

MEANINGFUL WORK PROTECTS JUDGES WITH OCCUPATIONAL STRESS, SECONDARY TRAUMATIC STRESS, AND BURNOUT

A Study of Indonesian Judges of The Supreme Court of The Republic of Indonesia

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Abstract

Studies have shown that daily job demands encountered by judges' might result in stress. Continuous stress can affect judges personal lives and job performance. However, several judges experience stress differently due to many factors affecting stress levels. Previous research suggested that meaningful work might mitigate the adverse impacts of the negative effects of stress. This study investigated occupational stress, secondary traumatic stress, and burnout among Indonesian judges and their relationship to meaningful work. This research involved a convenience sample of 2,839 judges in Indonesia. The findings revealed a significant negative correlation between occupational stress, secondary traumatic stress, burnout, and meaningful work, with burnout being identified as the most potent negative predictor. This study also found that judges had moderately low levels of occupational stress, low levels of secondary traumatic stress, low levels of burnout, and high levels of meaningful work. Based on these findings, it is recommended that institutions implement psychological support systems to enhance judges' sense of meaningful work, thereby minimizing the detrimental effects of occupational stress.

Keywords: meaningful work; judicial stress; occupational stress; secondary traumatic stress; burnout; judges; Indonesia.

Introduction

On an everyday basis, judges generally have similar responsibilities in some countries, which include interpreting the law, assessing the evidence presented, managing how trials proceed in their court, and deciding on a judicial case. Judges make important decisions that often determine the parties' fate and, more generally, affect entire jurisdictions, states, or even countries.¹ Judges' work is perceived as rewarding, one of great importance and social value with a decisive impact on citizens' lives; a career in the judiciary is described as a vocation in which there is the sense of following a divine call.² They are expected to be wise, responsible, efficient, and understand all aspects of civil and criminal law and local procedures.³

In Indonesia, judges represent the state as the leading actors in implementing independent judicial power and play an essential role with significant authority and responsibility. In carrying out their duties, judges have the authority to examine, adjudicate, and decide cases in court based on the applicable legal provisions.⁴ Every decision pronounced with the "*irah-irah*" phrase "*In the name of justice based on the One and Only God*" not only reaffirms the commitment to upholding the law, truth, and justice but also reflects the responsibility that judges must bear as a form of horizontal accountability, namely to the society seeking justice, and vertical accountability to the One and Only God. Therefore, the profession of a judge is placed in a position of honor, dignity, and a noble level of humanity (*officium nobile*).⁵

Even though the profession of the judge is regarded as a noble and honorable profession (*officium nobile*), a judge's job carries the risk of

¹ Jared Chamberlain and Monica K. Miller, "Evidence of Secondary Traumatic Stress, Safety Concerns, and Burnout among a Homogeneous Group of Judges in a Single Jurisdiction," *Journal of the American Academy of Psychiatry and the Law* 37, no. 2 (2009).

² Sandra Patrícia Marques Pereira et al., "The Conceptual Model of Role Stress and Job Burnout in Judges: The Moderating Role of Career Calling," *Laws*, 2022.

³ Celeste F. Bremer and Sue Todd, "Reducing Judicial Stress through Mentoring," *Judicature* 87, no. 5 (2004).

⁴ Law of the Republic of Indonesia No. 48 of 2009 on Judicial Power.

⁵ Joint Decision of the Chief Justice of the Supreme Court of the Republic of Indonesia and the Chief of the Judicial Commission of the Republic of Indonesia Number 047/KMA/SKB/IV/2009 and 02/SKB/P.KY/IV/2009 on the Code of Ethics and Guidelines for Judge Behavior.

increased occupational stress.⁶ Judges must deal with numerous daily stressors. To be specific, stressors are defined as the conditions that cause strains. Many studies have found that judges experience stress from an excessive workload, tight deadlines, and long working hours (Chamberlain & Miller, 2008⁷; Diesfeld et al., 2024; Fine et al., 2024 Global Judicial Integrity Network, 2022; Maroney et al., (2023); Meng et al., 2023; Miller & Flores, 2007; Miller & Richardson, 2006; Rossouw et al., 2020; Rossouw & Rothmann, 2020; Schrever et al., 2019⁸, 2022⁹, 2024¹⁰)

A survey conducted by the United Nations Office on Drugs and Crime (UNODC), involving 758 judges from 102 countries, in its capacity as the secretariat of the Global Judicial Integrity Network, showed that the most common cause of stress among judges is the constantly excessive workload, which in turn slows down performance, requires more time to process cases, and creates a larger backlog of work.¹¹ Moreover, stressors for judges are not only judges who are subjected to a significant number of cases and strict time constraints but also judges who experience social isolation, lack of privacy, and

⁶ Jared Chamberlain and Monica K. Miller, "Evidence of Secondary Traumatic Stress, Safety Concerns, and Burnout among a Homogeneous Group of Judges in a Single Jurisdiction," *Journal of the American Academy of Psychiatry and the Law* 37, no. 2 (2009).

⁷Maroney, T., Swenson, D. X., Bibelhausen, J., & Marc, D., "How Are You Holding up? The State of Judges' Well-Being: A Report on the 2019 National Judicial Stress and Resiliency Survey". *Judicature*, Vol. 107, No. 1 (2023), pp. 22-33.

⁸ Schrever, C., Hulbert, C., & Sourdin, T., "The Psychological Impact of Judicial Work: Australia's First Empirical Research Measuring Judicial Stress and Well-being", *Journal of Judicial Administration*, Vol. 28, No. 3 (2019), pp. 141–168

⁹ Carly Schrever, Carol Hulbert, and Tania Sourdin, "Where Stress Presides: Predictors and Correlates of Stress among Australian Judges and Magistrates," *Psychiatry, Psychology and Law* 29, no. 2 (2022).

¹⁰Schrever, C., Hulbert, C., & Sourdin, T., "The privilege and the pressure: judges' and magistrates' reflections on the sources and impacts of stress in judicial work", *Psychiatry, Psychology and Law*, Vol. 31, No. 3 (2024), pp. 327–380.

¹¹ Global Judicial Integrity Network, United Nations Office on Drugs and Crime, *Exploring Linkages between Judicial Well-Being and Judicial Integrity*, https://www.unodc.org/ji/en/resdb/data/2022/exploring_linkages_between_judicial_well-being_and_judicial_integrity.html, accessed 4 February 2023.

immense pressure to determine the destinies of others.¹² Edwards and Miller (2019) also discovered that judges who make decisions that will impact the lives of trial participants and their families, the community, and future rulings may use the decision as precedent and be perpetually scrutinized by the public and may endure stress due to the strain associated with making critical decisions. Judges may perceive their decisions as stressful due to the potential for media assaults and community repercussions.¹³

The problem is becoming more pressing in Indonesia due to social and political factors. The progress of judicial reform puts even more pressure on judges who work in first-instance courts, high courts, and cassation courts when dealing with conflict and disagreement. The Annual Report of the Supreme Court of the Republic of Indonesia has shown the workload rate of judges' caseload has significantly increased with relatively more minor numbers of judges. Supreme Court and its subordinate judicial bodies recorded that the average caseload per judge per year in first-instance courts was 1,195 cases, in appellate courts was 111 cases, and in cassation courts was 1,164 cases.¹⁴ In the following year, the average number of cases that had to be resolved was 1,633 cases at the first instance court, 112 cases at the appellate court, and 1,805 cases at the cassation court.¹⁵ This number is considered very high to be resolved compared to the current number of judges, which is 8,162, with a total of 2,885,995 cases.¹⁶

¹² Liang Meng, Juan Du, and Xinyue Lin, "Surviving Bench Stress: Meaningful Work as a Personal Resource in the Expanded Job Demands-Resources Model," *Current Psychology* 42, no. 21 (2023).

¹³ Charles P. Edwards and Monica K. Miller, "An Assessment of Judges' Self-Reported Experiences of Secondary Traumatic Stress," *Juvenile and Family Court Journal* 70, no. 2 (2019).

¹⁴ The Supreme Court of the Republic of Indonesia, *2021 Annual Report of the Supreme Court of the Republic of Indonesia Acceleration The realization of modern justice*, p. 122, <https://kepaniteraan.mahkamahagung.go.id/publikasi/laporan-tahunan/1961-laporan-tahunan-2021>, accessed 23 February 2024.

¹⁵ The Supreme Court of the Republic of Indonesia, *2022 Annual Report of the Supreme Court of the Republic of Indonesia with Unwavering Integrity, Trust Shall Grow*, p. 132, <https://kepaniteraan.mahkamahagung.go.id/publikasi/laporan-tahunan/2180-laporan-tahunan-ma-2022>, accessed 23 February 2024.

¹⁶ The Supreme Court of the Republic of Indonesia, *2023 Report of the Supreme Court of the Republic of Indonesia, Unwavering Integrity, Dignified Judiciary*, p. 124,

Besides presiding over cases, judges in Indonesia have additional administrative workloads. These extra duties include managing the submission of the Integrity Zone, as regulated by the Decree of the Chief Justice of the Supreme Court No. 58/KMA/SK/III/2019 on Guidelines for the Development of Integrity Zones towards a Corruption-Free Zone and a Clean and Serving Bureaucratic Zone. In addition to the Integrity Zone, judges in Indonesia are also responsible for the Court Quality Certification Program, as stipulated in the Decree of the Director General of the General Courts Body of the Supreme Court of the Republic of Indonesia No. 142/DJU/SK.OT1.6/II/2024. Amidst their schedules handling cases, judges are responsible for executing and monitoring the implementation of the certification program, including the following steps: (1) preparation for conducting internal assessments, (2) ensuring that each unit has performed its duties and functions according to their Standard Operating Procedures (SOP), (3) overseeing specific areas and ensuring that the relevant divisions have followed up any findings, (4) conducting internal assessments according to the established schedule, and (5) holding both regular and incidental meetings as needed. In addition to their role in developing the Court Quality Certification, the judges also act as coordinators for developing the Integrity Zone, in which judges must mobilize the court personnel to prepare and enhance the areas under their responsibility.¹⁷ Due to these unique conditions, judges in Indonesia may experience increasingly higher stress levels.

Stress is defined as a physiological and psychological response to perceived threats or challenges in one's environment.¹⁸ Stress was known to cause negative issues in mental or physical health, fatigue, low job satisfaction,¹⁹ and well-being, which in turn impact productivity and

<https://kepaniteraan.mahkamahagung.go.id/publikasi/laporan-tahunan/2335-laporan-tahunan-ma-2023>, accessed 23 February 2024.

¹⁷ Prakoso, L., Seroza, C. B., Sugiharto, H., & Wuryanto, Edi., *Analisis Beban Kerja Hakim Untuk Memenuhi Kebutuhan Formasi Sesuai Permenpan-RB No. 1 Tahun 2020*. (Jakarta: Kencana, 2023).

¹⁸ A. Baum, "Stress, Intrusive Imagery, and Chronic Distress.," *Health psychology : official journal of the Division of Health Psychology, American Psychological Association* 9, no. 6 (1990).

¹⁹ Fine, A., Snider, K. M., & Miller, M. K. (2024). Testing the model of judicial stress using a COVID-era survey of US federal court personnel. *Psychiatry, Psychology and Law*, vol. 31, no. 3 (2024), pp. 381–400

performance.²⁰ Clinically, stress has also been proven to increase blood pressure²¹, which can impact cognitive function, memory decline,²² and decision-making ability²³. The theoretical model of stress experienced by judges was explained by a model of judicial stress, which is based on research that has been conducted assessing and treating stress, secondary traumatic stress, and work-related burnout among judges.²⁴ This model of judicial stress explains that personal, job, and environmental characteristics directly affect a judge's stress. Then, the model explained that continuous stress can affect judges' personal and professional lives.

Judicial stress has increasingly been discussed in law and legal psychology research over the past few decades that refers to the model of judicial stress²⁵ by (Miller & Richardson, 2006), such as (Chamberlain & Miller, 2008; Fine et al., 2024; Global Judicial Integrity Network, 2022; Hunter, 2023; Kirby AC CMG, 2014; Miller, Edwards, et al., 2018; Schrever et al., 2022). Based on those studies, judicial stress was defined as the psychological pressure experienced by judges caused by various job-related factors that are typical or unique in the judicial world and have negative symptoms. Those symptoms significantly have negative impacts on health, job satisfaction,²⁶ and job performance.²⁷ Other studies showed that high levels of stress and fatigue can decrease well-being, causing judges to lose concentration, delay delivering verdicts, and reduce the quality and decision-making of judges.²⁸ If that occurs

²⁰ Monica K. Miller et al., "An Examination of Outcomes Predicted by the Model of Judicial Stress," *Judicature* 102, no. 3 (2018).

²¹ Yumiko Kawashima et al., "Stress-Induced Blood Pressure Elevation in Subjects with Mild Cognitive Impairment: Effects of the Dual-Type Calcium Channel Blocker, Cilnidipine," *Geriatrics and Gerontology International* 8, no. 4 (2008).

²² Jeansok J. Kim, Eun Young Song, and Therese A. Kosten, "Stress Effects in the Hippocampus: Synaptic Plasticity and Memory," *Stress*, 2006.

²³ Boban Simonovic et al., "Stress and Risky Decision Making: Cognitive Reflection, Emotional Learning or Both.," *Journal of Behavioral Decision Making* 30, no. 2 (2017).

²⁴ Miller, M. K., & Richardson, J. T. "A Model of Causes and Effects of Judicial Stress," *Judges' Journal*, Vol. 45, No. 4 (2006), pp. 20–23

²⁵ Miller, M. K., & Richardson, J. T. "A Model . . . , pp. 20–23

²⁶ Fine, A., Snider, K. M., & Miller, M. K. (2024). Testing the . . . , pp. 381–400.

²⁷ Chamberlain, J., & Miller, M. K., "Evidence of . . . , pp. 214–24.

²⁸ Miller, M. K., Edwards, C. P., Reichert, J., & Bornstein, B. H., "An examination . . . pp. 50–61.

continuously, it can negatively impact the efficiency of justice and court administration, which can ultimately erode public trust and confidence in the judiciary.²⁹ It means that addressing these issues is critical and essential to ensure that judges can perform their roles effectively and maintain their mental health.

Judges undoubtedly face stress (as job demands) but may also deny it to themselves.³⁰ Moreover, stress may not be uniformly experienced among judges, as various factors can influence a judge's stress levels³¹ as job resources. Some judges reported that they regulated their own emotional experience in court by employing a variety of intrinsic (self-directed) and extrinsic (directed toward others) emotion regulation strategies, such as suppression strategies, more frequently than others.

³² Specific personal, occupational, or environmental characteristics may cause stress and serve as protective factors.³³ Based on the Job Demands-Resources (JD-R) model,³⁴ job characteristics associated with job stress were divided into two broad categories: job demands and job resources. Job demands are job stressors and can be harmful to employees. They may lead to stress, ill health, and burnout. On the other hand, job resources can mitigate and counteract the negative impacts of job stressors and facilitate an individual's pursuit of work goals and personal growth. A previous study found that developing a sense of meaningfulness and purpose serves as a significant personal resource within the JD-R framework, which counteracts the negative influences of judges' stressors.³⁵ Meaningful work is associated with an individual's

²⁹ Global Judicial Integrity Network, United Nations Office on Drugs and Crime, "Exploring Linkages...", accessed 4 June 2023.

³⁰ The Hon Michael Kirby AC CMG, "Judicial Stress and Judicial Bullying," *QUT Law Review* 14, no. 1 (2014).

³¹ Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., "Judicial stress...", pp. 602–618.

³² Katie M. Snider, Paul G. Devereux, and Monica K. Miller, "Judges' Emotion: An Application of the Emotion Regulation Process Model," *Psychiatry, Psychology and Law* 29, no. 2 (2022).

³³ Miller, M. K., Edwards, C. P., Reichert, J., & Bornstein, B. H., "An examination...", pp. 50–61.

³⁴ Evangelia Demerouti and Arnold B. Bakker, "The Job Demands?Resources Model: Challenges for Future Research," *SA Journal of Industrial Psychology*, 2011.

³⁵ Meng, L., Du, J., & Lin, X., "Surviving bench...", pp. 17757–17768.

perception of their work as meaningful and positive³⁶, greater well-being, feelings of centrality, and importance.³⁷ In addition, Brafford & Rebele (2018) stated that when judges work meaningfully, individuals are inspired to wholly commit themselves. It has numerous beneficial outcomes: reduced levels of stress, anxiety, and depression. Otherwise, the declining sense of meaningfulness is highly damaging and is a primary cause and effect of burnout.³⁸

Moreover, Meng et al., (2023) found that meaningful work can be viewed as a personal resource that enables individuals to manage their demands by assisting them in recognizing the broader purpose of their daily duties rather than becoming ensnared in problems and consequences beyond their control. Job resources solely encompassed aspects of the work environment. Nevertheless, the JD-R model later began to incorporate personal resources, as human behaviors result from interactions between environmental and individual factors.³⁹ Personal resources were initially characterized as self-related factors that enhance resilience, elucidating workplace attitudes and actions variations.⁴⁰ Research by Allan et al. (2019) found that meaningful work is positively related to work engagement, commitment, and job satisfaction. This, in turn, results in better self-rated work performance, increased organizational citizenship behaviors, and reduced withdrawal intentions.⁴¹ Analogous to mindfulness, meaningful work enables employees to recognize the overarching purpose of their daily routines and subsequently allocate additional attention resources to the routine work.⁴²

³⁶ Michael F. Steger, Bryan J. Dik, and Ryan D. Duffy, "Measuring Meaningful Work: The Work and Meaning Inventory (WAMI)," *Journal of Career Assessment*, 2012.

³⁷ Anne Brafford and Robert W Rebele, "Judges' Well-Being and the Importance of Meaningful Work," *Court Review* 54, no. 2 (2018).

³⁸ Brafford, A., & Rebele, R. W., "Judges' Well-Being...", pp. 60–72.

³⁹ Despoina Xanthopoulou et al., "The Role of Personal Resources in the Job Demands-Resources Model," *International Journal of Stress Management* 14, no. 2 (2007).

⁴⁰ Stevan E. Hobfoll et al., "Resource Loss, Resource Gain, and Emotional Outcomes Among Inner City Women," *Journal of Personality and Social Psychology* 84, no. 3 (2003).

⁴¹ Allan, B. A., Batz-Barbarich, C., Sterling, H. M., & Tay, L. "Outcomes of meaningful work: A Meta-analysis. *Journal of Management Studies*, Vol. 56, No. 3 (2019), pp. 500–528.

⁴² Steven L. Grover et al., "Mindfulness as a Personal Resource to Reduce Work Stress in the Job Demands-Resources Model," *Stress and Health* 33, no. 4 (2017).

In the judge's work, every judge's decision there's "*irah-irah*", which states For the Righteousness of Justice on God Almighty. It adds more meaningful work for judges because, in every decision, judges are not only responsible for justice, the state, or the people but also for God, and judges seek the best wisdom in the name of God.⁴³ That showed a subjective experience that judges' work is significant and contributes to the greater good overall.⁴⁴ When work is meaningful, judges are inclined to wholeheartedly commit themselves to performing best, having happiness in both professional and personal life, cohesion with colleagues, work effort, and engagement, and lower stress, anxiety, and depression.⁴⁵ Consequently, judges should be more adept at managing stressors.

Based on the discussion above, meaningful work is likely to continue as a significant and valuable attribute of judges to counteract the effect of stress experienced by the job demands of judges. Most previous research has been conducted regarding stress and meaningful work contributing to other professions. However, there is no research explicitly concerning the relationship between stress experienced by judges and the meaningful work of judges, specifically in Indonesia. America and China are countries known to have previously conducted research on the relationship between stress and meaningful work in the judicial profession, such as (Brafford & Rebele, 2018; Meng et al., 2023). This study investigated the contribution of stress experienced by judges in Indonesia based on (Miller & Richardson, 2006) judicial stress model by assessing perceived general stress, secondary traumatic stress, and burnout to meaningful work among Indonesian judges. The findings of this study strongly support the Supreme Court of the Republic of Indonesia, which is beneficial for organizations that maintain and improve the meaningful work of their judges by issuing related policies.

⁴³ Nafiatul Munawaroh, "The Meaning of Pro Justitia and Examples of Its Implementation", *bukumonline.com* (10 July 2023), <https://www.hukumonline.com/klinik/a/the-meaning-of-pro-justitia-and-examples-of-its-implementation-lt64ac22a0185ae/>. accessed 15 October 2024.

⁴⁴ Steger, M. F., Dik, B. J., & Duffy, R. D., "Measuring Meaningful...", pp. 322–337.

⁴⁵ Brafford, A., & Rebele, R. W., "Judges' Well-Being...", pp. 60–72.

Literature Review

Understanding the Judicial Stress Concept

A theoretical model by Miller & Richardson (2006) was used to investigate the stress created by violence or threats that judges experienced in the routine trials of their duties and described the potential effects of stress on judges individually and the judicial system as a whole.⁴⁶ Their model was analyzed based on research that has been conducted on secondary traumatic stress, work-related burnout, and occupational stress. This model described that personal characteristics (gender, age, coping ability, the amount of experience as a judge), job characteristics (high frequency of trials, heavy caseload), and environmental characteristics (awareness of violence within the broader community due to media exposure, recognition of violence against fellow judges, diminished trust in law enforcement) have a direct effect on judge's stress. Then, continuous stress on judges can affect their personal lives (mental, physical, behavioral health, personal relationships, and trust in others) and job lives (job satisfaction, performance, decision quality, missed work).

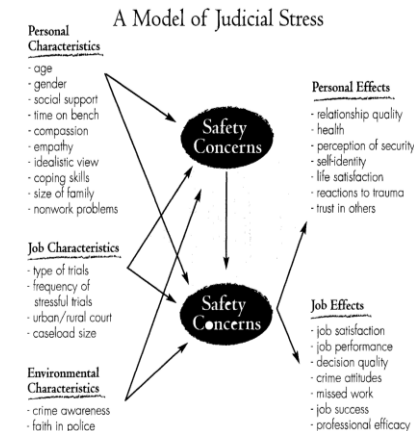


Figure 1. Miller and Richardson (2006) Model of Judicial Stress

The model was referenced by law and legal psychology research over the past few decades. Working in the judicial sector may induce stress, as indicated by prior research demonstrating that judges are

⁴⁶Miller, M. K., & Richardson, J. T. "A Model...", pp. 20–23

vulnerable to various judicial stresses generally similar: general stress, secondary traumatic stress, and burnout. The stress of a judge's work is unique and can vary since the judge's situation differs from country to country. In the US, judges often experience secondary traumatic stress or vicarious traumatization⁴⁷, burnout,⁴⁸ compassion fatigue.⁴⁹ In the UK, judges indicated a high prevalence of secondary trauma, burnout, vicarious trauma, and compassion fatigue.⁵⁰ Then, in Australia, judges experience elevated levels of psychological distress, with burnout, secondary trauma, and alcohol misuse.⁵¹ In Taiwan, judges are frequently exposed and relatively had higher scores of occupational stress⁵² and burnout.⁵³ In the Philippines, most judges reported experiencing work-related stress, burnout, and fatigue.⁵⁴

Based on them, judicial stress was defined as the psychological pressure experienced by judges induced by various job-related factors that are typical or unique in the judicial world and have negative symptoms. Those have confirmed that judges experience occupational stress, burnout, and secondary traumatic stress. Our study will also primarily focus on judicial stress by separately assessing occupational stress, secondary traumatic stress, and burnout.

⁴⁷Edwards, C. P., & Miller, M. K., "An Assessment...", pp. 7–29.

⁴⁸Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., "Judicial stress...", pp. 602–618.

⁴⁹Chamberlain, J., & Miller, M. K. "Stress in the courtroom: Call for research", *Psychiatry, Psychology and Law*, Vol. 15, No. 2 (2008), pp. 237–250.

⁵⁰Stine Iversen and Noelle Robertson, "Prevalence and Predictors of Secondary Trauma in the Legal Profession: A Systematic Review," *Psychiatry, Psychology and Law* 28, no. 6 (2021).

⁵¹Schreier, C., Hulbert, C., & Sourdin, T., "The Psychological...", pp. 141–168

⁵²Meng, L., Du, J., & Lin, X., "Surviving bench...", pp. 17757–17768.

⁵³Tsai, F. J., & Chan, C. C., "Occupational stress and burnout of judges and procurators. *International Archives of Occupational and Environmental Health*", Vol. 83, No. 2 (2010), pp. 133–142.

⁵⁴Lunel J. Gabayoyo and Dennis V. Madrigal, "Enduring Occupational Stress: Experiences of First Level Women Court Judges in Central Philippines," *Philippine Social Science Journal* 5, no. 4 (2022).

Occupational Stress

Stress, generally, is a physiological and psychological response to perceived threats or challenges in one's environment.⁵⁵ While stressors are described as conditions that induce strains, strains encompass a range of adverse employment outcomes, including anxiety, tiredness, depression, and job burnout.⁵⁶ On the other hand, occupational stress is raised from workplace situations that may cause an individual to feel stress or perceive stress due to being incapable of managing the responsibilities imposed upon them.⁵⁷

A study by Watson (2024) stated that occupational stress may be linked to experiences of overwhelming workloads, contradictory expectations, bodily and emotional alterations, or unreasonable duties. It is affected by a perceived deficiency in workplace support or a lack of control over work processes and can manifest across various domains, including affective (e.g., depressive mood, anxiety), cognitive (e.g., diminished concentration or decision-making abilities), and physical (e.g., deteriorating health).⁵⁸ Tsai & Chan (2010) discovered that occupational stress correlates with repeated coronary heart disease events, hypertension, musculoskeletal problems, lifestyle-related cancer risk factors, psychosomatic symptoms, and burnout. Those affect a myriad of personal and job outcomes result from stress, including health, relationship quality, job satisfaction, and job performance outcomes⁵⁹, such as adequate legal knowledge, transparent legal reasoning and decision-making, objectivity, and avoiding the perception of bias.⁶⁰ Besides, stress could ultimately impact an individual's professional competence and ethical behavior of judges.⁶¹ At some

⁵⁵ Baum, A., "Stress, intrusive...", pp. 653–675

⁵⁶ Jex, S. M., *Stress and job performance: Theory, research, and implications for managerial practice-advanced topics in organizational behavior*. (California: Sage Publications Ltd, 1998)

⁵⁷ Watson, C. "An exploration of educational psychologists' occupational stress and well-being experiences in England: implications for practice", *Educational Psychology in Practice*, Vol. 40, No. 3, pp. 320–339

⁵⁸ Watson, C. "An exploration...", pp. 320–339

⁵⁹ Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., "Judicial stress...", pp. 602–618.

⁶⁰ Simon Butt, "What Makes a Good Judge? Perspectives from Indonesia," *Asian Journal of Law and Society* 8, no. 2 (2021).

⁶¹ Monica K. Miller et al., "The Relationship between Workplace Incivility and Well-Being in Administrative Court Judges," *Journal of the American Academy of Psychiatry and the Law* 50, no. 3 (2022).

point, a high-stress level may negatively affect a judge's cognitive processing, including memory, performance in risky decision-making tasks, decision accuracy, ability to consider relevant evidence, and decorum in court.⁶²

Burnout

Burnout (BO) is defined as a reaction to extended exposure to challenging interpersonal circumstances, characterized by emotional tiredness, depersonalization, and diminished personal achievement.⁶³ Maslach et al. (2001) explained that burnout is not a diagnosable mental condition but a debilitating phenomenon associated with excessive workloads and sustained interpersonal expectations, marked by emotional tiredness, diminished sense of purpose, and decreased professional achievement. It is also physical and emotional stress resulting from excessive responsibilities, workplace inequity, insufficient autonomy in one's role, and a lack of recognition for one's efforts.⁶⁴ Burnout also shows employees' work energy depletion, resulting in diminished job performance.⁶⁵

The phenomenon of burnout among judges has been examined in many quantitative studies. Judges in many studies were found to have reported experiencing burnout⁶⁶ and relatively higher scores of burnout.⁶⁷ Schrever et al. (2019); Ivan & Robertson (2021); (Tsai & Chan, 2010); (Meng et al., 2023); (Gabayoyo & Madrigal, 2022) also found that their judges have scores on at least one burnout factor that indicates a risk of burnout. Moreover, Miller et al. (2018) investigate how burnout in judges is negatively related to job satisfaction and performance.

⁶² Elna Rossouw, Sebastiaan Rothmann, and Ian Rothmann, "Well-Being of Judges: A Review of Quantitative and Qualitative Studies," *SA Journal of Industrial Psychology* 46 (2020).

⁶³ Maslach, C., Schaufeli, W. B., & Leiter, M. P., "Job burnout", *Annual Review of Psychology*, Vol. 52, No. 0 (2001), pp. 397-422.

⁶⁴ Adams, R. E., Boscarino, J. A., & Figley, C. R., "Compassion fatigue...", pp. 103-108

⁶⁵ Tulus Budi Sulistyio Radikun, *Work Characteristics, Leadership, Well-Being and Performance in Indonesian Organizations : Development of A Questionnaire*, *Journal of Statistical Software*, vol. 18, 2019.

⁶⁶ Chamberlain, J., & Miller, M. K., "Evidence of...", pp. 214-24.

⁶⁷ Tsai, F. J., & Chan, C. C., "Occupational stress...", pp. 133-142.

Burnout has been found to negatively affect a judge's ability to consider relevant evidence.

Secondary traumatic stress (STS)

Judges exposed to the tragedies of others or witnessing others' trauma may be more vulnerable to stress. Judges are frequently confronted with harrowing evidence and unsettling familial circumstances during the trial process.⁶⁸ This phenomenon of experiencing others' trauma is frequently referred to as secondary traumatic stress or vicarious trauma.⁶⁹ Secondary traumatic stress (STS) generally refers to stress incurred from helping another person through a traumatic event with significant stress from external sources. STS is one of the work-related stressors that results from exposure to others who have experienced trauma.⁷⁰ This distress arises via four mechanisms: empathetic engagement, personal trauma history, unresolved trauma, and working with childhood trauma.⁷¹

Research on secondary traumatic stress mostly concentrates on detecting and addressing stress in individuals, such as emergency responders, counselors, and therapists, who frequently experience substantial levels of secondary trauma: Adams et al. (2006)⁷²; Benuto et al. (2021)⁷³; Malek et al. (2010)⁷⁴; Page & Robertson (2022)⁷⁵; Sun et al. (2016).⁷⁶ However, same as research focuses on burnout; many judges

⁶⁸Chamberlain, J., & Miller, M. K., "Evidence of ..., pp. 214-24.

⁶⁹Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., "Judicial stress..., pp. 602-618.

⁷⁰Chamberlain, J., & Miller, M. K., "Evidence of ..., pp. 214-24.

⁷¹Iversen, S., & Robertson, N., "Prevalence and..., pp. 802-822.

⁷²Adams, R. E., Boscarino, J. A., & Figley, C. R., "Compassion fatigue..., pp. 103-108

⁷³Lorraine T. Benuto et al., "The Secondary Traumatic Stress Scale: Confirmatory Factor Analyses With a National Sample of Victim Advocates," *Journal of Interpersonal Violence* 36, no. 5-6 (2021).

⁷⁴Malek, M. D. A., Mearns, K., & Flin, R., "Stress and psychological well-being in UK and Malaysian firefighters", *Cross-Cultural Management*, Vol. 17, No. 1 (2010), pp. 50-61.

⁷⁵Jessica Page and Noelle Robertson, "Extent and Predictors of Work-Related Distress in Community Correction Officers: A Systematic Review," *Psychiatry, Psychology and Law* 29, no. 2 (2022).

⁷⁶Binghai Sun et al., "Validation of the Compassion Fatigue Short Scale among Chinese Medical Workers and Firefighters: A Cross-Sectional Study," *BMJ Open* 6, no. 6 (2016).

have been found to have moderate to high levels of STS in their judges (Schrever et al. (2019); Ivan & Robertson (2021);(Tsai & Chan, 2010); (Meng et al., 2023); (Gabayoyo & Madrigal, 2022)). Judges were interviewed within a single jurisdiction, revealing that while they did not explicitly express feelings of trauma from witnessing others' distress, their remarks suggested a susceptibility to secondary trauma.⁷⁷ Another studies vicarious trauma, which is like STS but focuses less on outcome behaviors and more on emotions⁷⁸. Our study used the Adams et al. (2006) scale to measure secondary trauma explicitly.

Promoting Meaningful Work

JD-R model explains that stressors as a job demand can be harmful to employees and may lead to stress, ill-health, and burnout, while job resources, on the other hand, can mitigate and counteract the negative impacts of job stressors. In this study, stressors that manifested in occupational stress, STS, and Burnout were the job demands of judges, while meaningful work is the job resources of the judges to perform well and facilitate an individual's pursuit of work goals and personal growth.⁷⁹

Previous studies on judges have found that meaningful work significantly buffers the negative effect of job burnout in judges, which indicates that judges who perceive their work to be more meaningful are less likely to reach the point of burnout.⁸⁰ This job burnout stress includes office politics, excessive formality, role uncertainty, and job instability. It is considered potentially detrimental to overall development and achievements in the workplace.⁸¹ Furthermore, a study finding meaningful work also serves as a protective factor against

⁷⁷Chamberlain, J., & Miller, M. K., "Evidence of..., pp. 214-24.

⁷⁸Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., "Judicial stress..., pp. 602-618.

⁷⁹ Demerouti, E., & Bakker, A. B., "The Job..., pp. 1-9.

⁸⁰ Meng, L., Du, J., & Lin, X., "Surviving bench..., pp. 17757-17768.

⁸¹ Jeffery A. LePine, Nathan P. Podsakoff, and Marcie A. LePine, "A Meta-Analytic Test of the Challenge Stressor-Hindrance Stressor Framework: An Explanation for Inconsistent Relationships among Stressors and Performance," *Academy of Management Journal* 48, no. 5 (2005).

the development of secondary traumatic stress. It can moderate the effects of secondary traumatic stress.⁸²

Steger et al., (2012) defined meaningful work as not merely the subjective interpretation of labor by individuals but as work that possesses both significance and a positive valence. It is associated with an individual's perceived work as meaningful and positive.⁸³ Research also regularly demonstrates that when individuals have the chance to contribute to the larger benefit through their employment, they regard their work as meaningful.⁸⁴

Moreover, the positive valence of meaningful work emphasizes *eudaimonic* (growth and purpose-driven) rather than a hedonic (pleasure-driven) orientation. A sense of meaningfulness is one of the most sought-after work characteristics to be associated with employees' well-being.⁸⁵ Regarded as a multifaceted construct, meaningful work consists of three primary components: Positive meaning in work, Meaning-making, and Greater good motivation. Positive meaning represents to captures the sense that people judge their work to matter and be meaningful. Meaning-making through work refers to the perceived role of work in facilitating personal growth and self-actualization. In comparison, Greater good motivations reflect a desire to positively impact others/society through work.⁸⁶

Meaningful work is found to benefit both individuals and organizations. Experiencing meaningful work is positively related to such work-related attitudinal outcomes as organizational commitment, job satisfaction,⁸⁷ work and personal engagement, and flourishing, which is psychological well-being reflecting feelings of competence,

⁸² Sarah Passmore et al., "The Relationship Between Hope, Meaning in Work, Secondary Traumatic Stress, and Burnout Among Child Abuse Pediatric Clinicians," *The Permanente journal* 24 (2020).

⁸³ Steger, M. F., Dik, B. J., & Duffy, R. D., "Measuring Meaningful...", pp. 322–337.

⁸⁴ Liang Meng and Feng Ouyang, "Fluid Compensation in Response to Disappearance of the Meaning of Work," *PsyCh Journal* 9, no. 6 (2020).

⁸⁵ Minkinnen, J., Auvinen, E., & Mauno, S., "Meaningful Work Protects Teacher's Self Rated Health under Stressors", *Journal of Positive School Psychology*, Vol. 4, No. 2 (2020), pp. 140-152

⁸⁶ Steger, M. F., Dik, B. J., & Duffy, R. D., "Measuring Meaningful...", pp. 322–337.

⁸⁷ Steger, M. F., Dik, B. J., & Duffy, R. D., "Measuring Meaningful...", pp. 322–337.

having positive relationships, and having a purpose in life.⁸⁸ Higher levels of meaningful work are also linked to decreased quit intentions⁸⁹ and absenteeism.⁹⁰ Meaningful work benefits organizations by increasing in-role⁹¹ and extra-role⁹² behaviors (e.g., organizational citizenship behavior), employee creativity⁹³, and innovation.⁹⁴ Moreover, meaningful work significantly predicts happiness at work and well-being. Studies in some samples showed that a sense of meaningful work was significantly associated with increased well-being.⁹⁵

For judges, “*irab-irab*” stated “For the Righteousness of Justice on God Almighty” was recognized as judges engage in more significant work, as their decisions entail responsibility not only to justice, the state, and the populace but also to God; thus, judges strive to attain the highest wisdom in the name of God. Working as a judge is also a calling that connects work to a broader sense of purpose and correlates with

⁸⁸ David L. Blustein, Evgenia I. Lysova, and Ryan D. Duffy, “Understanding Decent Work and Meaningful Work,” *Annual Review of Organizational Psychology and Organizational Behavior*, 2023.

⁸⁹ Arnoux-Nicolas, C., Sovet, L., Lhotellier, L., Di Fabio, A., Bernaud, J.L., “Perceived work conditions and turnover intentions: the mediating role of the meaning of life and meaning of work”, *Frontier Psychology*. Vol. 7, (2016), pp. 704

⁹⁰ Emma Soane et al., “The Association of Meaningfulness, Well-Being, and Engagement with Absenteeism: A Moderated Mediation Model,” *Human Resource Management* 52, no. 3 (2013).

⁹¹ Nils Fürstenberg, Kerstin Alfes, and Amanda Shantz, “Meaningfulness of Work and Supervisory-Rated Job Performance: A Moderated-Mediation Model,” *Human Resource Management* 60, no. 6 (2021).

⁹² Allan, B.A., Batz-Barbarich, C., Sterling, H.M., & Tay, L., “Outcomes of...”, pp. 500-528.

⁹³ Ravit Cohen-Meitar, Abraham Carmeli, and David A. Waldman, “Linking Meaningfulness in the Workplace to Employee Creativity: The Intervening Role of Organizational Identification and Positive Psychological Experiences,” *Creativity Research Journal* 21, no. 4 (2009).

⁹⁴ Lips-Wiersma, M., Haar, J., & Cooper-Thomas, H. D., “Is meaningful work always a resource toward well-being? The effect of autonomy, security and multiple dimensions of subjective meaningful work on well-being”, *Personnel Review*, Vol. 52, No. 1 (2023), pp. 321–341.

⁹⁵ Charles-Leija, H.; Castro, C.G.; Toledo, M.; Ballesteros-Valdés, R., “Meaningful Work, Happiness at Work, and Turnover Intentions”, *International Journal of Environmental Research and Public Health*, Vol. 20, No. 0 (2023), pp. 3565.

enhanced significance, fulfillment, and dedication.⁹⁶ Furthermore, although some judges feel more tired, stressed, and overwhelmed due to the workload, judges believe that their work is an activity that not only provides personal financial rewards but also generates value and contributes to society.⁹⁷

Methods

Participants

The sampling technique for this study is non-probability sampling with convenience sampling techniques. Convenience sampling includes the selection of participants who are easily available.⁹⁸ The endorsement of the chief justice of the Supreme Court of the Republic of Indonesia and the Indonesian Judges Association / Ikatan Hakim Indonesia (IKAHI) is crucial for the success of this research. Researchers then got approval and support from the Supreme Court Chief Justice and IKAHI. A directive letter issued by the chief justice of development has been released number 86/TuakaBin/VI/2023, 87/TuakaBin/VI/2023, 88/TuakaBin/VI/2023, 89/TuakaBin/VI/2023 dated 20 June 2023 and IKAHI number 090/PP.IKAHI/V/2023 dated 29 May 2023 to all judges working in the Supreme Court of the Republic of Indonesia and its subordinate judicial entities to participate in a survey.

However, not all judges could participate in the surveys due to the tight schedule of the judges' court hearings. A total judge was involved in the study, 2839 of which had completed the survey and passed the attention checker questions. Conversely, the minimum sample size based on statistical analysis using G*Power 3.1.9.7 is 119 samples. As a result, the minimal number of samples needed to perform regression and correlation analysis has been reached.⁹⁹

⁹⁶ Seligman, M, Flourish: *A Visionary New Understanding of Happiness and Well-Being*, North Sydney: Random House Australia Pty Ltd, 2012

⁹⁷ Ferreira Silva, Ricardo Augusto, de Aquino Guimaraes, Tomas, & de Moraes Sousa, M., "What Judges Think about the Meaning of Their Work", *International Journal for Court Administration*, Vol. 10, No. 10, pp. 59-66.

⁹⁸ Radikun, T.B.S., "Work characteristics..., 2019)

⁹⁹ Faul, F., Erdfelder, E., Buchner, A., & Lang, A.-G., "Statistical power analyses using G*Power 3.1: Tests for correlation and regression analyses", *Behavior Research Methods*, Vol. 41, No. 0 (2009), pp. 1149-1160.

We used the Zoho Survey to conduct the survey, and it contained three attention checker items, consisting of straightforward questions, to ensure that participants completed the questionnaire sincerely and did not simply go through the motions. One example of an item attestation checker is "Choose 5 or 6 if sugar tastes sweet". The questioner also asked one short question: Why does the Supreme Court of The Republic of Indonesia need a program to enhance the well-being of judges and allow them to share their thoughts about their psychological state?

Moreover, the Committee on Research Ethics at the Faculty of Psychology, University of Indonesia, with registration number 014/FPsi, Komite Etik/PDP.04.00/2023, granted ethical approval for the study. They concluded that this study complied with the ethical standards in the psychology discipline, the University of Indonesia's Research Ethical Code of Conduct, and the Indonesian Psychology Association's Ethical Code of Conduct.

Participants in this study were Indonesian Judges (male = 2119, 74.6%); females = 720, 25.4%), aged 27–70 years old ($M = 44.80$; $SD = 10.82$) and had a working period of 2–44 years ($M = 14.86$; $SD = 9.74$) as judges in the General Court, Religion Court, Military Court, and State Administrative Court which courts have three levels of courts: the first courts, high courts, and supreme courts. Table 1 displays their demographic information.

Table 1. Description of the Research Variables from All Studies.

Demographic Variable	M	SD	N	%	Min	Max
Age (Years)	44.80	10.82	2839		27	70
Working Period (Years)	14.86	9.74	2839		2	44
Gender						
Male	-	-	2119	74.6		
Female	-	-	720	25.4		
Jurisdiction						
First Court	-	-	2510	88.4		
High Court	-	-	309	10.9		
Supreme Court	-	-	20	.7		
Types of Judicial Bodies						
General Court	-	-	1767	62.2		
Religion Court	-	-	919	32.4		
Military Court	-	-	76	2.7		
State Administrative Court	-	-	77	2.7		

Measurement

Judicial Stress

Judicial stress was measured based on the previous research model of judicial stress¹⁰⁰ that already discussed above. This study assessed how judges experience occupational stress, burnout, and secondary traumatic stress.¹⁰¹ The researchers applied standard translation techniques, including back-translation and closed translation methods, to stick to the original text and maintain its structure and language.¹⁰² The English version was translated and then re-translated by a professional translator who is an Indonesian native speaker and very fluent in English.

Occupational stress was measured by a perceived general stress item that asked, “How much stress have you experienced over the past year?”, on a 9-point Likert-style scale from 1 (no stress) to 9 (extreme stress). Secondary traumatic stress (STS) was measured using the five items on the secondary trauma subscale of the Compassion Fatigue

¹⁰⁰Miller, M. K., & Richardson, J. T. “A Model...”, pp. 20–23

¹⁰¹Miller, M. K., Reichert, J., Bornstein, B. H., & Shulman, G., “Judicial stress...”, pp. 602–618.

¹⁰² David W. Chapman and John F. Carter, “Translation Procedures for the Cross Cultural Use of Measurement Instruments,” *Educational Evaluation and Policy Analysis* 1, no. 3 (1979).

(CF)¹⁰³ that was adopted in the context of the Indonesian judge. The Items are answered on a 1 (never) to 10 (very often) Likert-type scale. The original scale used items like "clients," but because participants are judges, it changed the word 'client' to "cases", or "victims of crime". The model fit indices for STS were acceptable (RMSEA= .075; CFI =.99; TLI =.98; SRMR=.010; χ^2 (4) = 68.317; $p < .001$), and the internal consistency was .89. Burnout was measured using the Oldenburg Burnout Inventory (OLBI). Halbesleben & Demerouti (2005) found this measurement to have acceptable reliability.¹⁰⁴ This instrument has been adapted based on the Indonesian context as a subscale of the Indonesian Quality of Work Life Questionnaires using 8 items and had two factors: exhaustion and disengagement.¹⁰⁵ Their reliabilities were .72 and .70 respectively. The items answered from 1 (strongly disagree) to 5 (strongly agree).¹⁰⁶

Meaningful Work

Steger et al. (2012) developed the Work and Meaning Inventory (WAMI) to measure meaningful work. It is multidimensional, consisting of three dimensions: positive meaning, meaning-making through work, and greater good motivations. The items consist of 10 items on a 5-point Likert scale from 1 (strongly disagree) to 5 (strongly agree).¹⁰⁷ Different cultural contexts have also adopted WAMI, demonstrating perfect internal consistency. In Turkey, WAMI showed good psychometric properties; confirmatory factor analysis results indicated that ten items were loaded on three factors.¹⁰⁸ Also, in the Italian context, verifying the psychometric properties of the WAMI has good

¹⁰³Sun, B., Hu, M., Yu, S., Jiang, Y., & Lou, B., "Validation of...", pp. 1–8.

¹⁰⁴Halbesleben, J. R. B., & Demerouti, E., "The construct validity of an alternative measure of burnout: Investigating the English translation of the Oldenburg Burnout Inventory", *Work and Stress*, Vol. 19, No. 3 (2005), pp. 208–220.

¹⁰⁵ Radikun, T.B.S., "Work characteristics...", 2019

¹⁰⁶ Radikun, T.B.S., "Work characteristics...", 2019

¹⁰⁷ Steger, M. F., Dik, B. J., & Duffy, R. D., "Measuring Meaningful...", pp. 322–337.

¹⁰⁸ Ahmet Akın Mehmet et al., "Turkish Version of the Work and Meaning Inventory (WAMI): Validity and Reliability Study," *Journal of European Education* 3, no. 2 (2013).

reliability and validity due to three factors.¹⁰⁹ On the other hand, Brazil indicated that the Brazilian version of the inventory had better adjustment indexes in the unifactorial structure than the original instrument¹¹⁰. In Indonesia, Zharifah & Parahyanti (2022) have adapted this measurement to Indonesian context who work in the government industry and private companies.¹¹¹ The study's results show that WAMI in the Indonesian context is unidimensional and had good internal consistency = .929, and validity with the model fit GFI = 0.946; CFI = 0.970; NFI = 0.959; IFI = 0.970; RMSEA = 0.092, after eliminating one invalid item and one unfavorable item to become eight items.

Data Analysis

SPSS (Version 26) and JASP (Version 0.18.3) were used for data analysis techniques. We tested correlation tests between variables: perceived general test, secondary traumatic stress, burnout, and meaningful work. We used hierarchical regression analysis for hypothesis testing, first with simple regression analysis and subsequently advancing to multiple regression analysis utilizing the linear regression program. This study employs SPSS for Multiple Regression Analysis. The data in this study violates the normality assumption; therefore, the researchers employed the bootstrapping approach to satisfy the condition for conducting regression analysis.¹¹²

We evaluated the reliability questionnaire using Cronbach's alpha. We considered alpha values < 0.60, not acceptable; between 0.60 and 0.70 acceptable; > 0.70, good; and > 0.80, very good. The following goodness-of-fit indices and their recommended values are $\chi^2/df \leq 3$ ¹¹³

¹⁰⁹ Paola, M., Rita, Z., & Giuseppe, S., "Evaluating meaningful work: Psychometric properties of the Work and Meaning Inventory (WAMI) in the Italian context. *Current Psychology*, Vol. 42, No. 15 (2023), pp. 12756–12767.

¹¹⁰ Lilian Gazzoli Zanotelli, Alexandro Luiz De Andrade, and Julia Mulinari Peixoto, "Work as Meaning Inventory: Psychometric Properties and Additional Evidence of the Brazilian Version," *Paideia* 32 (2022).

¹¹¹ Afyah Tsarwat Zharifah and Endang Parahyanti, "Meaningful Work as the Moderator of Increasing Challenging Job Demands and Job Boredom in Generation Y Workers," *Journal An-Nafs: Kajian Penelitian Psikologi* 7, no. 2 (2022).

¹¹² Field, A., Miles, J., Field, Z., *Discovering Statistic Using R*, (London: Sage Publications Ltd., 2012), p. 298.

¹¹³ Daniela Simon et al., "Confirmatory Factor Analysis and Recommendations for Improvement of the Autonomy-Preference-Index (API)," *Health Expectations* 13, no. 3 (2010).

(Simon et al., 2010); comparative fit index (CFI), in which an adequate fit value ($\eta^2 \geq .90$); Tucker-Lewis Index (TLI) more than .90 is indicative of fit model; a Standardized Root Mean Square Residual (SRMR) in which values ($\eta^2 \leq .08$) are considered acceptable fit; Root Mean Square Error of Approximation (RMSEA), in which values lower than .08 are usually regarded as adequate.¹¹⁴

Results

Descriptive Statistic

Preliminary data analysis involved checking all variables for normality and computing descriptive statistics (i.e., frequencies, means, Standard Deviation Table 2 presents the descriptive statistics for perceived general stress (PGS), secondary traumatic stress (STS), burnout (BO), and meaningful work (MW) across categorical variables of gender, jurisdiction, and judicial bodies. The results indicated that judges experienced moderately low levels of occupational stress ($M = 4.27$ of 9), low levels of secondary traumatic stress ($M = 2.41$ of 10), moderately low levels of burnout ($M = 2.22$ of 5), and high levels of meaningful work ($M = 5.34$ of 6).

Correlation Statistic

Table 2 summarizes the descriptive and correlations among the main study variables. There was a significant moderate negative relationship between meaningful work and perceived general stress ($r = -.34$) and secondary traumatic stress ($r = -.30$). In addition, there was a significant strong negative correlation between meaningful work and burnout ($r = -.60$). Whereas the control variables, such as age ($r = .22$), and working period ($r = .17$) were positively related but weak to meaningful work. The table also showed that burnout and perceived general stress had a strong positive relationship ($r = .63$).

Regression Analysis

Several assumptions of multiple regressions were tested to ensure unbiased results estimates. The assumptions of independent error, the absence of multicollinearity, and homoscedasticity were tenable. However, the assumption of normally distributed error was violated.

¹¹⁴ Hu, L., & Bentler, P., "Fit indices sensitivity to misspecification. *Psychological Methods*, Vol. 3, No. 4 (1988), pp. 424-453.

Thus, the researcher used the bootstrapping approach to satisfy the condition for conducting regression analysis.¹¹⁵

Table 3 shows a hierarchical multiple regression analysis to examine the predictive effects of demographic variables (age, working period, gender, jurisdiction, and judicial bodies), perceived general stress, secondary traumatic stress, and burnout on meaningful work scores of judges. Perceived general stress and covariates were entered into step 1, while Secondary Traumatic Stress and Burnout were entered into step 2 and step 3, respectively.

Overall, the three models significantly predicted meaningful work. The first model predicted 13.3% of the variances in meaningful work after accounting for the covariates, i.e., Age, Working Period, Gender, Jurisdiction, and Judicial Bodies ($F(9, 2829) = 48.315, p < .001$). Perceived general stress contributed the most to predicting meaningful work ($\beta = -.303, p < .001$). The significant covariates were jurisdiction, with judges in the High Court having higher meaningful work than the First Court ($\beta = -.063, p < .05$).

The addition of secondary traumatic stress to the second model predicted an additional 1.3% of the variances in meaningful work ($F(10, 2828) = 48.261, p < .001$). Meaningful work was negatively predicted by Secondary traumatic stress ($\beta = .137, p < .001$) and Perceived General Stress ($\beta = .233, p < .001$). Meanwhile, perceived general stress continued to predict meaningful work above and beyond the covariates negatively. Lastly, the burnout variable was entered into the third model, and an additional 22.5% of the variances were predicted meaningful work ($F(11, 287) = 151.241, p < .001$). It means that when judges experienced occupational stress, secondary traumatic stress, and burnout at the same time, burnout contributed the most to predicting meaningful work ($\beta = -.664, p < .001$), while perceived general stress had no significance in predicting meaningful work ($\beta = -.027, p > .05$) and Secondary Traumatic Stress predicted but very weak meaningful work ($\beta = -.074, p < .001$).

¹¹⁵ Field, A., Miles, J., Field, Z., *Discovering...*, p. 298.

Table 2. Correlation and Descriptive Statistic for Continuous Variable.

	Variable	M	SD	N	Min	Max	1	2	3	4	5
1.	Age	44.80	10.82	2839	27	70	-	-	-	-	-
2.	Working Period	14.86	9.74	2839	2	44	.856**	-	-	-	-
3.	PGS	4.27	2.34	2839	1	9	-.399**	-.314**	-	-	-
4.	STS	2.41	1.77	2839	1	10	-.336**	-.275**	.558**	-	-
5.	BO	2.22	.78	2839	1	5	-.389**	-.308**	.625**	.585**	-
6.	MW	5.34	.70	2839	1.75	6	.218**	.165**	-.344**	-.297**	-.601**

Notes: *p < .05; **p < .001

Table 3. Hierarchical Regression Examining Perceived General Stress, Secondary Traumatic Stress, Burnout, and Meaningful Work.

	B	SE	R	R²	Δ R²	F
Step 1						
1. Age*	.127	.002				
2. Working Period	.001	.003				
3. Gender						
Female (versus male)	-.003	.029				
4. Jurisdiction						
High Court (versus First Court)*	-.063	.048				
Supreme Court (versus First Court)	-.005	.150				
5. Judicial Bodies						
Religion Court (versus General Court)	.002	.027				
Military Court (versus General Court)*	.057	.081				
State Administrative Court (versus General Court)	-.033	.076				
6. Perceived General Stress**	-.303	.006	.365	.133	.133**	48.315**
Step 2						

	B	SE	R	R²	Δ R²	F
1. Age*	.107	.002				
2. Working Period	-.001	.003				
3. Gender						
Female (versus male)	-.006	.028				
4. Jurisdiction						
High Court (versus First Court)*	-.057	.048				
Supreme Court (versus First Court)	-.002	.149				
5. Judicial Bodies						
Religion Court (versus General Court)	.008	.027				
Military Court (versus General Court)*	.052	.080				
State Administrative Court (versus General Court) *	-.036	.076				
6. Perceived General Stress**	-.233	.007				
7. Secondary Traumatic Stress**	-.137	.008	.382	.146	.013**	48.261**
Step 3						
1. Age	.026	.002				
2. Working Period	-.011	.002				
3. Gender						

	B	SE	R	R²	Δ R²	F
Female (versus male)	.003	.024				
4. Jurisdiction						
High Court (versus First Court)*	-.044	.041				
Supreme Court (versus First Court)	.004	.128				
5. Judicial Bodies						
Religion Court (versus General Court)	.006	.023				
Military Court (versus General Court)	.001	.069				
State Administrative Court (versus General Court)*	-.044	.065				
6. Perceived General Stress	.027	.006				
7. Secondary Traumatic Stress**	.074	.008				
8. Burnout**	-.664	.019	.609	.370	.225**	151.241**

Notes: *p < .05; **p < .001

Discussion

This paper aimed to investigate and empirically investigate the level of judicial stress (as operationalized: occupational stress, secondary traumatic stress, and burnout) and meaningful work of Indonesian judges, which factors were believed to be antecedents of the well-being of judges that impact judicial performance. This study also investigates what factors contribute to the meaningful work of judges in the Indonesian context.

This study found meaningful work was predicted significantly by occupational stress, secondary traumatic stress, and burnout and minimal impact by demographic variables such as age, jurisdiction, and judicial body type. In other words, the higher the increasing judicial stress, the higher the decreasing meaningful work, and vice versa. Burnout shows the strongest impact in predicting meaningful work in the final model. These results suggest that as stress and burnout levels increase, the sense of meaningful work decreases, highlighting the importance of managing stress and burnout to enhance meaningful work perceptions. This was consistent with the prior research of Allan et al. (2016), which indicates that work stress is negatively correlated with the presence of meaning in life and positively correlated with the pursuit of meaning in life. Increased workplace stress correlates with a diminished perception of life's purpose and an intensified quest for significance.¹¹⁶ These findings also correspond with prior research indicating that meaningful work is inversely related to burnout. Demerouti & Bakker (2011) found that meaningful work had a negative effect on job burnout in judges, which indicates that judges who perceive their work to be more meaningful are less likely to reach the point of burnout. Employees who regard their work as meaningful are 'shielded' from burnout and may experience a buffer against stress. In other words, meaninglessness in work results in burnout.¹¹⁷

¹¹⁶ Blake A. Allan et al., "Meaningful Work as a Moderator of the Relation Between Work Stress and Meaning in Life," *Journal of Career Assessment* 24, no. 3 (2016).

¹¹⁷ Elmarie Fouché, Sebastiaan Rothmann, and Corne Van Der Vyver, "Antecedents and Outcomes of Meaningful Work among School Teachers," *SA Journal of Industrial Psychology* 43, no. 1 (2017).

This study showed that burnout surfaced as the most significant adverse predictor of meaningful work. The considerable influence of burnout on meaningful work underscores the profound effect of extended emotional and physical fatigue on employees' engagement and sense of purpose. The results correspond with the Job Demand-Resources (JD-R) paradigm, which asserts that burnout, caused by elevated expectations and inadequate resources, diminishes personal satisfaction in the workplace. Based on the JD-R Model, meaningful work as a job resource mitigated burnout as a job demand. In this study, the occupational stress, secondary traumatic stress, and burnout experienced by judges were attributed to job demands, whereas meaningful work served as a workplace resource that enhances performance and supports personal development and goal attainment.¹¹⁸ Furthermore, meaningful work also functions as a personal resource. Analogous to mindfulness, meaningful work enables employees to comprehend their everyday tasks' overarching goal, directing greater focus toward routine activities. Consequently, they are more equipped to manage stressors.¹¹⁹ The results are similar to the previous research, and judges' work can be highly meaningful.¹²⁰ Studies consistently showed that when individuals get the opportunity to contribute to the greater good through their work, they perceive their work to be meaningful.¹²¹

This study also found that judges experienced moderately low levels of occupational stress and burnout, low levels of secondary traumatic stress, and high levels of meaningful work. These results align with those of Schrever et al. (2019), who judged reported stress levels in the moderate to high ranges. The research also found that symptoms of burnout and secondary trauma were features of the occupational stress experience for most judges.¹²² However, this result differs from Tsai and Chan's (2010) study, in which judicial officers reported relatively higher scores of occupational stress and burnout. These

¹¹⁸ Demerouti, E., & Bakker, A. B., "The Job..., pp. 1-9.

¹¹⁹ Meng, L., Du, J., & Lin, X., "Surviving bench..., pp. 17757-17768.

¹²⁰ Meng, L., Du, J., & Lin, X., "Surviving bench..., pp. 17757-17768.

¹²¹ Meng, L., & Ouyang, F. "Fluid compensation..., pp. 942-943.

¹²² Schrever, C., Hulbert, C., & Sourdin, T., "The Psychological..., pp. 141-168

differences may be caused by various factors, including the type of stressors faced, the availability and quality of job resources, and specific challenges in the judging profession in Indonesia that are different from those in other countries.

In Indonesia, it might also be related to judges' workload and the type of court. For example, in general courts, judges in the first courts tend to have a heavier workload. This is because, in Indonesia, every trial is conducted in the first court, regardless of the severity of the criminal cases or the value of the claim. In 2023, according to the Supreme Court Annual Report, the First Court had 2.074.718 criminal caseloads (almost half of it were traffic violation cases) and 136.775 in civil cases. In addition to this workload, judges must deal with administrative work. Second, regarding promotion and rotation, judges with more experience will generally have better placement than new judges. It is unless they are appointed as chief justice or deputy chief in a court.

The study also found that age is related to a negative significance of level stress, consistent with the findings of Kong et al. (2020)¹²³. This study also identified a significant negative association between age and the perception levels of general stress, secondary traumatic stress, and burnout among judges. It suggests that as judges matured and gained expertise, their judicial stress levels decreased. Judges who have served for a more extended period may have acquired a greater quantity of practical knowledge and developed a higher level of competency. This can enhance their overall sense of meaningfulness in their work. Judges typically gain greater maturity and stability as they age, leading to a more balanced and fulfilling integration of their professional and personal lives. Experienced judges earned higher levels of esteem and admiration inside the court system, increasing their meaningful work and overall well-being.

¹²³ Kong, W., Wang, H., Zhang, J., Shen, D., & Feng, D. "Perfectionism and Psychological Distress Among Chinese Judges: Do Age and Gender Make a Difference?", *Iranian Journal of Public Health*, Vol. 50, No. 11 (2021), pp. 2219–2228

Limitation And Future Research

This study provides significant insights into the contribution of judicial stress to meaningful work among Indonesian judges. The results of this study strongly endorse the Supreme Court of the Republic of Indonesia, which is advantageous for organizations to preserve and enhance the meaningful work of their justices by issuing policy-related programs. However, the distribution sample of this research was not balanced. Most of the sample was identified as male in the first and general courts. Future research must consider sampling distribution to understand how the study variables relate fully.

The proportion number of sampling with convenience sampling in this study is less than 50% compared to the total number of judges in Indonesia. The total number of judges involved in the study was 4460. However, only 2839 of them completed the survey and passed the attention checker questions. The low rate of sampling may lead to different results. The study may also differ if conducted with more female judges; high court, religion court, military, and state administrative court need to be more involved in future research. The future research, researchers need to propose the endorsement of the chief of the Supreme Court and release not only an information letter but also an instruction letter to do the research at a specific time.

The data from this study were collected from the online data collection service Zoho Survey. This method samples a wide range of judges from diverse cities around Indonesia, but Zoho may exclude judges who were not easily literate about computers or did not have the time to complete online surveys in their spare time. Thus, it was suggested that quantitative and qualitative research be combined for the subsequent study.

A follow-up study should address an exploratory study to explore the nature, prevalence, severity, and sources of judicial stress and meaningful work, specifically in Indonesia, which has unique characteristics that are unique to judges in other countries. Lastly, this research will be interesting for future studies to compare judges and non-judges as the sample. Employment in the Supreme Court is not only done by judges but also by magistrates, registrars, secretaries,

functional employees, and staff non-judges. A broader sample across judges and non-judges will provide a comparison of the situation of judicial stress and meaningful work in the Supreme Court of Indonesia.

Conclusion

This study provides empirical evidence that measured perceived general stress, secondary trauma stress, burnout, and meaningful work of judges in Indonesia. The findings revealed that most of the judges in this study are at high levels of meaningful work. Moreover, meaningful work benefits individuals and organizations. However, working as a judge in Indonesia is an inherently stressful experience, at least for certain judges. Burnout was identified as the strongest negative predictor of meaningful work compared to other factors.

Then, investigating tailored strategies to alleviate these factors is crucial for sustaining meaningful judges' engagement to enhance both individual well-being and the Supreme Court's effectiveness. The results of this research can be used as a foundation to suggest to the Supreme Court that it conduct training, seminars, and workshops to provide additional guidance to judges on managing their stress and enhancing their meaningful work. Thus, addressing this matter not only has an impact on the judicial decision-making process but also has an impact institutionally. Ultimately, this will strengthen public trust in judicial institutions.

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