

Resilience and Psychological Well-Being Among Working Members of The Sandwich Generation in The Jabodetabek

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ABSTRACT

The sandwich generation refers to individuals who are responsible for meeting their own needs while simultaneously providing support to financially dependent family members. These multiple responsibilities may affect an individual's psychological well-being. One factor that is considered important in maintaining psychological well-being is resilience. This study aimed to examine the relationship between resilience and psychological well-being among working sandwich generation individuals in the Jabodetabek area. This study employed a quantitative approach with a correlational design. A total of 150 participants were recruited using a snowball sampling technique. Resilience was measured using the Connor-Davidson Resilience Scale (CD-RISC-10), with one item removed following pilot testing, resulting in a modified 9-item version, while psychological well-being was assessed using the 18-item Ryff's Psychological Well-Being Scale. Data were analyzed using Spearman's rho correlation. The results revealed a significant positive correlation between resilience and psychological well-being among working sandwich generation individuals in Jabodetabek ($\rho = .542, p < .001$), indicating a moderate positive association. These findings indicate that individuals with higher levels of resilience tended to report higher levels of psychological well-being. This study provides empirical evidence regarding the association between resilience and psychological well-being among working sandwich generation individuals.

Introduction

The Jabodetabek metropolitan area, encompassing Jakarta, Bogor, Depok, Tangerang, and Bekasi, represents one of the most densely urbanized and highly mobile regions in Indonesia (Oktavianti & Prabowo, 2025). Data from the Badan Pusat Statistik indicate that in 2024, approximately 3.57 million commuters in the Jabodetabek area traveled across administrative boundaries daily for work and other activities. This high level of mobility reflects the intensity of economic activity and the increasingly competitive labor market in the region. At the same time, urban life in this area presents numerous challenges, including a high cost of living, demanding work conditions, and diminishing quality of social interaction, all of which have the potential to generate significant

psychological pressure on individuals (Badan Pusat Statistik, 2024; Marjerison et al., 2025; Yudiani et al., 2026).

These pressures are further compounded for individuals who assume dual roles within their family and professional lives. One group particularly vulnerable to such conditions is the sandwich generation individuals who bear financial responsibility not only for themselves but also for their parents or other family members who remain economically dependent on them (Yeyeng & Izzah, 2023). This position places individuals in a state of being simultaneously constrained by financial, social, and emotional demands (Friedman et al., 2017). Wulandari and Gorda (2024) note that the sandwich generation phenomenon has traditionally been associated with individuals between the ages of 30 and 60; however, recent evidence suggests that younger individuals, including those aged 20 to 30, are increasingly experiencing similar conditions when they carry financial responsibilities for family members alongside their own needs (Nur Amalina et al., 2025). In line with this perspective, the present study defines the sandwich generation as working adults who are responsible for meeting their own needs while simultaneously providing financial support to dependent family members, reflecting the characteristics of family responsibilities.

The multifaceted demands facing the sandwich generation extend beyond economic consequences and may substantially affect individuals' psychological well-being (Amalianita & Putri, 2023). Members of this generation frequently experience physical and emotional exhaustion because of managing occupational demands alongside responsibilities toward both their nuclear and family of origin (Rozalinna & Anwar, 2021). Research by Inayah and Kurniawati (2024) further demonstrates that high workloads contribute to elevated levels of occupational stress among the sandwich generation, particularly when such demands persist over extended periods. Such circumstances may influence psychological well-being, which reflects an individual's ability to function positively and maintain a meaningful and fulfilling life despite ongoing challenges.

In navigating these pressures, psychological well-being serves as a critical factor in sustaining individuals' psychological functioning. Ryff (1989) defines psychological well-being as a psychological condition characterized by an individual's capacity for self-acceptance, the cultivation of positive relationships with others, the exercise of autonomy, environmental mastery, a sense of purpose in life, and ongoing personal growth. Individuals with higher levels of psychological well-being tend to maintain positive psychological states and function optimally even when confronted with significant life challenges (Hernandez et al., 2018). For individuals in the sandwich generation, psychological well-being is particularly important because continuous family and occupational responsibilities may challenge their ability to maintain emotional balance, life satisfaction, and effective functioning.

Among the factors that play a central role in maintaining psychological well-being is resilience. Connor and Davidson (2003) define resilience as an individual's capacity to endure, adapt, and recover following exposure to stressful circumstances. Individuals with high resilience tend to be more effective in managing stress, sustaining psychological

equilibrium, and reframing adversity as an opportunity for growth. These psychological capacities support individuals in preserving positive psychological functioning despite experiencing continuous pressures. A growing body of research has demonstrated that resilience is positively associated with psychological well-being across diverse populations, including university students, the public, and individuals facing challenging life circumstances (Hutagalung et al., 2022; Tarigan et al., 2024). Consequently, resilience is theoretically associated with several dimensions of psychological well-being, making it an important protective factor for working sandwich generation individuals.

Despite the considerable attention devoted to the relationship between resilience and psychological well-being, empirical studies specifically examining these two variables among working members of the sandwich generation in the Jabodetabek region remain limited. Most prior research has been conducted with different populations or has focused on older age groups. This population experiences unique challenges arising from the simultaneous demands of employment and family financial responsibilities, which may influence the relationship between resilience and psychological well-being differently from other populations. Accordingly, this study examines the relationship between resilience and psychological well-being among sandwich generation individuals employed in the Jabodetabek area. The findings are expected to contribute empirical evidence to the advancement of positive psychology, particularly with respect to the role of resilience in supporting the psychological well-being of individuals who navigate the demands of dual caregiving roles.

Method

Research design

This study employed a quantitative approach with a correlational design to examine the relationship between resilience and psychological well-being among sandwich generation individuals employed in the Jabodetabek area. Resilience served as the independent variable, while psychological well-being constituted the dependent variable.

Population and sample

The study population comprised individuals classified as members of the sandwich generation who resided in the Jabodetabek area. Inclusion criteria were as follows: (1) currently employed and bearing dual financial responsibilities toward oneself as well as parents or at least one dependent family member, (2) aged 20 - 45 years, (3) residing in the Jabodetabek area, and (4) willing to participate in the study. Given that the sandwich generation population cannot be precisely enumerated, non-probability sampling using a snowball sampling method was employed. Participants were initially recruited through the researcher's network and subsequently invited to refer other eligible individuals until the target sample size was achieved. Prior to completing the questionnaire, participants were provided with information regarding the purpose of the study and informed that their participation was voluntary. Data collection yielded an initial sample of 159 respondents;

however, following a screening process, nine respondents were found to be ineligible based on the inclusion criteria, resulting in a final analytical sample of 150 respondents.

Measurement

Resilience was measured using a modified version of the 10-item Connor-Davidson Resilience Scale (CD-RISC-10), originally developed by Campbell-Sills and Stein (2007) and adapted into Indonesian by Gina and Fitriani (2022). Prior to the main study, the instrument was pilot tested with 33 participants. Item 1 did not meet the item validity criterion and was therefore excluded. Consequently, the final instrument used in the main study consisted of nine items. The modified nine-item scale demonstrated good internal consistency in the main study, with a Cronbach's alpha coefficient of .860. All analyses reported in this study were conducted using the modified nine-item version of the CD-RISC-10. The instrument employed a four-point Likert scale with response options ranging from Strongly Disagree to Strongly Agree.

Psychological well-being was measured using the 18-item Ryff's Psychological Well-Being Scale, originally developed by Ryff and Keyes (1995), with reference to the Indonesian adaptation by Humaidah and Mulyono (2025). Both scales underwent validity and reliability testing prior to administration and were confirmed to be valid, with the psychological well-being scale yielding a Cronbach's alpha of 0.889. This instrument also employed a four-point Likert scale with response options ranging from Strongly Disagree to Strongly Agree.

Research procedures

Data analysis was conducted using IBM SPSS Statistics version 27. Analytical procedures included descriptive statistics, normality testing using the Kolmogorov-Smirnov and Shapiro-Wilk tests, and linearity testing. The results of the normality tests indicated that the data were not normally distributed ($p < .05$), while the linearity test confirmed a linear relationship between the two variables (deviation from linearity = 0.050). Consequently, hypothesis testing was conducted using Spearman's rho correlation to assess the relationship between resilience and psychological well-being among sandwich generation individuals employed in the Jabodetabek area.

Results and Discussion

This study involved 150 respondents who met the inclusion criteria as members of the sandwich generation employed in the Jabodetabek area. With respect to demographic characteristics, the majority of respondents were aged between 26 and 30 years (40.0%), identified as male (60.7%), reported a monthly income of IDR 5–8 million (47.3%), and supported two dependent family members (33.3%). This demographic profile indicates that the majority of respondents belonged to the productive age group, actively engaged in employment while simultaneously fulfilling family caregiving responsibilities.

Tabel 1. *Demographic and Characteristic of Participant*

Characteristic	Category	N	%
Age (years)	20-25	58	38,7%
	26-30	60	40,0%
	31-35	28	18,7%
	36-40	4	2,7%
Gender	Male	91	60,7%
	Female	59	39,3%
Place of Residence	Jakarta	28	18,7%
	Bogor	36	24,0%
	Depok	27	18,0%
	Tangerang	26	17,3%
	Bekasi	33	22,0%
Monthly Earning	< IDR 2 million	16	10,7%
	IDR 2-5 million	52	34,7%
	IDR 5-8 million	71	47,3%
	Other	11	7,3%
Number of Dependent Family Members	1	32	21,3%
	2	50	33,3%
	3	40	26,7%
	4	14	9,3%
	5	8	5,3%
	6	6	4,0%

As presented in Table 2, the resilience variable yielded a mean score of 29.17 (SD = 4,54), while psychological well-being yielded a mean score of 55,77 (SD = 8,53). These results suggest that, overall, respondents demonstrated relatively favorable levels of both resilience and psychological well-being.

Tabel 2. Descriptif Statistic Variables

Variabel	N	Mean	Median	SD	Min	Max
Psychological Well-Being	150	55,76	42	8,53	28	72
Resilience	150	29,17	71	4,54	15	36

Prior to hypothesis testing, the data were subjected to normality and linearity assessments. The normality tests indicated that neither variable followed a normal distribution ($p < .001$), while the linearity test confirmed a linear relationship between resilience and psychological well-being (deviation from linearity = 0.050). Accordingly, hypothesis testing was conducted using Spearman's rho correlation analysis.

Table 3. Result of Spearman's Rho Corellation

Variable	rho	p
Resilience-Psychological well-being	.542	< .001

The analysis revealed a significant positive relationship between resilience and psychological well-being ($p = 0,542$; $p < .001$), with the correlation coefficient indicating a moderate strength of association. These findings suggest that higher levels of resilience

among sandwich generation individuals are associated with higher levels of psychological well-being. Accordingly, the research hypothesis was supported.

This study aimed to examine the relationship between resilience and psychological well-being among sandwich generation individuals employed in the Jabodetabek area. The results demonstrated a significant positive relationship between the two variables with a moderate effect size ($p = 0,542$; $p < .001$), indicating that individuals with a greater capacity to cope with pressure, adapt to change, and recover from adversity tend to exhibit higher levels of psychological well-being.

These findings underscore the importance of the sandwich generation's capacity to manage stress and navigate the multifaceted demands of daily life in sustaining their psychological well-being. Resilient individuals tend to reframe difficulties as surmountable challenges, thereby enabling them to maintain positive psychological functioning. This capacity is particularly salient for members of the sandwich generation, who must simultaneously fulfill multiple roles as employees and as caregivers responsible for dependent family members.

These findings can be understood within the theoretical framework of resilience proposed by Connor and Davidson (2003). Resilience enables individuals to manage stress adaptively, sustain optimism, and approach adversity as a challenge that can be overcome. For the sandwich generation, this capacity is especially critical given the concurrent demands they face across both occupational and family domains. Resilient individuals tend to preserve their psychological functioning even under conditions of sustained pressure. The present findings are also consistent with Ryff's (1989) theory of psychological well-being, which posits that well-being extends beyond subjective happiness to encompass an individual's capacity for self-acceptance, the development of positive relationships with others, a sense of purpose in life, environmental mastery, personal autonomy, and continued personal growth. The adaptive capacities inherent in resilience may thus support individuals in sustaining these dimensions of psychological well-being when confronted with the pressures of everyday life.

The present findings are consistent with those of previous studies conducted by Binarta and Tiatri (2024) and Pratiwi and Ramadhani (2025), both of which demonstrated a positive relationship between resilience and psychological well-being. The findings also align with those of Franscois and Suparman (2024), who reported that resilience positively contributes to psychological well-being among sandwich generation individuals. The convergence of these findings reinforces the notion that resilience constitutes a key psychological factor in sustaining the well-being of individuals confronted with the multifaceted demands of life.

Table 4. Majority Category of the Study Variables

Variable	Category	N	%
Resilience	High	134	89.4
Psychological Well-Being	High	129	86.0

Notably, the categorization results revealed that the majority of respondents scored in the high category on both resilience and psychological well-being. This indicates that despite the dual responsibilities inherent to the sandwich generation role which carry the potential for considerable psychological strain these individuals were nonetheless able to develop strong adaptive capacities. Such capacities appear to enable individuals to derive meaning from their

experiences, maintain a sense of optimism, and continue to fulfill their various roles effectively.

The moderate size of the observed correlation indicates that resilience is only one of several factors likely to be associated with psychological well-being among sandwich generation individuals. Other plausible correlates social support, coping strategies, economic conditions, job satisfaction, and personality characteristics were not measured in this study and should not be treated as established determinants of well-being in this sample on the basis of the present data. Future research adopting a theoretically ordered model (e.g., examining financial strain, work–family conflict, social support, and coping alongside resilience) and testing mediation or moderation pathways, ideally with adequate statistical power and longitudinal or experimental designs, would help clarify these relationships and reduce the risk of omitted-variable bias.

Discussion

This study aimed to examine the relationship between resilience and psychological well-being among sandwich generation individuals employed in the Jabodetabek area. The results demonstrated a significant positive relationship between the two variables, indicating that individuals with a greater capacity to adapt to pressure, manage challenges, and recover from adversity tend to exhibit higher levels of psychological well-being. The research hypothesis positing a positive relationship between resilience and psychological well-being was therefore supported.

These findings suggest that resilience constitutes an important psychological resource for sandwich generation individuals in navigating the concurrent demands and responsibilities they face across multiple roles. The capacity to persevere and adapt in the face of life's pressures enables individuals to sustain positive psychological functioning, including the ability to accept oneself, cultivate meaningful relationships with others, manage their environment effectively, and maintain a clear sense of purpose in life. Consequently, strengthening resilience may serve as a meaningful intervention in promoting optimal psychological well-being among the sandwich generation, particularly within the context of urban life characterized by high mobility and the considerable demands of daily living.

Conclusion

This study is subject to several limitations that warrant acknowledgment. The use of snowball sampling resulted in unequal selection probabilities across members of the population, which constrains the generalizability of the findings to the broader sandwich generation population in Indonesia. Furthermore, this study examined psychological well-being in relation to a single psychological factor, namely resilience. Given that psychological well-being is a multidimensional construct, it is likely influenced by a range of additional factors, including social support, coping strategies, economic conditions, job satisfaction, and individual personality characteristics.

In light of these limitations, future studies are encouraged to employ more representative sampling techniques and to recruit larger and more geographically diverse samples, thereby enabling a more comprehensive depiction of the sandwich generation's circumstances. Subsequent research may also consider expanding the theoretical model by incorporating additional variables that may contribute to psychological well-being,

whether as predictors, mediators, or moderators. Moreover, longitudinal research designs would be valuable in developing a deeper understanding of how resilience and psychological well-being evolve among sandwich generation individuals in response to the changing demands they encounter over time.

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