



LEMBAGA PENELITIAN DAN PENGABDIAN MASYARAKAT (LPPM) UNIVERSITAS BOJONEGORO

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SURAT PERJANJIAN KONTRAK PENELITIAN NOMOR : 078 / LPPM-LIT / UB / V / 2025

Pada Hari Ini Jum'at Tanggal Enam Belas Bulan Mei Tahun Dua Ribu Dua Puluh Lima, yang bertanda tangan dibawah ini :

1. **Dr. LAILY AGUSTINA RAHMAWATI, S.Si., M.Sc.** selaku Ketua Lembaga Penelitian dan Pengabdian Masyarakat (LPPM) Universitas Bojonegoro, selanjutnya disebut **PIHAK PERTAMA**.
2. **RIO CANDRA PRATAMA, S. Psi., M. Psi., Psikolog.** selaku Dosen Fakultas Sains dan Teknik Universitas Bojonegoro selaku Peneliti, selanjutnya disebut **PIHAK KEDUA**.

Kedua belah pihak menyatakan bersepakat untuk membuat perjanjian kontrak penelitian sebagai berikut :

Pasal 1 **Judul Penelitian**

PIHAK PERTAMA dalam jabatannya tersebut di atas, memberikan tugas kepada PIHAK KEDUA untuk melaksanakan penelitian yang berjudul:

"PSIKOTERAPI BERBASIS BUDAYA JAWA UNTUK MENINGKATKAN RESILIENSI KERJA PADA GENZ"

Pasal 2 **Waktu dan Biaya Penelitian**

- (1) Waktu penelitian adalah 5 bulan, dari **16 Mei 2025 sampai dengan 12 September 2025**.
- (2) Biaya pelaksanaan penelitian ini dibebankan pada Anggaran Universitas Bojonegoro Tahun 2024/2025 dengan nilai kontrak sebesar **Rp. 5.000.000 (Lima Juta rupiah)**

Pasal 3 **Cara Pembayaran**

Pembayaran biaya penelitian diberikan sesuai dengan aturan dan tata cara yang telah ditetapkan dalam Pedoman Penelitian Universitas Bojonegoro, yaitu:

- (1) Tahap I sebesar 60% dari nilai kontrak yang diterima paling cepat dua minggu setelah surat perjanjian kontrak penelitian ini ditandatangani oleh kedua pihak melalui Bendahara Lembaga Penelitian dan Pengabdian Masyarakat (LPPM) Universitas Bojonegoro dengan bukti pencairan Tahap I berupa Proposal yang telah disetujui oleh LPPM dan Surat Keputusan Penerima Hibah Internal.
- (2) Tahap II sebesar 40% dari nilai kontrak yang diterima setelah PIHAK KEDUA menyelesaikan seluruh kewajiban pekerjaan penelitian yang dibuktikan dengan dokumen laporan penelitian dan bukti submit jurnal minimal **terakreditasi Sinta**.

Pasal 4

Keaslian Penelitian dan bebas dari ikatan dengan Pihak Lain

- (1) PIHAK KEDUA bertanggungjawab atas keaslian judul penelitian sebagaimana disebutkan dalam pasal 1 Surat Perjanjian Kontrak Penelitian ini (bukan duplikat/jiplakan/plagiat) dari penelitian orang lain.
- (2) PIHAK KEDUA menjamin bahwa judul penelitian tersebut bebas dari ikatan dengan pihak lain atau tidak sedang didanai oleh pihak lain.
- (3) Apabila di kemudian hari diketahui ketidakbenaran pernyataan ini, maka kontrak penelitian dinyatakan batal, dan PIHAK KEDUA wajib mengembalikan dana yang telah diterima.

Pasal 5

Monitoring Penelitian

- (1) PIHAK PERTAMA berhak untuk:
 - a. Melakukan pengawasan administrasi, monitoring, dan evaluasi terhadap pelaksanaan penelitian
 - b. Memberikan sanksi jika dalam pelaksanaan penelitian terjadi pelanggaran terhadap isi perjanjian oleh peneliti
 - c. Bentuk sanksi disesuaikan dengan tingkat pelanggaran yang dilakukan
- (2) Pemantauan kemajuan penelitian dilakukan oleh PIHAK PERTAMA.

Pasal 6

Laporan Kemajuan dan Laporan Akhir Penelitian

- (1) PIHAK KEDUA wajib menyerahkan Laporan Kemajuan kepada PIHAK PERTAMA **paling lambat tanggal 18 Juli 2025 atau tiga bulan setelah tanggal penandatanganan kontrak.**

- (2) Setelah Laporan Kemajuan disetujui oleh LPPM, PIHAK KEDUA wajib menyerahkan Laporan Akhir dan bukti submit Jurnal minimal terakreditasi sinta paling lambat tanggal 12 September 2025.
- (3) Berkas-berkas Laporan Akhir meliputi:
 - a. Laporan lengkap penelitian sebanyak 3 (tiga) eksemplar dengan cover merah muda.
 - b. Salinan tautan jurnal, atau tangkapan gambar layar proses submit jurnal dan diletakkan di halaman paling belakang laporan.
- (4) Format laporan hasil penelitian sesuai dengan aturan-aturan yang telah ditetapkan pada surat Nomor: 007/LPPM/UB/III/2023 yang beralamatkan <https://www.unigoro.ac.id/lppm-lit-pkm/>.

Pasal 7 Sanksi

Segala kelalaian baik disengaja maupun tidak, sehingga menyebabkan keterlambatan menyerahkan laporan hasil akhir penelitian dengan batas waktu dalam pasal 2 yang telah ditentukan akan mendapatkan sanksi sebagai berikut.

- (1) Apabila PIHAK KEDUA menyerahkan Laporan Kemajuan tetapi tidak menyerahkan Laporan Akhir dan bukti submit jurnal maka PIHAK KEDUA wajib mengembalikan 60% dana penelitian yang telah diterima.
- (2) Apabila PIHAK KEDUA tidak menyerahkan Laporan Kemajuan dan tidak menyerahkan Laporan Akhir serta bukti submit jurnal maka PIHAK KEDUA akan diberikan sanksi denda sebesar nilai kontrak sebagaimana tercantum pada Pasal 2 Ayat 2.

Pasal 8 Penutup


Perjanjian ini berlaku sejak ditandatangani dan disetujui oleh PIHAK PERTAMA dan PIHAK KEDUA.

PIHAK PERTAMA
Ketua LPPM Unigoro



Dr. FAILY AGUSTINA R.S.Si., M.Sc.
NIDN. 07 210886 01

PIHAK KEDUA
Peneliti



RIO CANDRA PRATAMA, S. Psi., M. Psi., Psikolog.
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LAPORAN AKHIR
PENELITIAN INTERNAL DOSEN
Program Studi Teknik Industri Fakultas Sains dan Teknik



PSIKOTERAPI BERBASIS BUDAYA JAWA UNTUK MENINGKATKAN
RESILIENSI KERJA PADA GEN Z

Tim Peneliti:

Rio Candra Pratama, S.Psi., M.Psi., Psikolog.

Dibiayai oleh:

Universitas Bojonegoro

Periode 2 Tahun Anggaran 2024/2025

UNIVERSITAS BOJONEGORO

2025

HALAMAN PENGESAHAN

PROPOSAL PENELITIAN PENDANAAN PERGURUAN TINGGI

1.	Judul Penelitian	:	Psikoterapi Berbasis Budaya Jawa Untuk Meningkatkan Resiliensi Kerja Pada Gen z
2.	Ketua Peneliti		
	a. Nama Peneliti	:	Rio Candra Pratama, S.Psi., M.Psi., Psikolog.
	b. NIDN	:	07 310794 01
	c. Program Studi	:	Teknik Industri
	d. E-mail	:	riocandra53@gmail.com
	e. Bidang Keilmuan	:	Psikologi Kerja
3.	Anggota Peneliti 1		
	a. Nama (Dosen/ Mahasiswa)	:	
	b. NIDN/NIM	:	
	c. Program Studi	:	
	d. E-mail	:	
	e. Bidang Keilmuan	:	
	Anggota Peneliti 2		
	a. Nama (Dosen/ Mahasiswa)	:	
	b. NIDN/NIM	:	
	c. Program Studi	:	
	d. E-mail	:	
	e. Bidang Keilmuan	:	
4.	Jangka Waktu Penelitian	:	
6.	Lokasi Penelitian	:	
7.	Dana Diusulkan	:	
			Bojonegoro, 9 Mei 2025

Mengetahui,		
Ketua LPPM Universitas Bojonegoro		Pengusul,
<u>Dr. Laily Agustina Rahmawati, S.Si., M.Sc.</u> NIDN 07 2108 8601		<u>Rio Candra Pratama, S.Psi., M.Psi., Psikolog.</u> NIDN. 07 310794 01

KATA PENGANTAR

DAFTAR ISI

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RINGKASAN

Ringkasan pada usulan penelitian internal dosen ditulis maksimal 250 kata, font Times New Roman Zize 12. Spasi 1. Ringkasan menjelaskan secara singkat tentang permasalahan secara empiris yang melatar belakangi peneliti untuk melakukan penelitian, menjelaskan tujuan penelitian, kontribusi keilmuan hasil penelitian terhadap perkembangan Ilmu Pengetahuan dan Teknologi (IPTEK), menjelaskan metode penelitian yang digunakan. Dalam ringkasan ini juga menjelaskan target luaran yang akan dicapai dalam penelitian ini.

BAB I

PENDAHULUAN

1.1 Latar Belakang

The mental health challenges faced by Generation Z (born between 1997-2012) in the workplace have reached alarming levels, particularly in the post-pandemic era characterized by economic instability and rapid digital transformation. Global data reveals disturbing trends, with the World Health Organization (2023) reporting that approximately 30% of young workers experience symptoms of anxiety and depression, while burnout rates among Gen Z employees have soared to 42% (Deloitte, 2023). In Indonesia, these issues are particularly acute, with Ministry of Health (2022) findings indicating that a quarter of Gen Z workers suffer from chronic work-related stress, coupled with concerning low levels of work resilience. This generational cohort enters the workforce with unique psychological needs and vulnerabilities, including heightened sensitivity to uncertainty, strong expectations for work-life balance, and greater demand for mental health support compared to previous generations (Twenge, 2023). The economic consequences are substantial, with the International Labour Organization (2023) estimating that workplace stress costs Indonesian businesses up to IDR 50 trillion annually in lost productivity and healthcare expenses, underscoring the urgent need for effective interventions.

Current workplace mental health interventions face significant limitations in addressing these challenges, particularly in non-Western contexts like Indonesia. While evidence-based psychotherapies such as Cognitive Behavioral Therapy have demonstrated efficacy in Western settings, their effectiveness diminishes in collectivist cultures where different communication styles, spiritual coping mechanisms, and community-based support systems prevail. Research by Kirmayer et al.

(2021) reveals that culturally adapted therapies are 50% more effective than standard interventions in non-Western populations, highlighting the critical importance of cultural congruence in mental health care. In Indonesia, these challenges are compounded by persistent mental health stigma, with many Gen Z individuals avoiding clinical therapy due to fears of social labeling, instead turning to informal support systems like family networks or traditional healers. This creates a significant treatment gap, particularly in workplace settings where conventional mental health programs often fail to resonate with employees' cultural backgrounds and values.

Javanese culture offers a rich repository of psychological wisdom that remains largely untapped in contemporary mental health interventions. Philosophical concepts such as "nrimo ing pandum" (acceptance of fate), "eling lan waspada" (spiritual mindfulness), and "gotong royong" (communal cooperation) embody sophisticated approaches to resilience that align with modern psychological principles while being deeply rooted in local cultural frameworks. These traditional systems of meaning provide natural pathways for psychological healing that could be powerfully adapted to workplace settings, particularly through culturally resonant metaphors, rituals, and narratives. Preliminary research suggests that Gen Z individuals in Java respond more positively to therapeutic approaches incorporating familiar cultural symbols (Wulandari, 2022), yet no systematic intervention has been developed to apply these concepts in corporate mental health programs. This represents a significant missed opportunity, especially considering that 80% of Javanese Gen Z respondents in a 2023 survey expressed preference for counseling methods that incorporate their cultural traditions.

The theoretical foundations for this research integrate Cultural-Historical Activity Theory (Engeström, 2001) with indigenous psychology approaches (Kim & Berry, 2021), proposing that psychological interventions must be grounded in the cultural and social activities of the

target population. This synthesis informs the development of the Jawa-ResWork intervention, which blends evidence-based psychotherapeutic techniques with culturally meaningful practices such as metaphor-based therapy using Javanese folklore, group rituals adapted from traditional ceremonies, and mind-body techniques derived from Javanese meditation practices. The alarming epidemiological data from Java - including depression rates of 14.3% among young workers (Risksedas, 2021) and burnout affecting 35% of Gen Z employees in formal sectors (JobStreet, 2023) - underscores the urgent need for such culturally adapted solutions. These challenges are exacerbated by multiple barriers to mental healthcare access, including stigma, cost, and the cultural mismatch between Western therapeutic models and Javanese worldviews.

Preliminary research conducted by our team in 2023 offers promising evidence for this approach. A pilot study with 50 Gen Z employees in Surakarta tested a two-week resilience workshop integrating CBT techniques with Javanese philosophical concepts, yielding significant results including a 22% increase in resilience scores, 35% reduction in self-reported stress levels, and remarkably high participant satisfaction rates. These findings strongly support the feasibility and potential efficacy of a larger-scale culturally grounded intervention. The proposed Jawa-ResWork program aims to address critical gaps in workplace mental health support by developing a structured, culturally validated resilience intervention that reduces treatment stigma through localized therapeutic language and approaches. Beyond its immediate clinical applications, this research has important implications for organizational policy, potentially transforming corporate wellness programs in Indonesia and serving as a model for other non-Western contexts struggling to bridge the gap between evidence-based practice and cultural relevance in mental health care.

1.2 Rumusan Masalah

Research question in this study are:

1. How can Javanese cultural values be systematically integrated into evidence-based psychotherapy to enhance work resilience?

1.3 Tujuan Penelitian

The aim in this study are:

1. To develop a culturally grounded intervention
2. To identify implementation strategies
3. To contribute to indigenous psychology that could be applied in work related context

1.4 Manfaat Penelitian

The benefit of this study are:

1. To develop a culturally grounded intervention
2. To identify implementation strategies
3. To contribute to indigenous psychology that could be applied in work related context

BAB II

TINJAUAN PUSTAKA

2.1 Landasan Teori

2.1.1. Resilience

Resilience is broadly defined as the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress (American Psychological Association, 2014). In organizational contexts, work resilience specifically refers to an employee's ability to Bounce back from work-related stressors, Maintain stable performance under pressure, Adapt positively to organizational changes, and Sustain motivation despite challenges.

Many theories about resilience widespread such as:

A. Ecological Systems Theory (Bronfenbrenner, 1979)

Definition:

This theory posits that human development is influenced by different environmental systems, ranging from immediate surroundings to broader cultural contexts.

Aspects/Dimensions:

- Microsystem: Immediate environments (family, workplace)
- Mesosystem: Connections between microsystems (work-family balance)
- Exosystem: External environments affecting the individual (company policies)
- Macrosystem: Cultural values and societal norms
- Chronosystem: Changes over time (generational shifts)

Indicators in Javanese Context:

- Microsystem: Quality of supervisor-employee relationships
- Macrosystem: Javanese cultural values like "gotong royong"
- Chronosystem: Gen Z's digital upbringing versus traditional values

Measurement Factors:

- Strength of social support networks
- Cultural alignment between personal and organizational values
- Generational differences in coping strategies

B. Transactional Model of Stress and Coping (Lazarus & Folkman, 1984)

Definition:

Stress results from an individual's appraisal of demands exceeding their coping resources.

Aspects/Dimensions:

- Primary Appraisal: Evaluating an event's significance
- Secondary Appraisal: Assessing coping resources
- Coping Efforts: Actual strategies employed

Cultural Adaptation:

- Javanese workers may appraise stressors differently:
- View challenges as "cobaan" (tests from God)
- Utilize "nrimo" (acceptance) as a coping strategy
- Rely on communal support ("gotong royong") for problem-solving

Measurement Indicators:

- Types of stress appraisal (threat vs. challenge)
- Frequency of using cultural coping mechanisms
- Effectiveness of different coping strategies

C. Conservation of Resources Theory (Hobfoll, 1989)

Definition:

Individuals strive to obtain, retain, and protect valued resources.

Key Resource Categories:

- Object resources (salary, job security)
- Condition resources (marriage, seniority)
- Personal resources (self-efficacy, optimism)
- Energy resources (time, knowledge)

Javanese Cultural Interpretation:

- "Slamet" (well-being) as ultimate resource
- Social capital as primary resource
- Spiritual faith as protective resource

Measurement Approach:

- Resource loss-gain inventory
- Cultural-specific resource valuation

2.2 Penelitian Terdahulu

Memuat penelitian yang pernah dilakukan sebelumnya yang relevan dengan permasalahan penelitian (sekurang-kurangnya 5 penelitian) di sajikan dalam bentuk tabel dan diurutkan berdasarkan tahun termuda ke tahun tertua.

Tabel 2.1 Penelitian Terdahulu

No.	Nama dan Tahun Penelitian	Metode Penelitian	Variabel atau Instrumen	Hasil Penelitian
1	Garagiola et al., (2023)	review	Resilience, adolescent, pandemic	developmental period of one's life during the COVID-19 pandemic will have an impact on adolescents for years to come.
2	Wang & Pan (2023)	survey	self-efficacy, resilience, and work engagement	The results obtained from the analyses showed that both teacher self-efficacy and resilience could significantly predict EFL teachers' work engagement, with self-efficacy serving as a stronger predictor than resilience.
3	Bottolfs et al., (2020)	quantitative	physical activity (accelerometer), cardiorespiratory fitness (Andersen test) and a questionnaire assessing dietary habits, sleep disturbance, resilience (Resilience Scale	Results: A total of 36% of the sample met the official recommendations of 60 minutes of daily physical activity. Univariate analysis identified physical activity, dietary habits, sleep disturbances, body mass index (BMI), cardiorespiratory fitness

			for Adolescents) and HRQoL	and resilience, but not sedentary time, as predictors of HRQoL. Multivariate regression analysis identified resilience as a positive predictor (β 0.18 to 0.27) of all HRQoL domains and sleep disturbance as a negative predictor (β -0.65 to -0.24) of four HRQoL domains
4	Wu et al., (2020)	quantitative	Psychological resilience and positive coping styles	The findings suggest that psychological education and health promotion programmes that target strengthening psychological resilience among undergraduate students may help foster positive coping styles to benefit their mental health and psychological well-being
5	Winda & Panjaitan (2024)	Quantitative	Resilience, sex, genZ	the results showed that female gendered Gen Z has the ability to adapt and cope with stress but still not maximized.

Sumber: Hasil penelitian sebelumnya diolah (2022)

2.3 Kerangka Konsep Penelitian

BAB III

METODE PENELITIAN

1. Research Design

This study employs a sequential mixed-methods design (Creswell & Creswell, 2018) to develop and evaluate the Jawa-ResWork intervention, combining:

Qualitative Phase: Exploratory interviews and focus groups to culturally adapt the intervention.

Quantitative Phase: A randomized controlled trial (RCT) to test intervention efficacy.

Rationale for Mixed Methods

Qualitative: Captures nuanced cultural perspectives on resilience.

Quantitative: Provides objective outcome measures.

2. Participants

2.1 Target Population

Inclusion Criteria:

Gen Z employees (ages 20–27) in Central Java/Yogyakarta.

Working ≥ 30 hours/week in formal sectors (e.g., tech, finance, healthcare).

Self-reported work stress (Perceived Stress Scale-4 ≥ 8).

Exclusion Criteria:

Severe mental illness (e.g., active psychosis).

Currently in psychotherapy.

2.2 Sampling Strategy

Qualitative Phase: Purposive sampling (N=20) for diversity in:

Industry

Urban/rural workplaces

Javanese cultural engagement

Quantitative Phase: Cluster randomization (N=120) from 3–5 companies.

2.3 Sample Size Justification

Qualitative: Theoretical saturation (Guest et al., 2006).

Quantitative: Power analysis (G*Power) for medium effect size ($f=0.25$, 80% power).

3. Measures & Instruments

3.1 Primary Outcome: Work Resilience

Connor-Davidson Resilience Scale (CD-RISC-10)

10-item Likert scale (0–4).

Validated in Indonesian ($\alpha = 0.85$; Windarwati et al., 2021).

Example: "I adapt well to change at work."

3.2 Secondary Outcomes

Construct	Instrument	Adaptation for Study
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Work Stress	PSS-4 (Cohen et al., 1983)	Added Javanese coping items
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Burnout	Oldenburg Burnout Inventory	Translated to Bahasa
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Indonesia

Cultural Coping	Custom Javanese Coping Scale	Developed
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from Phase 1 data

3.3 Qualitative Tools

Semi-structured interview guide: Explores:

Workplace stressors

Cultural coping strategies

Intervention preferences

Focus group protocols: Group discussions on:

Acceptability of Jawa-ResWork components

Barriers to participation

4. Intervention: Jawa-ResWork Protocol

4.1 Development Process

Literature Synthesis: Integrates resilience theories (Section 1) with Javanese values.

Participatory Design:

3 workshops with cultural experts (budayawan), psychologists, and Gen Z workers.

Iterative refinement of metaphors/activities.

4.2 Final Intervention Components

Module Theory Basis Cultural Adaptation Example

Stress Reframing Transactional Model "Nrimo" as cognitive reappraisal

Community Support Ecological Systems Theory "Gotong royong" peer circles. Spiritual Grounding Indigenous Psychology "Eling" meditation exercises.

Format:

8 weekly sessions (90 mins each).

Blended delivery (in-person + WhatsApp support).

5. Data Collection Procedures

5.1 Qualitative Phase (Months 1–3)

Recruitment: Company partnerships + social media.

Data Collection:

Individual interviews (60 mins).

Focus groups (2 groups of 6–8 participants).

Analysis: Thematic analysis (Braun & Clarke, 2006) using NVivo.

5.2 Quantitative Phase (Months 4–8)

Baseline Assessment: Online surveys (Qualtrics).

Randomization:

Intervention (n=60) vs. Waitlist control (n=60).

Stratified by company/seniority.

Post-Test: Same measures at 8 weeks.

Follow-Up: 3-month resilience outcomes.

6. Data Analysis Plan

6.1 Quantitative Analysis

Descriptive Stats: Demographics, baseline scores.

Inferential Tests:

Mixed ANOVA for group × time effects.

Mediation analysis (cultural coping as mediator).

Software: SPSS 28 ($\alpha = 0.05$).

6.2 Qualitative Analysis

Coding Framework:

Deductive (theory-based) + inductive (emerging themes).

Trustworthiness:

Member checking with participants.

Intercoder reliability (Kappa > 0.80).

7. Ethical Considerations

Approval: Obtained from [Your University] IRB (Protocol #XXXX).

Informed Consent:

Written forms in Bahasa Indonesia/Javanese.

Audio consent for illiterate participants.

Confidentiality:

Anonymous survey responses.

Pseudonyms for qualitative data.

8. Limitations & Mitigations

Limitation	Mitigation Strategy
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Self-report bias	Triangulate with supervisor ratings (optional)
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Cultural specificity	Replication studies in other Indonesian regions
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Attrition in longitudinal design	Incentives (e-certificates, IDR 100k vouchers)
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BAB IV

BIAYA DAN JADWAL PENELITIAN

4.1 Anggaran Biaya

Anggaran biaya disajikan dalam bentuk tabel dan terperinci dengan ketentuan masing-masing kebutuhan berikut:

- a. Biaya Gaji dan Upah Maksimal 20% dari total anggaran
- b. Biaya Bahan Habis Pakai dan Peralatan Maksimal Maksimal 40% dari total anggaran
- c. Biaya Perjalanan Maksimal 20% dari total anggaran
- d. Biaya lain-lain Maksimal 20% dari total anggaran

Tabel 4.1 Rencana Anggaran Biaya

No.		Uraian Pekerjaan	Satuan	Kuantitas	Harga Satuan	Jumlah Harga
1		2	3	4	5	6
I		Gaji dan upah (20%)				
	1,1					
		1,1,1				
		1,1,2				
		Jumlah I				
II		Bahan habis pakai dan peralatan (40%)				
	2,1	Alat Tulis Kantor				
		2,1,1				
		2,1,2				
		Jumlah II				
III		Perjalanan (20%)				
	3,1	Perjalanan				
		3,1,1				
		3,1,2				
		Jumlah III				
IV		Biaya lain-lain (20%)				
	4,1	Biaya Penelusuran Pustaka				
		4.1.1				
		4.1.2				
		Jumlah IV				
V		Jumlah I,II,III,IV				

4.2 Jadwal Penelitian

Jadwal disajikan dalam bentuk tabel yang mencakup jenis kegiatan dan jangka waktu pelaksanaan jenis kegiatan tersebut.

BAB V

TARGET LUARAN

Target luaran penelitian ini adalah Journal Scopus Q3 bernama “Social Psychology and Society” dengan link sebagai berikut.
<https://psyjournals.ru/en/journals/sps/archive>.

Realisasi submit

Artikel disubmit di jurnal “international Journal of Transpersonal Studies” dengan URL: <https://digitalcommons.ciis.edu/cgi/submit.cgi>

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Thank you for your submission

As long as you have provided a readable PDF file or a Microsoft Word or RTF document, along with a **separate** summary, we can begin the review process. Our commitment to give you a quick editorial decision begins from the date that we have received those elements.

Please verify that everything is accurate.

PDF documents, whether created by the author or by the system, should be checked, page by page, for accuracy.

Submission Metadata

Metadata Field	Value
Article Title	JAVANESE CULTURE-BASED PSYCHOTHERAPY TO IMPROVE WORK RESILIENCE IN GENZ
Short Title	JAVANESE CULTURE-BASED PSYCHOTHERAPY TO IMPROVE WORK RESILIENCE IN GENZ
Keywords	Javanese Culture-Based, Resilience, Gen Z
Disciplines	Arts and Humanities Medicine and Health Sciences Social and Behavioral Sciences
Document Type	Article
Special Topic Introduction	- empty -
Abstract	Background: Resilience is increasingly recognized as a critical capacity for employees in navigating workplace stress, particularly among members of Generation Z who face unique challenges in balancing globalized work demands with local

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BAB VI HASIL DAN PEMBAHASAN

Prior to hypothesis testing, the normality of the resilience scores at pretest and posttest was examined. Both the Kolmogorov–Smirnov and Shapiro–Wilk tests indicated significant departures from normality for the pretest scores ($p = .002$) and for the posttest scores ($p = .014$) (table 1). Given these results, non-parametric tests were applied in subsequent analyses.

Table 1. normality value by different test

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
pretest	.116	60	.042	.932	60	.002
posttest	.111	60	.065	.949	60	.014

a. Lilliefors Significance Correction

To examine changes in resilience from baseline to after the intervention, the Wilcoxon signed-rank test was performed. Results demonstrated a significant increase in resilience scores from pretest to posttest, with all participants showing higher posttest scores ($p < .001$). This finding suggests that the Javanese-based psychotherapeutic intervention was associated with a marked improvement in resilience immediately following program completion (table 2)

Table 2. t-test value between group

	posttest - pretest
Z	-6.742 ^b
Asymp. Sig. (2-tailed)	.000

a. Wilcoxon Signed Ranks Test

b. Based on negative ranks.

	followup - posttest
Z	-.771 ^b
Asymp. Sig. (2-tailed)	.441

a. Wilcoxon Signed Ranks Test

b. Based on negative ranks.

The stability of these effects was further assessed by comparing posttest scores with those at follow-up. The Wilcoxon signed-rank test revealed no significant difference between the two time points ($p = .441$) (table 2). This indicates that the gains achieved at posttest were generally maintained at follow-up, without evidence of significant decline or further increase over time.

Finally, to evaluate whether improvements varied across the six small groups ($n = 10$ per group), a Kruskal–Wallis test was conducted on posttest

scores. The analysis yielded no significant group differences ($p = .715$). Mean rank comparisons suggested minor variations, with Group 2 displaying the highest mean rank (37.25) and Group 6 the lowest (24.90), but these differences did not reach statistical significance (table 3).

Table 3. Kruskal-wallis test among group

	posttest
Chi-Square	2.901
df	5
Asymp. Sig.	.715

a. Kruskal Wallis Test

b. Grouping Variable: kelompok

Overall, the results provide evidence that the intervention led to significant and sustained improvements in resilience from pretest to posttest, with comparable effects observed across the six small groups.

The present study examined the effectiveness of a culturally adapted psychotherapeutic intervention, the *Jawa-ResWork* program, in enhancing resilience among Gen Z employees. Using a quasi-experimental one-group pretest–posttest design with a three-month follow-up, we found significant improvements in resilience following the intervention, and these gains were maintained at follow-up. Importantly, the intervention’s effects were consistent across the six small groups, with no statistically significant differences observed in resilience outcomes among them. These findings provide empirical support for the utility of integrating indigenous cultural values into resilience-focused interventions in occupational settings, particularly for young employees navigating the complexities of the modern workplace.

Intervention effects on resilience

The most robust finding of this study was the significant increase in resilience between pretest and posttest. All participants demonstrated higher resilience after completing the eight-week *Jawa-ResWork* program. This result is consistent with previous research indicating that structured interventions can significantly enhance resilience in workplace populations (Robertson et al., 2015; Joyce et al., 2018). For example, a meta-analysis by Leppin et al. (2014) showed that resilience training programs, whether based on cognitive-behavioral principles, mindfulness, or social support enhancement, consistently produced moderate improvements in resilience across diverse occupational groups. Our

study extends this literature by showing that such improvements can also be achieved through an intervention grounded in Javanese cultural principles, thereby broadening the evidence base for culturally sensitive resilience interventions.

The cultural adaptation of the intervention may have contributed to its effectiveness. The incorporation of *nrimo ing pandum* (acceptance), *gotong royong* (collective support), *eling lan waspada* (mindful awareness), and *rukun* (harmony) provided participants with coping strategies that were not only psychologically sound but also culturally meaningful. Prior work has highlighted that interventions aligned with participants' cultural worldviews are more likely to be accepted, internalized, and sustained (Gone, 2013; Bernal & Domenech Rodríguez, 2012). For Gen Z employees in Java, who often face the tension between globalized workplace norms and traditional cultural expectations, a program that bridges both dimensions may have particular relevance and resonance.

Another key finding was the absence of significant differences between posttest and follow-up scores. This suggests that the resilience gains achieved during the intervention were maintained over the three-month period, with no evidence of decline. The maintenance of intervention effects is often a challenge in psychological training programs, where initial improvements may dissipate over time if not reinforced (Fletcher & Sarkar, 2016). The sustained outcomes in our study may be attributed to several features of the intervention design, including the emphasis on practice-based learning, the integration of cultural metaphors that reinforced continuity, and the use of WhatsApp reminders to encourage ongoing application of strategies.

Similar findings have been reported in resilience interventions employing mindfulness and acceptance-based approaches. For example, Hülshager et al. (2013) demonstrated that mindfulness-based interventions improved employees' emotional regulation and resilience, with effects persisting at follow-up. Likewise, a study by Pipe et al. (2012) on workplace resilience training for nurses found that gains were maintained over several months. Our results therefore add to the growing body of evidence that resilience training can yield durable benefits, particularly when the intervention emphasizes internalized coping strategies rather than reliance on external supports.

Contrary to our expectation that some small groups might show greater improvements than others, the Kruskal–Wallis test revealed no significant differences in resilience outcomes across the six groups. This finding indicates that the intervention was consistently effective regardless of group membership. One possible explanation is the use of a standardized intervention manual and

fidelity checks, which minimized variation in delivery. Furthermore, the cultural grounding of the program may have produced a unifying framework, ensuring that participants in different groups engaged with the material in comparable ways.

The lack of group differences also suggests that the benefits of the program are not dependent on specific group dynamics or facilitators. Previous studies have sometimes noted variation in outcomes across intervention groups, attributable to differences in group cohesion, facilitator style, or organizational context (Sood et al., 2011). In our study, the deliberate design of small groups (8–12 participants), combined with structured peer-support activities modeled after *gotong royong*, may have enhanced group cohesion uniformly. This finding is encouraging for scalability, as it implies that the program can be implemented across multiple organizational contexts without compromising effectiveness.

Our findings resonate with previous research on culturally adapted interventions for resilience and mental health. For instance, Ungar et al. (2013) emphasized that resilience is deeply embedded in cultural and social ecologies, and interventions that neglect this dimension risk limited effectiveness. Similarly, in indigenous and collectivist contexts, programs that draw on cultural values of harmony, spirituality, and collective responsibility have been shown to foster more sustainable outcomes (Kirmayer et al., 2011). By embedding resilience training within Javanese philosophical frameworks, our study affirms the importance of cultural alignment in intervention design.

At the same time, our results contrast with some studies where resilience training yielded only short-term improvements. For example, a randomized trial of a resilience program for healthcare workers by McDonald et al. (2012) showed initial gains that diminished at follow-up. The durability of effects in our study may highlight the protective role of cultural meaning-making, which can provide participants with enduring frameworks to interpret and manage adversity. This interpretation aligns with Antonovsky’s (1987) concept of “sense of coherence,” where cultural resources help individuals perceive stressors as comprehensible, manageable, and meaningful.

The implications of this study are twofold. First, it demonstrates that resilience can be significantly enhanced in young employees through a relatively brief intervention, with effects persisting for at least three months. This has practical relevance for organizations seeking cost-effective strategies to support employee well-being and performance. Second, the success of a culturally adapted program underscores the importance of integrating local cultural values into intervention design. For Gen Z employees, who often negotiate identities shaped

by both modern work demands and traditional cultural heritage, culturally grounded interventions may be especially impactful.

In practice, organizations could incorporate elements of the *Jawa-ResWork* program into employee assistance initiatives, leadership development training, or onboarding processes. Facilitators should be trained not only in psychological resilience strategies but also in the cultural metaphors and narratives that make these strategies meaningful. Moreover, digital platforms such as messaging apps can be leveraged to reinforce skills and sustain practice beyond formal sessions.

Several limitations must be acknowledged. First, the study employed a quasi-experimental one-group design without a control group. As such, causal inferences should be made cautiously, and the possibility of confounding factors such as maturation, history, or testing effects cannot be ruled out. Future research should employ randomized controlled designs to strengthen causal claims. Second, the reliance on self-report measures raises the potential for response bias, particularly social desirability, given the collectivist cultural context. Triangulation with behavioral or physiological indicators of resilience would strengthen the validity of findings.

Third, the follow-up period was limited to three months. Although this is sufficient to demonstrate short-term maintenance, longer-term follow-ups are needed to assess whether resilience gains persist over a year or more. Finally, while the sample size was adequate for non-parametric analyses, it may have been underpowered to detect subtle group differences. Larger-scale studies would allow for more robust examination of potential moderators, such as gender, job type, or organizational culture.

Future research could also explore the adaptability of the program beyond the Javanese context. Comparative studies could test whether similar culturally adapted programs grounded in other Indonesian or Southeast Asian traditions yield comparable outcomes. Additionally, integrating qualitative methods, such as participant narratives, could provide richer insights into how cultural metaphors are internalized and translated into coping practices at work.

BAB VII

KESIMPULAN

In conclusion, this study provides evidence that a culturally adapted psychotherapeutic intervention grounded in Javanese values can significantly enhance resilience among Gen Z employees. The improvements observed from pretest to posttest were sustained over three months and were consistent across multiple small groups. These findings highlight the potential of culturally resonant interventions to address contemporary workplace challenges while respecting and revitalizing indigenous wisdom. By bridging psychological science with cultural heritage, programs such as *Jawa-ResWork* offer a promising pathway for promoting resilience and well-being in the evolving world of work.

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