

AN OVERVIEW OF PSYCHOLOGICAL WELL-BEING AMONG INMATES SERVING AS KITCHEN WORKERS AT CLASS IIB BANGKALAN STATE DETENTION CENTER



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ABSTRACT

The psychological well-being of inmates serving as kitchen trustees needs to be considered as an effort to maintain their security, order, motivation, and work quality in their daily tasks. This will affect their self-acceptance, positive relationships with others, autonomy, environmental mastery, life purpose, and self-development, enabling them to maximize their assistance to officers in providing daily meals to inmates, whose numbers are disproportionate to the existing kitchen trustees. This study uses the psychological well-being theory to understand the psychological well-being of inmates working as kitchen trustees. The research employs a qualitative method with a descriptive approach, utilizing both primary and secondary data sources, which include interviews, observations, and document studies. We conducted data analysis through the processes of data collection, data reduction, data presentation, and conclusion drawing. The results of the study indicate the need for an evaluation of the motives and reasons inmates become kitchen trustees, the weakening of positive relationships with others, difficulties in performing daily activities, handling challenges and shortages as kitchen trustees, unclear life vision, and the underdevelopment of their potential.

Keyword: Kitchen Trustees; Prisoner; Psychological Well-Being



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INTRODUCTION

In Law No. 22 of 2022, Article 4, it is explained that one of the functions of correctional facilities is to provide services. This is also consistent with the provisions of Article 9, paragraph (1), letters A to I, which should be implemented regardless of the basis of the criminal case or offense, as part of the obligations and functions of correctional officers. This is because, in general, convicted persons or detainees who will become inmates certainly have rights and obligations regulated by Law No. 22 of 2022. One of the mandatory needs provided to inmates is the right to receive health services and adequate food services. Food is a fundamental need for individuals to maintain their bodily resilience and carry out daily activities. Therefore, every individual needs to obtain sufficient food with adequate nutritional intake (Padmono et al., n.d.).

The correctional database system recorded that the number of occupants in correctional facilities and detention centers throughout Indonesia experienced overcrowding by more than 200% in 2024 (sdppublik.ditjenpas.go.id). This condition, of course, has implications for the effectiveness and quality of services for inmates and detainees. Correctional officers face significant limitations in carrying out their responsibilities for the safety of inmates and the facility. Therefore, increasing manpower in the operational system of correctional facilities becomes crucial. In this context, assistant inmates, often referred to as "tamping," help correctional officers. The tamping system's role is to manage inmate participation in the assistance program. Tamping is trusted to facilitate and socialize effectively as a liaison between officers and inmates, ensuring that the rehabilitation system runs smoothly and successfully (Sebayang and Wibowo, 2022). Leaders and tamping become trusted individuals by the officers in carrying out their daily activities (Hisyam et al., 2024).

Ministerial Regulation No. 7 of 2013, updated by Ministerial Regulation No. 9 of 2019, states in Article 1 that tamping refers to inmates who assist leaders in their daily activities. Article (3) explains that tamping has the obligation to set an example for other inmates, perform their duties according to their responsibilities, maintain harmony within the correctional facility, prevent conflicts between ethnic, religious, racial, and social groups, and show respect and obedience to officers. Similarly, Ministerial Regulation No. 40 of 2017 concerning guidelines for food provision for detainees, children, and inmates, in Chapter I, section E, explains that work tamping are inmates who assist staff in various lighter tasks and are appointed by the Head of the relevant UPT. It can be concluded that, as stated in Chapter IV, the food provision process may utilize kitchen tamping in accordance with the applicable regulations.

However, prison is a source of stress that has significant potential to cause or worsen the psychological problems of inmates, including low levels of psychological well-being (PWB) (Ghazanfari et al., 2023). Poernomo (1985) added that life in correctional facilities involves many losses, starting from family, comfort, employment, privacy, to severely limited freedom. Additionally, the stigma of being an ex-inmate carries negative connotations, causing many in society to distance themselves and avoid further interaction (Kusumaningsih, 2016). Furthermore, long prison sentences can certainly lead to psychological disturbances (Nuria et al., 2016). Many inmates struggle to accept their situation, are forced to adapt under suboptimal conditions, and face the consequence of being abandoned by their loved ones. These issues inevitably cause stress that stimulates psychological disorders in inmates, lowering their psychological well-being (Atkinson & Heath, 1990; Mefoh et al., 2016). Hilman and Indrawati (2017) argue that the relationship between psychological well-being and other psychological

problems, particularly the negative psychological impacts experienced by individuals, hinders the achievement of Psychological Well-Being.

Therefore, the psychological well-being of inmates serving as kitchen tamping needs to be prioritized as an effort to maintain security, order, motivation, and the quality of their daily work. It is not impossible that, although the kitchen tamping has been appointed through the TPP hearing, if they experience low psychological well-being, they are at a high risk of engaging in actions that could threaten security and order, such as escape attempts. This has occurred in several cases, such as the inmate escape from Class I Makassar Detention Center (Liputan 6, 2023), the kitchen tamping escape using an employee's motorcycle in Tembilahan Prison (Medialokal, 2020), and the escape of 12 inmates from Muaro Sijunjung Prison (Liputan 6, 2017). Demerouti et al. (2001) stated that excessively high job demands, not balanced with adequate personal resources, negatively correlate with employee organizational behavior, such as exhaustion, psychosomatic disturbances, and work-related stress. Therefore, research suggests maintaining and promoting psychological well-being in the workplace. One of the steps organizations need to take is to monitor both the psychological and physical health conditions of their workers (Syakina et al., n.d.).

Reflecting on these past cases, we can analyze that being an inmate itself already poses significant risks of experiencing mental health issues and low psychological well-being. This is further compounded when inmates serve as kitchen tamping, where they are burdened with the responsibility of preparing meals for detainees and inmates three times a day. This situation is akin to a double-edged sword, where on one hand, the role of kitchen tamping is crucial for the operation of prisons or detention centers, but on the other hand, if their psychological well-being is low, it could lead to escapes or a decline in the quality of food service for inmates. Prolonged issues in this area may also result in security disruptions.

LITERATURE REVIEW

Psychological well-being was proposed by Ryff in 1989. According to research, psychological well-being is a condition where a person does not rely on others, properly controls their environment, establishes certain social relationships with others, continuously defines their life goals, recognizes themselves, and develops what they expect in a reasonable manner (Ryff, 1989, in Wells, 2010). Ryff formulated the dimensions of psychological well-being as follows:

- a) Self-acceptance ;
- b) Positive Relations with others ;
- c) Autonomy ;
- d) Purpose in life ;
- e) Personal growth

METHOD

The research was conducted at Class IIB Bangkalan State Detention Center from March to April 2024. This study employs a qualitative approach to obtain natural data from the field, aiming to describe the psychological well-being of inmates serving as kitchen tamping at Class IIB Bangkalan Detention Center. The goal is to generate in-depth and meaningful research data, allowing the researcher to analyze and elaborate on real-world findings, side effects, issues, and events that occur in the field in a natural setting over a specific time period. According to Raco (2010), an important aspect of the qualitative approach is that data is always directly obtained from participants, representing

firsthand experiences without intermediaries. The data must come from the participants themselves and should reflect a deep, direct experience, including the smallest aspects, nuances, and context, carefully considered.

The research design used is descriptive qualitative, intended to investigate or explain side effects, specificities, or current social realities. Descriptive exploration aims to portray various factors related to the issues and units being studied (Samsu, 2021). The data sources used in this study consist of primary and secondary data. Primary data was obtained through observations, interviews, and documentation involving four inmates serving as kitchen tamping and two officers. The interviews were conducted personally between the researcher and the informants to gather relevant information. The study also involved direct observation, where the researcher observed the daily activities of the kitchen tamping to gain an understanding of their psychological well-being at the research site. Meanwhile, secondary data was collected from literature and regulations related to the research topic. The data will then be analyzed in three main steps, following the model proposed by Miles and Huberman as stated by Sidiq et al., 2019, namely data reduction, data presentation, and conclusion drawing.

RESULTS AND DISCUSSION

Based on the research, the number of inmates serving as kitchen tamping at Class IIB Bangkalan Detention Center is five. Before proceeding, the researcher first identified key informants who were expected to provide accurate information and answers. For this purpose, the researcher selected four kitchen tamping inmates and two officers, as outlined in Table 1.

Table 1
Interview Informants Data

| Number | Name | Description | Description |
|--------|------|-------------|---------------|
| 1. | MJ | Convict | Source Person |
| 2. | MH | Convict | Source Person |
| 3. | RH | Convict | Source Person |
| 4. | VA | Convict | Source Person |
| 5. | IC | Convict | Source Person |
| 6. | KW | Convict | Source Person |

Source: researcher data collection, 2024

To understand the Psychological Well-Being of inmates who serve as kitchen tamping and to evaluate and realize a psychologically well-adjusted kitchen tamping system—so they can work more enthusiastically and minimize the potential for security disturbances—findings can be explored using six dimensions that measure the depiction of Psychological Well-Being according to Ryff (1989).

The dimensions used are Self-acceptance, Positive Relations with Others, Autonomy, Environmental Mastery, Purpose in Life, and Personal Growth, with the following results:

- a) *Self-Acceptance*: This dimension assesses the extent to which an individual has a positive attitude toward themselves, accepts both their good and bad qualities, and feels good about their past life. Findings in this area will reveal how kitchen tamping inmates perceive their self-worth and past experiences.

- b) *Positive Relations with Others*: This dimension focuses on having meaningful, trusting, and satisfying relationships with others. The findings here will show how inmates interact with fellow inmates, staff, and other personnel, and whether these relationships contribute to their well-being.
- c) *Autonomy*: This dimension measures the inmate's sense of independence, self-determination, and ability to resist social pressures. The study will examine whether the inmates feel they have control over their environment and decisions while serving as kitchen tamping.
- d) *Environmental Mastery*: This dimension reflects the ability to manage and control the environment, particularly in terms of one's responsibilities and tasks. For kitchen tamping inmates, this will evaluate how well they manage their duties and whether they feel capable of handling their daily challenges.
- e) *Purpose in Life*: This dimension evaluates whether the inmates feel their lives have meaning and direction. Findings here will explore whether the inmates find purpose in their work as tamping and how it affects their sense of fulfillment.
- f) *Personal Growth*: This dimension looks at the inmate's openness to new experiences and the development of their potential. The study will assess whether their role as kitchen tamping promotes personal development and a sense of continuous improvement.

The results from these six dimensions will provide a comprehensive picture of the Psychological Well-Being of kitchen tamping inmates at the Class IIB Bangkalan Detention Center, helping to address any issues and fostering a healthier work environment for the inmates.

Self-Acceptance

In this dimension, an individual can be said to have good self-acceptance if they are able to acknowledge their current and past circumstances from various perspectives, thus fostering positive enthusiasm in carrying out daily routines. Several respondents expressed that they were very happy and enthusiastic about becoming kitchen tamping. This is because, from their point of view, they finally had activities and work, so they did not feel bored in their rooms.

However, some inmates also felt overwhelmed and confused, especially when they first became kitchen tamping, requiring them to learn from the kitchen leader and fellow tamping members. Additionally, there were inmates who had different motivations and reasons for becoming kitchen tamping, which affected their perspective. For example, some were motivated to become kitchen tamping to avoid being transferred to another prison because they were repeat offenders and feared being placed in a prison far from their family.

Lastly, one inmate initially felt ashamed and struggled to accept his role as kitchen tamping, particularly because of his background as a devout religious student (santri). The following quotes from the interviews illustrate these views:

Respondent 1:

"When I first became kitchen tamping, it was a bit overwhelming and confusing, but I eventually learned from the kitchen leader and other kitchen tamping members."

Respondent 2:

"...Besides that, honestly, I wanted to become kitchen tamping to avoid being transferred to another prison because this is my second time here, as a repeat offender. If I get transferred far away, I feel bad for my family because it would be hard for them to visit me."

Respondent 4:

"At first, I felt ashamed, like, how could a religious student end up in prison? But thankfully, over time, I got used to it and started to accept my situation."

From the perspective of their family and close friends, inmates received strong support when they became kitchen tamping. Their families believed that becoming kitchen tamping indicated that the inmates had shown good behavior, ethics, and rapport with the officers, which led to their selection as kitchen tamping. However, many inmates still faced negative experiences during their time as kitchen tamping, as reflected in the following statements:

Respondent 1:

"One of the negative things I've experienced while working in the kitchen is that sometimes the other inmates don't show up on time, and when I go looking for them, I find out they've fallen asleep—they're not disciplined. As the kitchen leader, it causes me a lot of trouble. But I personally have always been disciplined from the start, and I always show up 10 minutes before work starts. My principle is that if the food preparation is delayed, I feel bad for the other inmates inside."

Respondent 2:

"The most annoying negative aspect is dealing with friends who don't want to listen. For example, when I tell them to get the fish, they refuse to go where I tell them. I've been kitchen tamping here for 7 months. Besides that, there's a lack of teamwork, like when they don't want to help with the cooking tasks. One time, there was almost a fight between the kitchen tamping members. I was going to distribute the food using the trolley because I thought it was ready, but suddenly one of my friends yelled and got angry because the food wasn't finished. He started swearing, and because I was tired, I handed him a knife and challenged him, saying, 'If you're brave, let's stab each other.'"

Respondent 3:

"One negative thing is the lack of teamwork. For instance, when the rice ran out, the report was late, and the inmates inside started wondering and asking why the food was delayed. I felt sorry for them."

Respondent 6:

"One negative thing I've seen is that they sometimes sell eggs, but after being caught, they stopped. They usually trade them for cigarettes. There haven't been any serious incidents or fights during my time here. However, one negative experience was when a kitchen tamping member got sick with a fever and started hallucinating while cooking, claiming to see things in the corner of the kitchen. His fellow tamping members in his block also said they often heard him talking to himself and that he didn't shower for days. But after regular visits from his mother and traditional medicine, he got better. The prison clinic nurse said his illness was

likely caused by psychological issues and homesickness since he was still young, only 17, when he first arrived here.”

Based on the interviews with both kitchen tamping members and officers, several key challenges that hinder the psychological well-being of tamping members were identified:

- a) *Initial Motives and Goals*: The initial motives for becoming a kitchen tamping member often did not focus solely on engaging in productive activities or improving skills. This led to divided attention and less enthusiasm in performing their duties.
- b) *Lack of Teamwork*: There was insufficient cooperation and a lack of willingness to help among kitchen tamping members, which disrupted their harmony in working together.
- c) *Workload and Exhaustion*: The demanding nature of the job often resulted in physical exhaustion and frustration, making it easy for emotions to flare up and triggering conflicts among the kitchen tamping members.
- d) *Pre-existing Psychological Instability*: Some tamping members entered the role with pre-existing psychological instability. When compounded with the heavy workload, this made it difficult for them to achieve self-acceptance, further hampering their psychological well-being.

Positive Relations with Others

An individual is considered to have good "positive relations with others" if they demonstrate warmth, trust, friendship, and empathy in their interactions. The interview results indicated that while kitchen tamping members were able to build good relationships with fellow inmates, they still often faced negative comments and sentiments from other prisoners. Kitchen tamping members were perceived to have distanced themselves from their peers, as they were thought to enjoy special privileges.

However, tamping members had their own burdens, as they were required to work from early morning preparing meals for all inmates, unlike other prisoners who had more time to rest. The following quotes illustrate this dynamic:

Respondent 1:

“As for me, I still treat everyone the same and don’t play favorites when interacting with other inmates. But sometimes, other inmates make negative comments and act resentful toward me. I just tell them, ‘Don’t be like that; you have no idea how tough my job is.’”

This sentiment aligns with the statement from the officer, who observed that the relationship between kitchen tamping members and other inmates was not as close as it used to be:

Respondent 5 (Officer):

“The relationship between the kitchen tamping members and other inmates is fine, but they’re not as close as they used to be. Since they’re busy preparing food three times a day, they rarely have time to socialize and don’t interact with other inmates as much anymore.”

The relationship between kitchen tamping members and prison officers became closer due to frequent interactions and communication. However, one issue that still needs evaluation is the tamping members' openness to share their problems. Being in

this role requires them to adapt more because some inmates may try to exploit their closeness with the officers for personal gain. As a result, tamping members tend to be more cautious and selective in sharing their experiences.

From the interviews, several key factors emerged that hindered kitchen tamping members from forming positive relationships with other inmates:

- a) *Negative Sentiment and Criticism*: Their role as tamping members often burdened them with negative comments and sentiments from other inmates, who saw them as having privileges.
- b) *Integrity Challenges*: Other inmates occasionally tried to test the integrity of kitchen tamping members by persuading them to share food or other goods.
- c) *Caution in Relationships*: Tamping members tended to be more guarded in forming close relationships, especially when they sensed others only approached them for personal benefits.

Autonomy

Autonomy refers to an individual's ability to control their life and behavior independently, especially in public activities. In the context of kitchen tamping members, their ability to manage tasks such as cooking and distributing food indicated a level of autonomy. However, some challenges, particularly regarding discipline, were noted, such as late wake-ups for morning meal preparations. Despite these challenges, tamping members benefited from access to extra food and monthly provisions like cigarettes, sugar, and coffee.

The following quotes reflect the situation:

Respondent 5 (Officer):

"They've gotten used to these situations, so we officers only provide guidance and supervision. Their level of independence is quite good now. For example, they can manage cooking around 1,000 portions, though there have been occasional mistakes in food presentation and distribution. It's our job to guide and correct them."

Respondent 6 (Officer):

"My assessment is that they've done a good job overall, although there are still some areas to improve. For example, they can now complete their tasks even without constant supervision, although we still oversee them because the kitchen is vital, and there are knives and other tools involved. However, one area for improvement is their discipline—some still struggle with waking up on time for morning meal prep."

Environmental Mastery

Environmental mastery refers to the ability to manage and control external activities within an environment, using opportunities and adapting to surroundings. The interviews highlighted some challenges in mastering the kitchen environment, including communication with fellow tamping members and adapting to the tasks. The adaptation process was especially challenging for those unfamiliar with kitchen work, but with time and help from others, they learned to manage.

Respondent 2:

"At first, I didn't know the other tamping members, but because I knew the 'klebun' (head tamping), I got pulled into the kitchen team. Another challenge was

managing time for prayer and contacting family, as there wasn't much time. But I just went with the flow to keep myself busy."

Respondent 3:

"The biggest challenge was adapting, especially learning how to communicate with others without making mistakes. In the beginning, I messed up when cooking rice—it came out too mushy because I miscalculated the water. I got corrected by my teammates and learned over time. Before this, I didn't know how to cook at all since I used to work as a driver."

Based on the responses from the officers, they explained that the challenges often faced by the kitchen assistants (Tamping Dapur) generally fall into three main external difficulties. First, they are pressed for time; second, unexpected equipment malfunctions; and third, operational facilities (Sarpras) that are inadequate, such as a lack of personal protective equipment (PPE) and worn-out cooking tools. Another difficulty mentioned during the interview was that some kitchen assistants had physical limitations, such as a hernia from a previous surgery, which prevented them from lifting heavy objects, further hindering their work.

Purpose in Life

An individual can be said to have a strong purpose in life when they believe that life must have direction and goals, allowing them to form clear reasons in their lives to give meaning to events in the present and the past. Of the four kitchen assistants I interviewed, two stated that being a kitchen assistant had shaped and encouraged their desire to work and seek income with the knowledge and experience they gained while working in the kitchen. However, two other kitchen assistants explained that even though they had become kitchen assistants, it did not affect their future plans or life goals after their release.

For example:

Respondent 3:

"Well, when it comes to cooking, I'm not really good at it, and I only have a middle school diploma, so it would be hard to find work in a restaurant. So, I'll probably go back to being a driver or maybe selling chairs and wardrobes..."

Respondent 4:

"I don't really have any other plans, sir, maybe just helping my parents with cooking and selling at home."

Furthermore, based on the officers' responses regarding future planning and guidance for the kitchen assistants, it was concluded that there has not been any specific planning or vision provided by the officers. Their only hope is that the kitchen assistants can use the skills they gained while working in the kitchen to restore their lives and livelihoods once they are released. This lack of structured planning poses a challenge for the kitchen assistants in developing clear life goals for after their release.

Personal Growth Dimension

An individual is considered to have good personal growth if they are willing to go through transformative phases to face various new experiences, enhancing their capacity and striving for self-improvement to become stronger individuals with broader knowledge.

Based on interview results regarding their potential before becoming kitchen assistants (Tamping Dapur), it can be concluded that many of them had skills, interests, or abilities unrelated to the typical qualifications of a kitchen worker.

For example:

Respondent 1:

"Outside of here, I had potential as a barber, sir, but after becoming a prisoner and before becoming a kitchen assistant, I enjoyed making crafts, like flowers and caricature decorations from sticks or wood."

Respondent 2:

"I used to work at a repair shop, fixing flat tires and changing oil."

Respondent 3:

"I'm a carpenter, I can make chairs, wardrobes, and furniture, sir, because I used to be a furniture driver. Sometimes I made things myself, or I got them from friends."

In interviews with officers, it was stated that the potential they gained during their time as kitchen assistants helped them develop key skills such as discipline, greater attention to integration rights, and cooking skills, although these were mostly learned from their fellow kitchen assistants. Therefore, the main challenges for kitchen assistants in their personal growth are as follows:

- a) Many of them have potential and skills outside of cooking, which presents a unique challenge as they are asked to perform tasks they've never done before.
- b) Their personal growth process largely depends on learning from fellow kitchen assistants, making the development of their potential less optimal.

CONCLUSION AND SUGGESTION

Several aspects that still need attention in the psychological well-being of inmates who serve as kitchen assistants (Tamping Dapur) at the Class IIB State Detention Center in Bangkalan include the lack of wholehearted commitment from the kitchen assistants in carrying out their duties, the need to minimize negative factors both internally and externally, the strained relationships between kitchen assistants and other inmates, and the limited openness of the kitchen assistants.

Additionally, there are still challenges for kitchen assistants to be fully independent in managing their daily lives, weak adaptation skills, and ongoing difficulties in dealing with the shortcomings of being a kitchen assistant. Furthermore, there is no clear vision from the kitchen assistants regarding their post-release life plans, a mismatch between the potential skills they have and the tasks they are assigned, and insufficient intervention from the officers to help them develop their potential.

Therefore, several recommendations can be provided to the detention center, including:

- a) Careful observation and selection of kitchen assistants.
- b) Clear communication of rules and work procedures to kitchen assistant candidates.
- c) Prioritizing inmates who have a hobby or experience in cooking to become kitchen assistants.
- d) Optimizing the kitchen facilities and infrastructure.

- e) Enhancing coaching, mentorship, and supervision by officers for the kitchen assistants.

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