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# Social Support and How It Affects Fear of Success among Female Police Officers in Jakarta

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### Abstract

Fear of success can be a barrier in improving individual performance. Earlier studies found that social support predict fear of success negatively, however only little research about it among female police officers especially in Jakarta. This study aims to empirically examine the influence of social support on fear of success among female police officers. This research used a quantitative method with 50 female police officers as a sample which has following characteristics; married, minimum rank Second Police Inspector Adjutant (*Aipda*) and domicile in Jakarta. Purposive sampling technique was used in this study. Social support was measured using a social support scale based on forms of social support from Sarafino and Smith (2011) consisting of 43 items with an alpha value of 0.963, while fear of success was measured using a fear of success scale based on fear of success's aspects from Shaw and Costanzo (1982) consisting of 37 items with an alpha value of 0.943. Data analysis was performed using simple regression analysis with a significance value of 0,000 ( $p < 0.01$ ). This study shows that social support has a very significant influence on fear of success. The correlation coefficient between social support and fear of success is - 0.759, which means that social support has a negative relationship with fear of success. In addition, the value of  $R^2$  of 0.575 indicates that social support affects fear of success by 57.5%.

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## 1. Introduction

A growing era has brought many changes in human life, one of which is the views about gender equality. In Indonesia, the government also participates in efforts to realize equality for men and women by issuing a Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming policies in national development with the main goal to realize gender justice. With gender mainstreaming, all development programs can be carried out by considering the opportunities and access of women to development programs, and with control and benefits for women (Saraswati, 2013).

Although the government has attempted to realize gender justice in various development programs including in the field of employment, the data on employment trends from the ILO's (Indonesian Labor Organization) central statistics agency shows that the participation of Indonesian women in the workforce is still lower than men although there is an increasing in educational background. According to Priherdityo and Anuraga (2016), Indonesian women still prefer to get married compared to work. The trend of women married in productive age from 2009 to 2013 experienced increasing inclination, on average increasing by 1.54% each year. According to Horner (in Paludi, 2010), the presence of a partner will make women who have high abilities and motives for success have the motive to feel anxious about success.

Horner (1972) revealed that women who have high abilities and motives for success but feel anxious about success experience fear of success. Matina Horner suggests that women are more afraid of success than men. Women will be faced with multiple consequences where if they fail to achieve, they will feel they cannot reach their performance standards. However, on the other hand if they are successful, they can experience rejection because it is not in accordance with the standards of femininity in the social environment. Horner argues that men do not experience this, because success is in accordance with the role of masculine gender (Horner, 1972).

Milosevic and McCabe (2015) suggest that fear of success or often referred to as Horner Effect, is a phenomenon where individuals who are able to achieve success feel or behave reluctantly to success. Fear of success is considered a psychological barrier to success.

When individuals experience fear of success they can sabotage themselves when they are on the verge of success (Milosevic & McCabe, 2015). For example, one can make careless mistakes in the workplace just before the promotion is finalized. Someone intentionally procrastinates in completing work reports that will produce financial rewards. Someone feels trapped in doubt or sets a safe choice. These behaviors are indicators of fear of success that are almost unnoticed (Milosevic & McCabe, 2015).

According to Shaw and Costanzo (1982), fear of success consists of 3 aspects, namely loss of femininity, loss of social self esteem, and social rejection. Loss of femininity is feeling anxious about loss of feminine nature. In this case the loss of femininity is interpreted as the lack of showing her feminine side in accordance with the characteristics of women and carrying out her feminine duties. Loss of social self esteem is feeling anxious about the loss of social appreciation. The feeling of loss of social appreciation is the loss or lack of community appreciation for a successful woman. Social rejection is feeling anxious about social rejection. This form of rejection is indicated by the non-inclusion of a woman who is successful in group activities, who is not liked, indirectly being rejected by the environment.

Bernard (2008) argue that fear of success occurs due to the dilemma faced by women because they have to perform their conflicting functions, namely the function as a support assigned to women and a function to meet the competitive demands of work that is usually done by men. For this reason, women are

not allowed to achieve success in men's work, but success at women's work is not a problem. With the development of science and technology, it is now evident that women have the same potential as men (Sarwono, 2005). The work that was once referred as male work has now begun to be carried out by many women, one of which is the profession as police officer.

The profession as a police is often regarded as a masculine profession, but in reality the police profession is not only run by men but also women who are often referred to as female police officers (*POLWAN*). Although there is gender equality, the number of male police officers is still far more dominant than female police. According to General Badrodin Haiti female police officers have the opportunity to improve their career to become a General, but they prefer only at the director level (Hidayat, 2015). In addition, a study by Rosiana (2010), revealed that female police officers in Bandung area showed reluctance to continue her career to a higher level, one of the reasons being the femininity of female police which inhibits responding positively to the career it offers. The study showed there is positive relationship between the degree of femininity and fear of success (Rosiana, 2010).

As Shaw and Costanzo (1982) said before, individuals who experience fear of success are afraid of loss of social appreciation and social rejection. This means that the social environment directly or indirectly has an influence on fear to achieve success. According to Kirschbaum, Klauer, Filipp, & Hellhammer (in Taylor, 2012), when women do stressful work in front of male colleagues, they tend to be more depressed than when they do the work themselves, except their male co-workers provide active support. With social support, individuals tend to feel more confident to do something.

Social support defined by Sarafino (1998) as comfort, care, appreciation, or assistance obtained from other people or groups. Taylor, Peplau and Sears (2009) describe social support as information from others who are sought and supported by anyone. Social support can overcome psychological difficulties in difficult times. In line with this definition, Taylor (2012) defines social support as information from others that someone is loved and cared for, respected and valued, and is part of a group in communication and mutual obligations. Social support can come from parents, partners, relatives, friends, socials and community contacts. Individuals with a high level of social support experience little stress when they are faced with a tense situation. According to Sarafino and Smith (2011) there are four forms of social support, (1) Emotional or Esteem support gives a sense of empathy, care, attention, positive views, and support to individuals; (2) Tangible or instrumental support involves direct assistance; (3) Informational support includes giving advice, direction, suggestion, or giving idea about how someone does something; (4) Companionship support refers to the availability of other people to spend time with individuals who experience stress, thus giving a feeling that he is part of a group that shares interests and social activities. Chan (2002) conducted a study of stress, self-efficacy, social support and psychological distress in 83 teachers in Hong Kong. The study shows that besides being considered a source of protective factors from stress, social support can also be a buffer that eases the effects of stress on psychological distress. Social support can reduce the difficulties experienced when individuals experience stress. Lack of social support when needed can make individuals feel very depressed.

According to Sarafino (2002), the presence of a partner and the positive feedback given by a boss are part of the types of social support. Social support refers to comfort, care, self-esteem or any other form of assistance received from other people or groups. Therefore, the existence of social support makes individuals feel confident that they are loved and valued so they can reduce the anxiety they experience. Conversely, the absence of social support can cause tension and increase anxiety and fear in individual.

Gore, Thomas, Jones, Mahoney, Dukes, and Treadway (2016) examined social factors that predict fear of academic success in students. Based on research conducted on 129 high school students and 605 university students, it was acknowledged that family support was a factor that predicted negative fear of academic success among high school students and university students. Support from the family will reduce the level of fear of success experienced by individuals. Putra (2014) also conducted a similar study with the aim of examining the relationship between family social support and fear of success in 85 West Aceh District female civil servants who already had husbands and had children. The results of the study are in line with the research of Gore, Thomas, Jones, Mahoney, Dukes, and Treadway (2016), that there is a significant negative relationship between family social support and fear of success in career women with an effective contribution of family social support to fear of success by 8.3%. In accordance with the study, research on the effects of self-actualization and social support on fear of success in career women conducted by Putra (2015) states that social support has a strong negative correlation to fear of success in career women. That is, the higher the social support, the lower the fear of success.

Fear of success can be a barrier in improving individual performance. Based on earlier studies it can be concluded that social support has an important role in fear of success because social support is expected to help individuals overcome anxiety and fear that is being experienced through actions that involve emotions, providing information, material assistance and a positive assessment of the efforts that have been done by individuals. So, this study was intended to, empirically, examined the influence of social support on fear of success among female police officers.

## 2. Methodology

This research has been accomplished through quantitative research design. The study was conducted in three police stations in Jakarta; Departmental (Resort) Police Station of East Jakarta (*POLRES Jakarta Timur*), Departmental (Resort) Police Station of North Jakarta (*POLRES Jakarta Utara*) and Logistic Headquarters of Indonesian Police (*MABES Logistik POLRI*). A total sample of 50 female police officers collected with purposive sampling. All participants are married with minimum rank Second Police Inspector Adjutant (*Aipda*) and domicile in Jakarta. From 50 respondents, 48% aged between 31 – 45 and 52% aged between 46-60. The rank of participants were varied, 16% Second Police Inspector Adjutant ( $n=8$ ), 36% First Police Inspector Adjutant ( $n=18$ ), 18% Police Grand Commissioner Adjutant ( $n=9$ ), 14% Police Commissioner Adjutant ( $n=7$ ), 10% Second Police Inspector ( $n=5$ ), 4% First Police Inspector ( $n=2$ ), 2% Police Commissioner ( $n=1$ ).

The instruments used in this study assembled in a survey questionnaire with a four-point Likert-type scale ranging from very suitable to very unsuitable. There are two scales in this questionnaire, fear of success scale and social support scale.

Fear of success was measured using 37 items scale based on fear of success's aspects from Shaw and Costanzo (1982) includes loss of femininity (11 items), loss of social self esteem (9 items) and social rejection (17 items). The cronbach's alpha for these items value of 0.943 which means the reliability of the instrument was good.

Meanwhile, social support was measured using 43 items scale based on forms of social support from Sarafino and Smith (2011) includes emotional or esteem support (11 items), tangible or instrumental support (9 items), informational support (9 items) and companionship support (14 items). The reliability of this items value of 0.963 in cronbach's alpha.

### 3. Results and Discussion

This study aim was to empirically examine the influence of social support on fear of success among female police officers. Before conducting a hypothesis test, the researcher first conducts a correlation test as a prerequisite for conducting a regression test and to find out whether there is a relationship between social support variables and fear of success.

Table 1. Correlation Test with Product Moment Pearson

Variable	R	Sig.	P
Social Support towards Fear of Success	- 0.759	0.000	< 0.01

Based on the data collected, it is known that the correlation coefficient between social support and fear of success is - 0.759 with a significance level of 0.000 ( $p < 0.01$ ). This shows that there is a very significant negative relationship between social support and fear of success which means that the higher social support, the lower fear of success. The correlation coefficient between social support variables and fear of success also shows that the two variables have a close relationship.

Table 2. Simple Regression Test

Coefficients <sup>a</sup>						
Model	Unstandardize Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
(Constant)	144.621	9.317			15.522	0.000
Social_Support	-0.557	0.069	-0.759		-8.066	0.000

From hypothesis testing using simple regression analysis techniques, it is known that the results of the analysis  $t_{\text{calculate}}$  of -8.006 is greater than  $t_{\text{table}}$  which is 2.01, with a significance level of 0.00 ( $p < 0.01$ ). This shows that social support has a very significant influence on fear of success, so the hypothesis of this study which states that there is an influence of social support for fear of success on female police officers is acceptable. The influence of social support on fear of success can be known through  $R^2$  which is 0.575 which means that social support affects fear of success by 57.5% and the rest is caused by other factors not tested in this study.

Table 3. Contribution of Social Support on Fear of Success

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.759 <sup>a</sup>	0.575	0.567	8.67938

a. Predictors: (Constant), Social\_Support

b. Dependent Variable: Fear\_of\_Success

This study is in accordance with the results of Putra's research (2014) regarding the relationship between family social support and fear of success in career women. The results of these studies indicate that there is a negative influence between family social support for fear of success in career women with an effective contribution of family social support to fear of success of 8.3%. Another study conducted by Putra (2015) concerning the effect of self-actualization and social support on fear of success in career women. The results of Putra's research (2015) show that social support has an influence on fear of success with R square of 0.155, meaning that 15.5% of fear of success in career women is influenced by social support.

From the results of the data analysis in this study, it is also known that fear of success in the research respondents was included in the low category. This means that on average the respondents of the study had low fear of success. In an article written by Seniati (2003), it was said that from the results of several studies at the University of Indonesia's Psychology Faculty, women working in Indonesia had a low fear of success. This is seen in working women who live in Jakarta, Bandung, Central Java, East Java and Medan. The fields of work undertaken by respondents include private employees, lecturers and civil servants. The results in this study can be said to be in line with the contents of the article, where women who work as female police officers in Jakarta also have a low fear of success.

Social support in research respondents included in the high category. This means that the average research's respondents have a high social support. Viewed from cultural characteristics according to Hofstede, Indonesia is one of the countries that adhere to the culture of collectivism with distinctive characteristics of helping, emphasizing group interests, caring about fellow dependence and emphasizing cooperation (Liliweri, 2002). This shows a high form of social support as the results of the study indicate that the research respondents had a high level of social support.

In terms of age, it is known that respondents aged 46 - 60 years have a higher fear of success compared to respondents aged 31 - 45 years. This can be due to the development of an age where younger women have a more modern view while older women have a more traditional view so that the fear of success is higher in older women. According to Paludi (2010), some women are taught not to prioritize competition but relationships. The traditional view that women are not competitive can cause women to be afraid to be competitive, which can cause them to be seen as unattractive. Therefore, women who have a traditional view of having fear of success are higher than women who have a more modern view.

#### **4. Conclusion**

This study show that social support significantly affects fear of success on female police officers, which means the research hypotheses is accepted. The results of the analysis show that there is a very significant negative relationship between social support and fear of success, so the higher the social support, the lower the fear of success experienced by female police officers. Conversely, the lower the social support, the higher fear of success experienced by female police. In addition, social support affected fear of success by 57.5%.

This study also show participant's social support is in the high category and fear of success is in the low category. This shows that participants in this study involved social support as a factor associated with fear of success.

## 5. Suggestion

For further researchers, it is recommended to conduct research with qualitative methods or mix method (combination of qualitative and quantitative) at higher rank in order to examine the problem of fear of success and social support in more depth. Further researchers are also advised to examine the social support variables from each source of social support (spouse, family, co-workers, superiors, etc.), and furthermore on the relationship between income, position, seniority and fear of success for female police officers who have never been studied before.

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