

GENDER ANALYSIS AND THE IMPORTANCE OF PSYCHOLOGICAL WELLBEING ON TEXTILE LABORS IN INDONESIA

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ABSTRACT

Globalization era leading the industry to higher competition in various sector such as textile. It is has been known that Indonesia had the highest export income from textiles. Therefore this research explored the several factors that affected the work performance of labor textile in Indonesia. This research aims to investigated the importance of psychological climate in factory like supervisor support and job insecurity of labors toward their psychological wellbeing. This paper also explore the continual impact of labor's psychological wellbeing to their job satisfaction and physical health which apparently become a crucial factors that have a huge influence toward work performance. The data were collected from Better Work Indonesia Survey in 2012 and 2015. This research used quantitative methods from 1017 labors in 84 factory in Indonesia. The result showed significant impact from Supervisor Support and Job Insecurity toward Psychological wellbeing. It is also found that Psychological wellbeing affected to labor's job satisfaction and physical health. The study highlight the importance of maintaining psychological wellbeing of labors at factory in order to boost and optimizing their performance. According to the result it also showed that between man and women there is a different way to maintain and perceive their wellbeing and physical health.

Keywords: psychological wellbeing, job satisfaction, health, supervisor, job insecurity

