

Image of Self Compassion on Space Officers at Eltari Airport

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Abstract. Self-compassion is an attitude of having concern and kindness towards oneself when faced with various difficulties in life. In the field of work, which has the function and duty to regulate the smooth operation of civil aviation, pretending space employees are required not to make the slightest mistake. So employees need to have self-compassion themselves. This study uses a qualitative method, with the techniques of observation, interviews, and documentation. The participants were 8 employees of the temple space. In general, participants in this study tend to have good self-compassion. This is illustrated by the ability of self-kindness, mindfulness, and common humanity, as well as low self-judgment, isolation, and over-identification by participants at this time.

Keywords: *self-compassion, early adulthood, self-kindness*

Abstrak. *Self-compassion* merupakan suatu sikap memiliki perhatian dan kebaikan terhadap diri sendiri saat menghadapi berbagai kesulitan dalam hidup. Dalam bidang pekerjaan yang memiliki fungsi dan tugas dalam mengatur kelancaran penerbangan sipil pegawai angkasa pura dituntut untuk tidak melakukan kesalahan sekecil apapun. Sehingga penting bagi pegawai memiliki *self-compassion* dalam dirinya. Penelitian ini menggunakan metode kualitatif, dengan teknik observasi, wawancara dan dokumentasi. Partisipan berjumlah 8 orang pegawai angkasa pura. Hasilnya secara umum, partisipan dalam penelitian ini cenderung memiliki *self-compassion* yang baik. Hal ini digambarkan dengan adanya kemampuan *self-kindness, mindfulness, dan common humanity*, serta rendahnya *self-judgment, issolation, dan over-identification* yang dilakukan partisipan pada masa saat ini.

Kata kunci: belas kasih, dewasa awal, kebaikan diri

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Introduction

Neff (2003) states that self-compassion is more of a sense of compassion based on an open attitude and being moved by the suffering experienced, a sense of caring and compassion for oneself, understanding without judgment of one's shortcomings and failures, and accepting one's strengths and weaknesses. and realize that more or less the same experience is experienced by other people. Self-compassion allows a person to direct himself to see the nature of suffering, which not only makes him feel always lacking, depressed and unlucky, and feels isolated, but by seeing and opening up to the circumstances of others outside himself, he can love himself and see the suffering that comes from him. experienced may change into a better situation in the future.

Self-compassion provides an opportunity for individuals to tend to see and open themselves to the circumstances of others outside themselves and be able to love themselves and see the suffering experienced may turn into a better situation in the future so that they can be moved to get back up and organize more responsible life and career in the world of work. When individuals enter early adulthood, individuals must be able to act independently and regardless of dependence on parents or other people in terms of meeting the needs of life to achieve a better level of welfare. Many problems that often arise are related to the world of work that is being worked on by someone. Bellavia and Frone (2005), suggest that several factors often influence the emergence of individual conflicts in the world of work, including conditions within the individual (which includes demographic and personality characteristics), family roles (which include interactions between family members, and time to do homework) stairs, the presence of children and social support from the family to the individual), job roles (which include working time, work role conflicts, job characteristics and support from superiors).

Failure to open up and manage various conflicts that arise in the world of work allows individuals to experience a deep feeling of adversity so self-compassion is needed that can help individuals to see a situation of adversity better. In this case,

self-compassion will help individuals not to tend to fight emotional discomfort (Germer, 2009). In this position, individuals feel the experiences of other individuals as if they were their own experiences (Armstrong, 2013). In other words, self-compassion developed in the world of work can have a positive influence on individuals who develop self-compassion including high levels of life satisfaction, improved emotional intelligence, wisdom, happiness, optimism, personal initiative, reduced levels of depression, anxiety, and fear of failure (Neff, in Kharina and Saragih, 2012).

El Tari Kupang Airport is one of 15 airports managed by PT. Angkasa Pura I, which has been upgraded to a regional international airport, has economic potential in the future because it is located in the southern part of Indonesia, which is close to the South Pacific countries. Since its status as an International Airport, El Tari Kupang Airport has international obligations as stipulated in the ICAO Convention (International Civil Aviation Organization) which regulates Civil Aviation managed by PT. Angkasa Pura I. As a company engaged in airports in the East Nusa Tenggara region.

Based on the results of interviews with participants who work as temple space employees, they sometimes do not escape from making mistakes and carelessness. As an employee who has the function and duty to regulate the smooth running of civil aviation, they are required not to make the slightest mistake. The phenomenon of errors that can cause fatal failures for employees, for example in the aviation security section, if an error occurs when checking prohibited goods and is found to be undetected, employees who are negligent in their work can be threatened with being fired from their jobs.

However, how the image of self-compassion possessed by PT Angkasa Pura I employees at El Tari Kupang Airport is certainly an interesting phenomenon that needs to be followed up through a complete empirical study to obtain a more descriptive and qualitative comprehensive picture of self-compassion. This can

benefit not only employees but also management in taking concrete steps to provide guidance and training for employees related to self-compassion.

Method

The method used in this research is qualitative. Qualitative research is considered suitable for developing concepts and gathering facts without going through hypothesis testing, but through presenting qualitative descriptive data systematically, empirically, and critically. The subjects in the study were Angkasa Pura number employees who were in early adulthood and had worked for more than 2 years. Data collection techniques using observation, interviews, and documents the interview technique used by the researcher is the in-depth interview.

The data analysis technique is the process of searching for and systematically compiling the data obtained from the results of interviews, and field notes, so that they can be understood and the items can be informed to others. Data analysis in qualitative research was carried out before entering the field, during the field study, and after completing the field study.

This study, the validity of the data that will be used in this study is reference material. The reference referred to by the researcher is material support or evidence. In research reports, data should be accompanied by photos or authentic documents, so that they become more reliable (Sugiyono 2007). For example, data from interviews need to be supported by recordings of interview results. This is very necessary to support the data that has been found by researchers. This study also uses a data validity test where at this stage the author will re-check the research results along with research procedures and data collection methods.

Results

A brief description of the research participants can be seen in the following table:

Table 1.

Participant Description

Pseudonym	Age	Profession	Length of work at Angkasa Pura
Melinda	25 years old	Customer Service	4 years
Claudia	26 years old	Customer Service	5 years
I Gede	30 years old	Terminal Services	3 years
Muhammad	26 years old	Airport Operation and Service Improvement	3 years
Robin	27 years old	Airport Operation and Service Improvement	2 years 10 months
Novita	25 years old	Aviation Security	4 years
Aditya	26 years old	Aviation Security	3 years
Ningsih	30 years old	Aviation Security	3 years

The results of the study showed that all participants had self-compassion. These results were obtained from aspects of self-compassion, namely self-kindness, self-judgment, common humanity, isolation, and mindfulness. Self Kindness is conducted by participants, namely, evaluating and self-reflect in dealing with shortcomings. Based on the analysis of the aspect of self-kindness, the researchers found that all participants could accept their shortcomings and mistakes while working. However, each participant has their way of building self-kindness abilities. P1 will do self-reflection when he has difficulty making mistakes, and when he feels that he can't handle it himself. P1 will share or ask for help from others. In P2, he will manage the negative emotions he feels by being professional. P3 believes in the strengths and weaknesses of each individual, this condition makes him carry out self-improvement regularly. As stated by participant 3:

"...everyone has his own shortcomings. mostly I try to do better to fix what I can change" (P3.9-11)

Of course, each participant will still feel negative emotions. As happened to P4 when he received a warning from his superior, regarding his work that was not suitable, to respond to it, P4 tried to correct his mistake and accept his shortcomings. This condition is the same as that experienced by P5, the effort he does is to maintain a healthy mind by loving himself and maintaining a healthy body.

Being tolerant is one of the things that P6 does, so it will be easier for him to experience difficulties and develop positive behavior in the work environment. While what developed P7 was gratitude for whatever condition he was in, P7 also said that the gratitude he developed was a process of age and environment that ultimately formed a positive perspective. Just like P6, P8 also develops an attitude of tolerance, by realizing that each individual has strengths and weaknesses. Efforts are made to be optimistic.

Some aspects are opposite to self-kindness, namely self-judgment. The results of the interview show that most of the participants had experienced self-judgment on themselves in the past. In participant 1, he fell into silence in his room to avoid social interaction.

"In the past, I was like that.. blaming myself.. but now... I'm a bit more, yes, it's been like that.. just one day... just one day... people say it's okay, no, it's okay... it's okay to say it sad.. but only for one day... tomorrow-tomorrow don't do that again.." (P1.44-47)

At P8 said that he is an individual who easily experiences overthinking and also has difficulty controlling his emotions.

"No. never really, I've never been tough.. because i'm a negative thinker. So I like to think about the little things. If there is a problem, you will think and act hard, like me, avoid it. Then it's dangerous. I like to think, so it's dangerous to be tough. So, never mind, I try to relax... because when asked, I'm an overthinking person. So I try to relax too." (P8.63-68)

However, in contrast to participant 6, participant 7 never felt down.

"For that problem, I no once judged myself because I know that everyone is born with weaknesses, and so do I, but that doesn't make me worse off with me having flaws, but I try to cover or change or keep moving forward." (P5.38-42)

“If the problem is exaggerated, no, because I don’t like to be sad for a long time. Sadness is enough for us to swallow alone, I’m also not a typical introvert who doesn’t like to talk about problems. So if my sadness is not a protracted one.” (P7.75-78)

Next is the aspect of common humanity, which awareness that individuals view difficulties, failures, and challenges as part of human life and are something that can be experienced by everyone, not only experienced by yourself. The results of the interviews showed that each participant had begun to accept his situation and lead to common humanity. P1 realized that during this pandemic he was not the only one who was laid off from the company, even some of his company friends had the same fate as P2, P3, P4, P5, P6, P7 and P8. All participants realized that every individual will definitely experience problems in his life, and this is when this problem arrived at them. Better start planning to start looking for a job or build a business.

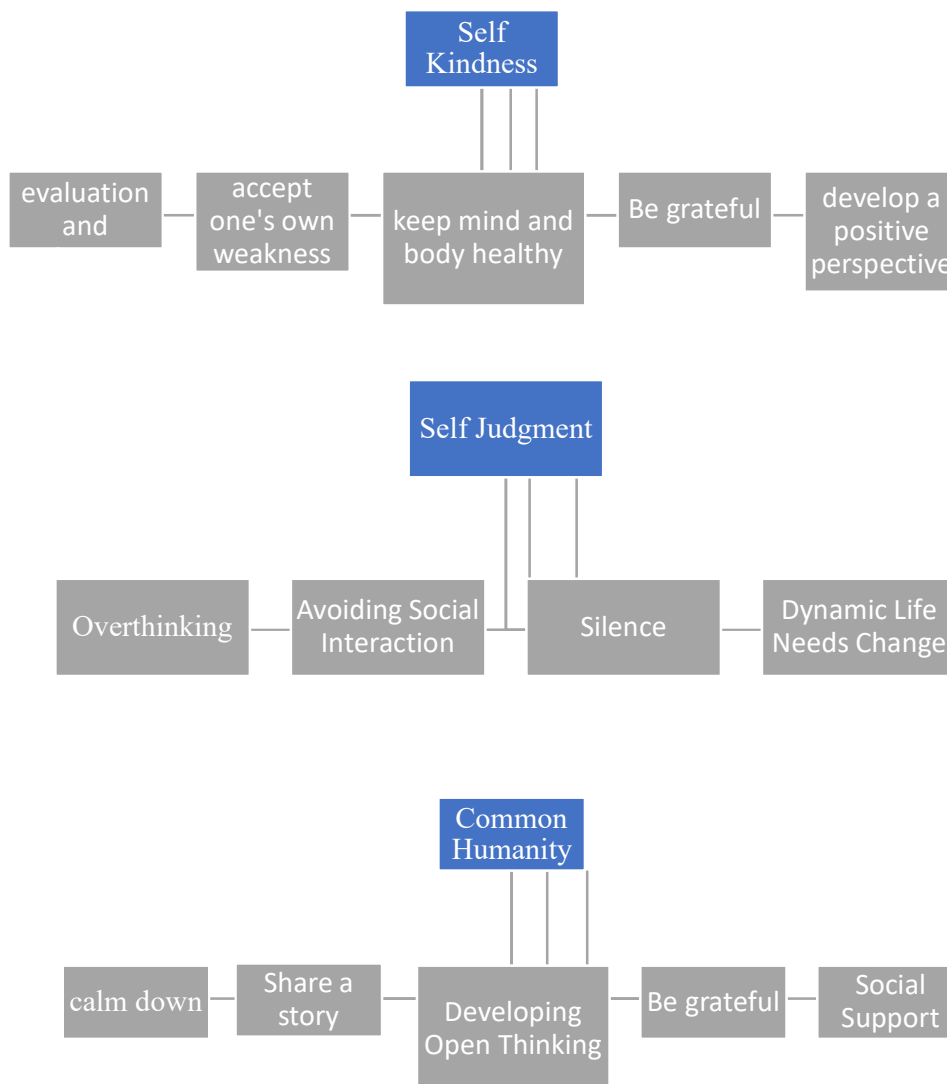
Feelings of sadness, overthinking and low self-esteem also arise when they find out that they have been dismissed from the company. Calm down is one of the efforts made by P1. After feeling calm, then the participants told their condition to the people closest to them, this was done by all participants, except P7. Apart from these two things, P5 also added that he felt grateful for his life so far. This is in line with P7 who believes that the termination of employment by the company is the will of God.

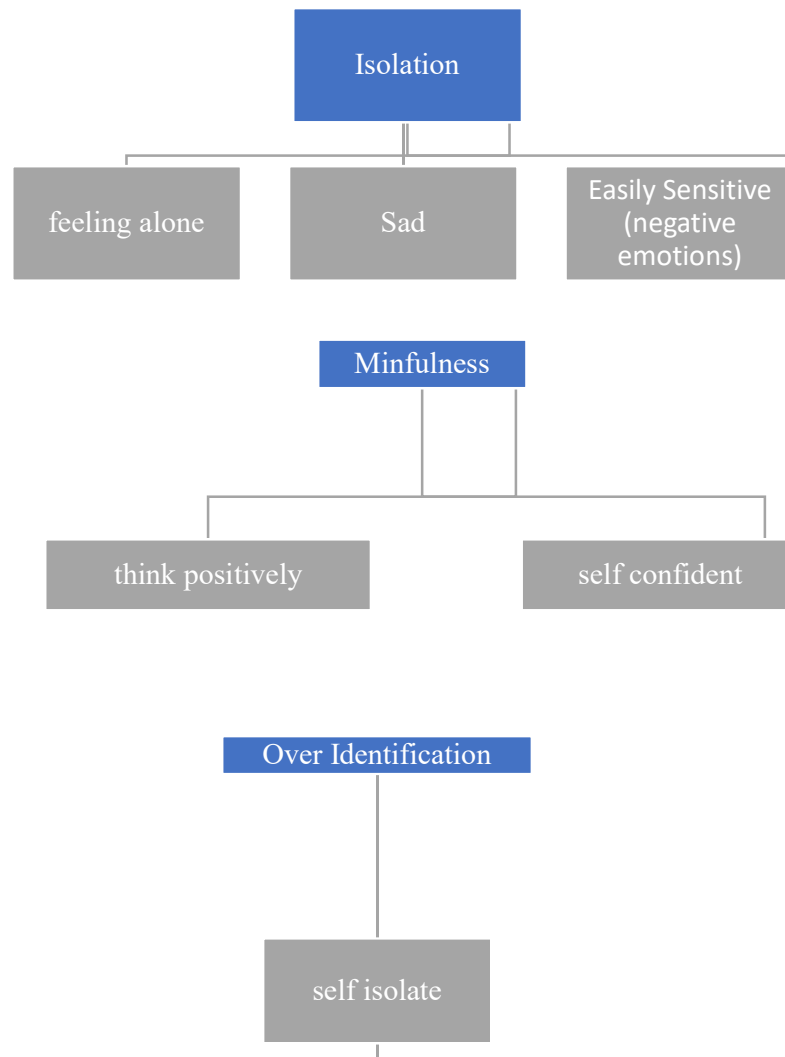
Isolation is the opposite of the common inhumanity aspect, which when individuals in difficult circumstances tend to feel themselves the most suffering in the world. Excessive feelings of anger at yourself will cause negative emotions such as aspects of isolation. Individuals feel that no one understands their situation and bears their difficulties. As in P1, P2, and P7. In addition, participants will develop more negative emotions, such as irritability, comparing themselves with others, and having no one to accompany or help. At P3, P4, P5, P6, and P8 this isolation did not occur. Because individuals develop positive emotions and focus on solutions.

Mindfulness is not an easy thing, because the pressure conditions experienced by individuals are different and require a process of getting used to it to turn it into

prosperity. Like in P1 who built his mindfulness since high school, so that when he was laid off he was able to develop positive thinking. P2 develops positive thinking in responding to it by taking lessons from the pressure he is currently experiencing. Positive thinking was also developed by P3, P4, P5, P6, P7, and P8.

Each participant did not experience over-identification, because the participant was able to control himself except in P2. P2 once decided to withdraw from the surrounding environment, because of his great disappointment. Participants understand that there are still more difficult conditions than they are currently experiencing. Gratitude makes him not experience over-identification.





Discussion

The purpose of this study is to get an overview of the self-compassion ability of employees Angkasa Pura at Eltari Kupang Airport. In general, participants in this study tend to have good self-compassion. This is illustrated by the ability of self-kindness, mindfulness, and common humanity, as well as low self-judgment, isolation, and over-identification by participants at this time. Self-kindness is the ability of individuals to understand and accept themselves as they are and provide tenderness, not hurt or judge themselves. Self-kindness can make individuals warm

to themselves when faced with personal pain and shortcomings, and able to understand themselves and not hurt or ignore themselves by criticizing and judging themselves when facing problems (Neff, 2003). Based on data analysis, participants in this study were able to understand themselves, become more patient, care and love themselves even though there were shortcomings or weaknesses in themselves. Most of the participants also tend to appear not to judge and criticize themselves against shortcomings, weaknesses, or failures which they experienced. The existence of self-compassion ability is able to keep individuals calm and tend to entertain themselves despite difficulties (Neff and Germer, 2018). Understanding pressing problems and difficulties can make participants know how to overcome them without blaming themselves and being critical of themselves.

The next aspect of the self-compassion picture is common humanity. Common humanity is an awareness that individuals view difficulties, failures, and challenges as part of human life and are something that everyone can experience, not only experienced by themselves. The second fundamental component of self-compassion is the recognition of shared human experiences. Common humanity relates the weaknesses that individuals have with the human condition in general so that these deficiencies are seen as a whole, not just a participative view that sees deficiencies only belonging to the individual. In life, of course, we have gone through difficult times, struggles, and failures in life is in the human experience as a whole so it raises the awareness that it is not only ourselves who experience pain and failure in life. Based on data analysis, participants in this study are known to have been able to realize that each individual has their difficulties and paths in life. Most of the participants realized that they were not the only ones who felt difficulties in life. They also tend to stay open and don't isolate themselves from the eyes of others when they are having problems.

This study found that some participants tend to show the side of religiosity by believing in God's plan behind every difficulty to find peace when experiencing stress. By getting closer and believing in the presence of God, participants with high

self-compassion tend to be more able to understand their shortcomings, so they try to continue to think positively and improve their shortcomings. Religiosity is positively correlated with self-compassion, where the more religious an individual is, the higher his self-compassion (Adinda, et al., 2020). Barnard and Curry (Sari and Rahmasari, 2020) also state that individuals who can cultivate attention to others can be generated by self-compassion because individuals struggle with their shortcomings and failures by seeing that other people have the same struggle over their failures and shortcomings.

The next aspect of self-compassion is Mindfulness. Mindfulness is the process of bringing the quality of attention to the experience of the present moment without the need for elaboration, judgment, and acceptance of thoughts, feelings, or sensations that arise from the center of the present waking state of consciousness. Individuals who have mindfulness can control themselves and do not respond reactively to every form of event, whether positive, negative, or neutral so that they can overcome any depressed feelings and lead to self-welfare. Based on the results of the interviews, it is known that most of the participants have been able to control their emotions when dealing with difficult situations. They tend to try not to focus and dissolve in the problem, but try to find a solution, find a solution to the problem, and try to fix it. They tend to choose to do self-reflection and evaluation and focus on improvement so that in the future it can be better. When faced with a problem, most of the participants did not show extreme reactions or overreactions and did not focus too much on their own limitations which could eventually lead to problems causing worry and depression. Individuals realize that problems or difficulties will occur to them, so they need a positive response to be able to overcome them. Individuals become more focused on solutions rather than continuing to think about the problems that occur. This shows that participants tend to have good mindfulness.

Another thing that contributes to individual self-compassion is the role of parents. The family is where the individual depends from the beginning of his life.

Parents are expected to explain things, help the individual to face fear, and keep the individual comfortable. However, some parents try to control the individual by giving criticism to keep him out of trouble or improve their behavior. Continuous self-criticism can make individuals feel worthless and depressed (Wahyuni and Arsita, 2019).

Based on the results of interviews in this study, it was also found that most of the subjects felt that there was a change in their way of thinking in the present and the past. At this time, they feel more able to control their emotions and think positively when facing difficulties and failures.

This is in accordance with Neffi and Ivonki (2009) who state that self-compassion is associated significantly with level age. Influence factor age linked with a theory about Step development Erikson which explain that individual will reach level self-compassion which tall it has to reach step integrity because more can accept herself by more positive. Besides, personality is also influential to the existence of self-compassion in self somebody as Conscientiousness. Conscientiousness is a dimension of personality which tend more be careful to do something action or full consideration in taking a decision and self-discipline could be trusted.

Conclusion

Neffi (2003) explain that self-compassion consists of six component that is Self Kindness, Self Judgment, Common Humanity, Isolation, Mindfulness, and Over Identification. On the aspect of self-kindness known to have been able to realize that each individual has their difficulties and paths in life. Most of the participants realized that they were not the only ones who felt difficulties in life. They also tend to stay open and don't isolate themselves from the eyes of others when they are having problems.

Based on the results of the research above, it can be concluded that there is self-compassion which is high and positive on employee space the temple that has been shown with existence attitude which good in looking at self (self-kindness),

feel that lack and limitations which owned are part from becomes man normal (common humanity), and aware full to the condition which they experience (mindfulness). The employee in Angkasa Pura who own self-compassion and is tall could develop herself in thing as a level of life satisfaction, increase emotional intelligence with good, wisdom, happiness, optimism, as well as reduce the level of depression, flavor worry, and Fright will failure in the profession.

Suggestion

For Employees of Angkasa Pura Airports at Eltari-Kupang. It is hoped that employees will always develop more positive self-compassion from time to time to have more positive benefits over time in the world of work.

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