



RESEARCH ARTICLE

The Protective Role of Emotional Regulation and Family Support Against Burnout in Sandwich Generation Workers

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Abstract. Burnout is a long-term reaction to emotional stress and stress resulting from friction between workers and their jobs. The purpose of this study was to determine the complex relationship between emotional regulation and family support with burnout problems in the sandwich generation. This study used a quantitative correlational method with burnout as the dependent variable and emotional regulation and family support as independent variables. The measurement of these variables used 3 scales, namely the Burnout scale measured by the Maslach Burnout Inventory-General Survey scale based on aspects of exhaustion, cynicism and professional efficacy. Emotional regulation was measured using the Emotion Regulation Questionnaire scale by Gross & John ERQ measuring aspects of cognitive reappraisal strategies and aspects of expressive suppression strategies. While family support was measured using a scale adaptation and translation of the Perceived Social Support Family and Friend (PSS-Fa and PSS-Fr) scale by Procidano & Heller (1983) based on aspects of emotional support, information, and feedback. The subjects were N=120 sandwich generation workers. The results of this study are that there is a significant relationship between emotional regulation and family support with burnout in sandwich generation workers, where emotional regulation provides an effective contribution of 50.2% while family support is 41.4%. This suggests that workplace and family interventions aimed at enhancing coping strategies and support systems are critical for mitigating burnout in this sandwich generation.

Keywords: Burnout, Emotion Regulation, Family Support, Sandwich Generation, Workers

Abstrak. Burnout merupakan reaksi jangka panjang terhadap stres secara emosional dan stres akibat dari gesekan antara pekerja dan pekerjaannya. Adapun tujuan penelitian ini adalah mengetahui hubungan kompleks antara regulasi emosi dan dukungan keluarga dengan masalah burnout pada generasi sandwich. Penelitian ini menggunakan metode kuantitatif korelasional dengan burnout sebagai variabel tergantung dan regulasi emosi serta dukungan keluarga sebagai variabel bebas. Adapun pengukuran variabel tersebut menggunakan 3 skala yaitu skala Burnout diukur skala Maslach Burnout Inventory-General Survey berdasarkan aspek exhaustion, cynicism dan professional efficacy. Pada regulasi emosi diukur menggunakan skala Emotion Regulation Questionnaire oleh Gross & John ERQ yang mengukur aspek strategi cognitive reappraisal dan aspek strategi expressive suppression. Sedangkan dukungan keluarga diukur menggunakan skala yang diadaptasi dan translasi dari skala Perceived Social Support Family dan Friend (PSS-Fa dan PSS-Fr) oleh Procidano & Heller (1983) berdasarkan aspek dukungan emosional, informasi, dan umpan balik. Subjek merupakan pekerja generasi sandwich dengan jumlah N=120 subjek. Hasil penelitian ini adalah terdapat hubungan yang signifikan antara regulasi emosi dan dukungan keluarga dengan burnout pada pekerja generasi sandwich, dimana regulasi emosi memberikan sumbangan efektif sebesar 50,2% sedangkan dukungan keluarga sebesar 41,4%. Hal ini menunjukkan bahwa intervensi di tempat kerja dan keluarga yang bertujuan untuk meningkatkan strategi coping stress dan sistem pendukung sangat penting untuk mengurangi kelelahan pada generasi sandwich ini.

Kata kunci: Burnout, Dukungan Keluarga, Generasi Sandwich, Pekerja, Regulasi Emosi

INTRODUCTION

The sandwich generation is a term used to describe a group of adults who find themselves in the middle, bearing simultaneous responsibilities for supporting older family members, such as parents or parents-in-law, while also providing financial and caregiving support for their children (Rari et al., 2022). In Indonesia, these overlapping intergenerational responsibilities may create considerable financial and psychological pressures. Individuals in the

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sandwich generation often need to allocate limited resources to meet their own needs while simultaneously supporting both older and younger family members. Such competing financial obligations may increase stress and influence how individuals manage and make decisions regarding their financial resources (Nuryasman & Elizabeth, 2023). Consequently, the demands experienced by the sandwich generation should be understood not merely as financial responsibilities, but also as potential sources of psychological strain that may affect their well-being and functioning across family and occupational roles. In fact, the sandwich generation's problems are considered to be one of the obstacles to Indonesia's economic growth towards the Golden Generation in 2045 (Khalil & Santoso, 2022).

Considering the role of the Sandwich generation within the family, working is a necessity to earn income and be able to care for and support their family. This is based on the broad meaning of the Sandwich generation, which must be active for the family's finances (Yuliana, 2022). The burden borne by the sandwich generation of having to work for themselves and support their families and provide care for two generations makes this generation vulnerable to role conflict. This conflict can arise due to conflicting expectations and hopes that are not in line with the two roles of the sandwich generation, both as workers and as family members (Yuliana, 2022).

The perspective of the Job Demands-Resources (JD-R) Model, this condition can be understood as the result of high job demands and family demands, which simultaneously drain individuals' physical and emotional energy (Bakker & Demerouti, 2017). These demands can include time pressure, financial responsibilities, and the emotional burden of caring for parents and children. When these demands are not balanced by job resources such as social support from coworkers, work flexibility, or recognition from superiors, and personal resources such as self-efficacy, resilience, and good time management, individuals are at risk of emotional exhaustion, stress, and decreased work engagement. Conversely, when the sandwich generation has adequate resources from both their work and family environments, they are better able to adapt to the pressures they face and maintain their psychological well-being (Bakker & Demerouti, 2017). Thus, the JD-R model provides a framework for understanding how the balance between demands and resources can determine the extent to which the sandwich generation is able to manage complex role conflicts between work and family. Unresolved role conflict causes stress, and if it persists without social support, it can lead to burnout. Sandwich generation workers are at higher risk of burnout because they fulfill the role of supporting both generations of their family, which can reduce their capacity to devote time and energy (Salendu & Maldini, 2021). According to the JD-R process health disruption pathway, the accumulation of these demands will reduce an individual's psychological energy resources, thereby increasing the risk of emotional exhaustion, a key component of burnout (Maslach & Leiter, 1997). When workers lack sufficient resources, such as social support, work distractions, autonomy, or high self-efficacy, their ability to cope with stress decreases, reinforcing the process leading to burnout. Furthermore, Work-Family Conflict theory (Greenhaus & Beutell, 1985) explains that a mismatch between work and family demands can trigger psychological stress, reduce work engagement, and hinder personal achievement. Burnout is a long-term reaction to emotional stress and the stress resulting from the friction between workers and their jobs. Greenberg defines burnout as a syndrome of physical, emotional, and mental exhaustion caused by intense and persistent stress

(Claponea & Iorga, 2023). Maslach and Leiter (1997), state that there are two factors that cause burnout, namely: situational (external) factors and individual factors. Situational factors include the characteristics of the job, position, organization, and environment. Job characteristics relate to the character of a job, such as the level of workload (Kastaman & Coralia, 2022). Job characteristics relate to the roles and responsibilities of a job position or position. Then, organizational characteristics relate to organizational culture, social climate, and the leadership style of superiors. Meanwhile, individual factors include demographic characteristics, personality, and work attitudes. Demographic characteristics relate to age, ethnicity, gender, marital status, and educational background. Personality characteristics include low self-esteem, an external locus of control, and emotional incompetence. Job attitude, on the other hand, is how a person approaches their work (Kastaman & Coralia, 2022).

Of the factors mentioned above, individual factors can influence burnout, including emotional incompetence. Working students often experience pressure from both responsibilities, leading to negative emotions such as irritability, anxiety, disappointment, helplessness, frustration, and low self-esteem (Kumala & Darmawanti, 2022). Individuals who are able to control their negative emotions will feel happier and more creative in solving problems and making decisions more effectively. A good emotional control system that prevents disruption to one's psychosocial life is also known as emotional regulation, a component of emotional intelligence that can be trained (Kumala & Darmawanti, 2022).

Emotional regulation is the process by which individuals shape their emotions and learn how to express them. Furthermore, emotional regulation is defined as the ability to evaluate emotional responses and transform them into specific behaviors appropriate to the conditions and situations faced. Having a high level of emotional regulation will help individuals cope with problems and pressures at work and in their personal lives, allowing them to minimize stress and even prevent burnout (Ataria et al., 2024).

Good emotional regulation can reduce the likelihood of burnout. This was demonstrated in a previous study, which showed that effective emotional regulation contributed to a 67% reduction in burnout rates in hospital inpatient nurses (Ataria et al., 2024). Besides internal factors, such as emotional regulation, other factors that contribute to burnout are situational or external factors. Situational factors can be linked to the organizational environment, social environment, and family. A sandwich generation worker will always be psychologically influenced by their family. Having good family support will make an individual feel more motivated, confident, optimistic, and cared for, and vice versa (Chalikkandy et al., 2022).

An individual who receives support from their family will feel safe and protected because they have someone they can rely on for help and support. Cohen & Wills (1985) explain that this buffering effect can provide incentives to fulfill social roles and help someone combat the negative effects of stress. An individual will feel more motivated to achieve their career goals and will be more willing to make career decisions, including all the risks involved (Chalikkandy et al., 2022). Given the important role of these two factors, the purpose of this study is to deepen our understanding of the complex dynamics between emotional regulation and family support and burnout in the sandwich generation. The hypothesis in this study is that there is a significant relationship between emotional regulation and family support and burnout in sandwich generation workers.

METHODS

Participant characteristics and research design

This study uses a quantitative method with a correlational approach. The variables to be measured are Burnout (Y) as the dependent variable, emotional regulation and family support (X) as independent variables.

Procedure

The subjects of this study who were workers who were part of the sandwich generation in their families. The number of participants in this study was N=120, with the criteria being male or female, aged 25-45, have worked for at least 2 years, married and having two family dependents.. Sampling in this study was conducted by distributing questionnaires via Google Forms from October-November 2024 to January 2025. Based on the distribution of questionnaires of the total of 120 respondents, the results showed that 62 respondents or 51.67% of respondents were male and 58 respondents or 48.33% were female.

Sample size, power, and precision

The sampling technique was carried out using the G * Power software application (Faul et al., 2009) and obtained the minimum number of samples required, namely a minimum of 112 subjects with a medium effect size of 0.3 tails(s) two or two directions according to the convention by Cohen (1992), which states that the significance is 0.05 and statistical power ($1-\beta$ err prob) = 0.90. The sampling technique used in this study was accidental sampling, which is sampling by chance or the availability of subjects who met the research criteria (Oktarinanda & Fakhri, 2025).

Measures and covariates

Burnout is measured using the Maslach Burnout Inventory-General Survey scale developed by Schaufeli et al. (1996) which was adapted by Salendu and Maldini (2021) based on aspects of exhaustion, cynicism and professional efficacy with Cronbach alpha reliability values on the three dimensions of burnout (exhaustion, cynicism and professional efficacy) respectively of 0.862, 0.754, and 0.838 (Salendu & Maldini, 2021). Emotional regulation is measured using the Emotion Regulation Questionnaire scale by Gross & John (2003) which was then adapted by Radde et al., (2021). The ERQ scale consists of 6 items measuring aspects of cognitive reappraisal strategies and 4 items

measuring aspects of expressive suppression strategies with a Cronbach alpha reliability value of 0.951 for cognitive reappraisal strategies and 0.797 for expressive suppression strategies. Meanwhile, family support was measured using a scale modified by researchers from a scale developed by Prasetyo and Triwahyuni (2022) based on the adaptation and translation of the Perceived Social Support Family and Friend (PSS-Fa and PSS-Fr) scale by Procidano & Heller (1983) based on aspects of emotional support, information, and feedback with a Cronbach alpha reliability value of 0.963 (Prasetyo & Triwahyuni, 2022). The reliability test conducted by the researcher on this population is as follows: the results of the reliability test on the Emotion Regulation Questionnaire scale with 10 items showed a reliability result of 0.696. The results of the reliability test on the Maslach Burnout Inventory-General Survey scale with 16 items showed a reliability result of 0.835. On the Perceived Social Support Family and Friend (PSS-Fa and PSS-Fr) scale, it has the highest Cronbach's alpha value of 0.963. A measuring instrument can be said to be reliable if it has a Cronbach's alpha value > 0.6 (Ghozali, 2016; Taber, 2018).

Data analysis

The data analysis techniques in this study used normality, linearity, multicollinearity, heteroscedasticity and assumption tests using SPSS (Statistical Product and Service Solution) version 25.

RESULTS OF STUDY

The distribution of subjects in this study covers various regions in Indonesia, with the following distribution. Based on table 1, it is known that most of the subjects came from the island of Java, specifically from Jakarta, Yogyakarta, West Java, Central Java, and East Java.

Table 1 Subject Demographics

Region	Subjects Quantity	Percentage
Bali	4	3,3 %
Jawa	69	57,5 %
Kalimantan	11	9,16 %
Sulawesi	8	6,6 %
Sumatra	28	23,3 %
TOTAL	120	100 %

Table 2. Results of Assumption Tests

Type of Test	Variables / Model	Statistic	Sig. (p-value)	Tolerance	VIF	Information
Normality Test (One-Sample Kolmogorov-Smirnov)	-	-	.200	-	-	Normal distribution
Linearity Test	Burnout × Emotional Regulation	F = .856	.000	-	-	Linear relationship
	Burnout × Family Support	F = 1.175	.000	-	-	Linear relationship
Multicollinearity Test	Emotional Regulation	t = 9.856	-	.334	2.997	No multicollinearity
	Family Support	t = 11.741	-	.334	2.997	No multicollinearity
Heteroscedasticity Test	Emotional Regulation	t = -.347	.000	.334	.729	Homoscedastic
	Family Support	t = -.109	.000	.334	.914	Homoscedastic

Table 3. Model Summary and ANOVA Test Results

Model	R	R Square	Adjusted R Square	df	F	Sig. (p-value)	Information
Regression	0.957 ^a	0.916	0.914	2, 118	635.237	0.000 ^b	Model is significant

Table 4. Regression Coefficients and Contribution Analysis

Predictor Variable	B	Std. Error	Beta (Standardized)	t	Sig. (p-value)	Effective Contribution (SE)	Relative Contribution (SR)	Interpretation
Constant	7.530	0.776	–	9.702	0.000	–	–	Model intercept
Emotional Regulation	0.489	0.050	0.458	9.856	0.000	50.2 %	0.55 %	Significant positive predictor of burnout
Family Support	0.301	0.026	0.546	11.741	0.000	41.4 %	0.45 %	Significant positive predictor of burnout

The results of the assumption tests for the Emotion Regulation Questionnaire, Maslach Burnout Inventory–General Survey, and Family Support Scale are presented in Table 2. The normality test using the One-Sample Kolmogorov–Smirnov method yielded a significance value of 0.200 ($p > 0.05$), indicating that the data for all variables were normally distributed. Furthermore, the linearity test results show that the relationship between burnout (Y) and emotional regulation (X_1) produced an F value of 0.856 with a significance value of 0.654 ($p > 0.05$), confirming a linear relationship between the two variables. Similarly, the relationship between burnout (Y) and family support (X_2) resulted in an F value of 1.175 with a significance value of 0.269 ($p > 0.05$), indicating that these variables also demonstrate linearity.

The multicollinearity test results indicate that both independent variables—emotional regulation and family support—have a tolerance value of 0.334 and a VIF value of 2.997, which fall within the acceptable range (tolerance > 0.1 and VIF < 10). This confirms that no multicollinearity problem exists among the predictor variables. Lastly, the heteroscedasticity test shows that emotional regulation ($t = -0.347$, $p = 0.000$) and family support ($t = -0.109$, $p = 0.000$) meet the criteria for homoscedasticity. Therefore, it can be concluded that the residuals in the regression model are evenly distributed and do not exhibit heteroscedasticity issues. Overall, these results confirm that the data meet the necessary assumptions for conducting regression analysis, including normality, linearity, absence of multicollinearity, and homoscedasticity.

As presented in Table 3, the overall regression model shows a strong correlation ($R = 0.957$) between the predictors—emotional regulation and family support—and the dependent variable, burnout. The model explains 91.6% of the variance in burnout ($R^2 = 0.916$; Adjusted $R^2 = 0.914$), indicating excellent explanatory power. The ANOVA results further confirm that the regression model is statistically significant ($F(2, 118) = 635.237$, $p < 0.001$). This finding demonstrates that the combined effects of emotional regulation and family support significantly predict burnout levels among sandwich generation workers, validating the model's robustness and suitability for further interpretation.

As shown in Table 4, both emotional regulation and family support significantly predict burnout among sandwich-generation workers ($p < 0.001$ for both). Emotional regulation ($\beta = 0.458$, $t = 9.856$) and family support ($\beta = 0.546$, $t = 11.741$) exhibit strong, positive associations with reduced burnout levels. The model

indicates that emotional regulation contributes an effective share of 50.2 % and a relative share of 0.55 %, while family support contributes 41.4 % and 0.45 %, respectively. These findings confirm that individuals with better emotional regulation and stronger perceived family support experience lower burnout levels, highlighting both as key protective factors for workers managing dual-role demands within the sandwich-generation context.

This indicates that internal factors, namely an individual's ability to manage, assess, and adjust emotional responses to the pressures of multiple roles, play a more dominant role in preventing emotional exhaustion than external factors such as social support. Psychologically, sandwich generation workers find themselves in a position that demands a balance between work demands, the needs of their immediate family, and parental responsibilities. In these circumstances, emotional regulation skills become a key mechanism for maintaining affective and cognitive stability, enabling individuals to function adaptively. According to Gross (1998) Emotion Regulation Process Model, individuals with good emotional regulation are able to use strategies such as reappraisal (positively reappraising situations) and response modulation (controlling the expression of negative emotions) to mitigate the impact of prolonged stress.

Table 5 Independent Sample T-test Based on Gender

Group	<i>t</i>	Sig.(2-tailed)	Info
Male Female	1,525	0,132	Not Significan

The Independent Sample T-Test results in the table 5 show that each group obtained a t-value of 1.525 with a significance level of 0.132 (>0.05). Therefore, it can be concluded that there is no significant or real difference in the burnout levels of sandwich generation workers when viewed by gender, either male or female. These findings indicate that the experience of work burnout is relatively similar across both genders, despite the social assumption that women have a greater dual role burden. One possible explanation is that the sources of stress and role demands within the sandwich generation are universal, for both men and women. Both men juggle economic responsibilities, work, and the obligation to care for parents and children simultaneously. In the context of modern society, especially in urban families, gender roles in work and caregiving are

increasingly equal, so that psychological burdens and role pressures are no longer dominated by one gender. Thus, biological or social differences between men and women do not significantly influence burnout levels when psychological and contextual factors are relatively balanced.

DISCUSSION

This study aims to see whether there is a relationship between emotional regulation and family support with burnout in sandwich generation workers. Based on the results of data processing, the results obtained that the magnitude of the coefficient of determination of the relationship between each independent variable and the dependent variable is 0.916. This value indicates that 91.6% of Burnout can be influenced by emotional regulation and family social support, while the remaining 8.4% is influenced by other variables outside this study. Therefore, it can be concluded that two factors, self-regulation variables and family social support, are factors that can influence burnout in sandwich generation workers. The next interpretation is the partial relationship between each independent variable and the dependent variable. From the results obtained on the self-regulation variable, the calculated *t* value is 9.856 with a significance value of Sig (*p*) 0.000 (<0.05) and a *t* table value = 1.658 <9.856, so the first minor hypothesis in this study is accepted, which means there is a significant positive relationship between self-regulation and burnout in sandwich generation workers.

In the work context, self-regulation plays a crucial role in helping individuals manage stress, adapt to work demands, and maintain a balance between workload and personal capabilities. Self-regulation is a personal resource, a psychological capacity that enables individuals to cope with pressure, manage emotions, and maintain work motivation (Xanthopoulou et al., 2007). Workers with strong self-regulation skills tend to be better able to set priorities, manage time, and manage emotional responses to stress, preventing rapid depletion of psychological energy. Conversely, individuals with poor self-regulation skills are more susceptible to loss of control, prolonged stress, and emotional exhaustion, which can then lead to burnout.

Furthermore, the Self-Regulation Strength Model (Baumeister et al., 1998) explains that self-regulation requires a limited amount of "psychological energy." When an individual continually uses this energy to cope with high demands without sufficient recovery, ego depletion occurs, a state of depletion of self-control resources. In the context of sandwich generation workers, self-regulation is used intensively to manage emotions, time, and the dual responsibilities of work and family. If this self-regulatory energy is depleted, individuals will lose the ability to manage stress effectively, thereby increasing the risk of burnout. Previous research on this matter was conducted by Alarcon (2011), with the results that job demands (role ambiguity, role conflict, and overload) contribute to burnout. This research was conducted on working students, where role conflict is very likely to occur (Alarcon, 2011).

Another study conducted by Kastaman Coralia (2022) showed that work-study conflict had a 45.3% influence on burnout in working students. In their study, they stated that although emotional regulation is an important component of emotional labor, its impact on burnout can vary depending on the work situation and the support received by the organization (Kastaman & Coralia, 2022). Maslach & Leiter (1997) said that there are important characteristics of work that can influence burnout after comparing several

studies with subjects from different professions and various research results (Sari & Aprianti, 2022). Contextual factors such as work culture, type of work and the emotional role expected in this job can influence the extent to which emotional regulation is related to burnout (Anugari & Masykur, 2020). Therefore, these diverse results indicate the need for more in-depth and specific analysis of different work groups to better understand the dynamics between emotional regulation and burnout (Claponea & Iorga, 2023). Research also shows that role conflict has a significant positive effect on burnout and social support is a factor that can reduce the influence and potential for burnout in working individuals. Based on the results of data analysis, family support has an effective contribution of 41.4% to burnout (Yahya & Yulianto, 2021).

In addition, there is a significant relationship between family social support and burnout. Based on previous findings, it can be seen that the family is the closest environment in the growth process, where the family support received by an individual will make him have a more positive mind towards difficult situations (Irawaty & Gayatri, 2023). Someone who gets full support from the family in carrying out the role of a sandwich generation makes him not feel alone and is able to face obstacles. This is proven that having quality interactions with parents, having family support, positive assessments are interpersonal strengths of individuals in reducing feelings of fatigue both physically and mentally into a strength (Priyandoko & Rahmasari, 2023).

Then, the results of the different tests regarding burnout based on gender in this study showed that there was no significant difference. This was obtained with a *t* value of 1.525 with a Sig value of 0.132 (>0.05). The absence of differences may be due to current developments where there are changes in gender roles, status roles, responsibilities, and increasing economic needs, so that women have a desire to develop (Mangkey & Himawan, 2023; Shockley et al. (2017)). The absence of significant differences between men and women can also occur due to other factors, such as internal factors, namely skills, interests, age, and personality. Previous research, for example, by Purvanova & Muros in 2010 concluded that although women tend to show slightly higher levels of emotional exhaustion, the difference is often not statistically significant after taking into account work environment and social support factors. Therefore, it can be concluded that gender is not the main differentiating factor in the emergence of burnout in sandwich generation workers; rather, personal (such as emotion regulation) and contextual factors (such as family support and workload) have a more dominant influence (Purvanova & Muros, 2010). While external factors include family, friends, society, and socio-economic conditions (Chalikkandy et al., 2022). Of course, this study is not free from shortcomings even though it uses a general population and is not limited to a particular area, the distribution of subjects in the research data collection process is still considered uneven and less broad in scope in Indonesia. So for further research, it can use more specific areas based on the demographic characteristics of each region.

CONCLUSION AND IMPLICATIONS

Relationship between emotional regulation and family support with burnout in sandwich generation workers. Where emotional regulation (X1) provides an effective contribution to burnout of 50.2% and the family support

variable (X2) provides an effective contribution of 41.4% to burnout. Then there is no difference in burnout based on gender. The absence of differences may be caused by developments in the era with changes in gender roles, status roles, responsibilities, and increasing economic needs. Therefore, future researchers are expected to develop research on the sandwich generation by linking other variables that have the potential to have a relationship and a large contribution to burnout in sandwich generation workers, as well as using aspects that are more appropriate to the research context. explore other independent variables.

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DECLARATIONS

Ethics Approval And Consent To Participate

Before data collection, participants were provided with written information regarding the study's purpose, procedures, and benefits. Participants were only included after voluntarily providing consent via a Google form.

Consent for publication

The authors declare that all participants, quotes, and information used in this article have received explicit approval for publication. Participants' identities are not disclosed directly, and any information presented has been anonymized to maintain confidentiality.

Availability of data and materials

Derived data supporting the findings of this study are available from the corresponding author, Syaiful Fakhri, upon request.

Conflict of interest statement

We ensure that this article contains no competing non-financial interests, including political, personal, religious, ideological, academic, or intellectual interests. The authors also declare that they have no competing financial interests or personal relationships that could have influenced the work reported in this article and can be accounted for accordingly.

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Artificial Intelligence-Assisted Technology

Our research does not use Artificial Intelligence-Assisted Technology; the technology is limited to applications that assist in data processing, such as the Zotero reference manager.

Authors' Contributions

Syaiful Fakhri was responsible for conceptualizing the study, developing the research methodology, conducting the data analysis, validating the findings, and reviewing and revising the manuscript. Yeny Famila Fasca Fitriana contributed to data dissemination and curation,

participated in the data analysis, and assisted with the preparation, organization, and verification of the references.

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