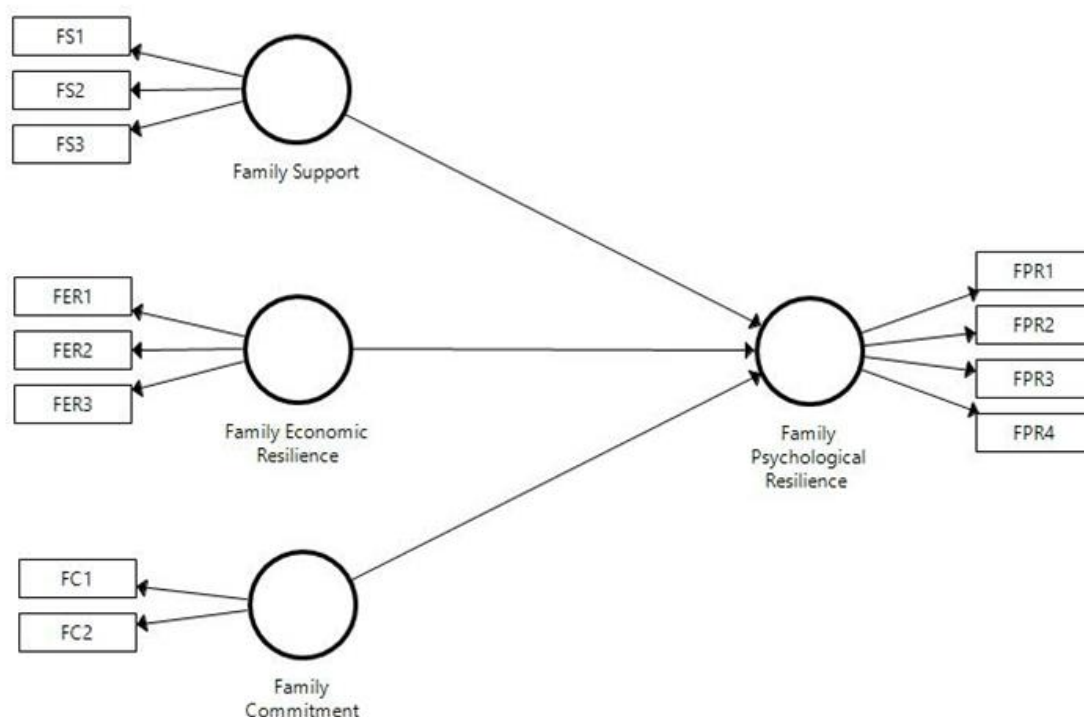

Figure 1. Research Structural Model Design

Based on Figure 1, it is known that three important factors determine Family Psychological Resilience (FPR), namely Family Support (FS), Family Economic Resilience (FER), and Family Commitment (FC). In this study, FPR, FS, FER, and FC are referred to as latent variables. Each latent variable is manifested by multiple manifest variables. For example, the FPR variable is manifested by affection (FPR1), the ability to manage psychological problems (FPR2), harmonious relationships (FPR3), and good communication (FPR4).

Evaluation of the Research Structural Model

The Research Structural Model that has been designed is then analyzed by calculating the partial least squares algorithm using SmartPLS 4.0 software. The calculation results of the Research Structural Model can be seen in Figure 2.
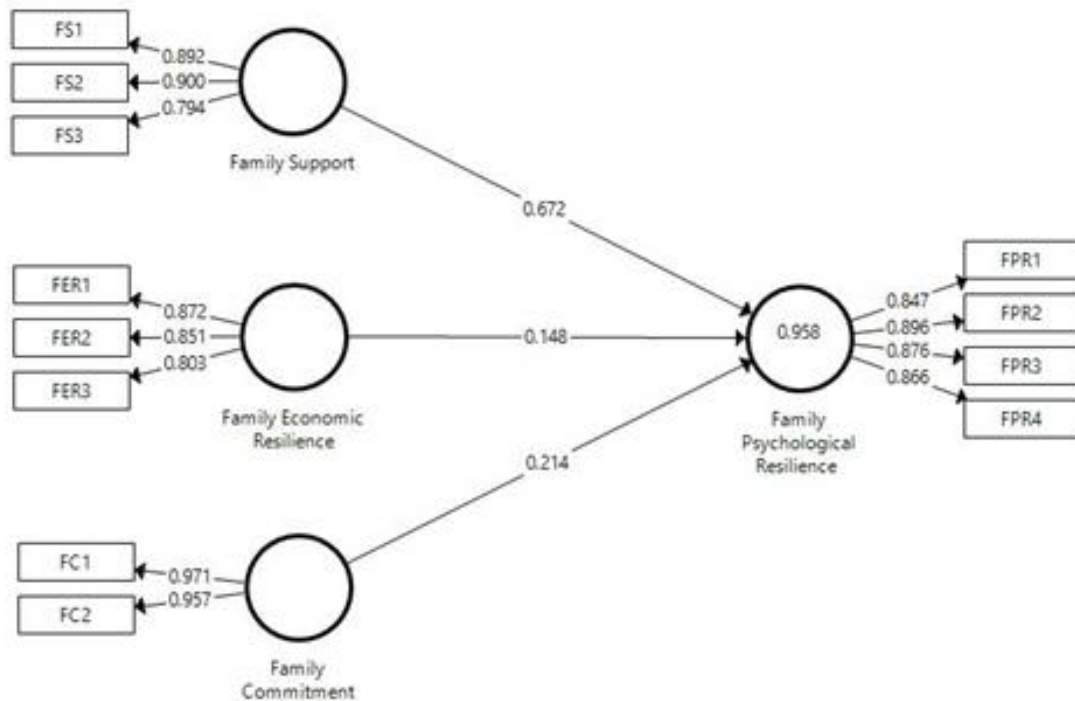

Figure 2. Evaluation of the Research Structural Model

The calculation results used to evaluate the Structural Model of this study are the R-Square Value, Loading Factor Value, Validity Test Results, Reliability Test Results, and bootstrapping calculation results, see tabel 4.

Table 4. R-Square Value

	R-Square	Adjusted R-Square
Family Psychological Resilience (FPR)	.958	.957

Based on Table 4, it is known that the R-Square Value in the evaluation of the research model is .958. This means that 95.8% of family psychological resilience (FPR) is determined by family support (FS), family economic resilience (FER), and family commitment (FC). Furthermore, in evaluating the Research Structural Model with PLS-SEM, the validity and reliability of the research variables were tested. The validity test was carried out by observing convergent validity and discriminant validity, while the reliability test was carried out by observing the composite reliability value and Cronbach's alpha value.

Validity Testing
Convergent Validity

Convergent validity is a validity test based on the Loading Factor Value. Each indicator must have a value of more than .7 to be valid for measuring constructs (Hair et al., 2021). The convergent validity test results can be seen in Table 5. Based on Table 5, it can be concluded

that all research variable indicators have a Loading Factor Value of more than .7. That is, all indicators are valid in measuring their constructs.

Table 5. Convergent Validity Test Results

Variable	Indicators	Loading Factor Value	Information
FS	FS1	.892	Valid
	FS2	.900	Valid
	FS3	.794	Valid
FER	FER1	.872	Valid
	FER2	.851	Valid
	FER3	.803	Valid
FC	FC1	.971	Valid
	FC2	.957	Valid
FPR	FPR1	.847	Valid
	FPR2	.896	Valid
	FPR3	.876	Valid
	FPR4	.866	Valid

Note: Family Psychological Resilience (FPR); Family Support (FS); Family Economic Resilience (FER); Family Commitment (FC)

Discriminant Validity

Furthermore, the discriminant validity test was carried out to test the differences between a variable and other variables (Hair et al., 2021). The test is carried out by comparing loading values on the intended construct and must be greater than the loading value with other constructs (cross-loading). The value of cross-loading on each of the variables can be seen in Table 6.

Table 6. Research Variable Cross-Loading Value

	FS	FER	FC	FPR
FS1	.892	.874	.431	.841
FS2	.900	.877	.457	.779
FS3	.794	.703	.782	.767
FER1	.785	.872	.427	.735
FER2	.812	.851	.424	.704
FER3	.794	.803	.782	.767
FC1	.731	.741	.971	.817
FC2	.594	.601	.957	.680
FPR1	.789	.772	.434	.847
FPR2	.721	.708	.536	.896
FPR3	.794	.803	.787	.876
FPR4	.758	.765	.777	.866

Based on Table 6, it can be concluded that all the variables in this study have good discriminant validity. The meaning of the cross-loading value above is that each variable shows sufficient difference.

Furthermore, the discriminant validity test was carried out by taking into account the average variance e xtracted (AVE) value. The AVE value is said to be good if it is greater than .50 (Ghozali & Latan, 2015). The AVE value of each variable can be seen in Table 7.

Table 7. AVE Values of the Research Model & Research Variable Reliability Test Results

Variable	AVE	CR	α
FS	.745	.897	.827
FER	.710	.880	.796
FC	.929	.963	.925
FPR	.759	.927	.894

Table 7 also shows the AVE values for all research variables have a value above .5 (Ghozali & Latan, 2015), so the AVE value for the discriminant validity test can be said to be good. Based on the test results through convergent validity and discriminant validity, it can be concluded that this research variable is valid, so hypothesis testing can be carried out.

Reliability Testing

Reliability in this study was determined from the composite reliability value (CRV) and Cronbach's alpha value (CAV) of each variable. The composite reliability (CR) test was carried out by taking into account the CRV, which can be said to be good if it is above .7. Furthermore, the reliability test was carried out by taking into account the CAV. A variable can be said to have high reliability based on the CAV if it is above .6 (Hair et al., 2021).

Based on reliability testing by taking into account the CRV and CAV, it can be concluded that each research variable has good reliability. Once the validity and reliability requirements of the research model are met, testing the research hypotheses can continue.

Hypothesis Testing

Hypothesis testing was carried out using the bootstrap method with the help of SmartPLS 4.0 software. The rule of thumb to support a research hypothesis is if the coefficient or direction of the variable relationship is in line with the hypothesis. Furthermore, the hypothesis can be accepted if the t-statistic value is more than 1.96 and the probability value is less than .05 or 5% (Hair et al., 2021). Based on the results of testing the hypothesis with the bootstrap method, it is known that all the hypotheses proposed are accepted. The results of calculations using the bootstrap method in testing the hypothesis can be seen in Table 8.

Table 8. Research Hypothesis Test Results

	O	M	SD	T-Statistic O/SD	P	Information
FS → FPR	.672	.670	.053	12.669	.000	H1 Accepted
FER → FPR	.148	.148	.051	2.881	.004	H2 Accepted
FC → FPR	.214	.215	.020	1.553	.000	H3 Accepted

Discussion

The results of this study indicate that the first hypothesis (H1) is accepted, meaning that FS has a positive and significant relationship with FPR. In increasing FPR, it is necessary to observe FS. This accords with research conducted by Wong et al. (2019) which found that support from family members can make a person feel happier. Happiness is a positive psychological atmosphere that can make a person enjoy their life (Djawas et al., 2022; Ketterman et al., 2020). In the context of family life, someone who often gets support from family members tends to feel a psychological atmosphere conducive to happiness within themselves, and likewise with Muslim university staff in Indonesia. University staff who receive support from their families tend to be happy in their families because the support provided by their families can improve their ability to manage psychological conditions.

The results of this study (H2) also show that FER has a positive and significant correlation with FPR. The high level of economic resilience provides the opportunity to meet most of the family's needs. Adequate meeting of needs can make family members prosper, and this welfare condition can improve each family member's ability to manage psychological conditions. This concurs with research conducted by Bonanno et al. (2015) which found that FER can increase family happiness.

The third hypothesis (H3) in this study is also accepted. This means that FC has a positive and significant relationship with FPR. This is evidenced by a study which found that the level of task commitment in the family tends to give family members a feeling of justice

in the family (Talukder, 2019). In addition, a high level of commitment in the family makes family members trust each other (Anand & Vohra, 2020; Erum et al., 2020). This condition will have the effect of making every family member happy. This atmosphere of happiness in the family can increase psychological resilience in the family (Sherlock et al., 2022). This means that if conditions like this are created, then each family member can manage their own psychological condition in dealing with various conditions in the family.

Acceptance of the three research hypotheses shows that FS, FER, and FC are significantly related to FPR. This means that these three factors can be said to be the determinants of the psychological resilience of Muslim university staff. To increase the FPR of Muslim university staff, it is necessary to observe FS, FER and FC.

University counseling centers have an important role to play in helping university staff experiencing problems with FPR. University counselors can use the family counseling model to help staff who experience these problems. The family counseling model is deployed by involving family members to achieve FPR.

Implications

The results of this study are expected to be useful theoretically and practically. Theoretically, the results of this study contribute to the development of family psychology studies and family counseling. In addition, the results of this study can be used in counseling services for Muslim families. The results of this study can be used by university counselors in helping university staff who experience problems related to FPR.

Limitations and Suggestions for Further Research

The limitation of this research is that it only reveals three factors that determine the psychological resilience of Muslim university staff. In addition, this study only reveals the direct effect of FS, FER, and FC on FPR. Future research is expected to uncover other factors that influence FPR. Then, further research is also expected to reveal the mediating and moderating effects of the cited variables that affect FPR.

CONCLUSION

FPR is an important factor in achieving prosperity in the family. However, sometimes problems arise that can interfere with achieving this ideal condition, which is also experienced by Muslim university staff in Indonesia. Three important factors are predicted to determine FPR, namely, FS, FER, and FC. These three factors were proven again through this research to confirm their truth in influencing the FPR of Muslim university staff in Indonesia. After conducting research, it is evident that these three factors have a positive and significant relationship with the FPR of Muslim university staff in Indonesia. To improve the FPR of Muslim university staff, these three factors need to be considered.

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AUTHOR CONTRIBUTION STATEMENT

YS contributed to conceptualization, data analysis, and manuscript writing. ZA contributed to conceptualization, data analysis, collecting data, and manuscript writing. TN contributed to data analysis and manuscript writing. AH contributed to data analysis and manuscript revision.

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