

SELF-ESTEEM OF THE SANDWICH GENERATION IN THE GREATER JAKARTA AREA (JABODETABEK)

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ABSTRACT

The sandwich generation refers to middle-aged individuals who bear dual responsibilities toward parents and children. In its current meaning, this term also includes those responsible for extended families such as siblings or relatives living together. Family expectations toward the sandwich generation may affect their self-esteem. This study aims to examine the self-esteem of the sandwich generation in Jabodetabek. A total of 190 respondents met the criteria for the sandwich generation. The sampling technique used was nonprobability convenience sampling, and self-esteem was measured using the Rosenberg Self-Esteem Inventory (1965). The results showed that 23% of respondents were in the "Very High" category, 21% in the "Low" category, and 19.33% in the "Very Low" category, indicating that most respondents tended to have high self-esteem. Further analysis revealed that factors such as gender, work experience, family responsibilities, and monthly income were associated with the distribution of self-esteem. Mann-Whitney U Test results showed no significant difference in self-esteem based on gender, domicile, or work experience. However, a significant difference was found by monthly income ($p = 0.001$), where respondents earning ≥ 5 million had higher self-esteem compared to those earning < 5 million. These findings highlight that socio-economic factors, particularly income, play a crucial role in shaping the self-esteem of the sandwich generation. Future research is recommended to explore other factors such as social support and work-life balance that may further influence self-esteem.

Keywords: self-esteem, sandwich generation, jabodetabek, parents, children

1. PREFACE

The sandwich generation is a phenomenon where an individual is squeezed between multi generations like a sandwich. This term was first introduced by Professor Dorothy A. Miller from the University of Kentucky in 1981. The sandwich generation is a condition where a person has dual duties and responsibilities for multigeneration, namely the generation of their parents and their children. According by Media Daily Social (2020) the sandwich generation is a phenomenon where a person has responsibilities and duties towards his family or their relatives. According by Badan Pusat Statistik (2020) in Indonesia, there approximately 39.10% married couples who lives with their parents. However, in Indonesia living with their parents is a normal thing that can happen. Someone who belongs to the sandwich generation who has parents who are around 65 years or more and has a child under 18 years old (Taylor & Parker, 2013).

According to Raphael dan Schlesinger (1993), the sandwich generation consists of individuals aged around 30-40 years (Rari et al., 2021). At this age, individuals in middle age are in the Generativity vs Stagnation stage. Generativity is a stage where a person has experience in finding various new things and this stage is closely related to the formation and guidance for the next generation. While stagnation is the opposite of generativity, namely a stage that refers to the failure of individuals to contribute and withdraw from the environment, individuals who experience stagnation will feel like they have failed at the stage of their life and are dissatisfied with their life achievement (Feist et al., 2018).

The sandwich generation in Jabodetabek has a heavy pressure in carrying out dual roles, that is, aging parents and children who are still financially dependent. Based on a survey Litbang

Kompas.id (2022), 67% respondent in Indonesia claim to be part of sandwich generation, with the majority coming from Y generation (43,6%). This phenomenon shows that urban areas like Jabodetabek bear the significant financial burden and emotional burden. Financial stress can impact mental health in the sandwich generation. Research conducted by HaloGeet.com (2024) shows that sandwich generation is prone to health problems such as sleep disorder, chronic fatigue, anxiety, to depression due to ever-increasing demands. However, behind this challenge some people in the sandwich generation can find a sense of pride and accomplishment through their sacrifices of their family.

Caring for family provides a sense of purpose in life that can boost their self-esteem. Conversely, for those who feel overwhelmed by the pressure, self-esteem can drop drastically due to feelings of helplessness (Kompas.com, 2024). To overcome this challenge, experts suggest the importance of financial education for family members, building financial independence, and setting healthy boundaries between family responsibilities and personal needs (IDScore.id, 2024). This is important to ensure a life balance that supports the well-being of the sandwich generation amidst the pressures of the roles they carry.

In another study, it was explained that every year the number of individuals experiencing the sandwich generation condition continues to increase, especially in developed countries such as Europe and the US (Silverstein et al., 2019 in Sudarji et al., 2022). Meanwhile, in Asia itself, especially in China, sons usually have the obligation to care for and care for their elderly parents, while their daughters care for their in-laws (Liu, 2021 quoted in Sudarji et al., 2022). The sandwich generation in Indonesia has good relationships with their parents, children, and relatives. This cannot be separated from the influence of the culture that prevails in Indonesia, this culture makes it customary for generations to work together to help each other (Rari et al., 2021 quoted in Sudarji et al., 2022).

The demands and responsibilities of fulfilling family expectations can have a direct impact on the sandwich generation in managing their psychological well-being. The dual roles of the sandwich generation can create unique conflicts in living life to care for their family and children which will have an impact on the psychological well-being of the sandwich generation. Family expectations on sandwich generation can create feelings of insecurity which can arise due to the burden of caring for parents and raising their children. Lack of self-confidence is a negative assessment of oneself which is a result of the level of self-esteem in individuals. Self-esteem can be part of how sandwich generation sees itself. One of the most important things for an individual is self-esteem, important self-esteem will increase self-confidence, self-ability, self-award, and self-confidence. Every individual has a different self-esteem depending on how individuals at this age assess themselves (Adifa & Cahyanti, 2023).

Maslow defines self-esteem as a person's sense of worth and self-confidence (Feist et al., 2018). According to him, self-esteem is divided into two forms, which are individual and his group. Appreciation of individuals will be assessed when someone has an ability, achievement, accomplishment, and other excellences, meanwhile, other forms are the desire to gain position, domination or appreciation from previous experience or relationships (Raafi & Muflihu, 2022). Self-esteem is the result of an assessment of themselves, it can be a positive assessment and a negative assessment (Dhanii et al., 2019). This assessment describes how a person assesses themselves, whether recognized by others or not. This assessment will be seen from the appreciation received for their existence. Assessment can be seen through the recognition received for one's existence. Self-esteem is a basic need in the life of every individual, because it

greatly influences their attitudes and behavior. Self-esteem also functions as a motivator for individuals to act and make decisions in order to obtain validation and recognition from society (Said et al., 2023).

Coopersmith revealed that aspects of self-esteem consist of power, competence, significance, and virtue (Dhani et al. 2021). First, significance in this context refers to the "appreciation," assessment, and affection that a person receives from others, which reflects the acceptance and appreciation of the individual in the social environment. Second, Power refers to the ability to control and influence the behavior of others in order to gain recognition for their actions. Third, Competence is the success in displaying a high level of performance, meeting demands with achievements and the ability to complete tasks that vary well according to age. The last, Virtue is the ability to meet moral, ethical and religious standards. Coopersmith's term "Virtue" implies that there is something higher, namely the values and standards of behavior that must be followed to be a worthy person. The purpose of this study is to examine the self-esteem of the sandwich generation in Jabodetabek.

2. RESEARCH METHOD

The sample of this study is a sandwich generation aged 30-40 years, living in Jabodetabek and have parents, children or relatives who live together which amounts to 190 respondents.

Sub-Section

To measure the self-esteem variable, researchers used the Rosenberg self-esteem inventory instrument adapted by (6) This instrument consists of 10 items and uses likert scale start for 1 to 4, 1 = Strongly Agree, 2 = Agree, 3 = Disagree, 4 = Totally Disagree. This instrument is unidimensional with sharing item favorable and item unfavorable. Items favorable consist of 1,3,4,7,10 and items unfavorable consist of 2,5,6,8,9. On this instrument researchers have conducted validity and reliability tests on 60 respondents and obtained a reliability test result Cronbach alpha of 0.863. There are no items with values below 0.5, which mean instrument items are valid amount to 10.

3. RESULTS AND DISCUSSIONS

Based on the results of the data analysis study it was found that the data was distributed abnormally with p-value 0.000. Next, validity and reliability tests were carried out on the measuring instrument Rosenberg self-esteem inventory. The test results are said to be valid if they have a value >0.2 , on this measuring instrument, if a value of >0.2 is obtained for each item, then the items can be declared valid totalling 10. Reliability test on this measuring instrument using the Cronbach Alpha, the Cronbach Alpha value on this measuring instrument shows a value above 0.7, so it can be stated as reliable.

Based on data acquisition, it was found that the empirical mean was 2.387 with standard deviation value 0.66. Through this data, calculations are then carried out based on a formula that is prepared to determine the category. The results of the calculations are written in the following table.

Table 1

Self-esteem level category

Category	Range
Very high	$X \geq 3.37$
High	$2.71 \leq X < 3.37$
Currently	$2.05 \leq X < 2.71$
Low	$1.39 \leq X < 2.05$
Very low	$X < 1.39$

Based on the distribution of self-esteem by gender. Women have the highest level of self-esteem in the "Very high" category. Meanwhile, in the "Very low" category men and women have the same frequency. Based on the distribution of self-esteem by gender, there are differences between men and women in various categories of self-esteem. Overall, the number of male respondents reached 97 people, slightly higher than the number of women who numbered 93 people.

Table 2

Self-esteem based on gender

Gender	Very high	High	Currently	Low	Very low	Total
Man	12	29	20	15	21	97
Woman	22	17	15	18	21	93
Total	34	46	35	33	42	190

Distribution of self-esteem based on work experience, the "Very high" category is obtained by respondents who have worked >5 years and in respondents who have worked ≤5 years, the most are in the "Currently" category. It can be seen that self-esteem can increase with longer working experience. Based on the distribution of self-esteem based on length of service, the very high category is dominated by respondents who have worked for >5 years with a total of 74 respondents. This shows that respondents who have worked for more than 5 years have very high self-esteem compared to respondents who have worked for less than 5 years. Furthermore, the high category has no number of respondents.

Table 3

Self-esteem Based on Work experience

Work experience	Very high	High	Currently	Low	Very low	Total
≤5 years	0	0	64	48	4	116
>5 years	74	0	0	0	0	74
Total	74	0	64	48	4	190

Distribution of self-esteem based on responsibility towards parents, respondents with the "Parents living together" had a frequency of 70 in the "Very low" category. While, the frequency of "Paying health insurance" has 26 respondents in the "Very high" category. In the "Very Low" category, there are 70 individuals whose parents live together. Meanwhile, the "Low" category consists of 65 individuals in the group who regularly give money to parents who do not live together. For the "High" category, there are 29 individuals in the group who provide irregular assistance (health or recreation needs), while the "Very High" category records 25 individuals in the group who pay for health insurance.

Distribution of self-esteem, based on monthly income, respondent with income ≥5 million are the "Very high" category as many as 29 and the "High" category as many as 62. While

respondents with income <5 million are in the “Low” category as many as 69 and in the “Very low” category as many as 30 and there is no distribution in other categories. Economic factors are a very important influence on the level of self-esteem in respondents in this study.

Table 4

Self-esteem based on Monthly income

<i>Monthly income</i>	<i>Very high</i>	<i>High</i>	<i>Currently</i>	<i>Low</i>	<i>Very low</i>	<i>Total</i>
>=5 million	29	62	0	0	0	91
<5 million	0	0	0	69	30	99
Total	29	62	0	69	0	190

Based on the data on the distribution of self-esteem based on the occupants of the house, there are significant differences between categories of self-esteem for each number of occupants. In the group of occupants of the house with children, 112 respondents were in the Very Low category, while no respondents were in the Low, Medium, High, or Very High categories. In the group of occupants of the house with parents, 15 respondents were recorded in the Low category, and there was no distribution in the other categories. Meanwhile, in the group of occupants of the house with children and parents, 63 respondents were in the High category, and there was no distribution in the Very Low, Low, Medium, or Very High categories.

Table 5

Self-esteem based on Home Occupancy

<i>Home Occupancy</i>	<i>Very High</i>	<i>High</i>	<i>Currently</i>	<i>Low</i>	<i>Very Low</i>	<i>Total</i>
With Children	0	0	0	0	112	112
With Parents	0	0	0	15	0	15
With Children & Parents	0	63	0	0	0	63
Total	0	63	0	15	112	190

Based on data processing, a difference test was conducted on self-esteem by gender and obtained a Z value of -0.813, with a significance value of 0.416. The data shows that the p value > 0.05, which means that there is no significant difference in self-esteem between male and female groups. Based on data processing, a difference test was conducted on self-esteem by gender and obtained a Z value of -0.813, with a significance value of 0.416. The data shows that the p value > 0.05, which means that there is no significant difference in self-esteem between male and female groups.

Table 6

Self-Esteem Difference Test Based on Gender

<i>Gender</i>	<i>Mean</i>	<i>Z</i>	<i>P</i>
Man	92.35	-.813	0.416
Women	98.28		

Based on data processing, a difference test was conducted on self-esteem based on domicile and obtained a Z value of -0.055, with a significance value of 0.955. These results indicate that there is no difference in the level of self-esteem based on geographical location.

Table 7

Self-Esteem Difference Test Based on Domicile

<i>Domicile</i>	<i>Mean</i>	<i>Z</i>	<i>P</i>
Jakarta	95.15	-.056	0.955
Bodetabek	95.66		

Based on the results of data processing, a test of self-esteem differences based on monthly income was conducted and obtained a significance value of 0.001, meaning that there is a significant difference between respondents with income <5 million and respondents with income \geq 5 million. This shows that economic factors can affect the level of self-esteem of respondents in this study.

Table 8

Self-Esteem Difference Test Based on Monthly Income

<i>Monthly Income</i>	<i>Mean</i>	<i>Z</i>	<i>P</i>
<5 juta	108.29	-3.335	0.001
\geq 5 juta	81.88		

Based on the results of data processing, a test of self-esteem differences based on length of work was conducted and obtained a significance value of 0.546, meaning that there was no significant difference between respondents who worked for less than 5 years and respondents who worked for more than 5 years. This shows that professional experience does not have a direct impact on the self-esteem of respondents in this study.

Table 9

Self-Esteem Difference Test Based on Work Experience

<i>Work Experience</i>	<i>Mean</i>	<i>Z</i>	<i>P</i>
\leq 5 tahun	97.43	-.604	0.546
>5 tahun	92.54		

4. CONCLUSIONS AND RECOMMENDATIONS

The results of this study indicate a pattern of self-esteem distribution influenced by gender factor, work experience, family responsibilities and monthly income. Based on gender, it was found that women dominated self-esteem in the "Very high" category, while men were in the "High" category. This finding is in accordance with a study conducted by (Schütz et al., 2021), which showed that women tend to have stronger emotional management mechanisms and social relationships.

The results of this study show various patterns of self-esteem distribution influenced by factors such as age, gender, domicile, duration of residence, number of household members, and family dependents. Based on age group, respondents aged 20-30 years had the highest number, followed by those aged 31-35 years, while the group under 20 years was not recorded. This reflects that the productive age group tends to have more stable self-esteem because they are in an active self-development phase, as explained by Orth and Robins' (2022) research, which found that self-esteem increases at productive age due to more dominant social roles and significant individual achievements.

In terms of domicile, respondents from Jakarta dominate in all categories of self-esteem, both "Very Low," "Low," and "Very High." This finding is supported by research by Yu et al. (2021), which shows that urban environments provide more opportunities for self-development, access

to education, and employment, all of which contribute to the formation of self-esteem. However, the pressures of living in urban areas can also be challenging for certain groups, as reflected in the distribution in the "Very Low" category.

Work experience also has a significant influence on self-esteem. Respondents who have worked for more than five years tend to have high self-esteem. Research conducted by (Zimmermann et al., 2020) also states that the emotions of individuals with stable environments and social relationships over time can contribute to increasing self-esteem.

The number of household members also showed a significant pattern. Respondents with groups living only with children were mostly in the "Very Low" category, while groups living with children and parents were predominantly in the "High" category. Liu et al.'s (2022) study highlighted that the optimal number of household members can increase self-esteem through supportive social interactions, while isolation or excessive crowding tends to decrease self-esteem.

Parental dependency also affects the level of self-esteem, respondents with parents living together are in the "Very low" category. On the other hand, the group that only supports parents to pay insurance is in the "Very high" category. This study is in line with (Ryan et al., 2021) who said that family dependency can increase self-esteem if the dependency is seen as part of social responsibility and contribution to family welfare.

The income distribution table shows that the majority of respondents have an income of less than 5 million, with 99 people concentrated in the "Very Low" and "Low" categories. There are no respondents in the middle to high categories in this group. In contrast, the income category of more than 5 million, although smaller in number (91 people), is concentrated in the "High" and "Very High" categories. Overall, this distribution provides insight into the income gap among respondents, with the low-income group dominating. This picture can reflect the economic reality in society, where the low-income group tends to be more numerous than the high-income group. Yulianti et al. (2022) This study examines the distribution of income in urban and rural families in Indonesia. The findings show that in rural areas, around 78% of families have an income of less than 5 million, while in urban areas, only 45% are in this category. Education factors and access to formal employment contribute to this difference.

Overall, the results of this study support previous findings that self-esteem is influenced by a combination of internal and external factors. This study also opens up opportunities for further exploration of the interaction between self-esteem and other variables, such as social pressure, education, and economic conditions.

In the analysis based on gender using the Mann-Whitney U Test, the results showed no significant difference in the level of self-esteem between men and women ($p = 0.416$). This is in line with research conducted by Ortiz et al. (2021), which found that although there are differences in gender perception in some psychological aspects, self-esteem is often not influenced by gender because it is more determined by individual experiences and social support received.

The results of the analysis based on domicile also showed that there was no significant difference in self-esteem between respondents living in Jakarta and Bodetabek ($p = 0.955$). This finding is consistent with research by Zhang and Zhang (2022), which shows that geographic location does

not directly affect individual self-esteem, especially in the context of urbanization that reduces cultural differences and access to resources in urban areas.

However, the results of the Mann-Whitney U Test showed a significant difference in self-esteem based on monthly income ($p = 0.001$). Respondents with incomes of less than 5 million had lower self-esteem compared to those with incomes of more than 5 million. These results support research by Silva et al. (2023), which found that income has a significant effect on self-esteem because financial ability is often associated with a sense of achievement and social recognition.

In contrast, the results of the Mann-Whitney U Test based on length of service showed no significant difference in self-esteem ($p = 0.546$). This indicates that the length of service does not affect the level of self-esteem of respondents. This finding is in line with research by Khan et al. (2021), which states that intrinsic factors such as work motivation and coworker support are more important determinants of self-esteem than the length of work experience itself.

Overall, the results of this study provide insight that self-esteem is more influenced by socio-economic aspects such as monthly income than demographic factors such as age, gender, domicile, and length of service. Further research is recommended to explore other variables, such as social support or work-life balance, to understand more complex factors in shaping self-esteem.

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