

The Effects of Role Overload and Resilience on Psychological Well-Being Among the Sandwich Generation in Bandung

Wines Restu Alina^{1*}, Rifqi Farisan Akbar², Prinska Damara Sastri³

Universitas Indonesia Membangun, Bandung

Corresponding Author : winesrestualina@student.inaba.ac.id,
rifqi.farisan@inaba.ac.id, prinska.damara@inaba.ac.id

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Abstract

This study investigates the extent to which role overload and resilience explain psychological well-being among the sandwich generation in Bandung. The research used a quantitative approach, involving 115 employed Generation Z respondents aged 20–29 years residing in Bandung. Data were collected through a structured questionnaire and analyzed using multiple linear regression. The results reveal that role overload and resilience jointly have a significant influence on psychological well-being, accounting for 80.7% of the explanatory contribution. The partial analysis shows that role overload has a negative but non-significant effect on psychological well-being ($p > 0.05$). Conversely, resilience demonstrates a positive and significant effect and becomes the strongest predictor in the model ($p < 0.05$). These findings indicate that psychological well-being among the sandwich generation is influenced more strongly by internal adaptive capacity, particularly the ability to withstand pressure, adjust to difficult situations, and recover from stress, than by the perceived intensity of multiple role demands.

Keywords: Role Overload, Resilience, Psychological Well-Being, the Sandwich Generation.

1. Introduction

Individuals of working age today face increasingly complex role demands, particularly those who juggle the dual responsibilities of supporting themselves while also caring for their parents or other family members. In Indonesia, the strong value placed on kinship often places individuals in a sandwich generation situation ([Aeni et al., 2024](#)). The concept of the sandwich generation was initially introduced by Dorothy Miller in 1981 and generally refers to adults who carry responsibility across several generations, including their parents or extended family, themselves, and their children ([Frassinetti et al., 2021](#)).

The city of Bandung is one of the urban areas exhibiting dynamic population trends and reflecting the significant burden on the working-age population. Data from the Bandung City Central Statistics Agency show that the productive-age population, namely those aged 15–64 years, is connected to a dependency ratio of 38.25% [Bandung City Central Statistics Agency \(2020\)](#), which indicates that the percentage of the working-age population (15–64 years) with

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a dependency ratio of 38.25%. This indicates that for every 100 people in the working-age population, there are 38 non-working individuals, including both children and the elderly. This situation aligns with the concept of the “sandwich generation” proposed by [Brody \(1981\)](#), referring to adults caught in the middle who must support the needs of both their parents and their children or other family members.

The sandwich generation phenomenon in Bandung is quite significant, particularly among Gen Z and millennials ([Aprilia, 2025](#)). Based on preliminary interviews with 10 sandwich generation respondents of working age in Bandung, they face more than just a heavy burden of responsibility. The respondents complained of physical and emotional exhaustion, confusion in setting priorities, and the immense pressure to meet their families’ financial needs. In some cases, they even had to set aside their personal desires to prioritize their families’ needs, indicating the existence of overlapping role demands. This phenomenon illustrates that individuals in the sandwich generation not only face difficult demands but are also at risk of experiencing a decline in psychological well-being, as it reflects how individuals assess their lives whether in terms of emotional well-being, life satisfaction, or the ability to fulfill their roles effectively.

In the context of the sandwich generation, psychological well-being can be influenced by the multitude of roles that must be fulfilled simultaneously. This situation has the potential to cause stress; the stress resulting from these dual roles aligns with the research by Putri & Sastri (2026), which indicates that an imbalance between work and family demands can make it difficult to fulfill these roles optimally. Additionally, an individual’s psychological state is also influenced by environmental factors and daily responsibilities ([Saputra et al., 2025](#)). This aligns with the preliminary study, which found that the majority of respondents frequently face challenges balancing time and energy between work and family demands. Some respondents also reported stress due to ongoing role demands, even feeling like the backbone of the family or the primary financial provider. This preliminary study indicates that individuals in the sandwich generation experience role overload.

However, based on the interviews, not all members of the sandwich generation are able to fulfill this role effectively. Some individuals cope and adapt, while others struggle to handle the pressure. An individual’s ability to cope with and adapt to this pressure is linked to resilience, the capacity to bounce back after facing adversity ([Ekanesia et al., 2024](#)).

Although individuals in the sandwich generation feel a very significant burden in their roles, not everyone experiences the same level of psychological well-being. This aligns with research conducted by [Aeni et al. \(2024\)](#), which found that among 32 sandwich generation respondents in Karawang, only 66% felt their current lives were far from ideal, and 78% expressed dissatisfaction with their current circumstances. These data may indicate emotional variations, with some individuals struggling to cope under stressful conditions while others adapt positively. This inability to cope is further explained by Linewih (2022) in ([Puspitasari & Akbar, 2026](#)), who revealed that role overload has been shown to lead to increased stress and accelerate emotional exhaustion.

Although the sandwich generation commonly experiences substantial role burden, their level of psychological well-being may vary. [Aeni et al. \(2024\)](#), for example, found that among 32 sandwich generation respondents in Karawang, 66% perceived their current life as far from ideal, while 78% reported dissatisfaction with their circumstances. These findings indicate that emotional responses among the sandwich generation are not uniform. Some individuals may

experience pressure that weakens their psychological condition, while others may still be able to adjust positively. This condition is also supported by Linewih (2022), as cited in [Puspitasari & Akbar \(2026\)](#), who explained that role overload can increase stress and accelerate emotional exhaustion.

On the other hand, individuals who maintain psychological well-being generally have strong internal capacities. Self-awareness and adaptive coping mechanisms also play a crucial role in helping individuals manage the stress arising from these various role demands ([Samillah et al., 2026](#)). This capacity to endure, adapt, and recover from stressful situations is known as resilience. With strong resilience, individuals are expected to balance external demands with their psychological stability.

[Ariesvera's \(2024\)](#) study found that resilience is positively associated with psychological well-being. However, research on resilience within the sandwich generation remains very limited. Furthermore, most previous studies have focused on only one variable in isolation, thereby failing to provide a comprehensive understanding of the dynamics of psychological well-being among the sandwich generation. Yet, this issue is important to examine, as these conditions can impact an individual's psychological well-being. Therefore, this study is crucial to gain a more comprehensive understanding of the effects of role overload and resilience on psychological well-being among the sandwich generation, particularly in Bandung.

2. Literature Review

2.1 Role Overload

Role overload occurs when individuals perceive that the responsibilities of their roles exceed the time, energy, and psychological resources they possess. In this condition, individuals are not merely required to perform many tasks, but are also expected to meet several role expectations simultaneously. ([Duxbury et al., 2003](#)). explain that role overload occurs when the demands placed on individuals exceed their available capacity, making it difficult for them to manage all responsibilities effectively.

In the context of the sandwich generation, role overload may occur when work responsibilities, personal needs, and family obligations must be managed simultaneously. Individuals in this position often face pressure to remain productive at work while also providing financial, emotional, or practical support for family members. When these demands persist, individuals may experience an imbalance between what they are expected to do and what they realistically can manage. This condition can increase psychological tension, reduce emotional stability, and create fatigue in daily life.

Previous research supports the view that role overload is closely related to psychological pressure. [Gede & Wedasmara \(2026\)](#) found that excessive role demands can contribute to stress and emotional exhaustion, particularly when individuals are required to handle multiple responsibilities simultaneously. Therefore, role overload is considered an important factor in understanding the psychological condition of the sandwich generation, especially because this group often stands between work demands and family responsibilities.

2.2 Resiliensi

Resilience describes an individual's ability to remain adaptive in the face of pressure, stress, uncertainty, or difficult life situations. [Connor & Davidson \(2003\)](#), view resilience as a psychological capacity that enables individuals to cope with adversity and continue functioning

despite challenging conditions. In this sense, resilience is not only about surviving under pressure, but also about recovering and reorganizing oneself after experiencing difficulties.

Resilience can be reflected through several personal qualities, such as self-confidence, emotional control, flexibility, problem-solving ability, and the willingness to seek support from others. [Putra & Nuradina, \(2023\)](#) explain that resilience is shown through the ability to adapt to change, regulate oneself, and use social support when dealing with stressful situations. These qualities are important for individuals who experience multiple role demands, as they help them manage pressure without losing psychological balance.

For members of the sandwich generation, resilience may function as a protective internal resource. Individuals with stronger resilience tend to be better able to interpret family and work demands more constructively. They may still experience pressure, but they are better able to manage emotional responses and adjust to the situation. [Franscois & Yunithree Suparman \(2024\)](#), found that resilience contributes to the maintenance of mental health and helps reduce the negative effects of psychological stress. Thus, resilience becomes an essential factor in explaining why some individuals maintain psychological well-being despite heavy role responsibilities.

2.3 Psychological Well-Being

Psychological well-being refers to a positive psychological state in which individuals can evaluate their lives meaningfully, maintain emotional balance, and function effectively in their social environment. Ryff (1989), as cited in [Grahani et al., \(2021\)](#), explains that psychological well-being is shaped by how individuals assess their life experiences, personal expectations, and ability to achieve meaningful goals. This concept goes beyond happiness or the absence of distress, encompassing the fulfillment of positive psychological functions.

[Ryff & Singer \(1996\)](#) identify several important dimensions of psychological well-being, including self-acceptance, positive relationships with others, autonomy, environmental mastery, purpose in life, and personal growth. These dimensions show that psychological well-being is not only related to emotional comfort, but also to the extent to which individuals can understand themselves, build healthy relationships, manage their environment, and continue developing their potential.

In a similar view, [Gumilar & Akbar \(2026\)](#) state that psychological well-being should not be understood merely as the absence of psychological problems, but also as the individual's capacity to realize personal potential. Individuals with good psychological well-being are generally more capable of maintaining life direction, responding to uncertainty, and interpreting difficulties in a more positive way ([Mukaromah & Sastri, 2025](#)). ([Risyadi & Rendy, 2026](#)) also emphasize that individuals with higher psychological well-being tend to be more adaptive when facing pressure and are more likely to view challenges as opportunities for personal growth.

In the sandwich generation, psychological well-being is an important outcome because individuals often face overlapping responsibilities between work and family. Their ability to maintain well-being may depend not only on the level of role burden they experience, but also on their internal capacity to cope with pressure. Therefore, psychological well-being in this study is examined as a condition that may be influenced by both external role demands and internal resilience.

3. Research Method

3.1 Research Design

This study applied a quantitative research design to examine the influence of role overload and resilience on psychological well-being among the sandwich generation in Bandung. The quantitative approach was considered appropriate because the study focused on measuring relationships among variables through numerical data and statistical procedures. In this research, role overload and resilience were treated as independent variables, while psychological well-being was positioned as the dependent variable.

The use of a quantitative method aligns with [Sugiyono \(2019\)](#), who explains that quantitative research is commonly used to test hypotheses by collecting data from a particular population or sample using structured instruments and analyzing the data statistically. Therefore, this approach allowed the researcher to determine whether role overload and resilience had partial or simultaneous effects on psychological well-being.

3.2 Population and Sample

The respondents in this study consisted of Generation Z individuals in Bandung who belong to the sandwich generation. The respondents were selected based on specific criteria: individuals aged 20–29 years, currently employed, residing in Bandung, and with family responsibilities that reflect the characteristics of the sandwich generation.

The study used a non-probability sampling approach because the population could not be identified with a complete sampling frame. More specifically, purposive sampling was used to select respondents who met the predetermined criteria. Since the exact population size was unknown, the minimum sample requirement was estimated using the Lemeshow formula. The calculation yielded a minimum of 96 respondents, which was rounded to 100 as the minimum target. During data collection, 115 valid responses were obtained, and all were used in the statistical analysis.

3.3 Measurement of Variables

Primary data were gathered through a structured questionnaire. The instrument was administered using a five-point Likert response format, allowing respondents to indicate the degree to which they agreed with each statement. The questionnaire covered three research variables, namely role overload, resilience, and psychological well-being.

Role overload was assessed using nine items adapted from the scale developed by [Duxbury \(2003\)](#). Resilience was measured using 15 items based on the Connor-Davidson Resilience Scale developed by [Connor and Davidson \(2003\)](#). Psychological well-being was measured using 18 items adapted from Ryff's Psychological Well-Being Scale. These instruments were selected because they correspond to the conceptual definitions used in this study and are relevant for measuring psychological conditions related to pressure, adaptability, and well-being.

3.4 Analytical Procedure

The analysis began with descriptive statistics to summarize the data profile and provide an overview of each research variable. This stage included calculating the minimum, maximum, mean, and standard deviation.

Before testing the hypotheses, the questionnaire's quality was examined through validity and

reliability testing. Validity was evaluated by comparing each item's correlation score with the r-table value at the 0.05 significance level. Items with correlation values above the required threshold were considered valid. Reliability was assessed using Cronbach's Alpha; values greater than 0.70 indicated acceptable internal consistency.

The regression model was then checked through classical assumption tests. Data normality was examined using the Kolmogorov-Smirnov test. The data were considered normally distributed when the p-value was >0.05 . Multicollinearity was evaluated using tolerance and Variance Inflation Factor values. A tolerance value above 0.10 and a VIF value below 10 indicated that the independent variables did not have problematic intercorrelations. Heteroscedasticity was assessed using the significance value; values above 0.05 indicated that the model did not exhibit heteroscedasticity.

After these requirements were fulfilled, multiple linear regression was used to test the proposed hypotheses. The t-test was applied to identify the partial effect of role overload and resilience on psychological well-being. A variable was considered significant if its p-value was less than 0.05. The F-test was used to examine the simultaneous effect of role overload and resilience on psychological well-being. Finally, the coefficient of determination was used to estimate the proportion of psychological well-being explained by the two independent variables in the model.

4. Findings and Discussions

This section presents the results of data processing related to role overload, resilience, and psychological well-being among the sandwich generation in Bandung. The study initially determined 100 respondents as the minimum sample target. During data collection, 115 respondents were recruited. Since all respondents met the predetermined criteria, the entire dataset was included in the analysis. The use of 115 responses also provided broader empirical support for examining the relationships among the research variables.

4.1 Respondent Characteristics

4.1.1 Characteristics of Respondents by Gender

Table 1. Gender

No	Gender	Number of Respondent	Percentage
1	Female	86	74,8%
2	Male	29	25,2%
	Total	115 respondent	100%

The gender profile shows that the respondents were predominantly female. Out of 115 respondents, 86 respondents, or 74.8%, were female, while 29 respondents, or 25.2%, were male. This distribution indicates that women formed the largest group in the sample used in this study. The gender profile shows that the respondents were predominantly female. Out of 115 respondents, 86 respondents, or 74.8%, were female, while 29 respondents, or 25.2%, were male. This distribution indicates that women formed the largest group in the sample used in this study.

4.1.2 Respondents Based on Age

Table 2. Age of Respondents

No	Age	Number of Respondent	Percentage
1	20-25 years	83	72,2%
2	25-29 years	32	27,8%
	Total	115	100%

The age distribution indicates that most respondents were in the 20–25-year age category. A total of 83 respondents (72.2%) belonged to this group, whereas 32 respondents (27.8%) were aged 25–29 years. These results show that the sample was largely represented by younger members of Generation Z who were already in the productive working-age group.

4.1.3 Respondent Characteristics by Length of Service

Table 3. Characteristics Based on Length of Service

No	Length of Service	Number of Respondents	Percentage
1	< 1 year	13	11,3%
2	1-3 years	33	28,7%
3	> 3 years	69	60%
	Total	115	100%

The length of service data show that most respondents had worked for more than three years. This group consisted of 69 respondents, representing 60.0% of the total sample. Meanwhile, 33 respondents, or 28.7%, had worked for 1 to 3 years, and 13 respondents, or 11.3%, had less than 1 year of work experience. These findings indicate that the majority of respondents had relatively established work experience, particularly those who had been employed for more than three years.

4.2 Descriptive Statistics

Descriptive statistics were used to summarize the distributions of scores for the three main variables in this study: role overload, resilience, and psychological well-being. The analysis included the minimum, maximum, mean, and standard deviation for each variable.

Table 4. Descriptive Statistics

Variabel	Min	Max	Mean	SD
Role Overload	9	44	30.58	7.03
Resiliensi	19	75	59.10	10.74
Psychological Well-Being	31	90	70.45	12.13

The descriptive results show that role overload obtained a mean score of 30.58 with a standard deviation of 7.03. Resilience had a mean score of 59.10 and a standard deviation of 10.74, while psychological well-being recorded a mean score of 70.45 with a standard deviation of 12.13. These standard deviation values suggest that respondents' answers varied across the three variables, indicating differences in perceived role burden, resilience capacity, and psychological well-being.

4.3 Validity and Reliability Testing

4.3.1 Validity

The validity test was conducted to determine whether each questionnaire item was appropriate

for measuring the intended variable. The assessment was based on the corrected item-total correlation value. With a total sample of 115 respondents, the r-table value at the 0.05 significance level was 0.183. The results show that all item correlation values were higher than the r-table value. Therefore, all items used to measure role overload, resilience, and psychological well-being were declared valid.

Table 5. Item Validation Test Results

Variable	Total Items	Table-r	r (min-max)	Description
Role Overload	9	0,183	0,527-0.815	Valid
Resiliensi	15	0,183	0,538-0.852	Valid
Psychological Well-Being	18	0,183	0,553-0.823	Valid

4.3.2 Reliability

Reliability testing was conducted to assess the internal consistency of the research instrument. Cronbach's Alpha was used as the reliability criterion. Referring to [Rahayu and Bernadus \(2026\)](#), an instrument can be categorized as reliable when the Cronbach's Alpha value is greater than 0.70 ([Rahayu & Bernadus, 2026](#)).

Table 6. Reliability Test Results

Variable	Total Items	Cronbach's Alpha	Description
Role Overload	9	0,872	High reliability
Resiliensi	15	0,942	Excellent reliability
Psychological Well-Being	18	0,945	Excellent reliability

The reliability results indicate that all variables had Cronbach's Alpha values above the required threshold. Role overload obtained a value of 0.872, while resilience and psychological well-being obtained values of 0.942 and 0.945, respectively. These findings confirm that the instruments had strong internal consistency and were appropriate for further statistical analysis.

4.4 Test of Classical Assumptions

4.4.1 Normality Test

The normality test was conducted to determine whether the residuals were normally distributed. In this study, normality was assessed using the Kolmogorov-Smirnov test. The data can be considered normally distributed when the significance value is greater than 0.05.

Table 7. Results of the normality test

N	Statistical Test	p-value	Decision
115	0,072	0,197	Normal

The Kolmogorov-Smirnov test produced a p-value of 0.197. Since this value is higher than 0.05, the data meet the normality assumption. Therefore, the regression analysis can be continued because the residuals are normally distributed.

4.4.2 Multicollinearity Test

The multicollinearity test was performed to assess whether the independent variables were highly correlated. This test was evaluated using the tolerance and Variance Inflation Factor values. A regression model is considered free from multicollinearity when the tolerance value is above 0.10, and the VIF value is below 10.

Table 8. Multicollinearity Test

Variable	Tolerance	VIF	Description
Role Overload	0,998	1,002	No multicollinearity
Resiliensi	0,998	1,002	No multicollinearity

The results show that both role overload and resilience had tolerance values of 0.998 and VIF values of 1.002. These values meet the required criteria, as the tolerance values are greater than 0.10 and the VIF values are far below 10. Thus, the independent variables in this study do not indicate multicollinearity problems.

4.4.3 Heteroscedasticity Test

The heteroscedasticity test was conducted to determine whether the residuals' variance was constant across the regression model. The decision was based on the significance value, where a value greater than 0.05 indicates that heteroscedasticity is not detected.

Table 9. Heteroscedasticity Test

Variable	Sig	Description
<i>Role Overload</i>	0,965	There is no heteroscedasticity
Resiliensi	0,615	There is no heteroscedasticity

The test results show that role overload had a significance value of 0.965, while resilience had a significance value of 0.615. Both values are above the 0.05 threshold. This means that the regression model does not indicate heteroscedasticity, so the assumption of equal residual variance is fulfilled.

4.5 Multiple Linear Regression Analysis

Multiple linear regression was used to examine the direction and magnitude of the relationships among role overload, resilience, and psychological well-being. The regression output is presented in Table 10.

Table 10. Multiple Linear Regression Analysis

Variable	Regression Coefficient (b)	t - value	Sig
Constant	13,309	3,682	0,000
Role Overload	-0,089	-1,253	0,213
Resiliensi	1,013	21,755	0,000

Based on the regression results, the equation obtained is as follows:

$$Y = 13.309 - 0.089X_1 + 1.013X_2$$

In this equation, Y represents psychological well-being, X_1 represents role overload, and X_2 represents resilience. The constant 13.309 indicates the estimated level of psychological well-being when role overload and resilience are set to zero. The coefficient for role overload is -0.089, indicating a negative relationship. This means that an increase in role overload tends to be followed by a decrease in psychological well-being, although the effect is not statistically significant, as indicated by the p-value of 0.213.

In contrast, resilience has a positive coefficient of 1.013 with a significance value of 0.000. This result indicates that higher resilience is associated with higher psychological well-being. Therefore, resilience appears to be a stronger predictor in the regression model compared to

role overload.

4.6 Hypothesis Testing

4.6.1 T-Test (Partial Test)

The t-test was conducted to examine the individual effect of each independent variable on psychological well-being. This test was used to determine whether role overload and resilience had a significant partial influence on the dependent variable.

Table 11. T-Test

Variable	B	Std.Coefficients Beta	t	Sig	Description
Role Overload	-0,089	-0,052	-1,253	0,213	No significant effect
Resiliensi	1,013	0,896	21,755	0,000	Significant

The result shows that role overload had a regression coefficient of -0.089, a standardized beta value of -0.052, and a significance value of 0.213. Since the significance value is greater than 0.05, role overload does not have a statistically significant partial effect on psychological well-being. However, the negative coefficient indicates a negative relationship, meaning that higher role overload tends to be associated with lower psychological well-being.

Meanwhile, resilience had a regression coefficient of 1.013, a standardized beta value of 0.896, and a significance value of 0.000. Since the significance value is below 0.05, resilience has a positive and significant partial effect on psychological well-being. The standardized beta value also indicates that resilience is a stronger predictor compared to role overload in explaining psychological well-being.

4.6.2 F-Test (Simultaneous Test)

The F-test was used to determine whether role overload and resilience jointly influenced psychological well-being.

Table 12. F-Test

F Calculated	Sig	Notes
239,032	0,000	Significant

The F-test result shows a calculated F value of 239.032 with a significance value of 0.000. Since the significance value is lower than 0.05, role overload and resilience simultaneously have a significant effect on psychological well-being. This finding indicates that the regression model is statistically appropriate for explaining psychological well-being among the sandwich generation in Bandung.

4.6.3 Test of the Coefficient of Determination (R^2)

The coefficient of determination was used to assess the extent to which variance in psychological well-being could be explained by role overload and resilience.

Table 13. Coefficient of Determination (R^2)

R	R Square	R Square Adjust	Std. Error
0.900	0,810	0,807	5,332

The analysis produced an R value of 0.900, indicating a strong relationship between the independent variables and psychological well-being. The adjusted R-squared value was 0.807, which means that role overload and resilience together explained 80.7% of the variation in

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psychological well-being. The remaining 19.3% was explained by other factors not included in this research model.

Discussion

The findings show that role overload and resilience jointly explain 80.7% of the variation in psychological well-being. This indicates that the regression model has strong explanatory capacity in describing psychological well-being among the sandwich generation in Bandung. The partial results further show that role overload has a weak negative contribution, as reflected in the standardized beta of -0.052, while resilience has a strong positive contribution, with a standardized beta of 0.896. These results suggest that resilience is the most influential predictor in this study. In other words, the psychological well-being of the respondents appears to be shaped less by the amount of role burden they experience and more by their internal ability to adapt, regulate pressure, and recover from difficult situations.

The negative coefficient of role overload indicates that greater role burden tends to be associated with lower psychological well-being. However, this effect was not statistically significant. This means that although role overload shows a declining direction toward psychological well-being, the relationship is not strong enough to be interpreted as a direct significant effect in this study. This finding is still in line with ([Aeni et al., 2024](#)), who stated that multiple roles may create physical and psychological pressure and may also affect family relationships. In the context of the present study, role overload may arise from the simultaneous management of work demands, family obligations, and personal responsibilities.

The non-significant effect of role overload also provides an important interpretation. For the sandwich generation in Bandung, multiple responsibilities may not always be perceived as psychological threats. In Indonesian society, family responsibility is often understood as part of moral obligation and social attachment. The collectivist orientation that emphasizes togetherness, interdependence, and responsibility toward family may influence how individuals interpret their role burden ([Negara et al., 2021](#)). Therefore, even though role overload has a negative impact, its impact may be softened by the meaning attached to family responsibility. This explanation is also consistent with Mocellin et al. (2019) cited in [Roring et al \(2024\)](#), who explained that supporting parents or family members is often rooted in affection, gratitude, and the desire to repay parental care.

In contrast, resilience showed a positive and significant effect on psychological well-being. This result indicates that respondents with stronger resilience are more likely to maintain a healthier psychological condition, even when facing multiple demands. Resilience enables individuals to endure pressure, regulate emotions, adapt to difficult circumstances, and seek solutions when problems arise. Thus, improvements in resilience are likely to be followed by improvements in psychological well-being. In this study, resilience serves as an important internal resource that helps members of the sandwich generation remain psychologically stable while managing work and family responsibilities.

Overall, the findings strengthen the argument that psychological well-being is not determined only by external pressures, such as workload, family demands, or overlapping roles. Internal psychological capacity also plays an essential role, particularly the ability to cope with stress, adapt to changing conditions, and recover after experiencing difficulties. Therefore, resilience can be understood as a protective factor that helps the sandwich generation maintain psychological well-being despite facing complex role demands.

5.Conclusion

The findings of this study show that role overload has a negative but not statistically significant effect on psychological well-being. This means that higher role demands do not automatically reduce respondents' psychological well-being. One possible explanation is that individuals can still manage multiple responsibilities when they have adequate psychological resources. In addition, family responsibilities may be seen as part of personal and social obligations, so the burden arising from these roles is not always experienced as a direct threat to psychological well-being.

In contrast, resilience was found to have a positive and significant effect on psychological well-being and emerged as the most dominant variable in the model. This finding indicates that individuals with greater resilience are better able to maintain psychological stability under pressure, uncertainty, and multiple role demands. The study also confirms that both role overload and resilience significantly influence psychological well-being among the sandwich generation in Bandung. Overall, resilience serves as an internal resource that helps individuals maintain psychological well-being despite the complexity of work and family responsibilities.

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