

Contribution of Self-compassion to Rumination in the 2022 Padang State University Fresh Graduate
Jobseeker Competition
(*Sumbangan Self Copassion kepada Rumination dalam Pertandingan Fresh Graduate Jobseeker 2022
Universiti Negeri Padang*)

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ABSTRACT

The reluctance to apply for jobs over an extended period and the intense competition faced by recent graduates can lead to self-blame and a ruminative thinking style characterized by persistent negative thoughts and difficulty finding solutions to problems. Embracing both positive and negative experiences as learning opportunities is crucial. This study, conducted at Padang State University in 2022, aimed to quantify self-compassion's impact on job-seeking fresh graduates' rumination. A quantitative research approach, purposive sampling, was employed to select 289 participants based on specific criteria. The instruments for measuring self-compassion and rumination were adapted from Sugianto et al. and Yusainy, respectively. The findings indicate that self-compassion has a significant negative correlation with rumination, accounting for 27.7% of its variance.

Keywords - Self-compassion, rumination, fresh graduate, jobseeker, Universitas Negeri Padang

ABSTRAK

Keengganan untuk memohon pekerjaan dalam tempoh yang panjang dan persaingan sengit yang dihadapi oleh graduan baru-baru ini boleh membawa kepada menyalahkan diri sendiri dan gaya pemikiran ruminatif yang dicirikan oleh pemikiran negatif yang berterusan dan kesukaran mencari penyelesaian kepada masalah. Merangkul pengalaman positif dan negatif sebagai peluang pembelajaran adalah penting. Kajian ini, yang dijalankan di Universiti Negeri Padang pada tahun 2022, bertujuan untuk mengukur kesan belas kasihan diri terhadap pencarian pekerjaan graduan baru. Pendekatan penyelidikan kuantitatif, persampelan bertujuan, telah digunakan untuk memilih 289 peserta berdasarkan kriteria tertentu. Instrumen untuk mengukur belas kasihan diri dan ruminasi telah disesuaikan daripada Sugianto et al. dan Yusainy, masing-masing. Penemuan menunjukkan bahawa belas kasihan diri mempunyai korelasi negatif yang signifikan dengan ruminasi, menyumbang 27.7% daripada variansnya.

Kata kunci - Self-compassion, rumination, fresh graduate, jobseeker, Universitas Negeri Padang

INTRODUCTION

Fresh graduates have an average age range that has entered the emerging adulthood phase. According to Arnett (2000), emerging adulthood is a developmental phase which is a transition process from late adolescence to starting the early adult phase. A person in the age range of 18 to 25 years can be said to be emerging adulthood with identity problems as the peak in this phase. The reality facing fresh graduates in the global job market is widespread unemployment, affecting both developed and developing countries. Population growth has led to an increase in job seekers, but due to limited employment opportunities, only a select number of these individuals find employment, leaving many unemployed. According to the Central Statistics Agency (2022), Indonesia's population data for this year is projected to reach 275.77 million people. Population growth increased by 1.13% compared to last year. Ages 15-64 years dominate Indonesia's population at 69.25%. Based on the population pyramid, ages 15-64 are considered productive working age (Nurjanah, 2018). Fresh graduates are classified as working productive age because they have completed their education. According to research by the Ministry of Education and Culture (2020), Padang State University is in the top 4 universities with the most significant number of 7,212 students. In the same year, as many as 1,537 diploma graduates and 5,843 undergraduate graduates placed UNP in 2nd and 5th place as the largest producer of fresh graduates of all universities in Indonesia. Padang State University is also superior to other universities in West Sumatra through the National Selection Based on Achievement (SNBP), with the highest capacity of 3,050 prospective students.

Initial data was distributed to 50 fresh graduates of Padang State University in 2022, which began distribution on January 31 2023, via open questions. It is clear that fresh graduates from UNP who have difficulty getting jobs regret their past negligence or mistakes, for example, not prioritizing the Grade Point Average, not training soft skills by entering an organization, not training enough in foreign languages, and lacking self-development related skills in operating software or digital devices that are needed in today's world of work. Furthermore, many individuals dwell on their experiences approximately one month after graduation, often ruminating on past events, feeling despondent, and experiencing low self-esteem. This indecision and inaction can leave them susceptible to stress and contribute to an unproductive post-graduation life. Excessive analysis without taking steps to alleviate anxiety or manage activities can consume a significant

amount of time and impede progress.

Response Styles Theory (RST) was created by dividing rumination into three stages. First, a person repeats painful things or failures continuously in the past, which then results in feelings of depression. Second, rumination causes a hindrance to thinking and creativity in providing solutions to solve one's problems. A person at this stage is on the verge of often dissolving into feelings of pessimism and feeling dominated by fate (fatalistic). Third, rumination slowly destroys a person's way of behaving, and at this more severe stage, it can put a person into a depressive phase. Based on the explanation above, rumination is a person's wrong way of thinking when facing problems. It is not included in emotional mental disorders, but if not treated further, it can trigger the emergence of psychological disorders (Faizah & Purnomo, 2019). Rumination from various studies is mentioned as a potential factor in the emergence of feelings of anxiety, depression and acute stress (Dewajani & Karneli, 2020). Rumination has two dimensions: brooding (tendency to criticize oneself) and reflective pondering, which refers to a problem-solving orientation (Treyner et al., 2003).

Self-compassion is metacognition that is opposite and effective against rumination. According to Neff (2011), someone with high self-compassion or compassion will directly neutralize feelings of fear or shame and reduce the harmful effects of rumination. Self-compassion is openness to the difficulties faced so that there is a feeling of loving oneself and considering feelings of inadequacy and failure as a regular thing, which is also felt by people in general (Neff, 2003). The research aims to determine how much self-compassion contributes to rumination in the 2022 Padang State University fresh graduate jobseeker competition.

RESEARCH SIGNIFICANCE

This research is anticipated to elucidate how effective self-compassion can mitigate rumination and its detrimental effects, enabling individuals to conserve time and avoid becoming entrenched in compulsive negative thinking.

MATERIALS AND METHODS

This research uses quantitative methods. In this study, the variable tested is self-compassion as an independent variable, which will influence rumination as the dependent variable, with the sample coming from fresh graduates of UNP in 2022. The sampling technique

was carried out employing purposive sampling, which determines characteristics that have been chosen from the nature of the population, namely (1) Padang State University D3/D4/S1 graduate; (2) the waiting time for looking for work is more than three months after graduating. According to Amrinda (2018), fresh graduates experience a challenging job search, often waiting more than three months after graduation to find employment. The self-compassion measuring tool used is a version of the Self-Compassion Scale, which has been adapted by Sugianto et al. (2020). The rumination scale used is an adapted version of the measuring instrument scale (Yusainy, 2017). A simple linear regression test is used to predict the functional contribution between the independent variable (X) and (Y) as the dependent variable (Azwar, 2000.)

RESULTS AND DISCUSSION

The results indicate that both rumination and self-compassion among the subjects of this research fall into the medium category on average. This suggests that the majority of UNP fresh graduates, who are respondents in this study, do not exhibit high levels of self-compassion. Nevertheless, the subjects generally demonstrated the ability to be kind to themselves in the face of failure and difficulties, recognizing these experiences as common to others. The propensity for rumination among fresh graduates is relatively high, with a tendency to engage in brooding rather than reflective thinking.

Based on table 1, 195 people are classified as medium in the 67.5% range. This indicates that the research subjects were able to carry out self-compassion well.

TABLE 1. Self-compassion Categorization

Categorization	Score	F	%
Low	$X < 60.67$	51	17.6
Medium	$60.67 \leq X < 95.33$	195	67.5
High	$95.33 \leq X$	43	14.9

In table 2, the majority of respondents for some components tend to be in the medium category, except for only common humanity and mindfulness which are classified as high. This is because the brooding score in the high category has the second largest value after the medium category, while for reflection in the low category it is in 2nd position. This indicates that the subject does not have high self-compassion, which means he is still Table 5. Simple Linear Regression Equation Test Self-compassion and Rumination susceptible to rumination. However, in general the research subjects were able to do good for themselves. Fresh graduates still struggle with the problem of failure in job competition.

The correlation/relationship value (R) is 0.526. After that, the coefficient of determination (R Square) was 0.277, meaning that the contribution of self-compassion to rumination was 27.7%.

The calculated F value = $110.010 > 3.874$ (F table) with a significance level of $0.000 < 0.05$, meaning there is a significant contribution between Self-compassion and the Rumination variable. So, self-compassion has a significant contribution to the rumination from hypothesis testing.

Regression Equation Formula

$$Y = \alpha + \beta_1 X_1 \quad \text{Eq. (1)}$$

Information :

- Y : dependent variable (predicted value)
- X₁ : independent variable
- α : Constant (predicted value when the independent variable has no influence)
- β_1 : regression coefficient (increase/decrease value)

The regression coefficient value gets a Beta value (-.210), so every 1% increase in self-compassion will reduce rumination by -.210. So self-compassion can reduce the effects of rumination thinking.

CONCLUSION

The analysis results in this study concluded that there is a significant negative contribution between self-compassion and rumination, which means that the

TABLE 2. Categorization of Self-compassion Based on Components

Component	Categorization	Score	%
Self-kindness	Low	$X < 11.67$	2.8
	Medium	$11.67 \leq X < 18.33$	51.6
	High	$18.33 \leq X$	45.7
Self-judgement	Low	$X < 11.67$	10.4
	Medium	$11.67 \leq X < 18.33$	63
	High	$18.33 \leq X$	26.6
Common Humanity	Low	$X < 9.33$	2.8
	Medium	$9.33 \leq X < 14.67$	39.4
	High	$14.67 \leq X$	57.8
Isolation	Low	$X < 9.33$	18.3
	Medium	$9.33 \leq X < 14.67$	49.5
	High	$14.67 \leq X$	32.2
Mindfulness	Low	$X < 9.33$	2.4
	Medium	$9.33 \leq X < 14.67$	47.8
	High	$14.67 \leq X$	49.8
Over-identification	Low	$X < 9.33$	13.1
	Medium	$9.33 \leq X < 14.67$	49.1
	High	$14.67 \leq X$	37.7

TABLE 3. Categorization of Rumination Based on Dimensions

Component	Categorization	Score	%
Broding	Low	$X < 10.83$	12.1
	Medium	$10.84 \leq X < 16.44$	72.7
	High	$16.44 \leq X$	15.2
Reflection	Low	$X < 11.28$	16.6
	Medium	$11.29 \leq X < 16.41$	69.9
	High	$16.42 \leq X$	13.5

TABLE 4. Determination Coefficient Test Self-compassion and Rumination

Variable	R	R Square
Self-compassion and rumination	0.526	0.277

TABLE 5. Simple Linear Regression Equation Test Self-compassion and Rumination

ANOVA			
Model	df	F	Sig.
Regression	1	110.010	.000

higher the self-compassion, the lower the rumination carried out by a person. Then, in this research, the results showed that self-compassion contributed 27.7% to rumination. Hair et al. (2011) divide the R square value into three categories: strong with a value of

(0.75), moderate with a value of (0.50), and low with a value of only 0.25. This means that the closer to number 1, the better and further the independent data explains the dependent data. Contribution is classified as low because a person's cognitive abilities do not always

TABLE 6. Beta Value Regression Coefficient Test Self-compassion and Rumination

Model	Unstandardized Coefficients	
	B	Sig.
(Constant)	46.357	.000
Self-compassion	-.210	.000

directly influence a person's achievement (Aiken, 2004). In this case, self-compassion and rumination are both included in cognitive reasoning abilities.

The research has the same results as those of Svendsen et al. (2017), who stated that mindfulness is the first step to reducing rumination, which can increase self-compassion. This is similar to previous research conducted by Johnson and O'Brien (2013), which showed that individuals with good self-compassion are likely to have low rumination. In addition, the research of Proeve et al. (2018) also stated that self-compassion is significantly negative with rumination. Mindful focus can help individuals avoid getting caught up in rumination about bad events or failures they have experienced. According to Neff (2011), common humanity is defined as a person's way of recognizing every shortcoming and failure that occurs in life as part of one's life. These two components in the high category have been proven to reduce rumination if done consistently.

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