

Demographic Factors and Life Satisfaction of Indonesian Christian Private Universities Lecturers: A Descriptive Preliminary Study

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Abstract: Life satisfaction plays an important role in improving the quality of an individual's work performance in any profession, including lecturers in higher education institutions. As educators, lecturers are obliged to implement "Tri Dharma Perguruan Tinggi" properly and responsibly. This research is a descriptive preliminary study to analyse the relation between demographic factors and a lecturer's life satisfaction in Christian private universities in Indonesia. Using the SWLS (Satisfaction with Life Scale), this research used 60 respondents from several Christian private universities. The research found that most lecturers (43.3%) were satisfied with their life condition right now. Furthermore, based on cross tabulation analysis, it is known that the difference of demographic factors among the respondents has a unique pattern on the lecturer's life satisfaction. Further findings with Kendall's tau and Cramer's V coefficient show that demographic factors, namely age, income, number of co-workers, marital status, spouse's status, and health conditions have a significant correlation and association with the lecturer's life satisfaction. In particular, with logistic ordinal regression, we found that age, income and spouse's status have a significant effect on life satisfaction. Suggestions were addressed to University Leaders to improve life satisfaction and subjective wellbeing of their lecturers through psychological interventions and an employee development program.

1 INTRODUCTION

Life satisfaction of a person will affect their attitudes and daily behaviors. Purnomo (2009) states that a person who is satisfied with their life will have more energy to go through a period of their life. Life satisfaction also enables human beings to make any change to themselves and to adjust to their surrounding environment. Life satisfaction is an intrinsic element, which is very important for human beings, as it will determine the quality of life and performance of an individual in an organizational setting.

Life satisfaction is an important aspect for everybody in any field of work, including for lecturers. A lecturer is a professional educator and scientist with primary task roles of transforming, developing and disseminating science, technology, and arts through education, research and community services in higher education institutions, in order to

improve the standard and quality of national education.

This research was conducted at eight Christian private universities in Indonesia. What is meant by private Christian universities in this research is private higher education institutions that conduct regular study programs (not Theological Schools or Seminary) and which are established by individuals, synods of church, or educational foundations that have a specific vision and mission which is characterized by the Christian faith, values, symbols and practices. In Indonesia, there are 80 Christian private higher education institutions with 667 study programs, 5,812 lecturers and 129,601 students. In Christian teaching, working as a professional in education or Christian ministry, including as a lecturer or to be ordained as a pastor is not simply a choice of life, but it can be understood as a special life calling from God. However, in reality, many Christian lecturers in these private universities are struggling in the profession, and try to find a better

job and income. In this situation they will experience a low level of satisfaction in their life. As result, they will not do well their responsibilities at the university. Based on several interviews with at least five lecturers and leaders from five Christian private universities located around Indonesia, we found problems in lecturers' life satisfaction, quality of work performance and organization of academic performance. On the other hand, Christian private universities are unique because they have strong roots in the doctrines and values of the Christian religion, especially regarding the concept of working for God, Christian Education, and willingness to serve others. These beliefs require lecturers to work not only to fulfil financial needs, but also to glorify God and become blessings for others through the educational field. Thus, research on life satisfaction for lecturers at Christian private universities is important exploration since there was no study about this community until now.

This study focuses on examining the influence of demographic factors on the life satisfaction of Christian private university lecturers in Indonesia. Demographic factors are one of the important elements that influence life satisfaction. The previous research by Sousa and Lybormirsky (2001) found that the influence of demographic factors, such as culture, gender, age, social relationships, income, occupation and education will affect the satisfaction of one's life.

2 LITERATURE REVIEW

2.1 Definitions of Life Satisfaction

Life satisfaction is defined as a person's cognitive perception of the comparison between his actual living conditions and his or her current standard of living (Diener, et al., 2005). Based on this definition, it can be concluded that the satisfaction of one individual's life can be achieved if the actual living conditions meet or are higher than the standard of life set by the individual. Therefore, a human being constantly strives to improve his or her actual living conditions in various ways.

Some researchers have suggested that life satisfaction is defined as a cognitive evaluation of the lives of individuals (Borg, et al., 2006, and Saric, et al., 2008). They also stated that life satisfaction is the total number of individual perceptions of various aspects of life in the family, community and neighborhood. This includes a composite measure consisting of physical, mental and social well-being

factors as per individual or group of individuals. In general, life satisfaction can be summed up as a sense of satisfaction that a person feels about what he or her has gained at this time. Its aspects can be measured cognitively by the individual's evaluation of himself. The perception of life satisfaction will vary from one person to another. This is due to the difference in everyone's ideal standard. In this case, life satisfaction is considered based on the belief or attitude of the individual in assessing his or her life (Eid and Larsen, 2008).

Based on a literature review conducted by Qudysi et al. (2015), it can be concluded that employee happiness and satisfaction have proven to be positively correlated with work engagement and organizational affective commitment (Field and Buitendach, 2011), better quality of life (Anand and Arora, 2009), performance and work productivity (Bakker and Oerlemans, 2010), organizational commitment (Lumley, et al., 2011) and also negatively correlated with turnover (Idowu, et al., 2010). Employee happiness and satisfaction are important factors that affect their performance; therefore, organizations need to always consider what can be done in order to make employees feel satisfied and happy in their work.

2.2 Measurement of Life Satisfaction

Glatzer, et al. (2015) stated that studies of life satisfaction as a social indicator in society can be seen as a result of the work of Campbell and Converse in early 1970. In their book, they argue that by looking directly at social psychological feelings such as the attitudes, hopes, feelings, aspirations and values of a population, it is necessary to understand the current social changes and the quality of life they have.

Generally, the measure of life satisfaction is obtained through self-reporting. This method is believed to be the most accurate method of measuring life satisfaction (Sousa and Lybormirsky, 2001). Measurement through self-report asks respondents to indicate their level of life satisfaction by choosing symbols (numbers or facial expressions) on a scale usually ranging from 1-7. The measure of life satisfaction can be single-item or multi-item. However, researchers agree that multi-item scales are better than single-item in measuring life satisfaction (Sousa and Lybormirsky, 2001). In addition, according to Diener (in Sousa and Lybormirsky, 2001) the multi-item scales as a whole have greater reliability and validity than single-item scales.

This study uses the Satisfaction With Life Scale (SWLS), which is the most widely used scale around the world to measure the global satisfaction of one's life. This scale was created by Diener, et al. (1985), and contains five items to measure the global satisfaction of life. Thus, this scale is used to measure the satisfaction of life, which is the cognitive component of happiness without mentioning the affection (Sousa and Lybormirsky, 2001). This scale is neutral and incorporates the concept of eudemonia and hedonic value as a unity (Vitterso, 2016). Diener, et al. (2005) employed various items as indicators of life satisfaction, namely the desire to change lives, satisfaction with one's life today, the satisfaction of living in the past, the satisfaction of life in the future, and the person's general judgment of their life.

2.3 Demographic Factors Related to Life Satisfaction

Lahamuddin (2013) names several factors that influence the emergence of individual life satisfaction including health, employment and income status, realism of the role concept, age, marriage and social relationships. These are general indicators, which have been developed and refined by further researches. In line with previous researches, Qudsyi, et al. (2015) stated that employee life satisfaction is also influenced by demographic factors (Abeka-Donkor, 2013) such as age (Johnson, et al., 2008), gender (Dhanapal, et al., 2013), as well as job types and characteristics (Luechinger, et al., 2008), supervision support (Oduro-Owusu, 2010), work and family balance, opportunities for career promotion, proper training, and personal development and careers. Meanwhile, employee life satisfaction is also negatively affected by burnout (Hombrados-Mendieta and Cosano-Rivas, 2011), the stress felt during work (Ahn, 2005), the perception that their income earned is less than the income of others (Ahn, 2005), work-family conflict and pressure of work (Dhamayanti, 2006).

3 RESEARCH METHOD

This study used five items of SWLS, a unidimensional scale to measure life satisfaction, and respondents will answer each item on a Likert scale of 1 to 7. The reliability statistic of SWLS on this research is 0.841 (Cronbach's Alpha) and corrected item-total correlation score rotates from 0.556 to 0.785. To obtain sufficient research results,

this study uses a complete demographic factor related to a respondent's characteristics. The measured demographic factors include gender, age, education level, marital status, spouse working status, employment status, tenure track title, length of service, perceived income, perceived salary, perceived wage, number of co-workers, and health condition.

Given the widespread distribution of Christian private universities in Indonesia, this study is focused on universities that are considered to represent lecturers across Indonesia, ranging from Sumatra to Papua with accidental sampling technique. The questionnaires are distributed through e-mail to be filled in online. From a total of 60 questionnaires, there were 60 completed questionnaires. Thus, the response rate of this research is 100%, which means a very good response.

The result of this research is a categorization of respondents' satisfaction level according to Diener, et al (1985). The categorization aims to show the description of satisfaction level perceived by the Christian private university lecturers who became respondents in this study. The research continued with cross tabulation analysis and non-parametric correlation analysis to identify the correlation and association of each demographic factor to life satisfaction. Finally, ordinal logistic regression analysis is performed to see the effect of these demographic factors on the life satisfaction of the respondents. This research employs SPSS 22 software for statistical analysis.

4 RESULTS

4.1 Categorization of Life Satisfaction Level

The categorization is performed to determine the description of life satisfaction level of respondents. The results showed that the category of satisfaction of respondents' overall life is quite scattered and diverse, ranging from the level of dissatisfaction to feeling very satisfied. However, it can be seen that most lecturers are satisfied with their life (43.3%). The categorization of life satisfaction scores can be seen in Table 1.

Table 1: Level of life satisfaction.

Level	Frequency (Percentage)
Very dissatisfied	0 person (0%)

Dissatisfied	2 persons (3.3%)
Somewhat dissatisfied	7 persons (11.7%)
Neutral	4 persons (6.7%)
Somewhat satisfied	15 persons (25%)
Satisfied	26 persons (43.3%)
Very satisfied	6 persons (10%)
Total	60 persons (100%)

4.2 Cross Tabulation Analysis

Cross tabulation analysis of each demographic factor with life satisfaction can be seen in Table 2 to Table 14.

Table 2: Cross tabulation analysis of gender with life satisfaction.

Life Satisfaction Category	Male	Female	Total
Dissatisfied	2 (6.9%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	3 (10.3%)	4 (12.9%)	7 (11.7%)
Neutral	2 (6.9%)	2 (6.9%)	4 (96.7%)
Somewhat satisfied	9 (31.0%)	6 (19.4%)	15 (25%)
Satisfied	9 (31.0%)	17 (54.8%)	26 (43.3%)
Very satisfied	4 (13.8%)	2 (6.5%)	6 (10.0%)
Total	29	31	60

Based on Table 2 it can be seen that male and female respondents are mostly satisfied with their life. However, female respondents are more satisfied with their life compared to male respondents. 17 out of a total of 31 women were satisfied, while only 9 out of 29 men are satisfied. Another interesting finding from the table above is that none of the female respondents in the category were dissatisfied with their lives.

Table 3: Cross tabulation analysis of age with life satisfaction.

Life Satisfaction Category	25-30	31-40	41-60	>60	Total
Dissatisfied	1 (10%)	1 (3.4%)	0 (0.0%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	3 (30%)	4 (13.8%)	0 (0.0%)	0 (0.0%)	7 (11.7%)
Neutral	2 (20%)	2 (6.9%)	0 (0.0%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	2 (20%)	7 (24.1%)	3 (20.0%)	3 (50%)	15 (25.0%)
Satisfied	2 (20%)	14 (48.3%)	8 (53.3%)	2 (33.3%)	26 (43.3%)

Very satisfied	0 (0.0%)	1 (3.4%)	4 (26.7%)	1 (16.7%)	6 (10.0%)
Total	10	29	15	6	60

Based on Table 3 it can be seen that most respondents according to their ages are satisfied with their life. However, respondents from groups 31-40 years old, 41-60 years old and > 60 years old have greater satisfaction level than respondents from the group 25-30 years old. Respondents in the category 25-30 years old have diverse answers to the satisfaction of their life. Another interesting finding from the table above is that none of the respondents in groups 41-60 years old and above 60 years old is dissatisfied with their life.

Table 4: Cross tabulation analysis of education level with life satisfaction.

Life Satisfaction Category	S1	S2	S3	Total
Dissatisfied	0 (0.0%)	2 (4.2%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	0 (0.0%)	7 (14.6%)	0 (0.0%)	7 (11.7%)
Neutral	1 (100.0%)	3 (6.3%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	0 (0.0%)	10 (20.8%)	5 (45.5%)	15 (25.0%)
Satisfied	0 (0.0%)	23 (47.9%)	3 (27.3%)	26 (43.3%)
Very satisfied	0 (0.0%)	3 (6.3%)	3 (27.3%)	6 (10%)
Total	1	48	11	60

Based on Table 4 it can be seen that most respondents according to their education level are satisfied with their life. However, respondents from group S2/Master's degree are more satisfied than respondents from groups S1/Undergraduate degree or S3/Doctoral degree. Another interesting finding from the table is that none of the S3/Doctoral degree respondents are dissatisfied with their life.

Table 5: Cross tabulation analysis of marital status with life satisfaction.

Life Satisfaction Category	Single	Married	Others	Total
Dissatisfied	1 (5.0%)	1 (2.6%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	6 (30.0%)	1 (2.6%)	0 (0.0%)	7 (11.7%)
Neutral	2 (10.0%)	2 (5.3%)	0 (0.0%)	4 (6.7%)

Somewhat satisfied	2 (10.0%)	11 (28.9%)	2 (100%)	15 (25.0%)
Satisfied	9 (45.0%)	17 (44.7%)	0 (0.0%)	26 (43.3%)
Very satisfied	0 (0.0%)	6 (15.8%)	0 (0.0%)	6 (10.0%)
Total	20	38	2	60

Based on Table 5 it can be seen that most respondents according to their marital status feel satisfied with their life. However, married respondents feel more satisfied with their life compared to other respondents.

Table 6: Cross tabulation analysis of spouse status with LS

Life Satisfaction Category	Others	Working	Not Working	Total
Dissatisfied	0 (0.0%)	0 (0.0%)	2 (15.4%)	2 (3.3%)
Somewhat dissatisfied	4 (25%)	0 (0.0%)	3 (23.1%)	7 (11.7%)
Neutral	1 (6.3%)	3 (9.7%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	3 (18.8%)	8 (25.8%)	4 (30.8%)	15 (25.0%)
Satisfied	8 (50%)	16 (51.6%)	2 (15.4%)	26 (43.3%)
Very satisfied	0 (0.0%)	4 (12.9%)	2 (15.4%)	6 (10.0%)
Total	16	31	13	60

Based on Table 6 it can be seen that most respondents according to their spouse status are satisfied with their life. However, respondents with spouses who are also working feel more satisfied than other respondents. 16 people out of a total of 31 respondents with the status of working spouses are satisfied with their life. Another interesting finding from the table above is that for respondents with the status of a spouse who does not work, some are dissatisfied or somewhat dissatisfied with their life.

Table 7: Cross tabulation analysis of employment status with life satisfaction.

Life Satisfaction Category	Permanent	Contract	DPK/PNS	Total
Dissatisfied	1 (2.2%)	1 (7.1%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	6 (13.3%)	1 (7.1%)	0 (0.0%)	7 (11.7%)
Neutral	4 (8.9%)	0 (0.0%)	0 (0.0%)	4 (6.7%)

Somewhat satisfied	9 (20%)	6 (42.9%)	0 (0.0%)	15 (25.0%)
Satisfied	20 (44.4%)	5 (35.7%)	1 (100%)	26 (43.3%)
Very satisfied	5 (11.1%)	1 (7.1%)	0 (0.0%)	6 (10.0%)
Total	45	14	1	60

Based on Table 7 it can be seen that most respondents, according to their employment status, are satisfied with their life. Lecturers with permanent employment feel more satisfied compared to contract lecturers. However, there are several permanent respondents who still feel dissatisfied or somewhat dissatisfied with their life.

Table 8: Cross tabulation JJA with life satisfaction.

Life Satisfaction Category	TP	AA	Lektor	Lektor Kepala	Guru Besar	Total
Dissatisfied	1 (5.3%)	1 (6.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	4 (21.1%)	0 (0.0%)	2 (11.1%)	1 (16.7%)	0 (0.0%)	7 (11.7%)
Neutral	2 (10.5%)	1 (0.0%)	1 (5.6%)	0 (0.0%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	4 (21.1%)	6 (40%)	1 (5.6%)	2 (33.3%)	2 (100%)	15 (25.0%)
Satisfied	7 (36.8%)	4 (26.7%)	13 (72.2%)	2 (33.3%)	0 (0.0%)	26 (43.3%)
Very satisfied	1 (5.3%)	3 (20%)	1 (5.6%)	1 (16.7%)	0 (0.0%)	6 (10%)
Total	19	15	18	6	2	60

Based on Table 8 it can be seen that most respondents according to academic functional degree are satisfied with their life. Respondents with degree of "Lektor" feel satisfied more than respondents with other academic functional degrees. Another interesting finding from the table above is two respondents with the highest academic functional degree, namely "Guru Besar"/Professor, somehow, they still only feel somewhat satisfied with their life.

Table 9: Cross tabulation analysis of length of service (in years) with life satisfaction.

Life Satisfaction Category	2-5	6-10	11-15	> 15	Total
Dissatisfied	2 (13%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	1 (6.7%)	5 (20.0%)	1 (10.0%)	0 (0.0%)	7 (11.7%)

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Neutral	3 (20.%)	1 (4.0%)	0 (0.0%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	4 (26.7%)	4 (16.0%)	2 (20%)	5 (50%)	15 (25.0%)
Satisfied	4 (26.7%)	11 (44.0%)	7 (70%)	4 (40.0%)	26 (43.3%)
Very satisfied	1 (6.7%)	4 (16.0%)	0 (0.0%)	1 (10.0%)	6 (10.0%)
Total	15	25	10	10	60

Based on Table 9 it can be seen that the respondents according to their length of service in Christian universities are satisfied with their life. Most of the respondents have worked in Christian private universities for 6 to 10 years and they feel satisfied with their life. Respondents who just started working, or have worked for 2 to 5 years have a variety of life satisfaction level, ranging from not satisfied to very satisfied. Conversely, respondents who have worked more than 15 years, tend to feel satisfied and very satisfied with their life.

Table 10: Cross tabulation analysis of perceived income with life satisfaction.

Life Satisfaction Category	Feel Sufficient	Feel Not Sufficient	Total
Dissatisfied	2 (10.5%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	5 (26.3%)	2 (4.9%)	7 (11.7%)
Neutral	3 (15.8%)	1 (2.4%)	4 (6.7%)
Somewhat satisfied	4 (21.1%)	11 (26.8%)	15 (25.0%)
Satisfied	3 (15.8%)	23 (56.1%)	26 (43.3%)
Very satisfied	2 (10.5%)	4 (9.8%)	6 (10.0%)
Total	19	41	60

Based on Table 10 it can be seen that the respondents are satisfied with their life. However, when viewed from their proportion, respondents who feel sufficient with their income are more satisfied than respondents who feel not sufficient with their income. Respondents whose income has not been able to meet their needs tend to feel dissatisfied with their life.

Table 11: Cross tabulation analysis of perceived salary with life satisfaction.

Life Satisfaction Category	Same as others	Below others	Beyond others	Total
Dissatisfied	0 (0.0%)	2 (5.7%)	0 (0.0%)	2 (3.3%)
Somewhat	1	6	0	7

dissatisfied	(4.5%)	(17.1%)	(0.0%)	(11.7%)
Neutral	1 (4.5%)	3 (8.6%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	6 (27.3%)	7 (20.0%)	2 (66.7%)	15 (25.0%)
Satisfied	11 (50.0%)	14 (40.0%)	1 (33.3%)	26 (43.3%)
Very satisfied	3 (13.6%)	3 (8.6%)	0 (0.0%)	6 (10.0%)
Total	22	35	3	60

Based on Table 11 it can be seen that most respondents are satisfied with their life. However, when viewed from their proportion, respondents who have salaries equivalent or similar to other professions feel more satisfied than other respondents. Another interesting finding from the table above is that respondents with salaries below other professions generally still feel satisfied with their life.

Table 12: Cross tabulation analysis of perceived wage with life satisfaction.

Life Satisfaction Category	Same as others	Below others	Beyond others	Total
Dissatisfied	1 (2.3%)	1 (8.3%)	0 (0.0%)	2 (3.3%)
Somewhat dissatisfied	5 (11.6%)	2 (16.7%)	0 (0.0%)	7 (11.7%)
Neutral	3 (7.0%)	1 (8.3%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	10 (23.3%)	2 (16.7%)	3 (60%)	15 (25%)
Satisfied	19 (44.2%)	5 (41.7%)	2 (40%)	26 (43.3%)
Very satisfied	5 (11.6%)	1 (8.3%)	0 (0.0%)	6 (10%)
Total	43	12	5	60

Based on Table 12 it can be seen that the respondents are mostly satisfied with their life. Although there are some respondents with equal or even lesser wages than other PT lecturers who feel dissatisfied or somewhat dissatisfied, most of them, however, are satisfied and even very satisfied with their lives.

Table 13: Cross tabulation analysis of number of Co-workers with life satisfaction.

Life Satisfaction Category	1-2	3-5	6-10	> 10	Total
Dissatisfied	1 (9.1%)	0 (0.0%)	1 (7.7%)	0 (0.0%)	2 (3.3%)
Somewhat at dissatisfied	3 (27.3%)	3 (11.1%)	1 (7.7%)	0 (0.0%)	7 (11.7%)
Neutral	0 (0.0%)	2 (7.4%)	1 (7.7%)	1 (11.1%)	4 (6.7%)

Somewhat at satisfied	4 (36.4%)	8 (29.6%)	2 (15.4%)	1 (11.1%)	15 (25.0%)
Satisfied	3 (27.3%)	11 (40.7%)	7 (53.8%)	5 (55.6%)	26 (43.3%)
Very satisfied	0 (0.0%)	3 (11.1%)	1 (7.7%)	2 (22.2%)	6 (10.0%)
Total	11	27	13	9	60

Based on the result of cross-tabulation of life satisfaction with the number of co-workers, it can be seen that most respondents are satisfied with their life. There is an interesting pattern from the table above, if they have more co-workers (specially 3-5 and 6-10 co-workers), the lecturers are more satisfied with their life.

Table 14: Cross tabulation analysis of health condition with life satisfaction.

Life Satisfaction Category	Good	Not good	Total
Dissatisfied	1 (2.3%)	1 (6.3%)	2 (3.3%)
Somewhat dissatisfied	2 (4.5%)	5 (31.3%)	7 (11.7%)
Neutral	4 (9.1%)	0 (0.0%)	4 (6.7%)
Somewhat satisfied	11 (25.0%)	4 (25.0%)	15 (25.0%)
Satisfied	20 (45.5%)	6 (37.5%)	26 (43.3%)
Very satisfied	6 (13.6%)	0 (0.0%)	6 (10.0%)
Total	44	16	60

Based on the results of cross-tabulation analysis of life satisfaction with health condition, it can be seen that most respondents are satisfied with their life. If viewed in more detail, it can be concluded that health factors have an important relation to the lecturer's life satisfaction.

4.3 Relation of Demographic Factors and Life Satisfaction

Statistics analysis is conducted to see the relation of each demographic factor with life satisfaction of Christian private university lecturers in Indonesia. For demographic factors with nominal scale, association analysis is run with Cramer's V coefficient. Whereas demographic factors with ordinal scale, correlation analysis is done by looking at Kendall's Tau coefficient and significance value of each correlation. If the significance value < 0.05 it can be concluded that the two variables have a strong relationship. The results of association and correlation analysis can be seen in Tables 15 and 16.

Table 15: Association analysis (Cramer's V coefficient).

Demographic Factor	Cramer's V coefficient with (Sig-value)	Conclusion
Gender	0.311 (0.325)	Not significant
Employment status	0.229 (0.789)	Not significant
Marital status	0.413* (0.025)	Significant
Spouse working status	0.425* (0.017)	Significant

Table 16: Correlation analysis (Kendall's Tau)

Demographic Factor	Kendall's Tau coefficient with (Sig-value)	Conclusion
Age	0.377* (0.001)	Significant
Education level	0.183 (0.120)	Not significant
Academic functional degree	0.137 (0.207)	Not significant
Length of service	0.163 (0.138)	Not significant
Perceived income	0.375* (0.002)	Significant
Perceived salary	-0.181 (0.120)	Not significant
Perceived wage	-0.076 (0.511)	Not significant
Number of Co-Workers	0.253* (0.021)	Significant
Health condition	-0.258* (0.030)	Negatively Significant

Based on Tables 15 and 16 it can be concluded that from demographic factors measured in this study, there are six demographic factors that correlate significantly with the life satisfaction of Christian private university lecturers. Meanwhile, the other demographic factors are not significantly correlated with the life satisfaction of the lecturers. The first demographic factor is age. The age factor has a positive and significant effect on a lecturer's life satisfaction. This means that the greater the age of the lecturer, the greater the satisfaction with their life.

The second demographic factor is income. The factor of perceived income has a positive and significant effect on life satisfaction of lecturer. This means that the greater the lecturer's income compared to the needs of their life, the greater the satisfaction of their life.

The third demographic factor is the number of co-workers. This factor has a positive and significant effect on a lecturer's life satisfaction. This means that the higher the number of co-workers a lecture has, the greater the satisfaction with their life. The fourth demographic factor is marital status. Marital status also relates to a lecturer's life satisfaction.

Married lecturers feel a higher satisfaction with life. In addition, there is a fifth demographic factor namely the spouse's working status that is also associated with a lecturer's life satisfaction. Lecturers will be more satisfied in life if their spouse also works and earns additional income for their family.

Finally, the sixth demographic factor is health condition that has been shown to have a negative and significant relationship to a lecturer's life satisfaction. This statistical result is interesting, since usually people with good health condition will feel satisfied with their life compared to a person who has problems in their wellness.

4.4 Ordinal Logistic Regression Analysis

Initially, ordinal regression analysis was performed to determine the influence of all demographic factors on life satisfaction, but it was found later that the model did not fit. Therefore, ordinal regression analysis is only performed for demographic factors that have been known to have a significant relationship with life satisfaction, namely age, perceived income, number of co-workers, marital status, spouse status and health condition. The results of ordinal logistic regression analysis can be seen in the Appendix.

Based on the Appendix we can draw some conclusions. First, in general, the results of ordinal logistic regression confirm the results of previous correlation analysis, that the six demographic factors do have a significant effect on the life satisfaction of lecturers in Christian private universities in Indonesia. This can be seen from the fitting model table showing the significance value of 0.000. Second, the six demographic factors do not have a parallel or equal regression coefficient. This can be seen in the table of test of parallel, which shows a great significance value that is 0.992.

The result of parameter estimation in ordinal regression is depicted in Appendix C to Appendix H. For example, from Appendix C, the calculation of cumulative logit age category 2 is the coefficient of estimate satisfaction category 2 minus the estimated coefficient of age category 1 = $-5.974 - (-0.438) = -4.536$. The cumulative odds value is the exp. value of the cumulative logit. Cumulative proportion formula = $1 / (1 + \text{cumulative odds})$; whereas category probability formula is the difference of cumulative proportion value.

Based on Appendix C a positive relationship can be seen between age factor and life satisfaction.

Age can reflect the maturity of one's thinking and acting (Hurlock, 1997). The interesting finding is that when the respondent entered the age category 4, that is > 60 years old, the probability of being at the level of life satisfaction of 5 (satisfied) is quite high, that is 58%.

Based on Appendix D a positive relationship can be seen between income factors and life satisfaction. Income reflects the financial status of the respondents. Respondents who are in the category of income 1 (not sufficient) have achieved probability at the level of life satisfaction of 4 (somewhat satisfied) that is equal to 41%. Respondents who are in the category of income 2 (sufficient), have greater probability at the level of life satisfaction of 5 (satisfied) that is equal to 58%.

Based on Appendix E it can be seen that there is no meaningful relationship pattern between number of co-workers and life satisfaction. Respondents with number of colleagues in category 1 and category 3 have the same level of life satisfaction tendency (with probability category 0.43) at level satisfaction of 4 (somewhat satisfied). While the respondents with the number of co-workers in category 2 and 4 have life satisfaction level of 5 (satisfied) with probability of 0.50 and 0.58. Thus, respondents who have more co-workers do not directly have a higher life satisfaction compare to respondents who have fewer co-workers.

Based on Appendix F we can see the absence of a meaningful pattern of relationships. Both marital status 1 (single) and marital status 2 (married) are at the same level of life satisfaction of 5 (satisfied) with probability of 0.67 and 0.58. Nevertheless, from the probability, it can be seen that respondents in category 2 (married), have lower probability of being satisfied with their life. This is interesting, because according to Diener et al. (2005) people who are married tend to have a higher satisfaction of life compared to the single.

Based on Appendix G a positive relationship can be seen between spouse working status and life satisfaction. Respondents who have working spouses (category 2) have a higher level of life satisfaction; that is satisfaction is at level 5 with the category of probability of 0.58 compared with the respondents with spouses not working (category 1). Respondents in category 1 tend to be only at the level of category somewhat satisfied with the number of probabilities 0.42.

Based on Appendix H the absence of a meaningful pattern of relationships can be seen between health condition and life satisfaction. From the category probability it can be seen that there is

no big difference in respondents with good health condition and respondents with bad condition. Both respondents are at the same level of satisfaction, namely category 5 (satisfied) with the numbers 0.65 and 0.58, respectively. However, the probability for respondents whose health condition is good that they will feel satisfied with their life is higher compared to respondents whose health condition is not good.

5 DISCUSSION

Work activities from a Christian perspective are viewed as a personal life calling from God. Likewise, with the profession of lecturers, for a Christian believer it is a task entrusted directly by God to share his life and educate the students entrusted to them. Based on that view, Christian lecturers are required to achieve the happiness and optimal life satisfaction in carrying out their profession. All the factors that become challenges or obstacles in working as a lecturer, are not expected to be a significant obstacle for Christian university lecturers to continue to work in the world of higher education in a productive and qualified manner.

The findings revealed that most lecturers are satisfied with their life. Life satisfaction is an important factor for a person in order to be able to adjust and continue to feel happy in any situation (Linsiya, 2015). Although some Christian private universities cannot provide better incomes, with high a level of life satisfaction, lecturers can continue to develop themselves and serve students, giving some meaningful work to God, university and the nation. Since the profession of lecturer is a calling from God, then a lecturer should maximize their potential to be a blessing to others around them, especially for their students and organizations. Understanding the meaning and purpose of life is also an important factor to improve the satisfaction with one's life (Schiraldi, 2007).

Other important findings also can be learned. Each demographic factor has a distinctive pattern of inter-relation with the lecturer's life satisfaction. A good and positive working atmosphere does provide a reason to be content in life, even though it is not absolute. For example, a lecturer with a high degree of academic function, namely a "guru besar" or professor, will not always experience high satisfaction with life when compared with lecturers with lower academic functional degrees. Although Professors have higher incomes, it does not guarantee that they will have a high level of life satisfaction. This finding confirms that life

satisfaction is an overall assessment that includes many other aspects of human life.

Related to demographic factor and its effect on life satisfaction of Christian private university lecturers, it shows the same result as previous researches. The findings of this study indicate a significant relation between age, income, number of co-workers, marital status, spouse's status and health conditions and a lecturer's life satisfaction. The relation of age to life satisfaction is in line with the findings of Sousa and Lybormirsky (2001) and Johnson, et al. (2008). The relation of income to life satisfaction is consistent with the findings of Sousa and Lybormirsky (2001) and of Parvin and Kabir (2011). The relation of number of co-workers to life satisfaction is supported by previous research by Parvin and Kabir (2011) and Jolodar (2012). The relation of marital status and spouse's working status to life satisfaction is supported by findings of Linsiya (2015). Finally, the relation of health conditions to life satisfaction is also supported by the findings of Pavot and Diener (2008). Only age, perceived income and spouses working are proven as three demographic factors that have significant influence with greater probability of life satisfaction.

6 CONCLUSIONS

The results of this study provide preliminary evidence of the relation and effect of various demographic factors on the life satisfaction of Christian private university lecturers in Indonesia. The findings of this study confirm the results of previous researches, which stated that the variable of life satisfaction is influenced by many demographic and other related psychological factors. Specifically, this study also shows the unique condition of lecturers in Christian private universities, in which although many lecturers have not earned a high income for this job, they still feel satisfied in life because this profession is seen as a calling from God.

Furthermore, in line with previous research, this study shows the significant relation between age, income, number of co-workers, marital status, spouse's status, and health condition and life satisfaction of Christian private university lecturers in Indonesia. In addition, from the result of ordinal logistic regression analysis we can see the significant effect of age, income and spouse status to life satisfaction level of lecturers.

Finally, we suggest that organizational support from the leaders and educational management

boards is needed to improve lecturers' life satisfaction. They can provide policies to increase lecturers' salary, health protection and insurance programs, and maintain a conducive work climate. They can show a warm leadership style and provide some effort to sustain the life cycles of the organization. All of these steps will have a significant role in increasing lecturers' life satisfaction. If this condition can be realized, the lecturers will be able to show productive performance and produce quality work that is useful for the development of the university and their students. Thus, the vision of Christian universities' mission as an extension of God's hand in providing higher education for the noble value for the students of the next generation can be realized as part of the Goal of the Indonesian national education system.

This study has limitations because it only shows the relationship and influence of demographic factors on the life satisfaction of Christian private university lecturers. Beside these matters, further studies also need more respondents in order to generalize the result. A more comprehensive literature review needs to be completed to see the influence of other related psychological factors that can affect the life satisfaction of Christian private university lecturers. Subsequently, further research is expected to develop a conceptual model of life satisfaction of Christian private university lecturers in Indonesia.

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APPENDIX

Appendix A. Model Fitting

Model	-2 Log Likelihood	Chi-Square	df	Sig
Intercept Only	159.559			
Final	118.925	40.643	10	0.000

Appendix B. Test of Parallel Lines

Model	-2 Log Likelihood	Chi-Square	df	Sig
Null Hypothesis	118.925			
General	97.293	21.633	40	0.992

Appendix C. Ordinal logistic analysis of age with life satisfaction.

Age		Life Satisfaction Level					
		1	2	3	4	5	6
Age Category 1 (25 – 30)	<i>Cumulative logit</i>	-	-4,536	-1,813	-1,005	0,824	4,609
	<i>Cumulative odds</i>	-	0,011	0,163	0,366	2,280	58,489
	<i>Cumulative proportion</i>	1,00	0,99	0,86	0,73	0,30	0,02
	<i>Category probability</i>	0,01	0,13	0,13	0,43**	0,29*	0,02
Age Category 2 (31 – 40)	<i>Cumulative logit</i>	-	-5,449	-2,726	-1,918	-0,089	3,156
	<i>Cumulative odds</i>	-	0,004	0,065	0,147	0,915	23,477
	<i>Cumulative proportion</i>	1,00	1,00	0,94	0,87	0,52	0,04
	<i>Category probability</i>	0,00	0,06	0,07	0,35*	0,48**	0,04
Age Category 3 (41 – 60)	<i>Cumulative logit</i>	-	-7,807	-5,084	-4,276	-2,447	0,798
	<i>Cumulative odds</i>	-	0,000	0,006	0,014	0,087	2,221
	<i>Cumulative proportion</i>	1,00	1,00	0,99	0,99	0,92	0,31
	<i>Category probability</i>	0,00	0,01	0,01	0,07	0,27*	0,31**
Age Category 4 (> 60)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07

Appendix D. Ordinal logistic analysis of perceived income with life satisfaction.

Perceived Income		Life Satisfaction Level					
		1	2	3	4	5	6
Income Category 1 (Not Sufficient)	<i>Cumulative logit</i>	-	-3,945	-1,222	-0,414	1,415	4,66
	<i>Cumulative odds</i>	-	0,019	0,295	0,661	4,116	105,636
	<i>Cumulative proportion</i>	1,00	0,98	0,77	0,60	0,20	0,01
	<i>Category probability</i>	0,02	0,21	0,17	0,41**	0,19*	0,01
Income Category 2 (Sufficient)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07

Appendix E. Ordinal logistic analysis of number of Co-workers with life satisfaction.

Number of Partners		Life Satisfaction Level					
		1	2	3	4	5	6
No. of Co-Workers Category 1 (1 – 2)	<i>Cumulative logit</i>	-	-4,271	-1,548	-0,74	1,089	4,334
	<i>Cumulative odds</i>	-	0,014	0,213	0,477	2,971	76,249
	<i>Cumulative proportion</i>	1,00	0,99	0,82	0,68	0,25	0,01
	<i>Category probability</i>	0,01	0,16	0,15	0,43**	0,24*	0,01
No of Co-workers Category 2 (3 – 5)	<i>Cumulative logit</i>	-	-5,562	-2,839	-2,031	-0,202	3,043
	<i>Cumulative odds</i>	-	0,004	0,058	0,131	0,817	20,968
	<i>Cumulative proportion</i>	1,00	1,00	0,94	0,88	0,55	0,05
	<i>Category probability</i>	0,00	0,05	0,06	0,33*	0,50**	0,05
No. of Co-Workers Category 3 (6 – 10)	<i>Cumulative logit</i>	-	-4,466	-1,743	-0,935	0,894	4,139
	<i>Cumulative odds</i>	-	0,011	0,175	0,393	2,445	62,740
	<i>Cumulative proportion</i>	1,00	0,99	0,85	0,72	0,29	0,02
	<i>Category probability</i>	0,01	0,14	0,13	0,43**	0,27*	0,02
No. of Co-Workers Category 4 (> 10)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07

Appendix F. Ordinal logistic analysis of marital status with life satisfaction.

Marital Status		Life Satisfaction Level					
		1	2	3	4	5	6
Marital Status Category 1 (Single)	<i>Cumulative logit</i>	-	-6,907	-4,184	-3,376	-1,547	1,689
	<i>Cumulative odds</i>	-	0,001	0,015	0,034	0,213	5,463
	<i>Cumulative proportion</i>	1,00	1,00	0,98	0,97	0,82	0,15
	<i>Category probability</i>	0,00	0,01	0,02	0,14	0,67**	0,15*
Marital Status Category 2 (Married)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07

Appendix G. Ordinal logistic analysis of spouse status with life satisfaction.

Spouse Status		Life Satisfaction Level					
		1	2	3	4	5	6
Spouse Status Category 1 (Not Working)	<i>Cumulative logit</i>	-	-4,779	-2,056	-1,248	0,581	3,826
	<i>Cumulative odds</i>	-	0,008	0,128	0,287	1,788	45,879
	<i>Cumulative proportion</i>	1,00	0,99	0,89	0,78	0,36	0,02
	<i>Category probability</i>	0,01	0,11	0,11	0,42**	0,34*	0,02
Spouse Status Category 2 (Working)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07

Appendix H. Ordinal logistic analysis of health condition with life satisfaction.

Health Condition		Life Satisfaction Level					
		1	2	3	4	5	6
Health Condition Category 1 (Good)	<i>Cumulative logit</i>	-	-7,438	-4,715	-3,907	-2,078	1,167
	<i>Cumulative odds</i>	-	0,001	0,009	0,020	0,125	3,212
	<i>Cumulative proportion</i>	1,00	1,00	0,99	0,98	0,89	0,24
	<i>Category probability</i>	0,00	0,01	0,01	0,09	0,65**	0,24*
Health Condition Category 2 (Not Good)	<i>Cumulative logit</i>	-	-5,974	-3,251	-2,443	-0,614	2,631
	<i>Cumulative odds</i>	-	0,003	0,039	0,087	0,541	13,888
	<i>Cumulative proportion</i>	1,00	1,00	0,96	0,92	0,65	0,07
	<i>Category probability</i>	0,00	0,003	0,04	0,27*	0,58**	0,07