



ANALITIKA

Jurnal Magister Psikologi UMA

Available online <http://ojs.uma.ac.id/index.php/analitika>

Quarter Life of Crisis pada Kelompok Milenial ditinjau dari Perbandingan Sosial dan Resiliensi

Quarter Life of Crisis in the Millennial Group in terms of Social Comparison and Resilience

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Submitted: 5 September 2023; Reviewed: 24 October 2023; Accepted: 22 December 2023

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Abstrak

Quarterlife of crisis (QLC) menjadi masalah tren baru untuk individu yang bingung akan peran mereka dalam masyarakat. Tuntutan peran dan harapan sosial dari lingkungan semakin bertambah besar karena individu memasuki tahap kehidupan dewasa yang lebih kompleks. Kecenderungan QLC banyak dialami oleh generasi milenial saat ini khususnya di Kota Semarang. Adapun dilakukannya penelitian ini bertujuan untuk menganalisis keterkaitan antara perbandingan sosial dan resiliensi terhadap *quarterlife of crisis* pada kelompok milenial. Kriteria sampel yang digunakan berusia 22 - 29 tahun dan bertempat tinggal di kota Semarang dengan jumlah sampel 105 orang. Teknik sampling yang digunakan *purposive sampling*. Instrumen penelitian berupa skala *quarterlife crisis* ($\alpha = .898$), skala perbandingan sosial ($\alpha = .859$), dan skala resiliensi ($\alpha = .943$). Metode analisis data yang digunakan adalah analisis regresi dua prediktor dan korelasi *product moment* dengan *software* JASP 0.16. Hasil penelitian ini menunjukkan $R = 0.919$; $R^2 = 0.845$ dan $F = 279.002$ ($p < .0001$) artinya perbandingan sosial dan resiliensi mempengaruhi *quarterlife of crisis* pada kelompok milenial. Nilai koefisien determinasi variabel perbandingan sosial dan resiliensi terhadap variabel *quarterlife crisis* sebesar 84.5%. Kesimpulan dari penelitian yaitu perbandingan sosial dan resiliensi berpengaruh secara simultan terhadap *quarterlife crisis*. Implikasi hasil penelitian ini diharapkan dapat bermanfaat tidak hanya bagi kaum milenial namun juga para orangtua dan masyarakat sekitar dalam memahami kondisi mereka tentang kesiapannya menghadapi masa depan dengan tidak banyak memberikan "tekanan" berupa stigma/label negatif bila mereka tidak memenuhi standar yang diharapkan.

Kata Kunci: *Quarterlife Crisis*; Perbandingan Sosial; Resiliensi; Kelompok Milenial

Abstract

Quarterlife of crisis (QLC) is becoming a new trend for individuals who are confused about their role in society. The demands of social roles and expectations from the environment are increasing as individuals enter more complex stages of adult life. The tendency of QLC is experienced by many millennials today, especially in Semarang City. The conduct of this study aims to analyze the relationship between social comparison and resilience to *quarterlife of crisis* in the millennial group. The sample criteria used were aged 22-29 years and lived in the city of Semarang with a sample of 105 people. The sampling technique used is *purposive sampling*. The research instruments were *quarterlife crisis scale* ($\alpha = .898$), *social comparison scale* ($\alpha = .859$), and *resilience scale* ($\alpha = .943$). The data analysis method used was regression analysis of two predictors and product moment correlation with JASP 0.16 software. The results of this study showed $R = 0.919$; $R^2 = 0.845$ and $F = 279.002$ ($p < .0001$) means that social comparison and resilience affect the *quarterlife of crisis* in the millennial group. The value of the coefficient of determination of social comparison variables and resilience to *quarterlife crisis* variables was 84.5%. The conclusion of the study is that social comparison and resilience simultaneously affect the *quarterlife crisis*. The implications of the results of this study are expected to be useful not only for millennials but also parents and the surrounding community in understanding their condition about their readiness to face the future by not giving much "pressure" in the form of stigma / negative labels if they do not meet the expected standards.

Keywords: *Quarterlife Crisis*; Social Comparison; Resilience; Millennials

How to Cite: Argasiam, B., & Putri, S.A.P. (2023). Quarter Life of Crisis in the Millennial Group in terms of Social Comparison and Resilience. *Analitika: Jurnal Magister Psikologi UMA*, 15 (2): 114 - 123.

INTRODUCTION

Millennial group is a terminology that has been discussed a lot lately. Stafford and Griffis (2008), argue that the millennial group is a group of people who are shaped by history, have different characteristics from each other, especially in differences in birth years, and have experienced the development of the times. The millennial group is also known as generation Y who were born between 1980 to 2000. That is, the millennial group is the younger generation who are currently aged between 19-39 years. From a developmental psychology point of view, millennials are included in the early adult group. Stafford and Griffis (2008) add that the challenges of today's adult millennial generation include financial instability causing conflicts where individuals feel trapped in careers due to debt stemming from further education and high property prices that are not affordable so that self-achievement becomes less satisfying and creates a never-ending feeling of dissatisfaction.

According to Atwood and Scholtz (2008), the proximity of individuals to technology such as the internet, provides too many choices and pressure to decide which path to choose so that it is easy to arise anxiety and confusion in development. According to Papalia and Feldman (2014), each of these stages of development has its own characteristics and tasks and demands that must be met for the development of a good life. Hurlock (2008) argues that developmental tasks are part of social expectations or expectations derived from society for each member of the group. Each cultural group will have an expectation of its members mastering certain skills according to their life span. In accordance with the task of early adult development according to Hurlock (2008), individuals in this case the millennial group are required to have a job and foster household relationships.

In addition to social expectations, individuals are also expected to fulfill roles in society. Roles cannot be released with status (position). In Indonesian large dictionary, a role is part of the main task that must be carried out, the part that player plays, and the actions performed by a person in an event. According to Kochmer (Pinggolio, 2015), quarterlife crisis is a new trend problem for individuals who are confused about their role in society. The demands of social roles and expectations from the environment are increasing as individuals enter more complex stages of adult life. Furthermore, Pinggolio (2015) argues that quarterlife crisis is one of the hot issues discussed by young adults, quarterlife crisis almost gets 3 million pages in searches on Google sites. Today's quarterlife crisis has become an important trending issue among young adults who are confused about their role in society.

Individual reactions to adulthood vary. There are individuals who feel happy and enthusiastic, but there are also those who feel anxious and afraid, because they feel they do not have enough resources. According to Fischer (2008) quarterlife crisis is a period of emotional crisis that occurs in the early 20s due to feelings of worry about the uncertainty of life in the future around relationships, career, and social life. A person through the stages of development is unable to respond well to various problems faced, is predicted to experience various psychological problems, feels swayed in uncertainty

and experiences an emotional crisis. The impact of quarterlife crisis for individuals is the emergence of certain anxieties including anxiety over career achievements, financial independence, increased competition between members in a group, rampant psychological issues, and fear of establishing interpersonal relationships, withdrawing from the social environment, causing stress responses, anxiety, and even depression.

The above conditions show that the quarterlife crisis does attack anyone who enters the age of 18-29 years, including millennials. Nash and Murray (2010) say that what is faced when experiencing a quarterlife crisis is problems related to dreams and hopes, academic challenges, beliefs and spirituality, and work and career life. According to Dewi (2019), quarterlife crisis also has a positive impact on individuals such as being calmer when facing a problem, starting to prioritize the quality of their friendship relationships, starting to realize that to achieve what they want, a change is needed.

When individuals experience a quarterlife crisis the characteristics that appear according to Naik (2011), are individuals feel not good enough because the individual cannot find the right job for himself or according to his academic / intellectual / passion level, frustration with the world of work and finding a suitable job or career, confusion of self-identity, re-evaluation of individuals about interpersonal relationships that are being undertaken, Disappointment with work or things you have done, remembering about college life or high school life. It is also added according to Naik (2011), that the tendency of individuals to hold opinions becomes stronger, boredom with social interactions, loss of closeness with friends during school, stress rooted in finances, feeling alone, feeling that everyone can do better than what the individual has done, insecure about long-term plans, life goals and current achievements. Based on these characteristics, millennials with their stage of development will be vulnerable to experiencing the quarter life of crisis phase.

Ibrahim and Hassan (2009), in their research explain the phenomenon in Muslim countries in Southeast Asia such as Malaysia and Indonesia, where there is a shift in marriage age to get older in women. Eastern culture and traditional norms, especially in interpersonal relationships, are still quite common in most societies. This condition can be one of the triggers for the emergence of a quarterlife crisis in Indonesia, especially big cities like Jakarta. Cultural norms, family environment, and friendships directly or indirectly put pressure on women to marry because of age deadlines.

Arnett (2008), suggests that young adults in Asia or Asian Americans still get great demands from families, especially parents, to marry before entering the age of 30 years. This is because Asian cultures and values are more collectivistic because there is a need to pass on the lineage and consider the responses that will be obtained from the environment. Values regarding differences in gender roles also put pressure on individuals. Agustin (2012) added, as a patriarchal country, culture in Indonesia still considers that marriage is the main achievement that must be achieved, especially women. If before the age of 30 they are not married, the terms "spinster" or "unsalable" will become a stigma attached to a woman. This is what makes the aspect of interpersonal

relationships a problem that affects the emotional aspect, especially women, regardless of whether they are single or in a dating relationship. In addition to marriage problems, the jump from academia to the professional world sometimes causes "wounds" and creates instability in individuals aged 23 to 28 years, so researchers assume that women living in eastern cultures are more likely to feel high QLC due to psychological pressure from family and society related to stigma / labels if they do not marry or marry late so that direct action can lead to Feelings of worry, confusion and fear of a bleak future, wrong decision making to choose a partner to the threat of divorce.

In the process of searching for self-identity when going through the quarterlife crisis phase, individuals cannot be separated from various activities and interactions carried out together with their social environment. Statistik Central Agency (2018), explained that millennial groups live during rapid technological developments and become addicted. In addition to socializing in real life, millennial groups are also almost certainly socializing in cyberspace. In cyberspace, many millennial groups compare their lives and themselves with influencers or friends who are considered more successful.

Research conducted by Pempek et al (2009) found results where millennial groups on social media have networking activities, namely observing other people's profiles without having to interact. Someone will be shown in other people's posts about what others can and cannot do, as well as what others have and failed to achieve, the information will be related to themselves, so it can be said that on social media individuals tend to do social comparisons. According to Pinggolio (2015), there are eight factors that influence individuals in quarterlife crisis, one of which is social comparison and resilience.

Dai and Xiao (2016), argue that social comparison is an important way to obtain information about self and the outside world. Individuals conduct social comparisons to evaluate opinions, feelings, and abilities. Eddleston (2009), argues individuals tend to compare themselves with others who are above and below as a basis for assessing their own achievements. Upward social comparison occurs when individuals compare themselves to people who are more successful, have better career achievements, or have higher positions. Meanwhile, downward social comparison occurs when individuals compare themselves with people who are considered less successful, have career achievements or other things more.

According to Naik (2011), that most individuals compare themselves with their peers. Such as the difference in salary, how often to go for walks, married or unmarried, and about work. According to Hurlock (2008), individuals tend to make social comparisons with others, both peers and younger or old, to measure career success and others. Social comparison occurs over the span of life lived by individuals and not all individuals are able to overcome challenges in life, some of whom will experience confusion, try to overcome them and if successful will move on. Meanwhile, some others are very likely to have a tough time getting through the existing crisis phase.

Keye and Pidgeon (2013) argue that individuals throughout their life span will experience difficult situations that are unpleasant and not in accordance with expectations. This can cause stress for individuals in the early adult phase. Individuals are

required to have the ability to survive in the face of life's trials to maintain a good and balanced life after adversity or when under severe pressure, this is known as resilience.

Rojas (2015) said resilience is an important task because it can provide experience for individuals in facing life's challenges and difficulties, by increasing resilience, individuals can develop life skills such as how to communicate, realistic abilities in making life plans and being able to take the right steps for life. They will develop ways to turn stressful circumstances into opportunities for self-improvement. Keye and Pidgeon (2013) affirm the positive outcomes associated with resilience are alleviation of the negative effects of stress, improvement in adaptability, and development of effective coping skills to deal with change and adversity.

As for the novelty of this study, evidenced from several other research literature, no one has specifically discussed the factors causing the emergence of the quarterlife crisis phenomenon directly and simultaneously, namely social comparison factors and resilience factors. Later in this study, researchers compiled the latest theories related to quarterlife crisis and interpreted the theory to contextualize the phenomenon of quarterlife crisis among millennial groups. The results of this study are expected to strengthen previous research on quarterlife crisis. The previous state of the art started from Indrawan (2022), discussing social comparisons to quarterlife crisis in early adults of the sandwich generation, then Fuad (2023) who conducted research on social comparison of quarterlife crisis in emerging adulthood Instagram users, Sallata and Huwae (2023) who discussed resilience and quarterlife crisis in final year students, then Hombing and Simarmata (2023) who discussed resilience against the quarterlife crisis in final year students in Medan. The above phenomena and findings are the basis for researchers to raise the issue of quarterlife crisis as a selection of research focus, especially in the millennial group and aims to empirically determine the relationship between social comparison and resilience with quarterlife crisis in the millennial group.

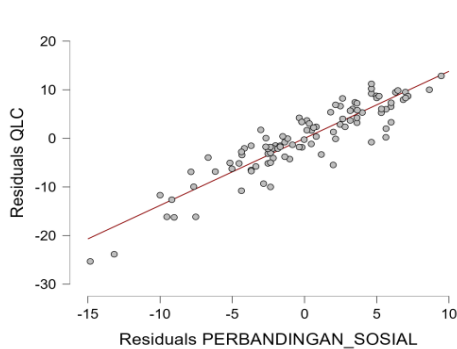
RESEARCH METHODS

This research method is quantitative. The sample criteria used were aged 22-29 years and lived in the city of Semarang with a sample of 105 people. The sampling technique used is purposive sampling. As for measurements on QLC variables, Social Comparison and Resilience are measured using the Likert scale (scale 1-4). The QLC variables are based on Hassler's theory (Agustina et al., 2022), namely indecision in making decisions, despair, negative self-judgment, being trapped in difficult situations, anxiety, distress and worry about interpersonal relationships. The QLC scale is arranged in 28 items ($\alpha = .898$) with validity ranging from .322 - .630. Social comparison variables are based on the theory of Schneider & Schupp, (2014), namely comparison of abilities and comparison of opinions. The social comparison scale is composed of 16 items ($\alpha = .859$) with validity ranging from .314 - .616. Resilience variables are arranged based on Wagnild (2009) theory, namely meaningfulness / purpose, equanimity, perseverance, self reliance, existential aloness, The resilience scale is arranged 24 items ($\alpha = .943$) with

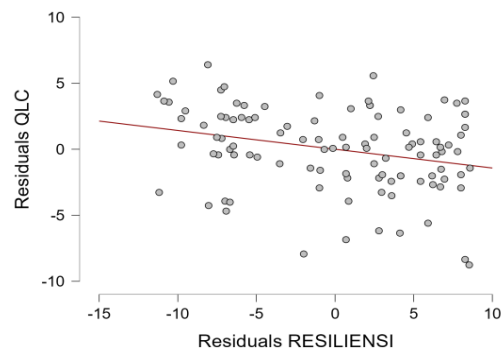
validity ranging from .303 - 830. The data analysis method used was regression analysis of two predictors and product moment correlation with JASP 0.16 software.

RESULTS AND DISCUSSION

The requirements for using regression analysis and product moment correlation are the proof of all assumption tests, namely normality tests, homoscedasticity tests and free multicollinearity tests. In the normality test using the **Kolmogorov Smirnov Z Test** obtained a value = .098 with exact sig ($p > .05$) which means the variables in this study are normally distributed. The **homoscedasticity test is shown by the significance value on the social comparison variable = 0.166 ($p > .05$) and the significance of the resilience variable = 0.649 ($p > .05$) which means there is no heteroscedasticity (the variable is homoscedasticity)**. The variables of social comparison and resilience have a tolerance value = 0.957 and VIF value = 1.045 which means that all variables in this study have a VIF value of less than 10 and a tolerance value of more than 0.01 and it can be concluded unequivocally that **there is no multicollinearity problem** in all variables. The graph of linearity between two variables can be seen in the following partial regression plot graph:



Graphic 1 Social Comparison and QLC



Graphics.2 Resilience and QLC

Graph 1 shows that the direction of the social comparison hypothesis and QLC is a positive hypothesis while graph 2 shows the direction of the resilience hypothesis and QLC is a negative hypothesis. The results of the major hypothesis that reads "there is an influence between social comparison and resilience to QLC" are proven by $R = 0.919$; $R^2 = 0.845$; $F = 279.002$ ($p < .001$) means that social comparison and resilience have a very significant effect on QLC so that the simultaneous hypothesis is accepted while the magnitude of the influence of social comparison and resilience on QLC is shown by the value of the coefficient of determination, which is 84.5%.

In Table 1 it is also seen that the social comparison variable contributed the most to the emergence of QLC in the millennial group, which was 83.3%, while the resilience variable only contributed to QLC by 1.3%, where when detailed in more detail, the influence of the ability comparison aspect on the social comparison variable contributed = 74.6% and the opinion comparison aspect only = 8.8%, while the resilience variable had the greatest influence is meaningless aspect = 1.1%.

Tabel 1. Koefisien determinasi
Comparisons Model (Estimating the Effect of Removing Terms)

Term	Semi-partial R Squared	Semi-partial Bayes Factor	Inverted Bayes Factor	Statistical Significance				
				Test Statistic	Value	df (spent)	df (remaining)	p-value
Baseline: Full Model	0.845					3	102	
Social Comparison	0.833	2.587e+39	3.866e-40	t	22.329	1		0.000
Resilience	0.013	6.309	0.159	t	-2.903	1		0.005

Furthermore, in the first minor hypothesis which reads "there is a positive correlation between social comparison and QLC" evidenced by the value of $r_{x1y} = 0.913$ ($p < .001$) meaning that social comparison has a positive and very significant effect on QLC, this means that the first minor hypothesis is accepted while the second minor hypothesis which has the effect "there is a negative correlation between resilience and QLC" is evidenced by the value $r_{x2y} = -0.300$ with $p = 0.002$ ($p < .05$) meaning resilience. This can also mean that the second minor hypothesis is also accepted. The partial correlation between these variables can be seen in Table 2.

Table 2. Correlation between Variables

Pearson's Correlations		QLC	Social Comparison	Resilience
Variable				
1. QLC	n	—		
	Pearson's r	—		
	p-value	—		
2. Social Comparison	n	105	—	
	Pearson's r	0.913 ***	—	
	p-value	< .001	—	
3. Resilience	n	105	105	—
	Pearson's r	-0.3 **	-0.208 *	—
	p-value	0.002	0.034	—

* $p < .05$, ** $p < .01$, *** $p < .001$

Based on the results of this study, it is proven that social comparison and resilience factors affect the quarter life crisis (QLC) in millennial groups. The results of this study are in accordance with research from Pinggolio (2015), that there are several factors that affect quarterlife crisis, namely social comparison and resilience, this is because the intensity of individuals in conducting social comparisons has an impact on the emergence of feelings of anxiety and worry.

Schneider and Schupp (2014), say that a person usually tends to be influenced by ideal standards that apply in his environment. A person has an ideal self and a real self, if the real self or in other words all aspects that exist in him are different from the standards or what is expected in the social environment, this will cause a conflict between the ideal self and real self which creates a gap between the two. If the gap between the ideal self and the real self is very far, then this will affect one's life satisfaction. To find out whether oneself is in accordance with standards, expectations, and roles in the social environment a person usually does usually do social comparison, to evaluate himself. According to

Pinggolio (2015), close social comparison with quarterlife crisis affects personal, social, career, and individual relationships in aspects of life. Individuals have difficulty adjusting to expectations and roles in society rooted in adjustment after they graduate college. Adapun Indrawan (2022) juga mengemukakan bahwa perbandingan sosial berpengaruh positif terhadap QLC. Pada penelitian ini kategori QLC pada kelompok milenial di Kota Semarang tergolong tinggi (95,2%) yang ditunjukkan dengan nilai mean empiris = 91.51; mean hipotetik = 65 dan standar deviasi hipotetik = 13.

The high QLC possessed in this millennial group shows that there is a large gap between reality and expectations felt by the early adult group. Rokach (2018), suggests that high expectations related to the quality of interactions and family relationships in collectivist culture. On the one hand, those who have entered adulthood have also begun to have the perception that they do not want to burden the parents of Blieszner and Roberto, (2012). The existence of this perception can also arise due to demands from the stages of development that individuals begin to let go of dependence on parents and can stand alone (Herawati & Hidayat, 2020).

Mojtabai (2008) in his research suggests that people who compare themselves with more successful people will feel more anxious, nervous, and worried which is identical to the characteristics of quarterlife crisis. (Argyle, 2017), suggests that in relation to social comparison, if someone perceives others as more successful and more attractive than them, it will lead to a negative self-image. Then he added that another aspect is about social roles. If a person is in a career-related social status position such as a doctor, then they tend to have high self-esteem. However, if the individual is unemployed, they are in a position of stigma in society which has an impact on low self-esteem and negative self-image. According to him, the quarterlife crisis period in some individuals may feel uncomfortable and trapped in social roles.

Eventually individuals become defined by certain roles so that when they lose their jobs or become unemployed, it affects self-esteem as they lose their own identity. The social comparison category in this study was also high (92.4%) with an empirical mean value = 56.19; Hypothetical mean = 40 and hypothetical standard deviation = 8. The high social comparison variable is also the biggest factor contributing to the emergence of QLC, where the magnitude of this contribution is 83.3% where the influence of ability comparison looks higher than opinion comparison. The high contribution of the ability comparison aspect to QLC is likely because millennials have an unrealistic understanding of themselves and others where they feel defeated, so they view the strengths of others as something more than what they have.

The second factor, Sallata and Huwa (2023) suggest that resilience negatively affects QLC. Keye and Pidgeon (2013) argue that individuals throughout their life span will experience difficult situations that are unpleasant and not in accordance with expectations. Resilience has a role in helping individuals deal with life adversity that arises due to a quarterlife crisis. Masten (2009) argues resilience leads to a pattern of positive adaptation during or after facing difficulties or problems. As for this study, the resilience variable only contributed 1.3%. Although the contribution of resilience variables in this study is relatively low, the resilience category owned by the millennial

group in this study is high (99%), where the empirical mean value = 60.63, hypothetical mean = 42.5 and hypothetical standard deviation = 8.5.

The implications of the results of this study are expected to be useful not only for millennials but also parents and the surrounding community in understanding their condition about their readiness to face the future by not giving much pressure in the form of stigma or negative labels if they do not meet the expected standards. Therefore, the support or role of family in understanding millennials is very important. Support from the closest people, especially family, will make them become resilient and strong individuals in dealing with life's pressures in a healthy and productive way, such as being able to adapt, control emotions, be calmer even under pressure, be able to control egos, and be more able to make decisions objectively. The formation of individuals who have high resilience will then be able to make friends with themselves in the sense that they feel comfortable, confident and appreciate the uniqueness, abilities they have in the process of solving problems. The limitation of this study is that researchers did not conduct further follow-up on subjects related to the dominant cause of quarter life of crisis, namely the comparison of abilities in individuals compared to resilience so that they are less able to analyze in depth.

CONCLUSION

Based on the results of the research and discussions that have been carried out, the conclusions of this study are threefold, namely: first, social comparison and resilience simultaneously affect the quarterlife crisis; second, social comparison has a positive and very significant effect on the quarterlife crisis; And third, resilience has a negative and significant effect on the quarterlife crisis. The value of the coefficient of determination of the social comparison variable and resilience to the quarterlife crisis variable was 84.5%, where the social comparison variable contributed the most (83.3%) compared to resilience (1.3%).

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