



UNDERSTANDING INDIVIDUAL ADULTS AS THE BASIS FOR SOCIAL ORDER CHANGE

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Abstract

In general, an adult individual is a person who has completed for himself which includes cognitive, affective and psychomotor. This makes adult individuals can be the basis for changes in social order. This paper analyzes adult individuals who have a clear personality and occupation and it confirms that such adult individuals can be the basis or foundation for social transformation to occur. Social transformation requires a clear foundation because the process of change itself has a continuous nature for the better. The basis of social transformation is not given to those adults who are emotionally and intellectually unstable or given to those individuals who are still in the process of growing and developing. The individual adult on whom social change is based is capable of making decisions and taking responsibility for them. This paper seeks to provide an understanding of the individual adult who is the basis or foundation of social transformation. The mature personality aspects of the adult individual and his/her work are considered to be the basis for changing the social order for the better.

Keywords: *Keywords: adult, individual, social change, mature personality*

INTRODUCTION

Humans are creatures who have unique and different behaviors and personalities. Personality develops from childhood to adulthood and is always present in the process of space and time. That - personality development - is an object of research for scientists. These scientists include Sigmund Freud, Carl Gustav Jung, Erich Fromm, Gordon Willard Allport, B. F. Skinner, Carl Ransom Rogers and Abraham H. Maslow, they argue that internal and external factors or direct and indirect factors can influence the development of a person's personality.

Adults have the responsibility to fulfill their needs through the work they do or adults prove themselves with the work they do and they are responsible for that work. Bambang argues that, "Fulfillment of needs is an effort to obtain all kinds of satisfaction that can reduce tension, whether it is physical, emotional or intellectual." [1]. This means that work can be an instrument to reduce tension that can interfere with a person's physical, emotional or intellectual (adults). Self-transformation and self-concept are formed from the work that adults do. Meanwhile, Jerry and Mary White argue that, "Work is a task or skill that is the main source of your financial income - what you have to do - to be able to receive a salary." [11].



The personality of an adult can be understood through the work he does. A stable job that has been done for a long time by an adult will produce an emotional bond that is not easily released or abandoned without a clear reason. "An activity must be relevant and important to oneself; it must mean something to others." [5]. The activities or work carried out provide the ability for him to build a clear and comprehensive self-concept or self-image in the context of holistic dynamics.

The work of adults with good personalities will never result in an order of social injustice, on the contrary, there will definitely be a real order of social and individual justice. "It is impossible for a human being to be respected by simultaneously treating him unfairly." [5]. In the next article, the author explains about "UNDERSTANDING ADULT INDIVIDUALS AS A BASIS FOR CHANGING SOCIAL ORDERS" which can then have an impact on changing social orders for the better, which are socially just.

RESEARCH METHOD

The method used in this study is a qualitative descriptive approach (which emphasizes the process of finding meaning and explanation and finally the conclusions obtained) to analyze understanding adult work and complete personality that have an impact on changes in social order. In relation to this, the primary data sources used are books that are directly related to the object of research, articles, journals and several sources related to the object being studied.

RESULT & DISCUSSION

1. Understanding Adult Work

Humans as adults have the ability and skills to do a job or they work to fulfill their needs so as to produce self-satisfaction that affects their attitudes/behavior, perceptions/thoughts and personality. Work for adults (of course, which is beneficial for themselves and many people) is something that is needed for individuals or every individual in carrying out self-actualization which ultimately results in a complete self-image both psychologically and spiritually. Adult work provides consistency (on the one hand) and sustainability (on the other hand) for efforts to account for self-potential and its development towards a better direction in the future.

The work that adults have is related to the present and the future, because the present is what displays the construction of personality that has experienced growth and development in the process and not the result of job transfers (workforce reallocation) and in the future work provides value. "Humans are responsible for their future, because what they have done will always be a value that affects their future. In addition, what they have made is also a value that cannot change and affects the development of other humans and the world." [9]. The value of adult work will always affect other individuals and the world today and in the future. In addition, adult work is understood as "Labor is always connected to the services they provide, and their work will depend greatly on their motivation and beliefs." [2].

This means that adult work is related to the capabilities and skills possessed and responsibility for what is done. Work for adults is related to the economy (generating income or receiving wages), psychic/psychological (being able to carry out self-actualization with a mature or complete self-image and finally having self-esteem), social (work provides a clear social status and can provide benefits to others), philosophical (work is related to utility value or benefits for the development of the potential of each adult).



The work done by adults (having a value of benefit in itself) must produce social justice for the surrounding community or be beneficial to other individuals and the world. On the other hand, work can lead adults to experience frustration and leave their jobs because they experience injustice in the work situation they do. "Fairness arises when employees perceive that the ratio of their input (effort) to their results (rewards) is the same as the ratio of other employees. Injustice arises when the ratio is not the same; the ratio of an individual's input and results can be greater, or less than that of others." [11]. This means that social justice in relation to a job leads to the implementation of good and consistent rights and obligations between workers (adults) and employers (companies or other individuals). "Justice in general is a state where everyone gets what is their right and everyone gets an equal share of our common wealth." [7]. Justice includes social and individual justice that affects ideology, politics, economy, social, culture, defense and security. The need for justice that is not met will cause adults to be in a situation of mental stress, conflict, frustration and ultimately experience self-alienation in an incomplete self-image.

One of the things that adults do is work or get the job they want. "However, the will is still the most determining thing in the manifestation of a person, whether in actions, feelings, or thoughts. The power of the will can confirm what is felt, thought and considered." [9]. This means that without the will, adults will not act or do anything. Without the will, adults do not have the freedom of individual awareness that they have a will that must be realized in individual and social life.

Will as a manifestation of self related to self-image or self-concept including the power of thought/rationality that one has, while freedom is understood that "Every-one has the right to choose their own path and is protected against forms of coercion." [9]. Every individual must be free from threats and coercion for the choices they make according to their conscious will including in choosing their job. "How someone perceives a job is greatly influenced by what others say about the job." [11]. The connection to this is that adults are expected to have consistency that can provide accountability for the work obtained based on their will and freedom.

The work of adults provides an indication that they are able to manage themselves well and responsibly so that with that they are able to do social management well too. Social management with the aim of making changes to a better social order, where each individual in it is able to display their personality and personal characteristics that present a pattern of mutual respect and appreciation for one another. Self-management possessed by adults includes the ability to develop individual skills, self-regulation, balance work demands and personal needs, adapt to any circumstances and situations, have extensive knowledge, and have conceptual skills. The use of conceptual skills includes the ability to ask questions, reconceptualize, redefine, be able to innovate, be logical, creative, and confident. This helps every adult make changes to the social order and learn team building responsibly and professionally.

2. Understanding Adult Personality in General

Adults are generally identical to perfect and complete personalities or their psychological development has reached maturity in life, has consistency over a long period of time. Adult personality is a perfect and mature personality because it has experienced dynamics that include development and change. Personality is related to the construction of individual



behaviors resulting from interactions and interrelations with other individuals. The behavior possessed by each individual is consistent behavior over a certain period of time and leads to the identity of mature or complete individual characteristics. Allport argues, "Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment." [13]. Personality is not a construction of assumptions about the internalization of values possessed by one person. Quoting Gordon W. Allport's opinion about personality which in principle contains the characteristics or uniqueness of a person's behavior and thoughts.[15]. This means that the personality of individuals (especially adults) is related to the habit of thinking, behaving, acting or behaving, having an integrated interest in the psyche and body.

A mature personality provides the ability to consistently be aware of oneself for a long time, has stable emotional sensitivity (not easily influenced by anything outside of oneself), has good interpersonal and intrapersonal relationships, has subjective and objective self-understanding skills. Adults who have a mature personality are able to cope with their mental state well and demonstrate the ability to behave in society is able to interact socially well and respect themselves as independent individuals, have subjective awareness and freedom so that they have the ability to re-late actively, dynamically and responsibly.

The personality of an adult is constructed based on the internal (endogenous) and external (exogenous) aspects of each individual. These aspects in each individual influence thoughts, emotions, behavior and feelings over a certain period of time in the consistency of the individual. "Endogenous factors are also called internal factors, internal factors, hereditary factors, heredity factors, or nativus, and exogenous factors are also called external factors or external factors, or empirical factors, experience factors. Endogenous and exogenous factors are determinants of human personality throughout life." [13].

The personality of a mature or complete adult is expressed by behavior that is in accordance with his thoughts, feelings and will, responsible and consistent behavior in appreciating and respecting the values of human humanity or other individuals. The personality of a mature adult is related to the context of self-image, education obtained, experience, personal and social context, culture, it forms a clear self-identity. The achievement of each individual for a mature personality is different from one another because the aspects of experience, locus of control or the place where he is, thoughts and feelings and the will of his development are not the same between individuals.

Mature personality is associated with the normality of individual behavior (adults) where he/she is. "His/her attitude is in accordance with the pattern of the community group where he/she is, so that a satisfying interpersonal and intersocial relationship is achieved." [12]. The personality of a mature adult is also associated with the condition of a normal individual (with the term normal person) who has good spiritual-physical integration, the existence of a healthy and stable psychological aspect (not experiencing or experiencing a personal/personal crisis), making peace with the past including psychological conflicts that have been experienced). "The success of adaptation will affect personality and psychological health." [3]. On the other hand, the personality of an individual (adult) from a sick or abnormal person who produces deviant behavior from the individual and is contrary to the norms or general rules that apply in that society. "Ordinary life changes (such as becoming a parent, divorce, or changing jobs) will also affect personality." [3]. This means that any change in life, no matter how small



(related to race and religion), will still affect the individual's personality. "These abnormal people are always filled with many inner conflicts, poor in spirit and unstable, without attention to their environment, separated from society, always anxious and afraid, often physically ill." [12]. There is a radical attitude against the rules and norms that have been agreed upon together so that they are in chaos. "Self-awareness is the ability of a person to realize the totality of his existence as far as possible." [14]. To gain awareness, a person must be able to build good interpersonal relationships and also build self-awareness through self-reflection.

Another thing about individual personality (adults) is an abnormal person or one who experiences psychosomatic disorders (the relationship between psyche/mind and soma/body is disturbed) and is known as an individual with mental or psychiatric disorders. The personality of an abnormal adult in this psychosomatic disorder displays a physical condition that is influenced by psychological aspects, including stress, traumatic experiences, emotional disorientation so that he is unable to accept the agreed norms of life together.

Those who experience psychosomatic disorders will find it difficult to fulfill themselves in the context of self-actualization with a clear self-identity. "An effective person as a person who lives a life directed at a goal, towards self-fulfillment or actualization." [9]. This means that every individual or abnormal person is unable to fulfill themselves related to the life process that leads to goals as the end result of their own self-actualization expression.

3. Adult Existence as the Basis for Social Order Change

In principle, humans (adults) are both subjects and objects in the act of relating and interacting and even have the ability to reflect (which is a characteristic of spiritual beings). "Existing is a fundamental experience. There will be no me separate from the world and no world separate from me." [1]. the existence of adults is the subject of the actor who acts based on his essence, independently and free from coercion or pressure from any party.

In the context of work, some adult individuals have received negative stigma and stereotypical treatment (negative prejudices including ethnicity, racism, class, status or deviant behavior) which makes him in a position of identity crisis which ultimately makes him unable to carry out his responsibilities in society or he is unable to make changes to the social order, where he is. Adults who experience negative stigma (dis-crediting assumptions) and stereotypes in their work are certain to experience mental stress that will result in disharmony between the physical and the psyche, ultimately the identity and self-concept associated with awareness and freedom in behaving and thinking responsibly are unable to be carried out or they are in a natural state of deviant behavior.

The existence of adults is related to their actual existence which has actuality in the activities of interaction and interrelation with other individuals in the world in which they are located. "Humans are dynamic creatures. Dynamics are related to all their existential relationships. Humans progress by building their world. Humans move towards their true selves by purifying their relationships with others." [1].

Furthermore, the identity of adult work becomes the basis for making changes where they are, so that their existence is real in the process of changing the world (micro-cosmos). The existence of individuals (adults) with their work confirms that they (adults) also have a healthy self-identity. Self-identity explains that "Every individual is at once "like all other men,



some other men, and no other man." [5]. This means that every individual needs another individual to explain that their identity is different from other individuals and has a unique self or characteristics that other individuals do not have. Without other individuals, the individual's self-identity cannot be understood because there is no comparison. Self-actualization or individual occurs because of the process of relationships and interactions with other individuals in the context of social life in society. "The uniqueness of human action refers to the uniqueness of where he is. Human action comes from him. 'Self-determination' presupposes 'self-existence'. Humans are creatures that stand alone " [1]. Failed self-actualization produces individuals who experience unique self-disorientation, are free, have awareness and make themselves individuals who experience self-crisis or identity. He is unable to carry out self- and social transformation.

Adults who have jobs show that mature personalities are possessed through proof of self-actualization in the work they do or the work that supports and lives. Adult work is always associated with self-actualization (individual freedom and awareness in behaving and thinking), fulfillment of needs (primary and secondary), and respected social status values. Adults who have jobs generally indicate that they have the awareness and freedom to carry out self-actualization through the work they do (meaning the relationship between individual work, there is clarity about their economic quality, in this case adults become subjects who have the ability to think and behave which certainly have certain skills associated with him having a certain job), have a mature personality (able to carry out analysis for better change, not easily influenced and have clear consistency), adults have good self-defense skills based on a healthy personality, a personality that has awareness and freedom that can be accounted for and implemented in the context of interrelationships and interactions with other individuals.

Social transformation includes the role of individuals, social norms within it, the existence of social sanctions, social conflicts, social interactions, crises or social or behavioral deviations and others. This can be overcome by adults who have mature personalities and have clear jobs through which they are able to carry out self-actualization well. Adults who experience mental crises and then use them as a basis for the purpose of changing the social order will not be able to produce something better, instead the social order will be fragile and social interactions within it will produce problems that will definitely be related to the mental health of each individual adult.

CONCLUSION

Adult individuals who have mature personalities (in cognitive, affective and psychomotor contexts) who have an autonomous awareness of freedom and individuals have clear jobs as an indication that they have clear self-actualization because it is proven by the work they have. In addition, the work they have provides clear evidence of their income and creativity in work that is recognized by other individuals.

Adult individuals who have mature personalities and clear jobs, they are the ones who must be the basis for a social transformation carried out in a sustainable context, because transformation will always be in the process of not being perfectly final. On the other hand, those who are classified as adult individuals who always experience social deviations indicate their inability to make social changes because they are still in the process of searching for their identity, in the sense that their personalities are not yet mature or they do not yet have a true awareness of freedom.



They are unable to interpret events around them that require social change because they are in a mental/emotional crisis or intellectual crisis or behavioral crisis.

So changes in the social order will definitely occur and the process is ongoing, not once changing then stopping and it requires a clear and solid foundation. Only adult individuals who have a mature personality that includes cognitive, affective and psychomotor as well as have freedom that includes intellectual and emotional can be the basis or foundation for social transformation to occur.

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