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Coping strategies minimize the tendency of post-power syndrome to civil servants before retirement

*Firdausy Asmi Ramadhani, Hamidah**

Faculty of Psychology, Universitas Airlangga, Surabaya, Indonesia

*Corresponding author: hamidahhamidah57@yahoo.com

Abstract

The aim of this research is to discover the correlation between coping strategies (emotion focused coping and problem focused coping) and the tendency of post-power syndrome experienced by civil servants before retirement. The respondents of this research were 41 civil servants before 1 to 2 years retirement. The data was collected by using questionnaire. The result showed that there was a significant negative correlation between coping strategies and the tendency of post-power syndrome, with a correlation coefficient of -0,471 and a significant value of 0,002 towards problem focused coping; and emotion focused coping showed a correlation coefficient of -0,335.

Keywords: Coping; Post-power syndrome; Pre-retirement civil servants.

Las estrategias de afrontamiento minimizan la tendencia del síndrome post-poder a los funcionarios públicos antes de la jubilación

Resumen

El objetivo de esta investigación es descubrir la correlación entre las estrategias de afrontamiento (afrontamiento centrado en la emoción y afrontamiento centrado en el problema) y la tendencia del

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síndrome post-poder experimentado por los funcionarios antes de la jubilación. Los encuestados de esta investigación fueron 41 funcionarios públicos antes de la jubilación de 1 a 2 años. Los datos fueron recolectados mediante cuestionario. El resultado mostró que había una correlación negativa significativa entre las estrategias de afrontamiento y la tendencia del síndrome post-poder, con un coeficiente de correlación de $-0,471$ y un valor significativo de $0,002$ hacia el afrontamiento centrado en el problema; y el afrontamiento centrado en la emoción mostró un coeficiente de correlación de $-0,335$.

Palabras clave: Afrontamiento; Síndrome post-poder; Funcionarios públicos previos al retiro.

1. INTRODUCTION

Psychological disorders that are susceptible experienced to retirees are anxiety, stress, and depression. Some pre-retirement adjustments have triggered psychological disorders emergence (TURNER and HELMS, 1995). Retirement increases the probability of sustaining 40% clinical depression, suffering at least 1 physically physiological illness condition of 60%, and consuming drugs for various conditions of 60% (HELLER-SAHLGREN, 2013). An elucidation of the pension condition can be occurred to someone who is still an active employee during his or her retirement as well. The elderly need a self-defence mechanism or commonly called as coping to deal with stress to the elderly retired. Coping is an problem-solving effort to manage stress that is experienced by retirees (HIDAYAT, 2004).

Retirees are often associated with stress that could potentially appear on retirement, such as job loss and age-related changes. Five things that will be lost for retirees are income, routine activities, social interaction, a significant basis for personal identity and status; and a sense of retirement can bring up unpleasant feelings caused by worry, anxiety, confusion, and unpreparedness in accepting the circumstances of retirement for both socially, physiologically, and psychologically (BRILL and HAYES, 1981). In approaching the retirement, there will be feelings of worry, fear, and consideration due to social identity, income, employment, social interactions that are lost when retired (BRILL and HAYES, 1981).

Post-power syndrome is a condition characterized by the emergence of traits or behaviors which is an expression of power from power inherent in leadership positions experienced by individuals who no longer hold the leadership positions. Symptoms found in post-power syndrome are caused by stress in the form of tension, mental stress, disappointment, and fear that disrupt the organic and psychological functions will progressively lead to damage. The symptoms of post-power syndrome will deteriorate if it is augmented by the presence of a physical disorder. For retirees who previously have a position or a huge influence during his or her years of service will undergo various psychological disorders which include a sense of success or achievement. For some retirees, life stages bring out the disappearance of cognitive and physical aspects, capacity, health, and loved ones (BALTES, 1997; BRANDTSTÄDTER and RENNER, 1990; DAVE et al., 2006). Based on the potential for its loss, it is not

surprising that retirement is associated with identity confusion, sadness, and decreased feeling control. Retirees can apply coping strategies to mediate the relation between bad things and well-being. Coping strategies are defined as cognitive and behavioural approaches that are used by individuals in stressful situations to recover his or her psychological or emotional stability (FOLKMAN and LAZARUS, 1980).

Coping is understood as a central method in which adults or the elderly adapt themselves to aging (BRANDTSTÄDTER and RENNER, 1990; HECKHAUSEN and SCHULZ, 1995). A relation context between retirement and age with stress has a different strategy used according to its stressor types. The elderly who have conflict problems tend to use problem-focused coping. Whereas the elderly who sustain loss problems use emotional-focused coping (MANFREDI and PICKETT, 1987).

A profession as a civil servant is superior and has a high status for Indonesian people. The main duties and functions of civil servants have been arranged by the government so that the civil servants work in accordance with the regulation. Moreover, when their work was finished, they tend to do several things, for example, going out of office, talking to colleagues, or even going home early. These civil servants behaviors are considered as a slack. Then, the civil servants who both work hard and casual will still receive the same salary because of the competitive culture and creativity are lacking (DEWI et al., 2012).

The civil servants who undergoing retirement are vulnerable to get mental shock. Mental shock is a condition due to the emersion of fear for the idea in dealing with retiring (GUAVANY, 2016). This mental shock often happens to someone who has a position or strategic place, important, and superior during his or her years of service. Also, the civil servants who had retired lose their role identity as previously official or actively working that has subordinates, so they will feel power-less at the time when retirement (RAKHMAWANTO, 2014). The purpose of this research is to discover the correlation between coping strategies with the tendency of post-power syndrome that experienced by the civil servants before retirement.

2. METHODOLOGY

This research applied quantitative approach. Technique of data collection used in this research was survey. The target population of this research was civil servants of Tulungagung regency with structural position in approaching 1 and 2 years of retirement. This research sample was taken as much as 41 respondents.

The observation of coping strategies used BRIEF Cope with two forms coping strategies which are Problem Focused Coping (PFC) and Emotion Focused Coping (EFC) (CARVER et al., 1989). Scale reliability level of coping strategies based on calculations by using statistical techniques with the Alpha cronbach formula obtained reliability coefficient of 0.789. according to the reliability coefficient of 0.789, it means that the scale of coping strategies can be mentioned

to have highly reliability (NURSALAM et al., 2018b; RAHMATIKA and HANDAYANI, 2012).

The observation of post-power syndrome utilized post-power syndrome measuring instrument (YUNIAN, 2013). There were 2 aspects post-power syndrome which are physical symptoms (shrivelled, sad, limp, no desire, and getting sickly) and psychological symptoms (apathy, depression, feeling guilty, never complacent, hopeless, easy to snatch, intolerant, irritable, aggressive, and temper). Reliability level of post-power syndrome scale based on calculations by using statistical techniques with Cronbach alpha formula obtained reliability coefficient of 0.945. Based on the reliability coefficient of 0.945, the scale of post-power syndrome can be claimed to have highly reliability (YUNIAN, 2013).

In this research, it applied assumption test in advance to determine the correlation technique used. The results of the assumption test that qualified by using parametric statistics applied Pearson Product Moment correlation technique. While the unqualified results of the assumption test, the utilization of non-parametric statistics would implement Spearman's Rho correlation technique. The processing of statistical data was done by using SPSS program with a significance level of ($p < 0.05$) (BRACE, 2018; NURSALAM et al., 2018a).

3. RESULTS and DISCUSSION

The overview of research subjects

The subjects in this research were Civil Servants with structural position who were approaching retirement, namely those who had active remaining work of 1 and 2 years before retirement. The research sample was taken as much as 41 respondents. The following are the characteristics of each respondents that presented in Table 1.

Characteristics		Frequency	Percentage
Gender	Male	28	68,29%
	Female	13	31,71%
Age	56	14	34,15%
	57	13	31,71%
	58	11	26,83%
	59	3	7,32%
Final education level	SMA	10	24,39%
	S1	24	58,54%
	S2	7	17,07%
Structural positions (class)	II A	0	0%
	II B	6	14,63%
	III A	5	12,20
	III B	8	19,51%
	IV A	17	41,46%
	IV B	5	12,20%
Remaining active work	1 Year	25	60,98%
	2 Year	16	39,02%

Table 1: Characteristics of seismo-demographics of respondents

Based on Table 1, it was found that the majority of male respondents showed a percentage of 68.29%, while another 31.71% were female. A number of 34.15% respondents were 56 years old, and 31.71% of respondents were aged 57. It pointed out that the majority of civil servants who will retire are at the age of 56 and 57. The highest level of their last education was bachelor degree with a percentage of 58.54%. Those percentage exhibited that recent civil servants mostly had a bachelor degree of their last education level; there were only 7 persons or 17.07% respondents who were magister. IV A class is a structural position for most of the examined respondents which were 17 persons or 41.46% of overall respondents. It indicated that at the approaching retirement age was mostly 56 or 57 years old, the civil servants have occupied structural positions with IV A class.

According to the overall respondents observed, there were no respondents who had structural positions with II A class. The highest class that the civil servants officiated before retirement was II B class with the amount of 6 persons or 14.63%. The most examined respondents had remaining active 1 year before entering their retirement in which as much as 25 persons with percentage of 60.98%, while the rest of 39.02% had remaining active 2 years of working.

There are two types of coping stress which are Problem Focused Coping (PFC) and Emotion Focused Coping (EFC), whereas post-power syndrome is measured from the dimensions of physical symptoms and psychological symptoms. This descriptive statistics

results will be used for score categorization in the subsequent analysis. The results of descriptive statistics can be seen in Table 2.

	Value Min.	Value Max.	Mean	Std Dev	Skewness	Kurtosis
Problem Focused Coping	60	71	64,3	3,34	0,349	-0,744
Emotion Focused Coping	61	71	65,5	2,87	-486	-0,787
Post-power Syndrome	105	159	125,04	13,14	0,756	0,310

Table 2: Descriptive statistics Table 2: Descriptive statistics

Table 2 provided an information that the problem focused coping variables of 41 subjects has a minimum value of 60 and a maximum value of 71 with an average score of 64.3 and standard deviation of 3.34. Emotion focused coping variables of 41 subjects had a minimum value of 61 and a maximum value of 71 with an average score of 65.53 and a standard deviation of 2.87. Post-power syndrome variables of 41 subjects had a minimum value of 105 and a maximum value of 159 with an average score of 125.04 and standard deviation of 13.14.

Skewness value will show the distribution of data deviating in a positive way when it has a positive value. Vice versa, the value of skewness will show the data distribution of deviating in the negative way when it has a negative value. Based on Table 2, it was attained

that the variable of problem focused coping, emotion focused coping, and post-power syndrome had positive values of 0.349, 0.486, and 0.756 so that the data distribution deviated in a positive way.

General description coping in civil servants before retirement

General description coping can be seen from the result of the average score of problem focused coping and emotion focused coping. The average total score, number of items, and mean types of coping were reported in Table 3.

	Average total score	Number of items	Mean types of coping
Problem focused coping	64,39	20	3,21
Emotion focused coping	65,53	20	3,27

Table 3: General description problem focused coping and emotion focused coping

According to Table 3, it can be informed that problem focus coping and emotion problem coping had the same total items. The mean total score and both mean types of coping can be used as an overview priority of the types of coping by the civil servants before retirement. The mean total score of emotion focus coping had a higher value which was 65.53 so that the respondents in this research tended to use emotion focused coping.

Post-power syndrome variable score category

Post-power syndrome is generally divided into two classifications, namely physical symptoms and psychological symptoms. Here are post-power syndrome variable score category.

Category norms	Category	Total
$125,14 \leq X \leq 159$	High	22
$125,05 \leq X \leq 105$	Low	19

Table 4: Post-power syndrome variable score category

It showed that there were 22 subjects who had a high level of post-power syndrome and a low level of post-power syndrome was 19 persons.

Score categorization description

Post-power syndrome description based on score categorization is explained according to gender, level of education, structural position, and remaining active work. The results of the post-power syndrome description on score categorization by gender can be seen in Table 5 below.

Gender	Low	High	Total
Male	13	15	28
Female	6	7	13
Total	19	22	41

Table 5: Post-power syndrome description based on gender

From the table above, it can be discovered that male civil servants had a high level of post-power syndrome as 15 and a low level was 13. Whereas female civil servants had post-power syndrome with a high level as much as 7 and a low level were 6 persons. Overall, the level of post-power syndrome that experienced for both male and female were high. Score categorization description results of post-power syndrome based on education level as follow.

Education	Low	High	Total
SMA	5	5	10
S1	11	13	24
S2	3	4	7
Total	19	22	41

Table 6: Description of post-power syndrome based on education level

According to Table 6, all of the education levels, high school, S1, and S2, the level of post-power syndrome in civil servants before retirement was high. The description results of post-power syndrome score categorization based on structural position can be seen in Table 7 below.

Structural Position	Low	High	Total
IIb	3	3	6

IIIa	1	4	5
IIIb	4	4	8
Iva	9	8	17
IVb	2	3	5
Total	19	22	41

Table 7: Description of post-power syndrome based on structural position

Table 7 illustrated that the civil servants who were going to approach retirement on structural position of IIb - IVb had post-power syndrome with a low level. The description results of post-power syndrome score categorization based on remaining active work are as follow.

Remaining active work	Low	High	Total
1 year	11	14	25
2 year	8	8	16
Total	19	22	41

Table 8: Description of post-power syndrome based on remaining active work

It reported that the civil servants in remaining 1 year active work had post-power syndrome with a low level as much as 11 persons and a high level at the amount of 14. While 8 civil servants

who had 2 years remaining active work had a low level of post-power syndrome and the high level were 8 persons. From the table 8 above, it was informed that the fewer remaining active work did not affect the enhancement of post-power syndrome.

Correlation test

Correlation technique used to test the correlation between coping strategies and post-power syndrome was Spearman correlation test. The results of correlation test on Problem focused coping and Emotion focused coping were reported in **Table 9** below.

Types of coping	Post-power syndrome	
	R	p
Problem focused coping	-0,471	0,002
Emotion focused coping	-0,335	0,032

Table 9: Correlation test results

According to the results of correlation test conducted to 41 respondents of civil servants before retirement were discovered that spearman's rho correlation coefficient between problem-focused coping and post-power syndrome was -0.4471 with a significance level of 0.002. In emotion-focused coping and post-power syndrome, the correlation coefficient spearman's rho were -0.335 with a significance

level of 0.032. These results indicated that there was a significant negative correlation between problem-focused coping and emotion focused coping with post-power syndrome.

The data analysis represented that there was a negative correlation between both variables of problem focused coping and post-power syndrome with a correlation coefficient of -0.4471 and a significance of 0.002. Emotion focused coping with post-power syndrome had a correlation coefficient of -0.335 and a significance of 0.032. The result of this research concluded that the rejection of H_0 indicated a significant negative correlation between problem focused coping and emotion focused coping with post-power syndrome to the civil servants before retirement.

Stress or pressure can be handled and minimized both cognitively and behavior through an effort that committed by individuals which is called as stress coping. The correlation between variables of coping strategies and post-power syndrome produces an effective coping strategies to reduce and mediate stressors caused by retirement related to individuals' well-being in living their life stages (HERZIG, 2014). Stress in retirees is caused by a feeling of loss and conflict. Those things can be managed by coping strategies in which the loss is able to implement emotion focused coping and conflict uses problem focused coping (PICKETT et al., 1987).

The utilization of problem focused coping is negatively related to depression and anxiety for the elderly with a lower level of stress. Emotion focused coping predicts a welfare of the elderly encountering a high level of stress (DALTON, 2005). Stress during retirement often

involves deprivation such as things related to work and health, retirees may discover that emotion focused coping is very effective in managing their cognitive and emotional reactions to these stressors. Consistently, emotion focused coping has proven that retirees experience more stability, happiness, and emotional satisfaction in their lives (BRANDTSTÄDTER and RENNER, 1990; HECKHAUSEN, 1997; HECKHAUSEN and SCHULZ, 1995). Theoretically, both problem focused coping and emotion focused coping facilitate one another in the process of coping. Coping is able to be effective if it is going hand in hand with values, goals, commitment, and faith in choosing the proper coping strategies (LAZARUS and FOLKMAN, 1984).

4. CONCLUSION

It can be concluded that there was a significant negative correlation between coping strategies and the tendency of post-power syndrome to the civil servants before retirement. The correlation of these two variables were negative in which the higher proficiency of an individual to conduct coping, the lower post- power syndrome tendency of civil servants to pre-retirement.

Suggestion that can be stated is the lack of measuring instrument for coping strategies. It is expected to the next researchers for applying a higher reliability measuring instrument and considering to use additional variables. Moreover, the total respondents of this research

are rather small, so it is expected to be able to get more respondents for the next researchers in order to receive a better result.

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