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Vol. 5 No. 1 (2023): Bulletin of Counseling and Psychotherapy



This issue comprises 12 articles that have been authored or co-authored by a total of 33 scholars from 19 different institutions and hailing from eight countries, namely South Africa, Indonesia, Uganda, Australia, Nigeria, the United Kingdom, the United States, and Malaysia. The production of this issue has also involved the collaboration of five editors representing three different countries (Indonesia, South Africa, and Malaysia), as well as the contributions of 11 reviewers from six different countries (Indonesia, Turkey, South Africa, Malaysia, Portugal, Uganda, and Pakistan).

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ARTICLES

Cognitive-Behavioral Therapy for Treating Videogame Dependence in School-aged Children

Moses Onyemaechi Ede (University of the Free State, South Africa) 1-10
 Chinedu Ifeidi Okeke (University of the Free State, South Africa)
[DOWNLOAD PDF](#) Article views: 309 Published: 2023-02-04 DOI: <https://doi.org/10.51214/bocp.v5i1.379>

Challenges In Tough Times: Portrait of Stress on Housewives and Mother with Dual Role

Maria Prima Novita (Satya Wacana Christian University, Indonesia) 11-19
 Arthur Hluwae (Satya Wacana Christian University, Indonesia)
[DOWNLOAD PDF](#) Article views: 515 Published: 2023-03-31 DOI: <https://doi.org/10.51214/bocp.v5i1.391>

Prediction of Moral Disengagement and Incivility Against the Honesty of Junior High School Students

Sunawan Sunawan (Universitas Negeri Semarang, Indonesia) 20-29
 Anwar Sutoyo (Universitas Negeri Semarang, Indonesia)
 Imam Setyo Nugroho (Universitas Tunas Pembangunan Surakarta, Indonesia)
 Susilawati Susilawati (Universitas Nahdlatul Ulama Al Ghazali Cilacap, Indonesia)
[DOWNLOAD PDF](#) Article views: 218 Published: 2023-02-05 DOI: <https://doi.org/10.51214/bocp.v5i1.424>

Differences in Teacher Locus of Control by Religion, Tolerance, Age, Gender, and Teaching Experience

Afolasade Airat Sulaiman (Islamic University in Uganda, Uganda) 30-37
[DOWNLOAD PDF](#) Article views: 102 Published: 2023-02-05 DOI: <https://doi.org/10.51214/bocp.v5i1.467>

The Experience of Primiparous Mothers in Regulating Emotions during the Postpartum Period

Naiva Urif Layyinh (Universitas Padjadjaran, Indonesia) 38-48
 Zainal Abidin (Universitas Padjadjaran, Indonesia)
[DOWNLOAD PDF](#) Article views: 249 Published: 2023-02-07 DOI: <https://doi.org/10.51214/bocp.v5i1.475>

Evaluating the Psychometric Properties of the Mental Health Continuum Short-Form

Andi Tenri Faradiba (Universitas Pancasila, Indonesia) 49-57
 Anindya Dewi Paramita (Universitas Pancasila, Indonesia)
 Airin Triwahyuni (Universitas Padjadjaran, Indonesia)
 Urip Purwono (Universitas Padjadjaran, Indonesia)
[DOWNLOAD PDF](#) Article views: 243 Published: 2023-02-07 DOI: <https://doi.org/10.51214/bocp.v5i1.422>

Reducing Loneliness in Undergraduate Students through E-Journaling Intervention: A Pre-Experimental Study

Rahmadianty Gazadinda (Universitas Negeri Jakarta, Indonesia) 58-68
 Gayatri Wisya Putri (Universitas Negeri Jakarta, Indonesia)
 Herdian Maulana (Universitas Negeri Jakarta, Indonesia)
[DOWNLOAD PDF](#) Article views: 318 Published: 2023-02-07 DOI: <https://doi.org/10.51214/bocp.v5i1.448>

Marriage Satisfaction among Civil Servants in Provincial Government: The Role of Adult Attachment and Religiosity

Rumondang JK Napitu (Universitas Kristen Maranatha Bandung, Indonesia) 69-80
 Yuspendi Yuspendi (Universitas Kristen Maranatha Bandung, Indonesia)
 Rosida Tiurma Manurung (Universitas Kristen Maranatha Bandung, Indonesia)
[DOWNLOAD PDF](#) Article views: 195 Published: 2023-02-22 DOI: <https://doi.org/10.51214/bocp.v5i1.490>

Anxiety in Pregnant Women During the Covid-19 Pandemic: An Interpretative Phenomenological Analysis

Aprezo Pardodi Maha (Universitas Ma'arif Lampung, Indonesia) 81-88
[DOWNLOAD PDF](#) Article views: 88 Published: 2023-03-26 DOI: <https://doi.org/10.51214/bocp.v5i1.538>

Correlates of Entrepreneurial Intention among Students with Neurodevelopmental Disorders

Chiedu Eseadi (University of Johannesburg, South Africa) 89-99
 Aaron A. Phillip (Queensland University of Technology, Australia)
 Hero U. Obasuyi (University of Nigeria, Nigeria)
 Chimezie F. Obilezuru (University of Hertfordshire, United Kingdom)
 Christian S. Ugwuanyi (University of the Free State, South Africa)
 Chinedu A. Ugwuanyi (Guthrie Robert Packer Hospital, United States)

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MOST READ LAST WEEK

Bimbingan Kelompok Berbantuan Al-qur'an: Sebuah Solusi Peningkatan Kecerdasan Emosi Mahasiswa Bimbingan dan Penyuluhan Islam 6309

Persepsi Siswa SMA Negeri 1 Sirah Pulau Padang Terhadap Cyberbullying di Jejaring Sosial Facebook 5973

Psychoeducational Group Assisted with Profession Puppets to Improve Students' Career Decision Making 5729

Challenges In Tough Times: Portrait of Stress on Housewives and Mother with Dual Role 5534

Evaluating the Psychometric Properties of the Mental Health Continuum Short-Form 5056

KEYWORDS



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h-index	10	10
h10-index	10	10

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Institutional Support in Increasing Entrepreneurial Self-efficacy and Performance of Woman Entrepreneurs

Filda Khoirun Nikmah (*Universitas Jenderal Soedirman Banyumas, Indonesia*) 100-110

Bagas Gumintang (*Universitas Jenderal Soedirman Banyumas, Indonesia*)

Rohmawan Adipratama (*Universitas Sebelas Maret Surakarta, Indonesia*)



Purwati Purwati (*Universitas Sebelas Maret Surakarta, Indonesia*)

[DOWNLOAD PDF](#)  Article views: 173  Published: 2023-04-03  DOI:
<https://doi.org/10.51214/bocp.v5i1.542>

COMMENTARIES

How Modernism and Postmodernism Perspectives Can Inform Counseling Practices?

Farhana Sabri (*Universiti Sains Islam Malaysia, Malaysia*) 111-113

[DOWNLOAD PDF](#)  Article views: 207  Published: 2023-02-05  DOI:
<https://doi.org/10.51214/bocp.v5i1.186>




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Marriage Satisfaction among Civil Servants in Provincial Government: The Role of Adult Attachment and Religiosity

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<p>Submitted: 2023-01-06</p> <p>Revised: 2023-02-06</p> <p>Accepted: 2023-02-08</p> <p>Keywords: Anxiety, Avoidance, Divorced, Marital Satisfaction, Religiosity</p> <p>Copyright holder: © Napitu, R. J., Yuspendi, Y., & Manurung, R. T. (2023)</p> <p>This article is under: </p> <p>How to cite: Napitu, R. J., Yuspendi, Y., & Manurung, R. T. (2023). Marriage Satisfaction among Civil Servants in Provincial Government: The Role of Adult Attachment and Religiosity. <i>Bulletin of Counseling and Psychotherapy</i>, 5(1), 69-80. https://doi.org/10.51214/bocp.v5i1.490</p> <p>Published by: Kuras Institute</p> <p>E-ISSN: 2656-1050</p>	<p>ABSTRACT: Marriage is a beneficial institution when it provides satisfaction to both partners. However, divorce rates have increased in Indonesia in the past five years, with Riau Province ranking eighth in the country with the highest divorce rate. This study aimed to investigate the extent to which adult attachment and religiosity influence the marital satisfaction of civil servants in Riau Province. Adult attachment dimensions were assessed using the Experience in Close Relationship (ECR) Scale Inventory, while religiosity was measured using The Four Basic Dimensions of Religiousness Scale (4-BDRS). Marital satisfaction was evaluated using the Marital Satisfaction Scale (MSS), which was adapted from the Marital Satisfaction Synder Inventory. The sample comprised 350 participants who met the eligibility criteria, selected using offline and online surveys through convenience sampling. The results of the multiple regression analysis revealed that the anxiety and avoidance dimensions of adult attachment, along with religiosity, jointly influenced the marital satisfaction of civil servants in the Riau Province government, accounting for 52.6% of the variance. The analysis also showed that the avoidance dimension of adult attachment had a more significant effect on marital satisfaction than the anxiety and religiosity dimensions. This study provides important information for the government to improve the marital satisfaction of civil servants in different regions of Indonesia.</p>
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INTRODUCTION

Marriage is a bond between a man and a woman as husband and wife to get a happy life. Getting married is one of the social roles that an early adult individual performs in the structure of his or her life (Aktu & Ilhan, 2017). Marriage benefits the individual if the marriage provides satisfaction for the perpetrator. Married individuals are mentally healthier when compared to those who have never married or who are still very recently married (Ebrahimi & Ali Kimiaei, 2014).

Early marriage is considered necessary for adult individuals because it can motivate them to build a better career and financial foundation (Leonhardt et al., 2022). The problem is how to maintain marriage while divorce has increased, especially in the last five years in various regions in Indonesia. Divorces of Civil Servants in different regions are increasing. Specifically, based on data from the Regional Civil Service Agency of the Riau provincial government, there is an increase in divorces, especially in 2021. What factors need to be considered to increase marital satisfaction so that divorce can decrease or be avoided? Therefore, this study will focus on the marriage satisfaction of civil servants within the Riau Provincial government. Civil servants within the Riau provincial government are civil servants who work in all Regional Apparatus Organizations in Riau Province.

The phenomenon of divorce has increased in various regions in Indonesia in the last five years, especially in 2021 (Pujihavuty et al., 2021). Riau Province occupies the 8th highest position contributing to the divorce rate in Indonesia (Nelli, 2022), and there is an increase in the divorce rate of civil servants within the Riau Provincial government, according to the Riau Provincial Civil Service Agency. Based on data from the Riau Province Regional Civil Service Agency, the dominant problem that triggers divorce is not an economic problem but a dispute quarrel because of mutual suspicion, not living together again for a long time, marrying Siri, and domestic violence. Unresolved problems in marriage can generate distrust of each other, this is the most common characteristic in divorce cases (Amato & Previti, 2004).

Marital satisfaction is one of the main characteristics of marriage success (Dandurand & Lafontaine, 2013). Couples who can no longer serve each other and find a way of solving problems that satisfy both parties will cause dissatisfaction, which, if continuously felt, married couples will experience divorce (Amato, 2014). Marital satisfaction will be obtained if the couple has good communication, has a supportive religious orientation, leisure activities together, builds relationships, has the commitment and overcomes problems, maintains sexual relations, manages finances, and shares roles in marriage (Fowers & Olson, 1989). Each spouse has roles in fulfilling marital duties, namely, work to meet household needs, housework, sex, and parenthood. Faced with more complex marital tasks, both partners will form communication patterns, rules of behavior, and goals related to the phase of married life (Britzman & Sauerheber, 2014).

The relationship between couples in the family is an essential factor in increasing marital satisfaction, and attachment is a factor that plays a role in building these relationships (Ebrahimi & Ali Kimiaei, 2014). From the results of research conducted by Florian (2002), it is concluded that adult attachment is a significant predictor of marital satisfaction. Secure adult attachments are positively correlated with marital satisfaction, and the adult attachment dimension plays a direct role in marriage quality (Fun-fun & Maria, 2015). Concluded that individuals with secure attachments with their partners consistently show higher levels of marital satisfaction than insecure ones (Hirschberger et al., 2009).

In the studies now conducted, it is suggested that adult attachment is conceptualized as two separate continuums: anxiety and avoidance. Research using dimension models versus category models better describes individual adult attachments in varying levels of analysis more consistently (Fraley et al., 2015). The division of these two concepts is better than using the concept of style or parenting, which is discrete (Sibley et al., 2005). The dimensions of adult attachment anxiety and avoidance correlate significantly with marital satisfaction (Charania & Ickes, 2007). The higher the dimension of avoidance and anxiety, the lower the level of relationship or relationship maintenance behavior (Tull & Gratz, 2008). There is a significant influence of the adult attachment dimension on the quality of young adult dating relationships (Angela & Ariela, 2021). A high score on the anxiety dimension will indicate anxious behavior towards the partner's rejection and often show an unclear attitude in his relationship with the partner. A high score in the dimension of attachment avoidance will indicate the behavior of rejecting intimacy, refusing help, and focusing on autonomy that limits the physical and emotional relationship with the couple. With high anxiety and avoidance, couples will find it difficult to communicate well and solve problems collaboratively with their partner.

When problems occur in marriage, religion can be used to minimize problems because religion is used as a guide for behavior (Kholil et al., 2021). Religion can directly influence a relationship's values and reduce harmful behavior in marriage (Fowers & Olson, 1989). Religion is a multidimensional concept that includes cognitive, emotional, behavioral, interpersonal, and physiological dimensions (Hill & Pargament, 2003). Religion as the shared presence of beliefs, ritual

experiences, norms, and groups that refer to what people perceive as the transcendent existence of human beings (Kara et al., 2016).

The definition of religiosity generally includes institutionalized beliefs or doctrines, belief systems, and worship practices aimed at divine or omnipotent forces (Zinnbauer et al., 2010). El Hafiz & Aditya (2021) propose "religiosity" as a terminology that explains the psychological aspects of a person in carrying out the values and teachings of the religion, he believes in. The uniformity of terms from one variable is essential to maintain the continuity of research conducted in Indonesia. Sustainability plays an essential role in improving the quality of research studies. El Hafiz & Aditya (2021) stated that the definition of religiosity is religious teachings, values, and ethics that are internalized, believed, known, understood, interpreted, and lived by religious people to become commitments that must be carried out in the form worship, rituals, and carried out in the activities of daily life.

The positional correlation between religiosity and marital satisfaction occurs not influenced by the religion professed (Sorokowski et al., 2017). Religious couples maintain marriages and have high marital satisfaction rates (Mahoney et al., 2001). Saroglou (2011) combines theories from Sherkat, (2002), Hervieu-léger (2010), Atran & Norenzayan (2018), and developed a new theory in which religiosity consists of four dimensions, namely believing, bonding, behaving, and belonging. Saroglou (2011) state that this aspect of the psychology of religion overcomes differences in religious denominations and says these four dimensions exist in all religions. Previously based on the research of Kara et al. (2016), it was said that religious individuals showed high scores because of the importance of tradition and conformity with the rules. Religious individuals tend to follow traditions and rules, are not hedonistic, and are not readily amenable to change, so it is not easy to decide to divorce.

Several studies have examined the role of adult attachment to marital satisfaction, the correlation of religiosity with marital satisfaction, and the role of religiosity in marital satisfaction. It is still rare for studies to examine the effect of the adult attachment dimension with religiosity simultaneously on marital satisfaction. In the research of Vollmann & Sprang (2019), it was proven that the attachment dimension correlates with satisfaction in romantic relationships. Religiosity is directly correlated with marital satisfaction; the higher the religiosity of the couple, the higher the level of marital satisfaction (Hajihhasani & Sim, 2019).

One of the studies linking religiosity with marital satisfaction in parents of children with Down syndrome by Ruslan et al. (2020) states that there is no significant correlation between religiosity and marital satisfaction in parents who have children with Down syndrome, however, according to this researcher, the lack of correlation between religiosity and marital satisfaction can be due to an inadequate number of respondents and suggests further research with a more significant number of respondents.

This study wants explicitly to offer novelty in the contribution to the literature that develops through two things, namely (1) focusing on civil servants within the Riau Provincial government (2) focusing on the mechanism of influence of the dimensions of adult attachment and religiosity together and partially on marital satisfaction. Focus on civil servants within the Riau Provincial government because in 2021, the divorce rate of civil servants within the Riau Provincial government has increased, based on data from the Riau Provincial Civil Service Agency. For this reason, this study uses quantitative qualifications to draw representative findings on the population. The focus is on adult attachment and religiosity dimensions that affect marital satisfaction. The problem found in many civil servants within the Riau Provincial government who file for divorce is that economic problems do not dominate the problem of couple relationships. In addition, Riau, the center of Malay culture in a religious context, is written in the Riau vision 2020. The experience of religious education

that has been classified as good, according to [Berglund \(2013\)](#), can be an input for the formation of civil servant religiosity within the Riau Provincial government.

Thus, this study will examine how much influence adult attachment and religiosity have on the marriage satisfaction of civil servants within the Riau Provincial Government. To answer this question, researchers will measure the dimensions of adult attachment, religiosity, and satisfaction of PN marriage within the Riau Provincial government.

Rationale of the Study

Marital satisfaction is an identification of marital success ([Rosen-Grandon et al., 2004](#)). Each couple has a role in fulfilling marital obligations: work to meet household needs, housework, sex, and becoming parents ([Maume et al., 2010](#)). One of the components identified as a source of marital satisfaction is adult attachment ([Dandurand & Lafontaine, 2013](#)), anxiety ([Charania & Ickes, 2007](#)), avoidance ([Tull & Gratz, 2008](#)) and religiosity ([El Hafiz & Aditya, 2021](#)). Because adult attachment and religiosity include having good communication, supportive religious orientation, relaxing activities together, building relationships, having commitments, and overcoming problems, maintaining sexual relations, managing finances, and sharing roles in marriage ([Fowers & Olson, 1989](#)).

Objectives

Based on the urgency of marital satisfaction, researchers tried to see the influence of four dimensions: adult attachment, religiosity, anxiety, and avoidance. Based on these objectives, it is hypothesized that the dimensions of adult attachment, anxiety, avoidance, and religiosity affect marital satisfaction.

METHODS

Design

This study uses quantitative methods of cross-sectional design, using online and offline surveys as a data retrieval tool. Participants were selected by non-random sampling technique. In this study, adult attachment and religiosity dimensions were free variables, while marital satisfaction was the bound variable.

Instruments

Marriage Satisfaction

Measurement of marriage satisfaction variables using a Marital Satisfaction Scale (MSS) modified from the Marital Satisfaction Inventory Synder ([Fun-fun & Maria, 2015](#)) consisting of 48 items. According to [Fowers & Olson \(1993\)](#), Marital Satisfaction Sales is a tool that measures marital satisfaction with multi-dimensionality. In this study, Marital Satisfaction Scales (MSS) were used, which were adapted and tested for validity and reliability by [Fun-fun & Maria \(2015\)](#) and finally obtained 40 items. Researchers test the validity and reliability of these measuring instruments before they are used for data retrieval. The validity testing results that researchers in the trial have carried out obtained 35 valid items with calculated r values ranging from .380 to .798. The reliability test results obtained Cronbach's Alpha value of .944, which means it is very reliable.

Adult Attachment

Measurement of adult attachment dimension variables using Experience in Close Relationship Scale (ECR) Inventory. This adult attachment measuring instrument was first developed by [Avenue, \(2016\)](#) and [Shaver et al. \(2016\)](#). The number of items for this measuring instrument is 36 items, namely 18 items for the anxiety dimension and 18 items for the avoidance dimension, which were

selected based on the analysis of 482 items (Avenue, 2016). In this study, the Experience in Close Relationship Scale (ECR) Inventory was used, namely the Adult Attachment Questionnaire, which has been translated and validated by Fun-fun & Maria (2015) and determined to be 30 items, 15 items for the anxiety dimension and 15 items for the avoidance dimension.

The researcher then tests the validity and reliability of the measuring instrument before being used in collecting research data. The validity test results found that one item of the anxiety dimension was invalid, and one item of the avoidance dimension was invalid. Then the number of valid items is 28, the value of r calculates the dimension of anxiety ranging from .369 to .765, and the value of r calculates the dimension of avoidance ranging from .367 to .824. The reliability test results showed that Cronbach's Alpha value for the Anxiety dimension was .777 meaning it was reliable, and Cronbach's Alpha for the Avoidance dimension of .81, meaning it was very reliable.

Religiosity

The measurement of religiosity variables uses The Four Basic Dimensions of Religiousness Scale (4-BDRS) developed by (Saroglou, 2011), which has been translated and adapted into Indonesian with good psychometric aspects (Aditya et al., 2021). There are 12 items to represent the four dimensions in The Four Basic Dimensions of Religiousness Scale (4-BDRS). The four dimensions represented by this measuring instrument (Saroglou, 2011) are (1) believing (cognitive component, belief in aspects of external transcendence, (2) bonding (a component of emotional and ritual bonding (3) behaving (component of behavior and adherence to moral norms and arguments, and (4) belonging (social component). From the results of testing the validity of this religiosity measuring instrument, it was found that all items were valid with calculated r values ranging from .570 to .839.

This measuring instrument can be used as a multidimensional measuring instrument (Saroglou, 2011; Aditya et al., 2021). This tool can also be used as a unidimensional measuring instrument (Lianda & Himawan, 2022). This study was carried out with a single score, and from the reliability test, Cronbach's Alpha value of .928 was obtained, which means it is very reliable. Instructions for the work on this measuring instrument carried out by (Aditya et al., 2021): "You may or may not be interested in religion for various reasons. Try to be as specific as possible in your answers to the questions below about the reasons you are interested in religion".

In this study, the instructions were modified to meet the feeling of security of respondents who had filled out this questionnaire in the framework of validity tests and measuring instruments. Of the 34 respondents, 7 expressed immediate discomfort with the questionnaire, which they thought was vulnerable to a particular religious point of view. The instruction in this study is, "The following questionnaire is to measure the psychological aspects of religion so that it is free from specific categories of religion. You may or may not be interested in religion for various reasons. Try to be as specific as possible in your answers to the questions below regarding why you are interested in religion. There is no wrong answer, according to your circumstances alone.

Participants

Participants in this study were obtained by convenience sampling technique, obtained 371 respondents, and selected according to the characteristics of the sample into a total of 350 samples. The characteristics of the sample are civil servants within the Riau Provincial government, aged 20 to 45 years, and have been married for at least two years. The basis for determining the marriage age of 2 years is based on literature that says it takes approximately two years for adults to develop attachment (Steele et al., 2003). Data was netted from various Regional Device Organizations (RDO) using distributed hard copy questionnaires, collecting data from filling out google forms or online from 26 November 2022 to 11 December 2022. Respondent's interest in online data collection was

less and more respondents voted by answering directly on paper. Not all RDOs of the Riau Provincial government can be represented in this study. This can be seen in the following table 1.

Procedures

The survey in this study was conducted after obtaining a recommendation letter number: 503/DPMPTSP/NON-PERMIT-RESEARCH/51924 from the Riau Provincial Government of the Investment and One-Stop Integrated Services Service (DMPTSP), which only requires one day of online management. Surveys are conducted online and offline. Online is administered using Google Forms. Invitations to participate and links to surveys are distributed through a number of the author's social media applications (WhatsApp, Instagram) and e-mail accounts and through acquaintances of the author within the Riau Provincial government. Before accessing the main questions on the survey, the authors delivered the researcher's self-introduction, a general explanation of the study information, including the scope of participation in the study, the purpose of the study, and the risks. They ended with a willingness to participate sheet.

Participants are also informed that when filling out the survey, participants can resign at any time, for any reason, without any sanctions. The survey, which was conducted offline, began with a visit to Regional Civil Service Agency and several RDOs that had previous researcher relationships. Contact persons from various RDOs are obtained from this relationship. The researcher entrusts a questionnaire according to the amount agreed upon with the contact person in each RDO and explains instructions to each contact person. Researchers also leave WA and phone numbers if information or clarity is needed about the study. After a few days, researchers again came to collect all the questionnaires that had been filled in and created a database of all the data in the questionnaire to be combined with the data from online filling.

Data Analysis

After the data was collected, the selection was made on data that did not meet the requirements, such as the age that passed the criteria, civil servants not within the Riau provincial government, and the marriage age was less than two years. Then the data that already fits the criteria is set and analyzed with multiple regression. Data processing in this study used related statistical tests and through International Business Machines (IBM) Statistical Product and Service Solutions (SPSS) version 26 software. Multiple regression statistical tests are performed after qualifying classical assumption tests. Testing of these classical assumptions includes: testing the normality of residual data using One-Sample Kolmogorov Smirnov residual results with significance values ($\text{sig} = .152$, $p > .05$) then it is concluded that the data has a normal distribution., Multicollinearity testing concluded that the data is free from multicollinearity with a tolerance value of $> .10$ and a VIF < 10 . The heteroskedasticity test concluded that the data in all free variables did not contain heteroskedasticity with a significance value of all free variables $> .05$.

RESULTS AND DISCUSSION

Results

Test the Overall Influence of Adult Attachment and Religiosity Dimensions on Marital Satisfaction (see tabel 3). The test results of the overall effect of the adult attachment and religiosity dimensions on marital satisfaction together had a significant effect on marital satisfaction ($p < .05$, $R^2 = .526$). This means that the dimensions of adult attachment and religiosity together influence marital satisfaction of 52.6%. Other factors influenced the remaining 47.4%.

Test the Partial Effect of the Adult Attachment and Religiosity Dimensions on Marital Satisfaction (see table 2). The test results of the influence of adult attachment dimensions, anxiety

and avoidance, and religiosity, each of which affected marital satisfaction ($p < .05$). The anxiety dimension has a negative influence on marital satisfaction, the avoidance dimension has a negative influence on marital satisfaction, and religiosity has a positive influence on marital satisfaction.

To further find out how each variable contributes to marital satisfaction, a test of the contribution of each variable is carried out, shown in the following table 3. The test results showed the most significant contribution from the avoidance dimension variable, at 46.35%, then religiosity at 3.51%, and finally, the anxiety dimension at 2.71 %. The number of influences of all variables shows the same amount as the total influence of the variables of the dimensions of adult attachment and religiosity, which is 52.6%.

Discussion

This study examines how much influence adult attachment and religiosity have on the marriage satisfaction of civil servants within the Riau Provincial government. The main findings in this study show a significant influence of the dimensions of adult attachment and religiosity on the marital satisfaction of civil servants within the Riau Provincial government. This is by the theory that says that marital satisfaction is influenced by communication that focuses on the level of comfort felt by the couple in carrying out emotional and cognitive information and by religious orientation, which is the importance of belief and practice in marriage together with other factors (Fowers & Olson, 1993). Research conducted by Karlina et al. (2019) shows that adult attachment and religiosity play a role in marriage adjustment. Furthermore, this study found that the influence of the adult attachment dimension and religiosity contributed to 52.6%. In comparison, the remaining 47.4% was influenced by other factors outside the adult attachment and religiosity dimensions.

Another key finding is that there is a significant influence of the adult attachment dimension of anxiety and avoidance and religiosity separately on the marital satisfaction of civil servants within the Riau Provincial government. The dimensions of anxiety and avoidance each negatively affect marital satisfaction, and religiosity have a positive effect on the marriage satisfaction of civil servants within the Riau Provincial government. These results confirm the view of Shaver et al. (2016), who state that adult attachment is a significant predictor of marital satisfaction. These results reinforce the research

Table 1. The Results of the Overall Effect Test, namely the Dimensions of Adult Attachment and Religiosity on Marital Satisfaction

R	R Square	F	Sig.	Conclusion
.725	.526	127.822	.000	Ho rejected

Table 2. Partial Test Results of the Effect of Adult Attachment and Religiosity Dimensions on Marital Satisfaction

Variables	Beta	t	Sig.	Conclusion
Dimensions of Adult Attachment Anxiety	-.107	-2.826	.005	Ho rejected
Dimensions of Adult Attachment Avoidance	-.652	-16.145	.000	Ho rejected
Religiosity	.107	2.708	.007	Ho rejected

Table 3. Test Results in Large Contribution of Each Dimension of Adult Attachment Anxiety and Avoidance and Religiosity to Marital Satisfaction

Variables	Beta	R	Contribution %
Dimensions of Anxiety Adult Attachment on marital satisfaction	-.107	-.253	2.71
Dimensions Aviodance Adut Attachment on marital satisfaction	-.652	-.711	46.35
Religiosity on marital satisfaction	.107	.328	3.51
Total Influence			52.57 or 52.6

of [Charania & Ickes \(2007\)](#) & [Vollmann & Sprang \(2019\)](#), which shows that the dimensions of anxiety and avoidance are significantly negatively correlated with marital satisfaction.

The dimensions of adult attachment anxiety and avoidance show different responses about the couple. The high dimension of anxiety is characterized by behavior that is always anxious, tends to focus on the bad, guesses terrible things are done by the partner, and uses excessive energy to gain support so that he is often angry and disappointed when the partner's response is not what he expected ([Shaver et al., 2016](#); [Press et al., 2009](#)). The low dimension of anxiety behaves the opposite in relationships with their partners. While the high dimension of avoidance is characterized by behaviors that tend to avoid the partner, distrust the partner's goodwill, and defensively, try to maintain independence and behavioral and emotional distance. When there is a conflict in the relationship with his partner, the individual refuses help and is unwilling to show his needs. In sexual relations, individuals with high avoidance will minimize intimacy and emotional attachment and focus on the need for autonomy ([Dandurand & Lafontaine, 2013](#)). Individuals with low avoidance behave the opposite in relationships with their partners.

The higher the dimension of anxiety and avoidance possessed by civil servants within the Riau Provincial government, the lower the marital satisfaction experienced. On the other hand, the lower the dimension of anxiety and avoidance owned by civil servants within the Riau Provincial government, the higher the marital satisfaction experienced.

Religiosity positively affects the marriage satisfaction of civil servants within the Riau Provincial government. As religiosity increases, then marital satisfaction will also increase. This is in line with the results of previous research by [Aman et al. \(2019\)](#) concluded that married couples who are more religious have happier lives; more details say that the commitment and practice of religiosity strengthen marital satisfaction. [Hill & Pargament \(2003\)](#) states that religiosity correlates with physical health and becomes a source of comfort when they face pressures. When couples with high religiosity face problems, they will gain comfort and strength in their relationship. As said by [Weber & Pargament \(2014\)](#), religiosity offers a source of comfort and support when they are faced with a stressful event. Civil servants with high religiosity can be expected to experience less psychological stress than in their marriages ([Orathinkal & Vansteenwegen, 2006](#)). On the contrary, with low religiosity, the response to the stress experienced in marriage to civil servants within the Riau Provincial government will also be different. This difference in response will determine their success in conflict resolution and flexibility or resilience to stress in their marriage, so it will determine their marital satisfaction.

The results of a study from [Ruslan et al. \(2020\)](#) stated that there was no significant correlation between religiosity and marital satisfaction in their study, with a total of 54 participants. They suggested further research with a larger number of participants. With a more significant number of participants of 350 people, this study stated that there was an influence of religiosity on marriage satisfaction.

An important finding is that the avoidance dimension has a dominant contribution compared to the anxiety and religiosity dimensions in influencing the level of marriage satisfaction of civil servants within the Riau provincial government, which is 46.4%. Meanwhile, the contribution of religiosity was 3.51%, and the contribution of the anxiety dimension was 2.71%. In particular, although the dimensions of anxiety and avoidance both significantly affect marital satisfaction, it is seen that the contribution of avoidance is far above the contribution of anxiety. It can be said that the image of the other (as an internal working model of the avoidance dimension), that is, the individual's view of his partner, will largely determine how the individual's evaluation of his partner, which theoretically is marital satisfaction ([Ward et al., 2009](#)) which will ultimately determine the individual's marital satisfaction. The individual evaluates others more than himself (image of self, i.e.,

internal working model of the anxiety dimension). This is in line with the results of research by [Angela & Ariela \(2021\)](#) that the avoidance dimension is more influential than the anxiety dimension on satisfaction in relationships with partners.

The marriage satisfaction of civil servants within the Riau Provincial government is relatively moderate and high. All participants showed quite satisfied and satisfied marital satisfaction. The marriage satisfaction of civil servants within the Riau Provincial government is influenced by the dimensions of adult attachment and religiosity together and separately. The adult attachment dimension, especially avoidance, significantly influences the marriage satisfaction of civil servants within the Riau Provincial government.

Implications

The implications of these findings to the Riau Provincial Government and regional service civil agency as a source of information on divorce data in the Riau Provincial government, the divorce rate that occurs does not represent moderate and high marital satisfaction in civil servants within the Riau government. Increasing the marriage satisfaction of civil servants within the Riau Provincial government, it can be done by maintaining the relationship pattern that has been formed by the low avoidance dimension and striving for a low avoidance dimension in civil servants within the Riau Provincial government.

Limitation and Strengths

The limitations of this study are related to the retrieval schedule and data retrieval method. The end of the year was a busy work period for civil servants within the Riau Provincial government, with external service activities in all RDOs and activities preparing for accreditation in various RDOs. In addition, participants' interest in capturing data online through the google form link that has been given needs to be improved. More participants chose to fill out the questionnaire with a hard copy. As a result, the netted data is dominated by civil servant data within the Riau Provincial government in locations that are easily accessible to researchers. The results of this study can be an input for the research that will be carried out related to the rampant divorce problem among civil servants in various provinces in Indonesia to reduce the divorce rate among civil servants in various regions. The following study suggested examining factors besides the dimensions of adult attachment and religiosity to complement the introduction of other variables that can increase the marital satisfaction of civil servants in various regions in Indonesia.

CONCLUSION

Thus, this study's results represent civil servants within the Riau provincial government who live in Pekanbaru city but not civil servants in sub-districts in Pekanbaru city lur who are still civil servants within the Riau Provincial government but are not reached by researchers. This limits the generalization of the results of this study to all civil servants within the Riau Provincial government. To make generalizations and apply these results to civil servants within the Riau provincial government, caution is needed to avoid making incorrect conclusions.

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AUTHOR CONTRIBUTION STATEMENT

All authors have read and approved the final version of the manuscript.

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