

WORK STRESS AND WELL-BEING IN INDONESIA: THE ROLE OF SOCIAL SUPPORT AND HEALTHY LIFE

RUDY DWI LAKSONO ¹, ANWAR SANUSI ² and SYAIFUL ARIFIN ³

^{1,2,3} University of Merdeka Malang, Indonesia.

Abstract

Our study, which covered the years 2006 to 2021, aimed to create "autoregressive vectors" to investigate the interrelationships between Work Stress, Freedom of Choice, Healthy Life, Life Ladder, and Social Support in Indonesia. We used data from the World Happiness Report and conducted an analysis to explore the correlation between these variables. Our results showed that Social Support and Healthy Life are critical factors that could affect an individual's work stress level. As social support increases, an individual may experience less work stress, and similarly, improving healthy life may reduce work stress. We also found a negative correlation between Life Ladder and Social Support as well as Healthy Life, which may suggest that individuals with lower well-being may be more prone to work stress. Our study highlights the importance of policymakers and stakeholders considering these findings when developing policies and interventions to improve the well-being of individuals and communities in Indonesia. Strategies to enhance Social Support and Healthy Life should prioritize promoting access to social and healthcare services, as well as community engagement, social cohesion, and healthy lifestyle choices. Our research underscores the need for further investigation into the complex interplay between these variables and their underlying causes to inform evidence-based policymaking.

Keywords: Work Stress, Freedom of Choice, Healthy Life, Life Ladder, Social Support, Indonesia.

JEL Classification: D60, D63, D71, I10, I12, I15, I31.

INTRODUCTION

Work stress can arise from various factors, such as excessive workload or inadequate compensation. Employees often require job satisfaction to carry out their work effectively and remain loyal to the company. If employees are content with their work, there is a higher probability that they will have a positive attitude towards their job, leading to an increase in their overall work performance, leading to company achievements. There are numerous aspects that determine job satisfaction, including compensation, work environment, workload, superiors, and co-workers. Therefore, companies should prioritize creating a work environment that promotes employee well-being and job satisfaction to reduce work stress and increase employee loyalty and productivity. (Cahyadi, Adithio, Santoso, 2023). In a human resources organization, it is crucial for companies to effectively enhance their business operations and boost employee performance. Employee performance can be significantly impacted by several factors such as open and clear communication between supervisors and subordinates, a positive and conducive work environment, and ensuring that employees are capable of working to the best of their abilities while fulfilling their job responsibilities. When successful communication is developed on both a direct and indirect level, employees often feel more at ease at work. As a result, when employees feel at ease and are provided with good communication, they tend to work optimally and perform better in fulfilling their duties. (Setyawati, Agustina, Woelandari, 2023).

The success of a company heavily relies on its human resources. Regardless of the availability of other necessary factors, a company cannot operate properly without the active participation of its employees. The quality of employee performance are very crucial for business achievement reacher. One the employees the necessary skills and can effectively perform in different situations and under various conditions is considered to have achieved good employee performance. The primary indicator used in evaluating an employee's performance is their ability to perform well. An employee's capacity to manage workloads, resolve conflicts that may arise on working area, with handle working connection stress can reveal some quality by their work performance. (Joesyiana, Basriani, Susanti, 2022).

The current work environment has high mental strong are among the primary factors that contribute to work stress. (Bustillos, Macías, Serrano, Arellano, Alonso, Armendáriz, 2023). Stress is a multifaceted phenomenon that arises when the demands placed on individuals exceed their available resources. Prolonged exposure to stress can significantly affect an individual's healthy with overall the life quality. One by primary sources some stress is workload, which can be assessed by evaluating its impact on workers. The experience of work demands is influenced by the resources available to employees, as described by the Demand-Resource model. (Quinn & Grant, 2022). Stress on work are conditional who there are some interaction between humans and work and is characterized by human changes that prevent it from having an impact on normal functioning (Rajab, 2023).

Job stress refers to a symptom or feeling that can develop within an employee and potentially impact the performance and productivity of an organization or company. (Luiza, Tama, Saratian, Soelton, Padillah, 2022). Employees working on healthcare workplace mostly more susceptible for better levels of healthy from other place. The detrimental effects of work stress can lead to healthcare workers, it can result in misdiagnosis and inappropriate treatment. (Putri & Syaebani, 2018). Job stress refers to an individual's physical and psychological response to work conditions that are excessive and overwhelming, caused by both internal and external work demands. This stressful work situation would significantly lower some power from workers (Hastuti, Wahyuningsih, Handayani, 2022).

There has been a strong emphasis on studying "good" or "positive" employee behavior, while relatively little attention has been given to researching in the workplace, there are negative attitudes and behaviors that can arise, such as dissatisfaction with one's job and engaging in counterproductive work behavior. (Yean, Johanim, Yahya, Chin, 2022).

The intention to leave a job can be influenced by factors such as job dissatisfaction and burnout. (Rifin & Danaee, 2022). Some experience for stress involves many factors, and gaining an understanding of its underlying causes can provide useful tips for coping with stress (Landrum, Gurung, Nolan, Susan, McCarthy, Dunn, 2022).

In the short term, if stress is not effectively managed, it can make employees uncomfortable and pressured, resulting in decreased motivation and disruption of the work process. Work motivation is the behavior-related concept that encompasses the direction, intensity, and persistence of actions and efforts made towards work-related goals. Goals play a vital role in

understanding motivation, as they represent desired outcomes towards which motivated effort and persistence are directed (Diefendorff, James, Ken worthy, Megan, Lee, Faith, Nguyen, 2022). If workers unable for cope with work-related tired, it can lead to sickness and even resignation (turnover) (Hastuti, Wahyuningsih, Handayani, 2022).

Organizational work stress is a phrase that is often expressed by every working personnel in the current expression. In most organizations, the main cause of poor job performance appears to be organizational work stress for employees while performing their duties. Employees need a variety of inspiration and work stress reduction strategies to beat organizational work pressure.

There is a lot of work-related stress that arises for every working personnel in daily life such as work overload, job harassment, improper recognition, dissatisfaction (Tripathi & Baha, 2022). Work stress can have both mental and physical effects on individuals and is often caused by stressors within the work environment, whether positive or negative (Alnishal & Bala Subramanian, 2022). When employees are given a workload that is deemed "good", they are more likely to complete tasks efficiently within the given time frame, while a "bad" workload can result in decreased efficiency and inability to complete tasks on time. Effective workload management, including the strategic assignment of tasks to different individuals, can increase work efficiency. The concept of human capacity zones, which represent the area between two workload balances and are influenced by factors such as mental capacity, maximum efficiency, and stress limits, can also aid in workload management (Zhao, Qiu, Zeng, 2022). Excessive workload is a primary cause of work stress, as workers may be unable to cope with the demands of their job (Yuliani & Widajati, 2021). To prevent work overload from negatively impacting employee performance, it is essential that workloads are appropriately assigned and completed within specified time frames (Yusanti & Subpart, 2022). In certain cases, such as when identifying defects within a system, estimating workload can be particularly challenging, particularly in complex systems where size and complexity cannot be accurately measured (Homès, 2022).

Predicting the appropriate allocation of resources can be a difficult and complicated task due to the diverse nature of service types and fluctuating workloads that exist in multiple dimensions. Recently, there has been significant focus within the research community on predicting resource usage and traffic patterns. To this end, a number of models utilizing machine learning algorithms have been developed to leverage their computational power and ability to learn. (Saxena, Kumar, Singh, Schmid, 2023). Workload management and situational awareness by human operators are essential for a safe and efficient flight work system (Loft, Tatasciore, Visser, 2023). Stress's Mental are very complex model that can encompasses multiple dimensions, including some types works itself with factors of individualism which workflow are being shown. When individuals are faced with mentally demanding tasks, their responses can exacerbate ergonomic risk factors that impact their behavior and attitudes.

This can result in Engaging in risky actions such as assuming uncomfortable postures can increase the chances of developing work-related musculoskeletal disorders. (Nino, Claudio, Monfort, 2023). The impact of mental illness among employees can have significant

repercussions for organizations. On the other hand, providing mental health resources to employees can provide a competitive advantage. (Kelloway, Dim off, Gilbert, 2022). The type of employment, specifically precarious employment, has a significant impact on mental health outcomes. (Hsieh, Chen, Peng, Chen, Chen, 2022).

The topic of mental health has gained increasing importance in recent years. However, various factors such as lack of awareness, disruptions in daily life, and social stigma often deter individuals from seeking proper mental health support. This underscores the need for a 24-hour and effective mental health support solution. (Lim, Kolangde, Mohan, Hezam, 2022). Mental health is a Disability is a significant global issue, and work-related the conditions of health. That would have a significant impact throughout their lifetimes. (Shah, Sun, Xu, Jiang, Yuan, 2022). The term "mental health" refers to a person's overall well-being and ability to achieve their maximum potential in life. And achieve their goals work productively, and contribute to society. (Anas, Aziz, ahmat, Alwi, 2023). Effective stress management requires good management skills. The ability to manage stress during challenging situations is a learned skill that individuals must develop. This is especially important in work environments that may be stressful, or when there is a conflict between work and family responsibilities. (Rahman, Isa, Aznan, 2022). The work environment is where various interpersonal relationships are formed, and these relationships can have a significant impact on the productivity and well-being of workers, whether it be positive or negative. (Silva, Almeida, Oliveira, Almeida, Fiorati, Miaso, Souza, 2021). Anxiety and depression can be triggered by uncertainty, which can also impact an individual's sleep patterns. (Bulut, Sengul, Uslu, Bas, Karabulut, 2023).

In general, high levels of stress are associated with poor sleep quality. (Ragput, GAO, Wu, Tsai, Molano, Wu, 2023). Take a rest are crucial for physiological progres that supports knowledge development. Nevertheless, sleep style naturally changes with age. (Fernández, Redon, Leboreiro, Zapata, Rodríguez, 2021). Sleep is a critical biomarker to the healthy person. Less take a rest are linked to slower brain knowledge. (Vaghela & Sasidhar, 2022). Poor sleep can be characterized by several factors, including little rest time. (Kwon, Choi, Kim, Song, Suh, Chae, Kim, 2022). Moving for new better workplace especially those that require shift work, can have physiological effects that affect an individual's sleep patterns and quality. (Betson, Kirkcaldie, Zosky, Ross, 2022). Sleep is essential for the body and brain to recover and restore. A lack of sleep will make unhealthy person. (Karunanayake, Ramsden, Clifford, Seeseequasis, McMullin, Fenton, Skomro, Kirychuk, Rennie, Russell, Koehncke, Windsor, King, Abonyi, Dosman, Pahwa, 2021). Rest, can show with several factors, including rest duration, sleep long time, also there is how one feels after sleep (quality). However, many people tend to overlook the importance for take a rest quantity Individuals may accept receiving less sleep than usual as normal when they work in high-stress environments. However, poor sleep quantity can lead to reduced concentration and attention, which can result in decreased academic performance. (Setyowati, Ramadhan, Aini, Marta, Mashfufa, 2022).

Getting better taking a rest time is a crucial problem in maintaining healthy (Koohsari, Yasunaga, McCormack, Shibata, Ishii, Liao, Nagai, Oka, 2023). The issue of sleep deprivation is becoming increasingly prevalent in modern society and has the potential to significantly

affect an individual's physical and mental health. (Almowalad, Almarzouki, Alsalahi, Aljanoubi, Alzarah, Alobeid, Aldhafeeri, 2022). There is mounting evidence to suggest that mental health and physical health are closely interconnected through a shared nervous system that regulates both somatic physiology and higher levels of cognition. This system involves primary structures such as the ventromedial prefrontal cortex and associated default mode networks, which are involved in building by combining information from different sensory modalities and time periods, it is possible to create models of the self in context. These models can help provide a more complete understanding of an individual's self-concept to form a causal understanding that underlies our experiences. (Koban, Gianaros, Kober, 2021). Studies have shown that there is a link between ambient temperatures and physical health, especially during heatwaves. Frequent exposure to heatwaves can have negative impacts on cardiovascular, respiratory, and other bodily systems. The mechanisms by which heat exposure affects mental health are not yet fully understood, although it is believed to be related to changes in neurotransmitter function and inflammation. Adaptation to heat exposure may occur over time, but the extent of these adaptive effects and their impact on mental health are still unclear. (Zhang, Chen, Chen, 2023). This research design was used to examine Work Stress, Freedom of Choice, Healthy Life, Life Ladder, and Social Support in Indonesia in Indonesia, with data from the World Happiness Report.

RESEARCH METHODS

Utilizing secondary World Happiness Report data, this model used was to estimate Work Stress, Freedom of Choice, Healthy Life, Life Ladder, Social Support in Indonesia. A 15-year research study was conducted from the year 2006 to the year 2021, and "vectors' autoregressive " are utilized to describe the link of variable one to the other variables. We use the multivariate regression approach to analyse the links between the variables FREEDOMCHC as Freedom of Choice, HEALTHYLF as Healthy Life, LIFELDR as Life Ladder, and SOCIALSPR as Social Support in Indonesia:

Table 1: An Explanation of the Variable Description That We Will Use

Variable	Description	Source	Unit Analysis
Freedom of Choice (FREEDOMCHC)	This variable measures the degree of freedom that individuals have in making choices in their lives, including the ability to choose their own goals, make decisions without external constraints, and live a life in accordance with their values. The data for this variable is sourced from the World Happiness Report and covers the period from 2006 to 2021 in Indonesia.	World Happiness Report	Percent
Healthy Life (HEALTHYLF)	This variable measures the overall health and well-being of the Indonesian population, taking into account factors such as life expectancy, disease prevalence, and mental health. The data for this variable is sourced from the World Happiness Report and covers the period from 2006 to 2021 in Indonesia.	World Happiness Report	Percent
Life Ladder (LIFELDR)	This variable measures the overall life satisfaction and happiness of the Indonesian population, based on	World Happiness	Percent

	responses to survey questions. The data for this variable is sourced from the World Happiness Report and covers the period from 2006 to 2021 in Indonesia.	Report	
Social Support (SOCIALSPR)	This variable measures the extent to which individuals feel supported by their social networks, including family, friends, and other forms of community. The data for this variable is sourced from the World Happiness Report and covers the period from 2006 to 2021 in Indonesia.	World Happiness Report	Percent

$$\text{FREEDOMCHC}_t = \beta_0 + \beta_1 \text{HEALTHYLF}_{t1} + \beta_2 \text{LIFELDR}_{t2} + \beta_3 \text{SOCIALSPR}_{t3} + e_t \quad \text{fma 1}$$

$$\text{HEALTHYLF}_t = \beta_0 + \beta_1 \text{FREEDOMCHC}_{t1} + \beta_2 \text{LIFELDR}_{t2} + \beta_3 \text{SOCIALSPR}_{t3} + e_t \quad \text{fma 2}$$

$$\text{LIFELDR}_t = \beta_0 + \beta_1 \text{FREEDOMCHC}_{t1} + \beta_2 \text{HEALTHYLF}_{t2} + \beta_3 \text{SOCIALSPR}_{t3} + e_t \quad \text{fma 3}$$

$$\text{SOCIALSPR}_t = \beta_0 + \beta_1 \text{FREEDOMCHC}_{t1} + \beta_2 \text{HEALTHYLF}_{t2} + \beta_3 \text{LIFELDR}_{t3} + e_t \quad \text{fma 4}$$

Information:

FREEDOMCHC: Freedom of Choice.

HEALTHYLF: Healthy Life.

LIFELDR: Life Ladder.

SOCIALSPR: Social Support.

e: incorrect title

t: the chronological order of time series

β : the level of influence in terms of causation

fma: the approach used

For this study, every regression link is coupled using vector calculations, making each variable simultaneously the independent and dependent variable. Dickey-definition Fuller's of zero as obtained from PP analysis, and $p=1$ with $\Delta y_t = (\rho - 1) y_{t-1} + u_t$ being prepared, when

Δ – This is some start attempt, diff operations were used. To “unit root test,” In this investigation, the following equation was used:

$$\Delta Y_1 = \alpha_0 + \beta_0 T + \beta_1 Y_{t-1} + \sum_{i=1}^q \alpha_i \Delta Y_{t-1} + e_t$$

Caption:

Y are a unit root variable check.

T “linear pattern” variant portrayed, with “various in lag” are Y_{t1} , 0 was showed as “one formula,” and “t” as “trend’s time” are indicated. The alternative theory (h_0) and alternative unit root test hypotheses include the ones listed below:

$$H_0: \alpha=0$$

$$H_1: \alpha \neq 0$$

RESULTS AND DISCUSSION

In order to evaluate the quality and reliability of a dataset, it is crucial to assess its stationarity. This can be achieved through various stationarity tests that are available. However, if the data is found to be non-stationary, further analysis needs to be conducted to identify the reasons for the non-stationarity. Table 2 displays the findings of the unit root tests conducted to establish whether the dataset is stationary or not.

The unit root test aims to identify the presence or absence of a unit root in the dataset. In case the data is found to be non-stationary, we may need to perform certain transformations and re-run the test to ensure that the data is truly stationary. It is important to ensure that the data is stationary as non-stationary data can lead to unreliable and invalid statistical analyses.

Table 2: The Test of ADF's Unit Root on FREEDOMCHC, HEALTHYLF, LIFELDR, and SOCIALSPR Data in Indonesia

Variable	Unit Root	Incorporated in the evaluation formula	Examination of the Augmented Dickey-Fuller Test results	5% Critical Value	Description
Freedom of Choice (FREEDOMCHC)	Level	Intercept	-1.493967	0.5070	
	First Diff	Intercept	-5.713400	0.0011	Stationer
Healthy Life (HEALTHYLF)	Level	Intercept	-2.092250	0.2498	
	First Diff	Intercept	-0.731901	0.8070	
	Second Diff	Intercept	-3.605396	0.0218	Stationer
Life Ladder (LIFELDR)	Level	Intercept	-4.247522	0.0059	
	First Diff	Intercept	-6.124564	0.0003	Stationer
Social Support (SOCIALSPR)	Level	Intercept	-2.330443	0.1758	
	First Diff	Intercept	-4.819578	0.0024	Stationer

Based from this outcome about Augmented Dickey-Fuller on four different variables, namely Freedom of Choice (FREEDOMCHC), Healthy Life (HEALTHYLF), Life Ladder (LIFELDR), and Social Support (SOCIALSPR), it is observed that each variable has varying outcomes based on the unit root incorporated into the evaluation formula. For the variable FREEDOMCHC, the ADF test results at the level showed an ADF test statistic of -1.493967, it was higher by 5% the values of critical like 0.5070 that shown some variables are not stationer for level. However, when incorporating the first difference into the evaluation formula, the test results showed that the variable is stationary with an ADF test statistic of -5.713400, which is lower than the 5% critical value of 0.0011.

Similarly, for the variable HEALTHYLF, the ADF test results at the level showed an ADF test statistic of -2.092250, The variable's value are higher not like 5% of 0.2498, which suggests some variable are not stationer on level model. However, when incorporating the first and second diff, the test results showed that the variable is stationary at both the first and second difference, with an ADF test statistic of -0.731901 and -3.605396, respectively. For the variable LIFELDR, the ADF test results at the level showed an ADF test statistic of -4.247522, The variable's value exceeds the 5% critical value of 0.1758, indicating that the variable are not stationer on level.

Moreover, when incorporating some first diff, the test results showed that the variable is also stationary, with an ADF test statistic of -6.124564, which is lower than the 5% critical value of 0.0003. Lastly, for the variable SOCIALSPR, the ADF test results at the level showed an ADF test statistic of -2.330443, The variable's value is much higher of 5% that value is 0.1758, indicating some variables are not stationer on level. However, when some first diff was included in the evaluation formula, the test results indicated that the variable became stationary with an ADF test statistic of -4.819578, where is less 5% that value is 0.0024.

That can be shown if variables except for FREEDOMCHC are stationary at the first difference. This suggests that these variables exhibit mean-reverting behavior, and their values can be predicted. Further analysis can be conducted using the optimum lag test to determine the best lag order for each variable, as shown in Table 3.

Table 3: The Examination of the Best Lag from 0 to 3 has been conducted on the Data of FREEDOMCHC, HEALTHYLF, LIFELDR, and SOCIALSPR in Indonesia

Lag	LogL	LR	FPE	AIC	SC	HQ
0	-38.11238	NA	0.129871	5.113871	5.922117	5.226411
1	-17.27711	48.62117	0.006989	3.492442	4.211611	2.517213
2	-7.921156	10.92111	0.006972	3.322528	4.371131	3.451134
3	11.59227	16.29411*	0.001512	1.922452	3.492756	2.191127
4	29.92116	7.912721	0.001952*	0.727745*	2.122339*	1.097851*

Based on the Optimum Lag test conducted on the variables FREEDOMCHC, HEALTHYLF, LIFELDR, and SOCIALSPR, we can observe that there are several indices used to knowing some ideal value for the lags or delays, such as LogL, LR, FPE, AIC, SC, and HQ.

The optimal number of lags for these variables range from 0 to 3, depending on which index is used to determine it. Because of lag 4 is different, so we choose the lag 4. In summary, the Optimum Lag test results suggest that the optimal number of lags for FREEDOMCHC, HEALTHYLF, LIFELDR, and SOCIALSPR variables ranges from 0 to 3. However, on the next further analysis we will using the Vector Autoregression (VAR) test, which is the next step in our analysis on the Table 4.

Table 4: VAR Model Analysis

	SOCIALSPR	LIFELDR	HEALTHYLF	FREEDOMCHC
SOCIALSPR	-0.097208 (0.78740) [-0.12345]	-1.140308 (3.45273) [-0.33026]	0.171854 (0.29675) [0.57913]	0.998361 (0.88745) [1.12497]
LIFELDR	-0.009902 (0.15194) [-0.06517]	-0.612584 (0.66623) [-0.91947]	-0.025339 (0.05726) [-0.44252]	-0.133680 (0.17124) [-0.78065]
HEALTHYLF	1.274521 (1.15925) [1.09943]	9.506279 (5.08326) [1.87011]	1.792160 (0.43688) [4.10214]	-1.631204 (1.30655) [-1.24848]
FREEDOMCHC	0.356943 (0.29218) [1.22166]	2.355529 (1.28119) [1.83855]	0.061796 (0.11011) [0.56120]	-0.171728 (0.32930) [-0.52149]

C	-2.865426	-9.876403	1.946484	0.917934
	(3.94805)	(17.3120)	(1.48789)	(4.44969)
	[-0.72578]	[-0.57049]	[1.30822]	[0.20629]
R-squared	0.529724	0.603624	0.999707	0.792418
Adj. R-squared	-0.222717	-0.030578	0.999238	0.460288
Sum sq. resids	0.015065	0.289671	0.002140	0.019137
S.E. equation	0.054891	0.240695	0.020687	0.061866
F-statistic	0.704007	0.951785	2133.233	2.385863
Log likelihood	27.97582	7.281334	41.63791	26.30123
Akaike AIC	-2.710831	0.245524	-4.662558	-2.471605
Schwarz SC	-2.300009	0.656346	-4.251736	-2.060782
Mean dependent	0.800262	5.242902	62.04750	0.798971
S.D. dependent	0.049641	0.237097	0.749630	0.084211

The vector auto regression (VAR) model table shows some connections among variables for Freedom of Choice (FREEDOMCHC), Healthy Life (HEALTHYLF), Life Ladder (LIFELDR), and Social Support (SOCIALSPR) in Indonesia. According to the findings, the analysis knows if that was negative correlation among Social Support with Life Ladder in Indonesia. Some correlation coefficient is -1.140308, and the t-statistic is -0.33026, indicating that as Social Support increases, Life Ladder decreases.

Additionally, we know if that is valid positive connection among Social Support and Freedom of Choice, having the coefficient 0.998361 with t-statistic 1.22166, implying that an increase in Social Support leads to an increase in Freedom of Choice. Furthermore, the results indicate a negative correlation among Healthy Life and Life Ladder, with a coefficient of -0.612584 with t-statistic 1.87011, suggesting that as Healthy Life increases, Life Ladder decreases.

The VAR model analysis highlights a complex interplay between these four variables. An increase in Social Support has a negative impact on Life Ladder, but a positive impact on Freedom of Choice. An increase in Healthy Life has a negative effect on Life Ladder. Therefore, to improve the quality of life in Indonesia, policymakers should focus on improving both Social Support and Healthy Life. To increase Social Support, the government can provide better access to social services and support programs for vulnerable populations, such as the elderly and disabled.

Additionally, measures can be taken to promote community engagement and social cohesion, which can have positive effects on individual well-being. To improve Healthy Life, policymakers should focus on improving access to healthcare services and promoting healthy lifestyle choices through public health campaigns and education.

Increasing investment in healthcare infrastructure and research can also have a positive impact on overall health outcomes. Therefore, further research is needed to understand the complex relationships among these variables and their underlying causes.

Table 5: The Granger Causality Test Performed

Null Hypothesis:	Obs	F-Statistic	Prob.
There is no causal relationship between LIFELDR and SOCIALSPR	12	0.18932	0.9292
There is no causal relationship between SOCIALSPR and LIFELDR		0.14995	0.9509
There is no causal relationship between HEALTHYLF and SOCIALSPR	12	0.57477	0.7032
There is no causal relationship between SOCIALSPR and HEALTHYLF		1.47633	0.3900
There is no causal relationship between FREEDOMCHC and SOCIALSPR	12	4.73657	0.1160
There is no causal relationship between SOCIALSPR and FREEDOMCHC		0.22138	0.9104
There is no causal relationship between HEALTHYLF and LIFELDR	12	0.83363	0.5833
There is no causal relationship between LIFELDR and HEALTHYLF		0.56438	0.7087
There is no causal relationship between FREEDOMCHC and LIFELDR	12	2.11261	0.2826
There is no causal relationship between LIFELDR and FREEDOMCHC		1.10277	0.4875
There is no causal relationship between FREEDOMCHC and HEALTHYLF	12	4.09570	0.1381
There is no causal relationship between HEALTHYLF and FREEDOMCHC		5.52355	0.0959

Some of the outcomes by the Granger causality test for the variables FREEDOMCHC, HEALTHYLF, LIFELDR, and SOCIALSPR indicate that there is not enough evidence to show that any of these variables directly cause changes in each other. This means that changes in LIFELDR or HEALTHYLF do not appear to have a direct impact on SOCIALSPR, and vice versa. Similarly, changes in FREEDOMCHC do not appear to have a direct impact on LIFELDR or HEALTHYLF, and vice versa. However, for FREEDOMCHC and SOCIALSPR, that was enough proof for suggesting some impact on the one variable directly affect the other.

CONCLUSION

According to the analysis, there exists a negative correlation between Life Ladder and Social Support in Indonesia. This implies that when Social Support increases, Life Ladder tends to decrease. In addition, the study suggests a positive correlation between Freedom of Choice and Social Support, indicating that as Social Support improves, so does Freedom of Choice. Furthermore, there is a negative correlation between Life Ladder and Healthy Life, signifying that when Healthy Life improves, Life Ladder tends to decrease. Social support and healthy life in Indonesia are important factors that could impact an individual's work stress level. As social support increases, an individual may experience less work stress, given that having access to support programs and services can help individuals cope with work-related stressors. Similarly, improving healthy life could potentially reduce work stress as healthier individuals may have a better ability to manage work-related stressors.

The negative correlation between life ladder and both social support and healthy life may also suggest that individuals who experience lower levels of well-being may be more prone to work stress. Moreover, the study results underscore the intricacy of the interplay between these variables and their implications for the quality of life in Indonesia. Policymakers and stakeholders should take these findings into consideration when designing policies and interventions aimed at improving the well-being of individuals and communities. To enhance the Social Support and Healthy Life variables, strategies that promote access to social services and healthcare services should be prioritized. Additionally, promoting community engagement

and social cohesion, as well as healthy lifestyle choices, can have a positive effect on individual well-being.

LIMITATION

There are several limitations to this research that need to be acknowledged. One such limitation is the availability of data, which may be inadequate regarding both the amount and the standard potentially affecting some accuracy and consistency by the findings. Another limitation is the accessibility of data, which may be restricted by legal or practical concerns, such as confidentiality laws or data protection regulations. Lastly, the timeframe period of the study may be restricted, which may limit the comprehensiveness and depth of the analysis conducted. Therefore, it is essential to acknowledge these limitations when interpreting the results of this research and to consider them when drawing conclusions or making recommendations.

SUGGESTION

The study's outcomes suggest that policymakers and stakeholders should acknowledge the significance of social support, based on which it is recommended to prioritize it in their decision-making and healthy life in improving the well-being of individuals and communities in Indonesia. Strategies that promote access to social services and healthcare services should be prioritized to enhance the Social Support and Healthy Life variables. This can include implementing programs that provide emotional and financial support to individuals and families, as well as promoting healthy lifestyle choices through education and awareness campaigns. Additionally, community engagement and social cohesion should be encouraged through initiatives that foster social connections and support networks. These efforts can have a positive effect on individual well-being and potentially reduce work stress. It is also crucial to further investigate the complex relationships among these variables and their underlying causes to inform evidence-based policymaking and interventions. Overall, it is important for all stakeholders to recognize the impact of social support, healthy life, and individual well-being on the quality of life in Indonesia and take proactive steps to address these factors.

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