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Core self-evaluation as a mediator for social support and psychological well-being: A study of Indonesian migrant domestic worker candidates

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Article Info

Abstract

This study addresses the impact of social support on psychological well-being while investigating the role of core self-evaluation as a mediator among 1,455 Indonesian women migrant domestic worker candidates. The instruments of this study are Psychological Well-Being Scale (PWBS) medium version, Social Provision Scale (SPS), and Core Self-Evaluation Scale (CSES). The sampling technique is cluster sampling, and the analysis data used regression mediation model no.4 by Hayes. The results of this study show that core self-evaluation has a role as a partial mediator in the relationship between social support and psychological well-being. These significant effects can be obtained by psychological well-being if social support passes through core self-evaluation. This study looks like dew in the Sahara by addressing a crucial gap in research on Indonesian women migrant domestic workers with different cultural backgrounds as well as differing provisions regarding the regulations of migrant workers, primarily related to the psychological well-being of migrant domestic workers.

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Introduction

Indonesia, is one of the largest exporters of migrant workers in the world, due to limited employment and poverty (Sidik, 2010). More than 140,000 Indonesian migrant workers are spread around the Asia-Pacific region, America, the Middle East, and Europe (Ratya, 2017). Migrant workers are divided into five most prominent positions, namely, domestic workers, caregivers, workers, operators, and plantation workers (Ratya, 2017). 70 percent of the total Indonesian migrant workers are female (Sidik, 2010). According to the International Labour Organization [ILO] (2006), women were generally as a gender that is more suitable and much required in specific jobs. This statement is under National Agency for Placement and Protection of Indonesian Migrant Workers (Badan Nasional Penempatan dan Perlindungan Tenaga Kerja Indonesia [BNP2TKI]) when from 2011 to 2016, Indonesian female migrant domestic workers were dominating with a percentage of more than 54 percent compared to men in both formal and informal sectors (BNP2TKI, 2016). International Organization for Migration [IOM] explained the phenomenon is also known

as the feminization of labor migration (International Organization for Migration [IOM], 2010), where the quantity of female labor exceeds men, and has become majority when compared to men (Martiany, 2013).

Feminization of migration is not just a matter of quantity, but the vulnerability of women against exploitation (IOM, 2010), discrimination and irrational behavior (International Labour Organization, 2006). Cases of sexual harassment, verbal or physical violence (ILO, 2006), cases of unpaid salary, persecution, victims of trafficking, rape, and murder were all such examples experienced by Indonesian women migrant domestic workers (Kemenpppa, 2016). Furthermore, it cannot be denied that this migration is full of challenges because it involves women as autonomous migrants (moving alone), leaving their families, homes, and relatives to work abroad (International Labour Organization, 2004). Based on research by Anjara, Nellums, Bonetto, and Van Bortel (2017), with 182 female domestic migrant workers in Singapore, it was found that nearly 20 percent of participants reported feeling isolated and very isolated, which was associated with stress and contributed to the poor quality of life. Wardani and Firmansyah (2019) argued stress can cause burnout in individuals, which will affect the quality of life. One of the keys to work without having burnout is engagement, where work engagement can improve enthusiasm, productivity, motivation, and loyalty (Wardani & Fatimah, 2020). However, those cases did not revoke their desire to migrate because it is seen as a solution to improve their well-being (Center for Indonesian Policy Studies, 2016).

Well-being is related to mental health, which is a situation where individuals realize their potential, can handle the pressure of life usually, can work productively, and be able to contribute to their community (World Health Organization [WHO], 2014). Therefore, psychological well-being is an appropriate concept to describe this condition. Psychological well-being is a concept that has been examined by the researcher and has continued to evolve. The development of this research has linked psychological well-being with other social sciences. Several studies have linked psychological well-being (PWB) with social support (SS) and core self-evaluation and found a relationship between these two variables and psychological well-being (Soulsby & Bennett, 2015; Jasinskaja-Lahti & Liebkind, 2007; Ni & Wang, 2015). Social support is assumed to be an interpersonal behavior that might be one solution to the challenges of migrating. Yan and Su (2013) found a positive relationship between core self-evaluation with social support, acting as a partial mediator of the relationship between social support and work engagement. Work engagement is one of the keys to improving the performance because they will work with enthusiasm, exert more effort, and do positive things (Wardani & Anwar, 2019).

Ni and Wang (2015) found the role of core self-evaluation as a mediator in the relationship between the perception of organizational support and psychological well-being. The research showed that the perception of organizational support will be robust related to psychological well-being to the individual with high core self-evaluation compared with low core self-evaluation. Furthermore, the role of mediator core self-evaluation was also found between the relationship of social support and subjective well-being (Liu, Li, Ling, & Cai, 2016). Smedema et al. (2015) suggested building social support to increase core self-evaluation because core self-evaluation will increase positive psychosocial. Therefore, this study aimed to find the role of core self-evaluation as a mediator on the relationship between social support and psychological well-being among Indonesian Migrant Workers Candidates. This study has addressed a crucial gap in research on Indonesian women migrant domestic workers with different cultural backgrounds as well as differing provisions regarding the regulations of migrant workers.

Literature Review

The term PWB is an idea developed by Ryff in the 1980s based on the view of Aristotle's eudemonic. Ryff (2013 cited in Ni & Wang, 2015) considered that well-being is not just a feeling of happiness, but also a perfect experience by mobilizing all potential. PWB by Ryff (2013) is defined as a concept that refers to someone healthy, kind, functioning optimally, and who can succeed despite existential challenges (Henn, Hill, & Jorgensen, 2016). Ryff (2013) classified PWB into six main components, namely, self-acceptance, autonomy, environmental mastery, personal growth, positive relationships with others, and purpose in life.

According to Kallay and Rus (2014), PWB is a theory that exceeds satisfaction and happiness (hedonism) but is included in eudaimonic well-being, which is a characteristic of human existence to achieve perfection by realizing the potential that exists in itself. Wardani and Astuti (2019) said PWB is the psychological state of someone as an individual formed rather than life experience daily, which is judged subjectively, and also discussed to what extent the individual assesses his subjective ability to manifest himself. Nur, Misrawati, and Utami (2019) explained that individuals who have a high level of PWB are those who experience life satisfaction much less and experience fewer unpleasant emotions, such as anger and sadness.

One of the things that can influence one's well-being is social support. Social support is not only crucial for the self but also for positive well-being and coping with stress in facing life's changes and adjusting in a new culture (Mallinckrodt & Leong, 1992). Soulsby & Bennett (2015) argued that those

who have a higher level of social support experience higher PWB, and those with lower levels of social support experience poorer PWB, regardless of the level of stress.

Social support by Cutrona and Russell (1990) is a variety of interpersonal behaviors given by members of social groups to help individuals successfully cope with events and unpleasant life situations. Cutrona and Russell adapted the six elements of social support based on Weiss (Steigen & Bergh, 2018). These elements are provisions that can be obtained from interpersonal relationships, namely, guidance, reliable alliance, reassurance of worth, attachment, opportunity for nurturance, and social integration (Steigen & Bergh, 2018). The six elements are provisions that can be obtained from interpersonal relationships. However, some provisions can be relevant in different situations, such as stressful life events (Steigen & Bergh, 2018). Each provision is most often obtained from certain types of relationships, but some provisions can be obtained from the same person. Social support was also found to have a relationship with CSE (Yan & Su, 2013).

Edith Packer introduced CSE as an evaluation of certain situations influenced by a fundamental assessment called core evaluation (Chang, Ferris, Johnson, Rosen, & Tan, 2012). Judge, Locke, and Durham, in 1997, developed this idea and built a theoretical framework that explained the dispositional influence on job satisfaction (Chang, Ferris, Johnson, Rosen, & Tan, 2012). Overall CSE as conceptualized by Judge, Locke, Durham, and Kluger (Smedema, 2014) is a fundamental perception possessed by individuals regarding their values and abilities as human beings. CSE consists of four categories, which are natural specific traits, namely, self-esteem, generalized self-efficacy, emotional stability (low neuroticism), and locus of control.

Based on several studies, CSE has been investigated as a factor that influences PWB. Based on comparative data from the U.S. and Germany, samples indicate that personality traits are a strong predictor of well-being (Ryff, 2013). According to Judge (Ni & Wang, 2015), CSE has been verified as self-evaluation, which is an inner structure of personality, has reliable stability, and is an essential indicator of personality variables. CSE as evaluation factor directly affects happiness, and makes employees with high CSE evaluate their environment and themselves more highly (Ni & Wang, 2015).

Methodology

Participants

The population of this study was 142,990 Indonesian migrant workers. Slovin's formula was used in determining the number of samples in the study. Based on Slovin's formula, the minimum number for this research was 399 persons. The participants of this study were 1,455 Indonesian Migrant Worker Candidates at the Overseas Training Center (BLKLN) in Indonesia, which accommodates Migrant Worker Candidates for the informal sector, especially domestic workers. All respondents in this study were 21–50 year old females, based on Levinson's (1986) adult theory. The minimum age of migrant worker domestic candidates was 21 years old as International Labour Organization requirements.

Based on participant age demographics, the majority age group in this study was 23–28 years (31.6%), followed by 34–40 years old (26.5%), 29–33 years old (20.8%), 17–22 years old (15.2%), and 46–50 years old (.8%). 55.5 percent of participants were single, 34.7 percent married, and 9.8 percent widowed. Furthermore, based on the level of education, 60.6 percent were junior high school graduates, 27.4 percent were senior high school graduates, and 11.3% were primary school graduates. Also, this study found that the majority of participants (58.6%) had work experience overseas, 25.2 percent local work experience, and 16.2 percent did not have work experience.

Data Collection

The sampling technique was cluster sampling using three Likert type instruments. All instruments were adapted into the Indonesian language, and the validation process was performed by back-forward translation, expert judgment, and confirmatory factor analysis (CFA). The three instruments were, (1) Psychological well-being scale (PWBS) consisting of 54 items. PWBS included 6 dimensions of psychological well-being by Ryff, namely, self-acceptance, positive relation with others, autonomy environmental mastery, purpose in life, and personal growth. Each dimension of psychological well-being consisted of 9 items. The Alpha Cronbach coefficient for PWBS was .827. (2) Social provision scale (SPS) consisted of 24 items. SPS also included 6 dimensions of social support by Cutrona and Russell, namely, guidance, reliable alliance, opportunity or nurturance, reassurance of worth, attachment, and social integration. Each dimension of social support consisted of 4 items. The Alpha Cronbach coefficient for SPS was .847. (3) Furthermore, core self-evaluation scale (CSES) consisted of 12 items. CSES included 4 dimensions of core self-evaluation by Judge et al. namely, self-esteem (4 items), generalized self-efficacy (2 items), locus of control (3 items), and emotional stability/low neuroticism (3 items). The Alpha Cronbach coefficient for CSESwas.814.

Data Analysis

Before conducting a regression analysis, basic assumption tests were performed. including normality test, heteroscedastic test, homogeneity test, linearity test, and multicollinearity test. Data were normally distributed for PWB (KS = .674; p = .754), SS (KS = .963; p = .312), CSE (KS = .594; p = .872) and no heteroscedasticity in the relationship between the two variables was observed in this study. Regarding homogeneity, the Levene's = .652 (p = .583) and 2.053 (p = .111), suggested homogeneous variance. Multicollinearity was also not detected as the tolerance value was .905 (> .10) with VIF index of 1.105 (< 10.00). For linearity test, deviation from linearity F = 1.298 (p = .087), indicated linearity. The data analysis consisted of mediation regression analysis using PROCESS V.3.0 model no.4 by Hayes.

Results

The descriptive analysis shows that PWB, SS, and CSE from IMWC were above the standard mean and known as hypothetic value. The mean PWB = 153.6 (Xmax = 194; Xmin = 96; *SD* = 12.7). Based on the hypothetical values f or PWB, there were 8 (0.5%) respondents who had low, 507 (34.8%) respondents in average level, while 940 (64.6%) respondents had high PWB. Whereas for SS, mean = 75.66 (Xmax = 96; Xmin = 45; *SD* = 7.52). 12 (0.8%) respondents in low level, 136 (9.3%) respondents in average level, 1307 (89.8%) respondents had high SS. CSE had mean = 34.04 (Xmax = 48; Xmin = 17; *SD* = 4.36) respectively. 74 (5.1%) respondents in low level of CSE, 617 (42.4%) respondents in average level, while 764 (52.5%) respondents in high level.

The results of the mediation regression based on the PROCESS output matrix are shown in Table 1. The result of this study shows CSE as a partial mediator between SS and PWB.

Based on Figure 1, line c' is SS, and PWB is .2677 (p = .000). Whereas for line a, SS towards CSE is .1791 and $F(1.1453)$ = 144.350 (R = .3087; p = .000). The latter path estimation is line b, which is CSE towards PWB that is 1.4953 (p = .000).

Based on these results, it can be concluded that social support provides a direct effect of .2677 (p = .000) to PWB (path c'). However, the effect obtained by the PWB will be greater if SS passes CSE. This research shows the indirect effect (c) results of .6107 (z = 10.5969; p = .000) F(2.1452) = 582.830 (R^2 = .5098; p = .000). These results indicate that SS and CSE have an effect of 50.98 percent on PWB. In contrast, the remaining 49.02 percent is influenced by other variables, not in the linear regression model. The regression equation is shown in Equation (1):

$$PWB = 56.468 + .2677SS + 1.4953CSE \qquad (1)$$

The regression coefficient for SS .2677, and the CSE 1.4953. The SS and CSE regression coefficients are positive. It shows that if SS rises by 1 point, the PWB also increases by .2677; vice versa. Along with the increases of CSE by 1 point, the number of PWB increases by 1.4953; vice versa.

This research used ANOVA as supplementary analysis for demographic factors such as age, education, work experience, and marital status. Table 2 demonstrates that there are different SS based on age (mean square = 223.063; p = .001). Moreover, based on education, this also shows a difference in SS (mean square = 509.197; p = .000) and PWB (mean square = 764.194; p = .003). ANOVA results based on job experience along with marital status show that there were differences in SS (mean square = 259.370; p = .010; mean square = 206.110; p = .026), and PWB (mean square = 517.862; p = .040; mean square = 62.537; p = .030) respectively. Meanwhile CSE also has difference based on marital status (mean square = 62.537; p = .037). Additionally, to explain which variables and groups have differences, a Post Hoc test was performed.
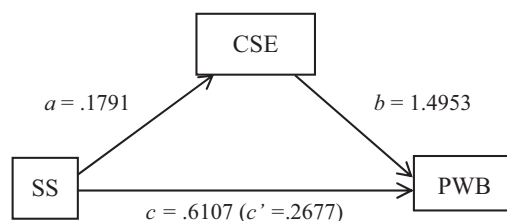
Figure 1   Model of Mediation

Table 1 Mediation Analysis Result

Antecedent			Consequent						
		t	M (CSE)				PWB		
			Coeff.	*SE*	*p*		Coeff.	*SE*	*p*
X (SS)	a	17.493	.1791	0.015	< .001	c'	.2677	0.035	< .001
M (CSE)		22.565	-	-	-	b	1.4953	0.066	< .001
Constant	iM	19.5864	20.497	1.119	< .001	Y	56.468	2.883	< .001
			R^2 = .3087				R^2 = .5098		
			$F(1.1453)$ = 144.350, p < .001				$F(2.1452)$ = 582.830, p < .001		
			Z = 10.5969						

Table 2 ANOVA Based on Demographics

Variable	Demographic	Mean Square	F	*p*
SS	Age	223.063	3.972	.001
	Education	509.197	9.172	.000
	Job Experience	259.370	4.595	.010
	Marital Status	206.110	3.646	.026
PWB	Age	347.022	2.172	.055
	Education	764.194	4.789	.003
	Job Experience	425.839	2.661	.070
	Marital Status	517.862	3.238	.040
CSE	Age	7.448	.393	.854
	Education	6.528	.343	.794
	Job Experience	16.077	.849	.428
	Marital Status	62.537	3.314	.037

Post Hoc test in Table 3 shows there were significant differences in SS between the age group of 17–22 years and 34–40 years with mean difference 1.392 (*p* = .028); age group 23–28 years and 34–40 years with a mean difference 2003 (*p* = .000); and the age group 23–28 years with 41–45 years mean difference 2.273 (*p* = .016). It can be concluded that this age group (23–28 year age group) has significant differences with the 34–40 year age group and the 41–45 year age group.

Table 3 shows significant results in educational factor for SS and PWB. In SS, elementary education has significant difference with junior high school (mean difference 1.912; *p* = .003), and senior high school (mean difference 3.443; *p* = .000). In addition, junior high school also has significant difference with senior high school education (mean difference 1.531; *p* = .001). Meanwhile PWB, Indonesian women migrant domestic worker candidates with elementary education have a significant difference with senior high school (mean difference 2.122; *p* = .012) and Diploma (mean difference 9.525; *p* = .017). Furthermore, post hoc test also demonstrates that junior high school has significant difference with senior high school (mean difference 2.122; *p* = .005), and Diploma (mean difference 9.525; *p* = .025).

The post hoc test also indicates that there were differences in SS between local working experience and the overseas work experience (mean difference 1.003; *p* = .003). Moreover, Indonesian women migrant domestic worker candidates with local work experience also had a significant difference from those who had no work experience (mean difference 1.849; *p* = .033). It can be concluded that those who had local work experience are different from those who had experience overseas and who had never worked. Based on marital status, it was found that SS was significantly different between single and married workers (mean difference 1.079; *p* = .011). Similarly, in the PWB, widow was found different from single worker (mean difference 2.928; *p* = .011), and married worker (mean difference 2.509; *p* = .037). Also, post hoc test results indicated that there are differences in CSE among Indonesian women migrant domestic worker candidates based on marital status, where the widow worker was different from the single worker (mean difference .850; *p* = .032), and married worker (mean difference 1.062; *p* = .010).

Table 3 Post Hoc Test

Variable	Demographics	Group 1	Group 2	Mean differences	*p*
SS	Age	17–22	34–40	1.392	.028
		23–28	34–40	2.003	.000
			41–45	2.273	.016
	Education	Elementary	Junior HS	1.912	.003
			Senior HS	3.443	.000
		Junior HS	Senior HS	1.531	.001
	Job Experience	Local	No Experience	1.849	.033
			Overseas	1.003	.003
	Marital Status	Single	Married	1.079	.011
PWB	Education	Elementary	Senior HS	2.122	.012
			Diploma	9.525	.017
		Junior HS	Senior HS	2.122	.005
			Diploma	9.525	.025
	Marital Status	Widow	Single	2.928	.011
			Married	2.509	.037
CSE	Marital Status	Widow	Single	0.850	.032
			Married	1.062	.010

Discussion

The results of this study show CSE as a partial mediator between SS and PWB. These significant effects can be obtained by psychological well-being if social support passes through core self-evaluation. This finding is due to a person's personality determining their happiness because it is more stable than the external situation. External factors are usually related to subjective processes, and personality traits affect life events, which also affect well-being (Ni & Wang, 2015). Regarding this, Judge (2013 cited in Ni & Wang, 2015) verified CSE as a self-evaluation, which is an inner structure of personality, has reliable stability, and is an essential indicator of personality variables.

The findings above are the conditions of the Indonesian women domestic migrant worker candidates and women migrant workers when related to the phenomenon. The challenge in the feminization of migration can be said to be nothing trivial. Around 50–60 million migrant domestic workers are spread throughout the world, and most of them are women (Van Bortel, Martin, Anjara, & Nellums, 2019). Until now, not all countries have provisions to protect women migrant domestic workers. One of the top three sources of migrant labor in the world is Indonesia (Karnaka, 2017). However, Indonesian women migrant domestic worker candidates desire to increase their well-being to be more dominant despite any risk that it involves. Vulnerability in the feminization of migration and the challenges associated with changes in life and adaptation to the new culture in their place of work are situations that they may face.

These findings strengthen the fact that Indonesian domestic migrant workers who have been abroad can use SS to face the challenges in migration. Also, SS can provide benefits to avoid the vulnerability of the feminization of migration through guidance and strong alliance as relevant assistance related to problem-solving. The results show that SS is one of the factors that plays a role in improving a person's PWB as it is known that psychological well-being itself consists of self-development, autonomy, self-acceptance, life goals, environmental mastery, and positive interpersonal relationships (Wardani & Amaliah, 2020). Soulsby and Bennett (2015) stated that regardless of stress levels, SS can directly influence PWB independently of any external stressors. Mallinckrodt and Leong (1992) also said that SS is not only crucial for the positive well-being of a person, but also can be beneficial to the coping process in the face of stress such as when facing life changes, adjusting to new environments, and different cultures, consistent with the previous research conducted by Sasmita and Mardhatillah (2019) among entrepreneur woman. The study found that women who have social support from spouse, family, friends, co-workers, or employer, will tend to be able to balance work life and personal life, which will also affect psychological well-being (Sasmita & Mardhatillah, 2019).

This research is also consistent with the results of interviews with four Indonesian women migrant domestic worker candidates that their vulnerability was addressed positively and would not affect them. One subject in the interview said that she was not afraid because she had a good experience, and the second subject said if she had good intentions, then she would get a good employer. The third subject said that she was working for her child, so she would not give up, and the fourth said it all depended on herself, that if being scolded by the boss then to immediately apologize. It can be concluded that they have positive emotion process. The results of these interviews indicated similarity to findings by Kacmar, Collins, Harris, and Judge (2009) who found that there is a tendency for positive reactions to the environment and to have adverse feelings in a lower degree as a result of high CSE (Kacmar, Collins, Harris, & Judge, 2009). From the general description of the respondents in this research, it was found that 42.4 percent of the respondents had average CSE, and 52.5 percent had high CSE. It can be said that more than 50 percent or 94.9 percent of participants in this study had moderate to high CSE.

The PWB of respondents in this study tends to be high, which can see from the norm value of 940 respondents. The result indicates that well-being is indeed not only as economic. Although simple, individuals can be said to be prosperous if their basic needs are met and not in poor condition (Rohmah & Sari, 2017). Their desire to improve well-being is not comparable to their psychological well-being, which is likely to be high. According to Ryff (2013), an individual with high PWB is someone who can deal with bad experiences so that they can avoid harmful emotional conditions as a result of such bad experiences. The PWB can establish good interpersonal relationships with others, not depending on others in determining their future, being able to manage external environmental conditions, having a clear purpose in life, and being able to develop themselves in a better direction (Ryff, 2013). Due to the challenging migration process, it might be essential to have high PWB mainly to deal with crises. A meta-analysis study found that coping has a significant relationship with PWB, where the better someone is in using coping in dealing with problems, the better the PWB will be (Mawarpuri, 2013). Also, other studies related to coping mechanisms carried out on women victims of violence found that good PWB enabled them to handle the crisis through coping mechanisms that focused on problems. However, the coping mechanism that focuses on emotions is used when PWB is not in functional status (Rodriguez, 2011).

In this study, demographic factors that affect PWB were marital status and education. In line with Ryff (1995), these two demographic factors are indeed factors that affect PWB. In this research, the marital status showed differences in PWB among respondents with the status of

married and divorced, and also widowed status to unmarried status. These results are consistent with Soulsby and Bennett (2015) who found that married status had higher psychological health than the unmarried, widowed, and divorced. Marital status and widows had significant differences in this study. The results also revealed that education was a demographic factor that consistently affects PWB in line with several other research results that have been summarized by Ryff (1995). According to Ryff and Singer (2008), the level of education positively related to PWB of a person. The higher the level of one's education, the higher the psychological aspects of well-being, especially personal growth and purpose in life. Higher education also shows high self-acceptance and purpose in life. It could be, perhaps, the higher the level of education, the more insightful a person to develop his/herself better and have a purpose in life. Also, women with higher education have a lot of resources and skills to manage multiple roles to increase autonomy in carrying out their commitments (Ahrens & Ryff, 2006).

Furthermore, respondents' SS in general tended to be high. This may be because the sampling was collected at Overseas Training Center (BLKLN), where the candidates were gathered, so maybe the support gained or perceived would be better than a worker who had left BLKLN even though they were both autonomous migrants. SS in this study showed differences with the four demographic factors such as age, work experience, marital status, and education level. One possibility is that the influence of SS varies over the life span so that it gives different effects on young women and adults (Documet, Bear, Flatt, Macia, Trauth, & Ricci, 2015). The difference between SS and marital status has also been explained by Soulsby and Bennett (2015) in that the SS obtained from a partner is not easy to gain from other places, so it led to differences from the Indonesian women migrant domestic worker candidates' marital status in this study. Brakett, Polamera, and Salovey (2010 cited in Kemunto, Adhiambo, & Joseph, 2018) found that individuals who get SS, attention, respect, esteem, and have someone to depend on tend to have higher life satisfaction. Conversely, the widow can only depend on herself in fulfilling the demands of her life, even more so, if she has dependents

This is aligned with Coyne and DeLongis' study (1986 cited in Soulsby & Bennett, 2015), explaining differences in SS, where the support obtained from a partner is not quickly gained elsewhere. Besides, life events such as coming to work, marriage, relocation, and divorce are changes in circumstances which require someone to adapt due to changes in social networks (Wrzus, Wagner, Hänel, & Neyer, 2012). The life events might affect SS, both perceived and received by Indonesian women migrant domestic worker candidates. According to Lang (2004 cited in Wrzus et al., 2012), the most decisive factor, which

is workplace transfer, successfully reduces the number of friendship networks regardless of age. Moreover, the result also found differences in CSE between the widow and single worker, and between the widow and married worker. The differences can occur because women who are married have the support from a partner in their role as parents, which the widow does not have.

Conclusion and Recommendation

CSE in this study was found as a partial mediator for social support and psychological well-being relationships. These significant effects can be obtained by psychological well-being if social support passes through core self-evaluation. Indonesia, as one of the top three sources of labor in the world (Karnaka, 2017), needs to start paying attention to the quality of the labor force itself and provide support to Indonesian women migrant domestic worker candidates so that they can perform well. For further research, comparison between the candidates at overseas training centre (BLKLN) and the workers abroad can be studied. Further research could develop samples from other countries for generalization, and also examine other variables such as life satisfaction and mental health of migrant domestic workers.

Conflict of Interest

There is no conflict of interest.

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