

The Relationship between Gratitude and Job Stress Guard Officers at State Prison

Kartika Sari, Devy Novianty, Mirza, Arum Sulistyani
Department of Psychology, Faculty of Medicine, Universitas Syiah Kuala, Indonesia

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Abstract: Job is one of the primary needs of individuals. In working, not only have individuals always be in the enjoyable situation, they also have pressures that lead to stress. Individual workers face a different stress; some people deal it negatively, while the other deal it positively. Gratitude encourages positive emotions. The presence of positive emotions can eliminate the negative emotions which reduce the job stress levels of individual. This research aims to determine the relationship between the gratitude and job stress on guard officers in the state prison. The sampling technique used in this study is saturated sampling where all the 40 guard officer populations were used as the sample. The two measuring instruments used in this study were adaptation scale-6 Gratitude Questionnaire (GQ-6) developed by McCullough, Emmons, and Tsang and the scale of occupational stress scale (OSS) developed by House, McMichael, Wells, Kaplan, and Landerman. The results of data analysis using Pearson correlation technique showed a correlation coefficient (r) of -0.492 with $p = 0.001$ ($p < 0.05$). Based on these results, the hypothesis is accepted which can be concluded that there is a significant correlation between the negative emotions and gratitude with job stress on guard officers in state prison. The results also indicated that the State Prison guard officers have a high category of gratitude with low job stress.

1 INTRODUCTION

Job is the main part of life and is required professionalism which can raise some pressures for an individual in workplace, the pressures may happen continuously and make workers stress (Rizkiyani & Saragih, 2012). Job stress is a condition presenting as the result of one's interaction with his/her job and workplace (Anoraga, 2001). Job stress can be experienced by everyone, one of whom is the state prison guard.

Act of The Republic of Indonesia No 8 Year 1981 on Criminal Code Procedures states that a prison is a place in which suspects or defendants are prisoned during investigation, prosecution, and trial in Indonesian court. A prison is prisoning facility of a city or a state for the guilty who could not be detained for more than a year in most states. A prison functions to provide service and regulation for prisoners, foster and guide inmates in the frame

of punishment, prevention and overcoming as well as development and protection of Human Rights (Machmud, 2013). According to Database system of correctional service (2015), Aceh has 6 prisons, as follows:

Table 1: Total of Prison in Aceh

Name of Prison	Total of Prisoners	Capacity	%	% Over capacity
Class IIB Prison in Banda Aceh	455	464	98	0
Class IIB Prison in Sabang	23	55	45	0
Class IIB Prison in Takengon	290	65	446	346

Name of Prison	Total of Prisoners	Capacity	%	% Over capacity
Class IIB Prison in Sigli	278	120	232	132
Class IIB Prison in Jantho	275	140	196	96
Class IIB Prison in Tapaktuan	121	75	161	61

(Source: Database System of Correctional Service, 2015)

Based on the table above, four prisons are over capacity i.e. Class IIB Prison in Takengon, Class IIB Prison in Sigli, Class IIB Prison in Jantho, and Class IIB Prison in Tapaktuan. Based on interview with the head of Prison in Jantho, initial SM and 47-year-old male, it is known that generally the prisoners in the prison are from various cases like Narcotics, corruption, and other crimes as follows murder, thievery, and domestic violence.

Like other occupations, workers in prisons have certain sources and levels of stress. A research from Nigeria shows that prison guards' stress is caused by inadequate workplace and working facility. Those are riots in prison, the lack of water, bad procedures, improper building and others (Okoza & Aluede, 2010). It is different from what happens in Indonesia, too much workload, not providing proper welfare and the lack of resource and inadequate facility become the causes of stress to the prisons guards in Indonesia. Job stress experienced by the prison guards in Indonesia tends to be caused by workload (Rizkiyani & Saragih, 2012).

High workload is from various aspects, as the reality told by the head of Jantho prison that job stress of the guards is responsibility pressure. According to House, McMichael, Wells, Kaplan, and Landerman (1979) responsibility pressure is as the result of the lack of human resource making prison guards work improperly, the number of guards is unequal with the number of prisoners, one guard should have guard ten prisoners, however in fact one guard guards tens of prisoners, consequently control and overseeing are not maximum.

Workload, as the result of the lack of resource in prison, is unequal number between guards and prisoners affecting on the number of guards who secure the main door. Based on interview with one of prison guards, initial RS, he said that he became difficult in controlling the guests in a day whose

number was expected about 100 people, and difficult to guard the prisoners trying to escape through the main door.

Another problem experienced by the guards in Jantho prison was also told by a guard with initial name R, he said that the problem happened when the exchanging shift of guards was often late and made the current guard have to make additional time to wait the next guard came. Based on the interview, it can be known that there is the indiscipline among guards which can be seen from the lateness in exchanging shift happening because of several reasons like laziness in recounting the prisoners in one block to another block, going to university to study, walking and picking up family. It makes them feel ashamed with the previous guard, consequently it has bad impact to interpersonal relationship among guards like not greeting or even not talking to each other anymore. Robbins and Judge (2011) explains that bad interpersonal relationship among employees can cause stress, and role load is also experienced when an employee is expected to work longer than it should be. Moreover, emphasized by Mangkunegar and Prabu (in Martini & Fadli, 2011), job conflict is a cause of job stress.

In addition, another source of job stress in prison is inadequate required facility at prison in Aceh. Based on interview with the head of Jantho Prison, SM, told that the lack of facility to support the job in the prison like no gun, no security camera and tool to check guests automatically. According to Istijanto (in Martini & Fadli, 2011), a stress trigger is the absence of facility to work. The condition is contradict with Act of the Republic of Indonesia No. 12 year 1995 on correctional service at article 48, it says that during working, the guards in prison should be provided with gun and other security facilities.

Job stress is more frequently found in organization (Robbins & Judge, 2011). According to Hidayati, Purwanto, and Yuwono (2008), the problem of job stress in organization is important symptom to observe, if it is not overcome well, the job stress can threaten and disturb job itself, like getting angry and aggressive easily, being difficult to be relax, having unstable emotion, committing uncooperative behavior, having unable to be involved feeling, and experiencing sleeping problem, meanwhile symptoms suffered by the prison guards are being anxious, difficult to sleep, and depressed. Those happened because the threat of the workplace, and other problems happening in prison (Shanoon, 2001).

Based on the causes of job stress above, gratitude has important role to reduce job stress. The

interview with one of the prison guards, initial M said that working as prison guard was a grace in this life, it was not only to earn for living but also to reassure the soul and calm the heart, even though this job was not easy to do, an individual did the job by thinking positively. Thinking positively means that if an individual faces problems in her/his job, the individual will review the problem and consider it not as frightening or avoidant matter. Despite problems in job, an individual keep working willingly and without complaining. An individual keep having gratitude with the job one has because one realizes that jobs are not necessarily pleasurable. Jobs must feel easy if an individual has great gratitude. As Emmons and McCullough (2003) explain that if one is grateful, one's daily behaviors and attitudes are positive, in contrary, if one is not grateful, one's daily behaviors and attitudes are negative. Gratitude is not just words, but it is about how our perspective to face something in life either good or bad.

Al-Munajjid (2012) explains that an individual who considers stress as positive thing will be able to reduce stress by *dzikir* (remembering Allah), performing *shalat* and prayer, improving self-quality, and always being grateful to every grace from Allah. Cahyono (2014) explains that stress can be overcome by an individual by being grateful to Allah as always.

According to Emmons and McCullough (2003), gratitude is feeling about something great, feeling thankful and appreciating advantages received interpersonally or transpersonal from God. A grateful individual is an individual who receives a grace of appreciation and value of the appreciation. A grateful individual is able to identify him/herself as a person who is aware and thankful to the grace by God, by others and willingly spends time to express the gratitude (Peterson & Seligman, 2004). When an individual cannot be grateful in facing job problems, one is easy to suffer from job stress (Dwijayanti, 2008). Gratitude can make an individual accept his/her condition as part of job which should be undergone. It will make an individual consider the stress able to be overcome easily (Krause, 2006).

Based on the explanation above, it can be explained that one thing can be done to reduce job stress is gratitude, based on this, the researchers are interested in seeing whether there is relationship between gratitude and job stress, especially for state prison guards.

2 LITERATURE REVIEW

2.1 Gratitude

The word "gratitude" is from Roman "*gratia*" literally meaning elegance or thankful, performing something with kindness, generosity, and beauty in giving and accepting (Peterson & Seligman, 2004). According to McCullough, Emmons, and Tsang (2002) explain that gratitude can emerge as a trait, feeling, mood or emotion. Gratitude is defined as general tendency to be aware and respond to others' kindness in the frame of positive experience and respond what an individual gained.

Rey (2009) defines gratitude as an emotion characterized with thankful and sufficient expression obtained from the awareness of advantages gained from others and the relationship between the giver and the receiver of the advantages. Wood (2008) states that gratitude is a form of personal character who think positively, presenting life more positively.

2.1.1 Aspect of Gratitude

According to McCullough, Emmons and Tsang (2002), gratitude has four aspects, as follows:

a. Intensity of gratitude

An individual that is grateful when experiencing positive event is expected to have more intense gratitude than one who is not grateful.

b. Frequency of gratitude

A grateful individual repeatedly and daily expresses his/her gratitude, while one without gratitude rarely expresses his/her gratitude.

c. Span of gratitude

Gratitude is based on how much life condition one should be grateful, one with gratitude will be more grateful to their family's condition, job, health, and their own lives. An individual with little gratitude may be less grateful to life aspects.

d. Density of gratitude

It is based on number of people whom will be grateful to when one is asked to whom one feel grateful, one with gratitude will mention many names including family, friends, and one's advisor.

2.1.2 Forms of Gratitude

Emmons and McCullough (2004) state that gratitude can be personal or transpersonal. Forms of gratitude are as follows:

- a. Thankful
Thankful is a pattern of behavior to thank someone or others personally.
- b. Grateful
Grateful is thank to what has been accepted, or one's full response to what he/she has even though what he/she has is implicit.

2.1.3 Factors of Gratitude

McCullough, Emmons and Tsang (2002) state that there are three factors of gratitude, as follows:

- a. Emotion and well-being
A basic tendency to experience positive emotion and happiness, moreover it is expected that one with gratitude will perceive high positive emotion
- b. Prosocial
Prosocial character shows that grateful character is from a character of how one is oriented to sensitivity and cares of others. Prosocial character is seen from one's tendency to be accepted in one's social neighborhood.
- c. Spirituality and religiousness
Gratitude is related to religion, faith and God.

2.1.4 Function of Gratitude

According to McCullough, Killpatrick, Emmons, and Larson (in Froh, Yurkewicz, & Kashdan, 2009), gratitude consists of three moral functions, as follows:

- a. As a moral benchmark
Gratitude functions as the moral benchmark for an beneficiaries characterized with value of the relationship with benefactor, a giver who gives advantages and goodness.
- b. As a moral reinforcement
Gratitude is the moral reinforcement, to reinforce the possibility of benefactor to give benefits or goodness in the future.
- c. As the moral motif
Gratitude as the moral motif is encouraging an individual (beneficiaries) who gets benefit to provide prosocial response to others who provide benefits (*benefactor*).

2.2 Job Stress

House, et al. (1979) defined job stress as a condition as the result of an individual's subjective appreciation which can be in form of interaction between the individual and workplace which is able

to threat and suppress psychologically, physiologically, and individual's attitude. Job stress is a manifestation of a pressure of given responsibility, concern to restlessness, role conflict, workload, and work-excluding conflict.

Ivancevich, Konopaske, and Matteson (2006) define job stress as an adaptive response chained up by individual's difference as consequence of every action, situation, or event that give certain demand to the individual. Moreover, according to Robbins and Judge (2011), job stress is a dynamic condition in which an individual faces an opportunity, demand, or resource related to what the individual desires and the result of which is considered uncertain but important. Robbins and Judge also specifically explain about stress related to demand and resource. A demand is a responsibility, a demand, an obligation, and even uncertainty faced by an individual in the workplace. Resource is things under and individual's control being able to employ to comply the demand.

According to Kreitner and Kinicki (2011), job stress is adaptive response chained by individual's characters and psychological process as the consequence of every external action, situation, or event toward physical and psychological demand.

2.2.1 Dimensions of Job Stress

According to House, et al. (1979), there are 5 dimensions of job stress, as follows:

- a. Responsibility Pressure
Bearing to many responsibilities on tasks given by others either because of process or the lack of human resource or the lack of supporting material.
- b. Quality Concerns
Worrying about not being able to perform job as good as it should be like other people's doing
- c. Role Conflict
Having unobvious expectation and/or conflict with other people in workplace.
- d. Job vs. Non-job Conflict
Perceiving that the job is influenced by condition and other situations in life (e.g. family)
- e. Work load
Having much job to do in limited time

2.2.2 Sources of Job Stress

According to Robbins and Judge (2011), there are three potential factors to trigger stress (stressor), as follows:

- A. Environmental factor

- a. Uncertain economy, a change in business cycle causing uncertain economy. When economy becomes poor, a person worries about the sustainability of his/her job.
 - b. Uncertain politics, uncertain political situation occurring around the organization in which an individual works.
 - c. Technological changing, the third environmental factor to cause stress because innovations can make skills and experiences of an individual become obsolete in short time, computer, robotic system, automation, and other technological innovations that become a threat for many people and make them stress
- B. Organizational factors
- a. Task demand, a factor related to someone's job. The demands consist of individual's job design (autonomy, task variety, and level of automation), working condition, job's physical layout.
 - b. Role demand, a factor related to pressure given to someone as a certain role function run in an organization. Role conflict creates an expectation which is possibly hard to finish or comply. Excessive role load experienced when an employee is expected to do much job than the available time. Role ambiguity emerges when role expectation is not understood clearly and the employee is not sure about what he/she should do.
 - c. Interpersonal demand, a factor related to pressure caused by other employees. No support from colleague and the presence of bad interpersonal relationship can cause stress, especially among employees who have high social needs.
- C. Personal Factors
- a. Family matters, some problems in marriage, broken relationship, and problem on children's discipline as a relationship problem which cause stress to employees then it is carried to workplace.
 - b. Economical problem, a personal problem causes stress to employees and disturbs working concentration, an individual with stress due to economical problem is one whose need is greater than income
 - c. Personality, a personal factor which is an individual's trait, significantly influences stress. It means that stress symptoms which

are expressed during working could be from the individual's personality.

2.2.3 Job Stress's Symptoms

According to Robbins and Judge (2011), stress symptoms can be classified into three categories, as follows:

- a. Physiological symptoms, changing metabolism, increasing heart rate and breathing rate, increasing high blood pressure, resulting in dizziness, and triggering heart attack.
- b. Psychological symptoms, stress, anxiety, easily angry, boredom, and procrastination.
- c. Behavioral symptoms, stress symptoms related to behavior are productivity level change (decreasing of working result), absent (disobey rule), and employees rotation. In addition, change of eating habit, smoking pattern, consuming alcohol, stammer, anxiety and sleep disorder.

3 RESEARCH METHOD

This study is quantitative with correlation research. The sampling employed non-probability sampling by using saturation sampling (Sugiyono, 2014). Samples are 40 prison guards from Class IIB Jantho Prison and Class IIB Sigli Prison. Samples are some of prison guard population in Aceh Prison who are eligible for a criterion as follows, a prison guard in Sigli and Jantho Prison.

3.1 Data Collecting Method

Data collecting method used in this research is psychological scale, a gratitude and job stress scale. Gratitude scale was adapted from Gratitude Questionnaire-6 (GQ-6) by McCullough, Emmons, and Tsang (2002) which has 6 questions, it used Likert scale model containing 7 answers (response). Job stress scale was adapted from The Occupational Stress Scale (OSS) by House, et al (1979). The OSS scale contains 15 items divided into 12 questions and 3 questions, it used Likert scale model consisting of 5 answers (response).

Adapted *Gratitude Questionnaire-6* (GQ-6) scale, developed by McCullough, Emmons, dan Tsang (2002), uses a construct validity which is related to the quality of what aspect is measured by a measurement and consists of an evaluation that a construct is able to make performance of

measurement run well. Testing construct validity is a continuous process that is in away with the development of measured variable-related concept. On the other hand, adapted *the occupational stress scale* (OSS), developed by House, et al (1979), employs a validity which is measured by combining some other instruments such as work stress is negatively related to social support in workplace, internal locus of control, dan job satisfaction. Work stress is also positively correlated with the ambiguity of role, role conflict and personal discrimination. Five stress dimensions that consist of responsibility pressure, role conflict, workload, quality concern, job vs non-job conflict are not positively correlated. However, those dimensions become negatively correlated with job satisfaction and job honorarium. They are also positively correlated with the employee with type A personality. Therefore, the validity of job stress scale is measured by combining and identifying the correlation among the variables mentioned above.

Gratitude Questionnaire-6 (GQ-6) scale reaches coefficient reliability of Alpha Cronbach for 0.599. Meanwhile, *The Occupational Stress* (OSS) has coefficient reliability of Alpha Cronbach for 0.823. Based on the score, the reliability of *The Occupational Stress* (OSS) scale and *Gratitude Questionnaire-6* (GQ-6) scale are categorized good and reliable. It is supported by Azwar (2013) that the closer the coefficient reliability to 1.00, the higher its reliability, so that *Gratitude Questionnaire-6* (GQ-6) and *The Occupational Stress* (OSS) scale are considered as reliable instrument.

3.2 Data Analysis Method

The collected data was analyzed by using Pearson correlation technique with SPSS 20.0 version for Windows.

4 RESULT

4.1 Description Data of Gratitude

Based on statistic result of research data, descriptive analysis hypothetically shows that the minimum answer is 6, maximum is 42, mean is 24 and standard deviation is 6. Meanwhile, empirical data shows that minimum answer is 25, maximum answer is 42, mean is 34.3 and standard deviation is 4.3. Based on the description of result data, the research samples can be categorized into three categories, low, moderate, and high. The subject

categorization method used by the researcher is difference significance-based categorization method because the number of individuals in researched group is not too many (Azwar, 2013). Categorizing way can be found by determining score interval containing moderate category.

Based on data description above, it can categorize research sample into three categories, low, moderate, and high. Method of categorizing subject employed by the researcher is based on difference significance because total individuals in studied group is not many (Azwar, 2013). The categorizing method is obtained by establishing an interval score consisting moderate category.

The researcher used significance level for 95%, therefore:

$$t(\alpha/2, n-1) = (0,05/2;40-1) \tag{1}$$

$$=0,025;39$$

$$= 2,023$$

Based on categorization formula, significance score, and t-value($\alpha/2, n-1$), the result of Gratitude Scale categorization as follows:

$$24 - ((2.023)(4.3/\sqrt{40})) \leq X \leq 24 + ((2.023)(4.3/\sqrt{40})) \tag{2}$$

$$24 - ((2.023)(0.680)) \leq X \leq 24 + ((2.023)(0.680))$$

$$24 - 1.38 \leq X \leq 24 + 1.38$$

$$22.62 \leq X \leq 25.38$$

$$23 \leq X \leq 25$$

After obtaining interval score, therefore categorization norm is diagnosed based on score. Sample's score for gratitude variable is as follows:

Table 2: Categorization of Gratitude

Norm Category Formula	Category	Jumlah	Persentase (%)
$X < 23$	Low	-	-
$23 \leq X < 25$	Moderate	1	2.5
$25 < X$	High	39	97.5
TOTAL		40	100

Categorization result of gratitude variable shows that majority of guards have high categorization level, 39 guards (97,5%), the other, 1 guard, is at moderate category (2,5%) and no subject has low gratitude.

4.2 Data Description of Job Stress

According to statistics result, descriptive analysis hypothetically shows that the minimum answer is 0, maximum is 60, mean is 30 and standard deviation is 10. Meanwhile, empirical data shows that the minimum answer is 10, the maximum is 45, mean is 26.9 and standard deviation is 8.1. Based on description of result data, it can be used to make division for categorizing research subjects into three category, low and high. Subject categorization method is standard error in measurement. According to Azwar (2013), standard error consideration in measurement is deviation of standard error which shows error variation score for measurement of a group of subjects.

Result data description can be used as the standard to categorize the subjects into two categories, high and low.

Researcher used significance level for 95%, therefore the result is:

$$\begin{aligned}
 X \pm z_{\alpha/2} (S_e) &= X \pm z_{0,05/2} (3,4) & (3) \\
 &= X \pm z_{0,025/2} (3,4) \\
 &= X \pm 1,96 (3,4) \\
 &= X \pm 6,7 \text{ or integer } X \pm 7 \\
 \text{Mean} &= 60/2 = 30
 \end{aligned}$$

The categorization divides subjects into two categories, high score and low score category. The categorization uses mean value as division value of category. Score higher than mean is diagnosed positive, while score below mean is diagnosed negative. Based on the norm formulated above, the researcher categorized score of each subject in each variable. The result can be seen in the table below:

Table 3: Job Stress Categorization

Score	Category	Total	Percentage (%)
$X < 23$	Low	16	40
$23 \leq X \leq 37$	No Category	18	45
$X > 37$	High	6	15

The result of job stress categorization shows that job stress levels suffered by prison guards in the Jantho Class IIB Prison and the Sigli Class IIB Prison are at low for 16 guards (40%), while the guards in high category are 6 guards (15%).

4.3 Testing of Assumption

The result of assumption test shows that the data is normally and linearly distributed. The result of normality test done in 40 subjects shows K-S $Z = 0.979$ $p = 0.293 > 0.05$ for gratitude variable, meaning the variable is distributed normally ($p > 0.05$). Moreover, normality test for job stress variable results in K-S, $Z = 0.973$ $p = 0,300 > 0.05$, it means that the variable is also normally distributed ($p > 0.05$). Linearity test result done in 40 subjects by ANOVA test for linearity shows that significance value of linearity is for 0,001. The significance value of 0,001 is less than 0.05 ($p = 0.001 < 0.05$). It shows the linear relationship between gratitude variable and job stress variable.

4.4 Testing of Hypothesis

Analysis result shows that significance value in this study is $p = 0.001$ ($p < 0.05$). It shows that the hypothesis of this study is accepted, there is relationship between gratitude and job stress of guard officers in State Prison.

5 DISCUSSION

This study is conducted to know the relationship between gratitude and job stress of guard officers in State Prison. Analysis result shows that there is negative and significant relationship between gratitude and job stress of guard officers in State Prison. The negative relationship shows that the higher gratitude is, the lower job stress is. It is proven by statistical calculation, correlation analysis shows that significance value is $p = 0,001$ ($p < 0.05$) and correlation = -0.492 , therefore it can be said that the hypothesis of this research is accepted.

Based on the result of this conducted research, guard officers' high gratitude is related to low job stress. It is in accordance with study by Cahyono (2014), gratitude significantly decreases job stress. Gratitude has a role to raise positive emotion toward the experienced condition, so that the life satisfaction emerges. The presence of positive emotion and life satisfaction, negative emotion is disappeared, as the result stress level suffered by the subjects decreases. Another research by Emmons and McCullough (2003) found that experiment group provided gratitude treatment had higher subjective well-being than the group without gratitude treatment. It can be said that gratitude can increase individual's subjective well-being. In

addition, the result of this research is in line with the research by Wood (2008) which states that gratitude is related to life satisfaction because it is positive emotion.

According to Emmons (2007), gratitude is cognition, emotion and behavior construction. Gratitude as cognition construction is shown by acknowledging the kindness and the blessing, and focusing on positive thing in him/herself. Gratitude as emotional construction is characterized by the ability to alter emotion responses to an event, so it becomes more meaningful. Grateful emotion involves amazement, thankfulness, appreciation and happiness toward grace and life. Gratitude as behavioral construction is replying others on advantages and grace that have been received.

The more frequent someone becomes grateful, the more positive emotion and memory will be experienced. The positive emotion will be recalled when needed, for instance when facing stressing condition or even depressing condition (Dewanto & Retnowati, 2015). It is in line with the research conducted by Wood, Maltby, Gillett, Linley, and Joseph (2008), gratitude can decrease stress and depression level. Being grateful principally begins with good intention and positive attitude to appreciate good values by acting well and morally. It is explained by Emmons and McCullough (2004) as moral function of gratitude. Being grateful can be a benchmark how high one's moral is. A grateful person is believed as a person with moral, and vice versa. It is in line with Surah Ibrahim, verse 7: And (remember) when your Lord proclaimed: *"If you are grateful, I will surely increase you (in favor), and if you deny, indeed, my punishment is severe."*

The research by Mutia, Subandi, and Mulyati (2010) shows that gratitude therapy can reduce stress and depression level of an individual. Makhdlori (2007) states that by being grateful, an individual can be calmer when facing a problem. This present study shows that 75% of subjects have high gratitude, it can occur because gratitude is related to religion, faith and God (McCullough, Emmons & Tsang, 2002), the majority of subjects, 40 guards (100%), are Muslim.

The result of this research shows that for 39 guards (97.5%) in Jantho Class IIB Prison and Sigli Class IIB Prison are at high gratitude category and 1 guard (2.5%) is at moderate category. McCullough, Emmons, and Tsang (2002) says that one's gratitude is affected by personality and religiosity. An extraversion and low neuroticism individual has higher gratitude. A research by Rosmarin, Pirutinsky, Cohen, Galler, and Krumrei (2011)

proved that religiosity consistently influences gratitude. Those believing in God and performing religion teaching consistently are more grateful than the grateful individuals but no faith in God. It is similar to study by Lambert, Fincham, Braitwaite, Beach, and Graham (2009), they found that those who prayed to God frequently had high gratitude level.

Data analysis result shows that descriptively, 16 guards (40%) in Jantho and Sigli class IIB Prison experience job stress at low category, and 6 guards (15%) are at high category, moreover majority subjects in this research have low job stress. According to Okoza and Aluede (2010), individuals with low job stress are able to make stress as motivator which provides positive impact for attitude in working, while individuals with high job stress usually perceive threats, suffer from physical, psychological, and working behavior disorders.

In this research, majority guard officers, 38 guards (95%), are married, marriage is also influential factor to an individual's stress level. A married individual usually has lower stress level than unmarried one. It occurs if the worker has carrier support from partner, job stress decreases because of support by partner. However, marriage will positively influence stress if the marriage runs well (Fink, 2010).

Besides marriage, gender is also an influential factor in facing job stress. According to ILO (2003), women are riskier than men to suffer from stress resulting in disease and the desire to leave the job. In addition, women responded stress differently from men. According to research by Wichert (2002), men tend to cope stress by changing their behavior, like committing smoking, drinking alcohol, and consuming drug, etc. Meanwhile, women tend to cope stress by changing emotionally. In addition, men tend to experience health-quality decline physically during stress. Women tend to experience psychological health decline (Bickford, 2005). In this study, majority subjects perceive low job stress because 40 subjects (100%) are men. It is in line with the research conducted to workers in Thailand, it found that men suffer from lower stress level than women (Tawatsupa, Lim, Kjellstrom, Seubsman, & Sleigh, 2010).

The length of employment is a factor that influences a person to face job stress. In this study, majority subjects, 14 guards (35%), have been working for 6 to 10 years. Sarwono and Purwono (2006) state that the longer a subject works, the lower job stress he/she suffers, because the subject has a lot experience and quick response to face job

problems. It is in accordance with the result of this research which states that majority prison guards have low job stress.

Impact of gratitude on job stress among guard officers can be seen from analysis measures of association, it shows *R Square* (R^2) = 0,242 meaning that there are 24.2% are influenced by gratitude impact on job stress, while 75.8% are influenced by other factors like social support, effective communication, self-esteem, and locus of control as well as lifestyle (Dodiansyah, 2014; Susanti, 2004; Dwijayanti, 2008; Cicei, 2012). According to the explanation above, it can be concluded that gratitude has role on high and low stress level among guard officers in State Prison. Both have significantly negative correlation, it means that if gratitude is high, job stress will be low, and vice versa.

During the process of this research, the researchers realize that there are some limitations. First, this research employed job stress theory that is only measured through 5 dimensions namely responsibility pressure, quality concern, role conflict, job and non-job conflict, as well as workload, therefore measurement to other things like leadership style and organizational behavior which are related to working field cannot be researched with the theory developed by House, et al (1979). In addition, sampling technique is another limitation because employing saturation sampling technique as the result of small population or samples are only guard officers in Jantho and Sigli Class IIB Prisons, moreover this research cannot be generalized with two other prisons undergoing prisoner overload.

6 CONCLUSIONS

The result of this study shows that there is negative and significant relationship between gratitude and job stress of guard officers in State Prison. Furthermore, the result shows that generally the guards have high category gratitude and low level job stress.

For the guard officers in State Prison, it is expected to control negative emotion and manage some skills to cope the stress. For State Prisons, especially Jantho and Sigli Class IIB Prisons, it is expected to maintain the gratitude level and support positive activities in the prisons. For future researcher who is interested in conducting research using gratitude and job stress variables, it is recommended that those variables be researched by using qualitative method with observation and in depth interview. The next researcher is also

recommended to conduct the research in Takengon and Tapaktuan prisons which undergo overload capacity.

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