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## Gender and Life Satisfaction of Workers in Tembagapura, Papua, Indonesia

**ABSTRACT:** Tembagapura is a mountainous area in Mimika Regency, Papua Province, Indonesia, which is rich in natural resources, so that this area has its own charm; so it is also chosen as a place to live by people from many different regions from all over Indonesia. Based on observation, people generally come to Tembagapura for working as their effort to improve their well-being. The aim of this study was to examine the contribution of gender on life satisfaction of non-home region workers. The respondents of this study were the people, who live in Tembagapura, Papua, Indonesia. Ex-post facto prospective research was conducted by involving 60 men and 40 women working in Tembagapura (N = 100). The instrument in this study used SWLS (Satisfaction With Life Scale) by providing five important questions concerning the self-evaluation of respondents by comparing them to the predetermined standards. Data were processed using linear regression analysis. The results of regression analysis showed that the coefficient of determination is  $r^2 = 0.074$ , which means that 7.4% variance of life satisfaction variable is affected by the gender, while the other 92.6% is affected by the other variables. There is a significant effect of gender on life satisfaction of workers living in Tembagapura, Papua, Indonesia, with  $p = 0.000 (<0.05)$ . It can be concluded that gender can be used to predict the life satisfaction of workers living in Tembagapura, Papua, Indonesia.

**KEY WORDS:** Life Satisfaction; Gender; Workers Living in Tembagapura.

### INTRODUCTION

Indonesia is a large archipelago with thousands of islands. The characteristics of Papua are different from the other regions in Indonesia. Tembagapura, a height of  $\pm 2,500$  meters above sea level, is one of the regions in Papua Province, which is famous in the world due to its large mining industry. Tembagapura was a mining area, which was built specifically for workers of the mining

company. Therefore, workers from many different countries, especially Indonesian from many different regions, live in Tembagapura (Wilson, 1981; Olsson, 2013; and Rodriguez-Fernandez *et al.*, 2016).

According to the 2000 census, the population of Tembagapura was 10,662 people. This area is quite isolated, because it is far from Timika, the capital city of Mimika Regency; and the transportation is

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very limited, because the area can only be reached by buses and helicopter provided by Freeport Company. From the Papuan population, there are around 250 tribes and languages from indigenous Papuans (King, 2004; Bauw & Sugiono, 2009; and Anderson, 2017).

Besides indigenous Papuans, Papua is also inhabited by people from other regions, including Sulawesi, Maluku, Sumatera, and Java, which causes ethnic diversity in Papua. This has become a great potential to develop the economic sector in Papua, due to the diverse human resources (Upton, 2009; Ananta, Utami & Handayani, 2016; and Anderson, 2017).

In addition, Papua also has large natural resource potential. The largest natural resources are from the mining sector of copper, gold, oil, and gas, which have contributed more than 50% to economic development in Papua. In the mining sector, Papua has the potential of 2.5 billion tons of gold and copper, which are in the Freeport concession areas. There are several other potential mines, such as coal (6.3 million tons); limestone (over an area of 190,000 ha); quartz sand (an area of 75 ha with potential yields of 21.5 million tons); clay (1.2 million tons); marble (350 million tons); granite (125 million tons); and other mining products, such as iron sand, nickel, and chrome (Wilson, 1981; Marr, 2011; and Olsson, 2013).

One of happiness indicator is life satisfaction. Those who have a high life satisfaction are those who have important goals in their lives and succeed to achieve the goals (Diener *et al.*, 1999; Cagle, 2017; and Wang *et al.*, 2017). For the workers, life satisfaction also means having commitment and strategy to achieve life goals (Bronk *et al.*, 2009; Berg, 2015; and Wang *et al.*, 2017).

E. Diener *et al.* (1985), and other scholars, proposed life satisfaction as a cognitive component of subjective well-being (Diener *et al.*, 1985; Bailey & Snyder, 2007; and Medvedev & Landhuis, 2018). They designed a life satisfaction measurement scale, namely SWLS (Satisfaction With Life Scale), with the goal to measure one's overall outlook

and self-evaluation by comparing them to the predetermined standards (Diener *et al.*, 1985; Pavot & Diener, 2008 and 2009; and Gadermann, Schonert-Reichl & Zumbo, 2010).

Life satisfaction is the ability to enjoy experiences accompanied by happiness (Alston & Dudley, 1973; Hurlock, 1994; and Sandhua & Gurbaxani, 2013). Meanwhile, M. Seligman, C. Peterson & N. Park (2005), and other scholars, stated that to predict life satisfaction, there were three main components, namely: pleasure, engagement, and meaning. When someone can experience these three components, he/she achieves life satisfaction (Seligman, Peterson & Park, 2005; Huppert & So, 2013; and Rainey, 2014).

E. Diener *et al.* (1999), in an article of journal entitled "Subjective Well-Being: Three Decades of Progress", stated that in the life satisfaction, there are some components, such as: (1) the desire to change life; (2) satisfaction with current life; (3) satisfaction with past; (4) satisfaction with future; and (5) the views of others to one's life (*cf* Diener *et al.*, 1999; Anggraeni & Kurniawan, 2012; and Prasoon & Chaturvedi, 2016).

The five components are summarized in 5 items of questions of *satisfaction with life scale* by E. Diener *et al.* (1985), they are as following here:

1. "In most ways, my life is close to my ideal".
2. "The conditions of my life are excellent".
3. "I am satisfied with my life".
4. "So far I have gotten the important things, I want in life".
5. "If I could live my life over, I would change almost nothing" (Diener *et al.*, 1985).

Gender is a term used to distinguish between male and female. The term "gender" was introduced by social scientists to explain the natural differences between male and female as God's creation. The word "gender" can be interpreted as the differences between male and female terms in roles, functions, status, and responsibilities (Short, Yang & Jenkins, 2013; Eckert & Ginet, 2017; and Godman, 2018).

Etymologically, the word "gender" comes

from English, which refers to two different sexes (male and female). Gender can be defined as the difference of roles, functions, status, and responsibilities between male and female. WHO (World Health Organization), and other scholars, defines gender as a socially constructed characteristics of men and women, such as status and role, according to the cultural values within a certain period of time (WHO, 2002; Ugwu & de Kok, 2015; and Eckert & Ginet, 2017).

Viewed from physical development, there are several clear distinctions between men and women in height, external genital organs, breasts, whiskers, and hair growth patterns. In addition, men and women have internal and substantial physiological differences. For example, men and women have different hormonal levels, which affect the variations of biological features, such as fertility (Cudworth, 1998; Friedman & Schustack, 2008; and Hanlon, 2013).

The different roles, functions, and status of men and women are constructed by environmental cultures. In Asia, especially in Indonesia, men and women are highly differentiated, such as tasks, games, and work. Women are often not accepted in a certain position in work, because the position is assumed not proper to the role and function of the women. However, nowadays, after gender equality has been promoted, the gap difference between men and women has been lower. At this time, the roles of men and women are towards a common goal, that is happiness (Parpart, Connelly & Barriteau eds., 2000; Ford & Parker, 2008; and Levesque, 2011).

A study conducted by Sana Akhter (2015) in India by involving 100 students shows that gender affects the subjective well-being. He states that men and women are different in the psychological well-being (Akhter, 2015). In addition, another study conducted by R. Inglehart (2002), on 146,000 respondents from 65 adulthood groups, that subjective well-being can be studied from the interaction effect between age and gender. He shows that women under the age of 45 tend to be happier than men. However, women over the age of 45 are

less happy (Inglehart, 2002).

Life satisfaction is part of well-being. Research conducted in several countries found that women have a higher life satisfaction than men. However, women can also experience great frequency for pleasant and unpleasant emotions; hence, they have a greater risk for depression and anxiety (Yaremtchuk, 2014; Garaigordobil, 2015; and Misheva, 2016).

Based on the description above, this study aimed to examine the contribution of gender to life satisfaction of non-home-region workers or people, who work outside their region in Tembagapura, Papua, Indonesia. This study also aimed to measure the reliability of the items of the scale.

## METHODS

The data collection technique used in this study was questionnaires using SWLS (Satisfaction With Life Scale), which were distributed to 100 respondents who work outside their region. The respondents consist of 8 ethnic groups in Indonesia: Batak, Java, Sunda, Bugis, Toraja, Maluku, Papua, and Minang. The questionnaires consist of five items of SWLS proposed by E. Diener *et al.* (1985); William Pavot & Ed Diener (2008 and 2009); and Jacqueline van Beuningen (2012). The scale consists of five questions about life satisfaction (Diener *et al.*, 1985; Pavot & Diener, 2008 and 2009; and van Beuningen, 2012).

The measurement scale used R. Likert (1932) scale 1 to 7, which means that there are seven alternative choice answers from strongly disagree, disagree, slightly disagree, neutral, slightly agree, agree, and strongly agree. The score of life satisfaction is obtained by summing the overall numbers. The larger numbers indicate greater life satisfaction (Likert, 1932; Peterson, 2000; and Cummins, 2003).

This study used a quantitative approach with regression analysis method to find out the effect of an independent variable on dependent variable, where this study is the effect of gender differences on life satisfaction of non-home-region workers. The number of samples was 100 respondents

**Table 1:**  
Reliability Statistics

Cronbach's Alpha	N of Items
.816	5

**Table 2:**  
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	18.8400	24.439	.675	.762
Q2	19.2200	24.072	.697	.755
Q3	18.7500	24.735	.689	.760
Q4	18.8300	26.365	.553	.796
Q5	19.9200	22.761	.499	.832

consisting of 60 men and 40 women in Tembagapura, Papua, Indonesia (cf Qian, 2015; Frost, 2017; and Lachmann *et al.*, 2018).

## RESULTS AND DISCUSSION

**Reliability Testing.** Reliability was tested using L.J. Cronbach (1951)'s alpha. The Alpha value is  $\alpha = 0.816$ , which means that the items in life satisfaction scale were reliable (cf Cronbach, 1951; Vassar, 2008; and Moldovan, 2017). See tables 1 and 2.

The tables 1 and 2, on reliability statistics, showed that the corrected item-total correlation values of each item are Q1 = 0.675; Q2 = 0.697; Q3 = 0.689; Q4 = 0.553; and Q5 = 0.499. Each value is higher than 0.361, which means the five items are reliable.

**Hypothesis Testing.** Hypothesis testing, to find out the contribution of gender to life satisfaction on non-home-region workers, used simple regression analysis. Regression analysis is an analysis to measures the effect of an independent variable on the dependent variable (Johnson & Wichern, 2002; Sunyoto, 2007:9; and Sen & Srivastava, 2011). See tables 3, 4, and 5.

Based on the results of the regression analysis, as shown in tables 3, 4, and 5, there are three important points to be known:

Firstly,  $F = 7878$  with sig 0.006, or less than 0.05, means that there is a real and significant effect of gender variable on life satisfaction variable of non-home-region workers.

Secondly,  $t = 29.873$  with sig. 0.000, or less than 0.05, means that there is a real and significant effect of gender on life satisfaction.

Thirdly, R Square = 0.074, or 7.4%, confirms that 7.4% of life satisfaction is affected by gender and 92.6% is affected by other variables.

Regression analysis can also be used to create regression line equations. In this case, the equation of the formed line is:

$$Y = \beta_0 + \beta_1 X_1 + e$$

$$Y = 22,550 + 3,350 X + e$$

The distribution of points on the Normal P-P (Probability Plot) graphic is relatively close to a straight line, so it can be concluded that (data) residual data were normally distributed (cf Chambers *et al.*, 1983; Box & Draper, 2007; and Forthofer & Hernandez, 2017). See graphic 1.

**Discussion.** This study aims to examine the effect of gender differences on life satisfaction of non-home-region workers in Tembagapura, Papua, Indonesia. Firstly, the reliability of the instrument was tested to know whether the life satisfaction scale is reliable or not. The test found that alpha value was 0.816, which means the items of the life satisfaction scale were reliable (cf Sliwinski *et al.*, 2014; Balkis & Duru, 2017; and Emanuel *et al.*, 2018).

Meanwhile, the results of a simple regression test are the same with

**Table 3:**  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.273 <sup>a</sup>	.074	.065	5.84707

**Note:** a = Predictors: (Constant), jkdummy.

**Table 4:**  
ANOVA (Analysis of Variance)<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	269.340	1	269.340	7.878	.006 <sup>b</sup>
	Residual	3350.450	98	34.188		
	<b>Total</b>	<b>3619.790</b>	<b>99</b>			

**Notes:** a = Dependent Variable: Total\_Score.  
B = Predictors: (Constant), jkdummy.

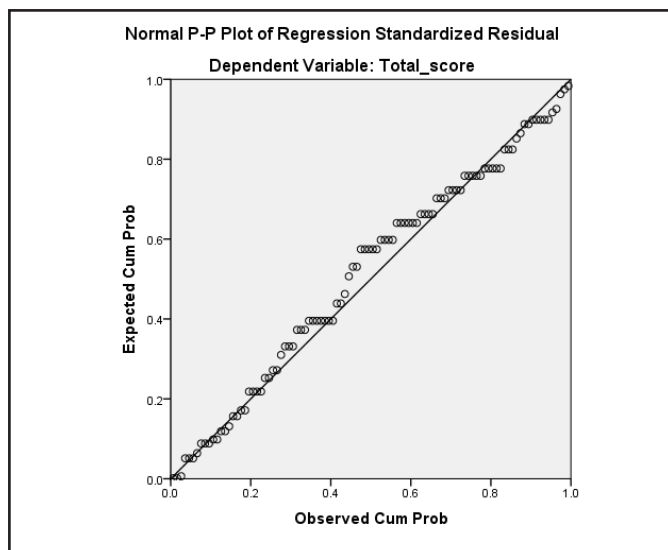
**Table 5:**  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.550	.755		29.873	.000
	jkdummy	3.350	1.194	.273	2.807	.006

**Note:** a = Dependent Variable: Total\_score

the hypothesis, where there is a contribution of gender to life satisfaction of non-home-region worker. Therefore, the hypothesis is accepted, which means there is a significant effect of gender on life satisfaction of 7.4%. Whereas 92.6% is likely affected by other factors, such as the conditions of the physical environment, social, personality, income, and health (cf Grawitch, Gottschalk & Munz, 2006; Rathi, 2011; and Vorina, 2013).

Social environment and personality, as Nursyid Sumaatmadja (2000) and cited also in Rudihartono Ismail & Helmawati (2018), stated that cultural system a series of relations between cultural components as an expression of the human behaviors and actions an as cultural beings (Sumaatmadja, 2000; and Ismail & Helmawati, 2018). However, the cultural mechanism cannot be separated from the nature of human as social beings that connect individual to individual, individual and group, and group to group (Sumaatmadja, 2000; Plotkin, 2011; and



**Graphic 1:**  
P-P Plot

Ismail & Helmawati, 2018).

In this concept, a social system is constructed as the result of the social relationship among its components (individual and group), such as behaviors and actions. It can be seen from the residential area of workers of Freeport

Company in Tembagapura, Papua, Indonesia, which is isolated from other regions, even transportation access to reach this location is still very limited (cf Munro, 2009; Upton, 2009; and Olsson, 2013).

The results of this study are consistent with previous studies conducted by Sana Akhter (2015) in India, which involved 100 students and found that the gender contributes to the subjective well-being where men and women are different in the psychological well-being (Akhter, 2015). In addition, this study also supports another study conducted by R. Inglehart (2002), which found that subjective well-being can be seen from the effects of interaction between age and gender. Women under the age of 45 tend to be happier than men. However, women over the age of 45 are less happy (cf Inglehart, 2002; Stevenson & Wolfers, 2008; and Yang, 2008).

In this study, the contribution of gender to the life satisfaction of non-home-region workers is not quite large (7.4%). This is probably caused by Tembagapura environmental conditions in Papua, Indonesia, which mainly focus on the work. Gender does not play such a crucial role, because both men and women work in Tembagapura, Papua, Indonesia (Upton, 2009; Boo, Madrigal & Pages, 2010; and Olsson, 2013).

It is relevant with the result of Rudihartono Ismail & Helmawati (2018)' study, and other scholars, which found that a safe work environment must be created before managers offer stimuli designed to provide opportunities for employees to achieve self-esteem, a sense of belonging, and development opportunity. The need for security requires a secure workplace, free from coercion or ill-treatment, and clearly defined regulations. In reality, physiological, security, and social needs are usually not satisfactorily fulfilled (cf Ngima & Kyongo, 2013; Ismail & Helmawati, 2018; and Darling-Hammond *et al.*, 2019).

According to Abraham H. Maslow (1996), as cited also in Rudihartono Ismail & Helmawati (2018), when other needs have

been fulfilled adequately, employees will be motivated to perform self-actualization. They will search for personal meaning and development in their work and will actively search for new responsibilities. Abraham H. Maslow (1996), and other scholars, also emphasized that individual differences are the greatest determinant at this level. For some individuals, achieving a high-quality work is a means for self-actualization; while for others, developing useful and creative ideas can fulfill needs for self-actualization. By knowing the employee differences in self-actualization, managers can apply various approaches to support the employees to achieve personal goals and organizational goals (Maslow, 1996; Suyono & Mudjanarko, 2017; and Ismail & Helmawati, 2018).

The data also explain that women have 3 higher points than men in life satisfaction. The level of men life satisfaction in this study is lower than women, due to individual biases. Individual bias can occur when employees perceive that they have achieved life satisfaction through a successful career and ability to fulfill their needs. Others perceive that they have achieved life satisfaction through good financial ability and an honored position at the workplace. These biases cause confusion in providing a response to the questionnaire (cf Greenstein, 2016; Grosjean & Brooks, 2017; and Leopold, 2018).

## CONCLUSION

Based on the results of this study, it can be concluded that gender contributes to life satisfaction. The  $t$  value = 29.873 with sig. 0.000, or less than 0.05, means that  $H_0$  is rejected and  $H_a$  is accepted. It means that there is a significant effect of gender on life satisfaction. The R Square value = 0.074, or 7.4%, which means that 7.4% life satisfaction is probably affected by gender; while the remaining 92.6% is affected by other variables, such as the effects of the physical environment, social, personal, income, and health in Tembagapura, Papua, Indonesia.

The results of this study are expected to be useful as a socialization material for non-home-region workers to improve the

well-being and spirit at work. This study only studied two variables: gender and life satisfaction. Therefore, further research can involve other variables related to the satisfaction of life, so that the results can provide a wider explanation about the factors affecting the life satisfaction of non-home-region workers in Tembagapura, Papua, Indonesia.

In addition, it is expected to further research to find out effective problem-solving strategies to the factors affecting life satisfaction.<sup>1</sup>

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<sup>1</sup>**Statement:** We certify that this manuscript based on our personal study and/or research; and that we have acknowledged all material and sources used in its preparation, whether they be books, articles, reports, and any other kind of document, electronic or personal communication. We also certify that this manuscript has not previously been submitted in any other journal or publication; and that we have not copied in part or whole or otherwise plagiarised the work of other publications and/or materials.

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