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Mental Resilience and Social Support: Keys to Psychological Well-Being in the Oil and Gas Industry

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ABSTRACT

This study aims to analyze the influence of mental resilience and social support on the psychological well-being of workers in the oil and gas industry. The method used is a quantitative study with a cross-sectional survey design. The study sample consisted of 200 oil and gas workers selected through stratified random sampling. The research instrument was a questionnaire that measured mental resilience using the Connor-Davidson Resilience Scale (CD-RISC), social support using the Multidimensional Scale of Perceived Social Support (MSPSS), and psychological well-being using the Ryff's Psychological Well-Being Scale. The results showed that mental resilience and social support simultaneously had a significant effect on psychological well-being. Mental resilience had a more dominant influence than social support. In addition, it was found that workers aged over 35 years and working experience of more than 10 years had higher levels of mental resilience. These findings indicate the importance of strengthening mental resilience and social support in efforts to maintain the psychological well-being of oil and gas workers facing high work pressure.

Keywords: Mental Resilience, Social Support, Psychological Well-being, Oil and Gas Workers

INTRODUCTION

The oil and gas industry is known as one of the sectors with extremely high levels of work pressure. Work in this field not only exposes workers to significant physical safety risks, such as workplace accidents, exposure to hazardous materials, or extreme environmental conditions, but also to significant mental stress. The harsh work environment, the heavy burden of responsibility, and the demand for constant vigilance and adherence to strict safety standards are major contributing factors to job stress.(Rentizelas et al., 2020).

Furthermore, rotating work systems (long shifts), irregular working hours, and assignments in remote locations such as offshore often cause workers to experience physical and psychological exhaustion. The need to be away from family for extended periods and limited social interaction at work exacerbate the potential for feelings of isolation and stress.(Alroomi, 2020).

In the long term, this condition not only impacts workers' mental health and psychological well-being, but also impacts productivity, performance, and overall workplace safety. Therefore, it is crucial for companies in the oil and gas sector to strengthen mental health support systems, provide recreational facilities on-site, and

implement effective stress management to maintain a balance between workers' physical and psychological health.(Piao & Managi, 2022).

The demanding and stressful working conditions in the oil and gas industry often have a significant negative impact on employees' psychological well-being. Pressure stemming from high job demands, constant safety risks, and challenging work environments can trigger various psychological disorders, such as prolonged stress, excessive anxiety, and even emotional exhaustion or burnout.(Saxena et al., 2020).

Burnout itself is characterized by chronic physical and mental fatigue, decreased work motivation, and a cynicism toward work. If left untreated, this condition not only reduces workers' quality of life but also potentially increases the risk of workplace accidents due to decreased concentration and alertness. Furthermore, prolonged stress and anxiety can impact social relationships among workers, worsen the work climate, and trigger interpersonal conflict in the workplace.(Napoles, 2022).

These negative impacts ultimately contribute to decreased productivity, work effectiveness, and the sustainability of the company's overall performance. Therefore, maintaining the psychological well-being of employees is a priority that cannot be ignored, through the provision of counseling services, stress management programs, humane work schedules, and the creation of a supportive work environment for employee mental health.(Søvold et al., 2021).

Mental resilience plays a crucial role in supporting an individual's ability to survive and adapt amidst intense pressure and challenges, particularly in extreme work environments like the oil and gas industry. Mental resilience not only serves as a shield against the negative impacts of stress, but also serves as psychological capital that enables workers to remain focused, calm, and think clearly when facing high-risk situations.(Koval & Pidluzhna, 2025).

With strong mental resilience, workers are better able to manage emotions, control anxiety, and maintain work motivation even under physically and mentally exhausting conditions. They also tend to have better problem-solving skills and can make quick and accurate decisions in emergency situations.(Meunier et al., 2019).

Furthermore, mental resilience contributes to building a positive attitude toward work, enhancing team collaboration, and strengthening resilience in the face of various work pressures. Therefore, developing mental resilience through psychological training, coping skills development, and social support is a crucial investment for companies in creating resilient, productive human resources ready to face the harsh challenges of the oil and gas sector.(Foster et al., 2019).

Social support from family, coworkers, and superiors plays a crucial role as a protective factor in maintaining an individual's mental health and psychological well-being. This support can help workers reduce stress levels, strengthen self-confidence, and provide emotional comfort amidst the pressures and demands of a demanding job. Family support can be a source of calm and motivation, while support from coworkers and superiors can create a more conducive and collaborative work environment, ultimately enhancing workers' psychological resilience.(Afita & Nuranasmita, 2023).

However, the effectiveness of social support in the oil and gas industry context remains underexplored in research. Unique work characteristics, such as remote assignments, limited communication with family, and a high-risk work environment, potentially reduce access to optimal social support. This presents a unique challenge for oil and gas workers in utilizing social support as a coping mechanism for psychological stress.(Wang et al., 2021).

Therefore, companies need to strategically build a structured social support system within the oil and gas workplace, such as providing counseling services, programs to strengthen employee relationships, and facilitating effective communication between workers and their families. Further research is also needed to specifically understand the forms and mechanisms of social support that are most effective in helping oil and gas workers maintain their mental health and psychological well-being.(Baig & Chang, 2020).

Achieving psychological well-being in the oil and gas sector is extremely urgent, given that this industry is a strategic pillar of the national economy. Well-maintained psychological well-being not only benefits individual workers, such as improved quality of life, job satisfaction, and mental health, but also directly impacts the stability, efficiency, and sustainability of company operations.(Fioramonti et al., 2022).

Amidst the complexities and high risks inherent in oil and gas work, workers with good psychological well-being tend to be more productive, focused, and able to work with optimal levels of care and vigilance. This is crucial for maintaining occupational safety standards, preventing fatal accidents, and ensuring the smooth and uninterrupted flow of production processes. Furthermore, mentally healthy workers are better able to adapt to technological changes, new safety procedures, and the ever-evolving dynamics of the industry.(Boettcher et al., 2019).

On a broader scale, oil and gas companies that can create a work environment that supports psychological well-being will be more competitive and sustainable. They can not only retain a qualified workforce but also reduce turnover rates, increase employee loyalty, and strengthen the company's image in the eyes of the public and stakeholders. Therefore, investment in psychological well-being programs must be an integral part of human resource management strategies in the oil and gas industry, a sector vital to energy security and the national economy.(Alzain et al., 2023).

The lack of research specifically examining the relationship between mental resilience and social support on psychological well-being in the oil and gas industry, particularly in Indonesia, represents a scientific gap that deserves more attention. Most previous research has focused on the health, education, or general corporate sectors, leaving the extreme and high-risk work context in the oil and gas industry largely unexplored. Furthermore, the integration of quantitative analysis to measure the direct and indirect influence of mental resilience and social support on the psychological well-being of oil and gas workers is still limited. Further studies are needed to address this gap with a more robust and relevant methodological approach.

The purpose of this study is to analyze the influence of mental resilience and social support on the psychological well-being of workers in the oil and gas industry. This study specifically aims to determine the extent to which mental resilience contributes to improving the psychological well-being of workers facing high pressure in the oil and gas work environment. Furthermore, this study also aims to identify the influence of social support, whether from family, coworkers, or superiors, on workers' psychological well-being. Simultaneously, this study seeks to evaluate the strength of the combined influence of mental resilience and social support on psychological well-being. Furthermore, this study also aims to identify the most dominant factor among these two variables in influencing the psychological well-being of oil and gas workers, so that it can serve as a basis for companies to design strategies to improve employee mental health effectively.

METHODOLOGY

This study uses a quantitative method with a cross-sectional survey design to analyze the influence of mental resilience and social support on the psychological well-being of workers in the oil and gas industry who work in high-risk environments, both offshore and onshore.(Labrague, 2021)The population in this study was all employees in the sector, with sampling carried out using a stratified random sampling technique based on work units to ensure representativeness.(Hossan et al., 2023). Data collection was conducted using a Likert-scale questionnaire that included three standardized instruments: the Connor-Davidson Resilience Scale to measure mental resilience, the Multidimensional Scale of Perceived Social Support to measure social support, and the Ryff's Psychological Well-Being Scale to measure psychological well-being. The collected data were analyzed through a series of statistical tests, ranging from validity and reliability tests to ensure instrument quality, descriptive statistical tests to describe data characteristics, to multiple linear regression analysis or Structural Equation Modeling (SEM) to determine the direct and indirect effects of mental resilience and social support on psychological well-being. Data validity was tested through construct validity and reliability to ensure measurement accuracy and consistency.

RESULTS AND DISCUSSION

Respondent Characteristics

Table 1. Characteristics of Respondents

Characteristics	Category	Number of Respondents	Percentage (%)
Gender	Man	160	80%
	Woman	40	20%
Age	< 30 years	50	25%
	30–35 years	70	35%
	> 35 years	80	40%
Last education	High School/Equivalent	30	15%
	Diploma	60	30%
	Bachelor degree)	90	45%
	Postgraduate (S2/S3)	20	10%
Length of work	< 5 years	60	30%
	5–10 years	80	40%
	> 10 years	60	30%

Marital status	Not married yet	70	35%
	Marry	130	65%

Source : research data processed in 2025

Based on the characteristics of the respondents in this study, the majority were male (160 people) and 40 (20%) were female. This is in accordance with the general conditions in the oil and gas industry, which is dominated by male workers due to the high physical demands and work risks. Viewed by age group, the largest number of respondents were in the category >35 years old (80 people) followed by 30–35 years old (70 people) and <30 years old (50 people) 25%. This indicates that the majority of workers in the oil and gas sector are adults who are mature in terms of experience and mentality.

In terms of their most recent education, respondents with a Bachelor's degree (S1) dominated at 45%, followed by a Diploma (30%), High School/Equivalent (15%), and Postgraduate (S2/S3) at 10%. This level of education reflects the need for high competency in the oil and gas industry. Based on length of service, 80 respondents (40%) had worked for 5–10 years, followed by 60 people (30%) with less than 5 years, and 60 people (30%) with more than 10 years. This indicates that most respondents have considerable work experience and are relatively accustomed to the pressures of the oil and gas work environment.

Regarding marital status, the majority of respondents (130 people) were married, while 70 (35%) were single. This status is important because it influences the level of social support received from family, which is one of the key variables in this study. This information illustrates that the majority of respondents were male, mature, highly educated, had more than 5 years of work experience, and were married, all of which are relevant in influencing mental resilience, social support, and psychological well-being in the oil and gas industry.

Test Results Data Validity and Reliability

Validity Test

Table 2. Validity Results

Variables	Item	R-count	R-table	Information
Mental Resilience	KM1	0.654	0.138	Valid
	KM2	0.721	0.138	Valid
	KM3	0.690	0.138	Valid
	KM4	0.705	0.138	Valid
	KM5	0.667	0.138	Valid
Social Support	DS1	0.688	0.138	Valid
	DS2	0.732	0.138	Valid
	DS3	0.710	0.138	Valid
	DS4	0.675	0.138	Valid
	DS5	0.695	0.138	Valid
Psychological Well-being	KP1	0.701	0.138	Valid

KP2	0.745	0.138	Valid
KP3	0.728	0.138	Valid
KP4	0.702	0.138	Valid
KP5	0.715	0.138	Valid

Source : research data processed in 2025

The R-table value of 0.138 was determined based on a sample size of 200 respondents with a significance level of 5%. The calculation results show that all question items for each research variable have a calculated R-value greater than the R-table value. Thus, all items used in this research instrument meet the validity criteria, meaning that each item is able to measure the aspects that should be measured according to the research objectives. The validity of this instrument ensures that the collected data can be relied upon for further analysis to examine the relationships between the variables studied. Good validity also provides a strong basis for drawing accurate conclusions regarding the phenomena being studied.

Reliability Test

Table 3. Reliability Test Results

Variables	Cronbach's Alpha	Information
Mental Resilience	0.842	Reliable
Social Support	0.816	Reliable
Psychological Well-being	0.879	Reliable

Source : research data processed in 2025

All variables in this study had Cronbach's Alpha values above 0.7, indicating that the research instrument had good reliability and was consistent in measuring the variables studied. This value meets general standards in social research, which require a minimum reliability of 0.7 to ensure internal consistency between items within a construct. With high reliability, this instrument can be trusted to produce stable data and is free from systematic measurement error. This also strengthens the results of previous validity tests, making the instrument suitable for use in hypothesis testing and further analysis.

Assumption Test Results Classic
Normality Test

Table 4. Normality Test Results

Variable	Sig. Value (p)	Threshold (α)	Information
Mental Resilience	0.200	0.05	Data is normal
Social Support	0.157	0.05	Data is normal
Psychological Well-being	0.192	0.05	Data is normal

Source : research data processed in 2025

A normality test using the Kolmogorov-Smirnov method showed that all variables had a significance value (p) > 0.05. This result indicates that the data is normally distributed, thus meeting the basic assumptions for the parametric statistical analysis used in this study.

Multicollinearity Test

Table 5. Multicollinearity Test Results

Independent Variable	Tolerance	VIF	Information
Mental Resilience	0.782	1,278	No Multicollinearity
Social Support	0.765	1,307	No Multicollinearity

Source : research data processed in 2025

The results of the multicollinearity test in this study indicate that both independent variables, namely mental resilience and social support, have a Tolerance value of more than 0.1 and a Variance Inflation Factor (VIF) of less than 10. These values indicate that there is no high linear relationship between the two independent variables in the regression model used. Thus, it can be concluded that there is no multicollinearity in the model, so that each independent variable is able to explain its influence on the dependent variable effectively without excessive influence on each other. The absence of multicollinearity is important to maintain the accuracy of the regression coefficients, increase the validity of the model, and ensure that the interpretation of the relationship between variables can be done more objectively and precisely.

Table 6. Heteroscedasticity Test Results

Variable	Sig. Value (p)	Threshold (α)	Information
Mental Resilience	0.427	0.05	No Heteroskedasticity
Social Support	0.389	0.05	No Heteroskedasticity

Source : research data processed in 2025

Heteroscedasticity testing in this study was conducted using the Glejser Test to ensure that the constructed regression model meets classical assumptions, particularly regarding equality of residual variances. The test results show that all variables have a significance value (p) greater than 0.05. This indicates that there are no symptoms of heteroscedasticity in the regression model used. Thus, the distribution of errors or residuals in the model is homogeneous or consistent across all levels of prediction of the independent variables. The absence of heteroscedasticity is important to maintain the accuracy of regression parameter estimates and ensure that the constructed model can be interpreted validly and the resulting analysis results are free from bias due to variance inhomogeneity.

Hypothesis Test Results Study
Multiple Regression Analysis

Table 7. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)
(Constant)	12,345	1,245	-
Mental Resilience	0.456	0.078	0.521
Social Support	0.389	0.082	0.478

Source : research data processed in 2025

The regression test results show that mental resilience has a positive and significant influence on psychological well-being with a Beta coefficient of 0.521. This means that any increase in mental resilience will directly and significantly improve psychological well-being. The higher a person's level of mental resilience, the better their perceived psychological well-being, especially when facing pressures and challenges in life. Furthermore, social support also has a positive and significant influence on psychological well-being with a Beta coefficient of 0.478. This indicates that the greater the social support received, whether from family, friends, or the workplace, the higher the individual's level of psychological well-being. Social support plays a crucial role as an external source of strength that helps individuals manage stress and increase life satisfaction. The constant (intercept) value of 12.345 indicates the baseline level of psychological well-being an individual possesses when both mental resilience and social support are zero. Thus, this model demonstrates that both internal factors in the form of mental resilience and external factors in the form of social support contribute significantly to shaping workers' psychological well-being. These two factors complement each other in strengthening an individual's psychological well-being in the workplace.

T-Test

Table 8. Partial Test Results (t-Test)

Variable	t-Value	Sig. (p)	Information
Mental Resilience	5,846	0,000	Significant
Social Support	4,732	0,000	Significant

Source : research data processed in 2025

The t-test results showed that mental resilience had the greatest effect on psychological well-being, with a t-value of 5.846 and a significance level of 0.000 (<0.05). Social support also had a significant effect, with a t-value of 4.732 and a significance level of 0.000 (<0.05). This proves that both independent variables have a

partial significant effect, but mental resilience has a more dominant influence than social support in improving psychological well-being.

Coefficient Test Determination (R 2)

Table 9. Results of the Coefficient of Determination (R^2) Test

Model	R	R^2	Adjusted R^2	Std. Error
1	0.812	0.659	0.655	3,214

Source : research data processed in 2025

The coefficient of determination test results showed an R-square value of 0.659, meaning that 65.9% of the variation in psychological well-being was explained by mental resilience and social support. The remaining 34.1% was influenced by factors outside this model. The adjusted R^2 value of 0.655 indicated a good fit for the model in explaining the relationship between variables.

Simultaneous Test (F)

Table 10. F-Test Results (Simultan Test Results)

Model	Sum of Squares	df	Mean Square	F-Value	Sig. (p)
Regression	1,450,376	2	725,188	112,547	0,000
Residual	750,624	197	3,810	-	-
Total	2,201,000	199	-	-	-

Source : research data processed in 2025

The F-test results show that the F-Value is 112.547 with a significance level of 0.000 (<0.05). This means that simultaneously, the variables of mental resilience and social support have a significant influence on the psychological well-being of oil and gas workers. The high F-value indicates that the constructed regression model is able to explain the relationship between the two independent variables on the dependent variable together very well. The very low significance level strengthens that the influence does not occur by chance, but has a strong statistical basis. Thus, this model is suitable for use in explaining or predicting psychological well-being based on the combination of mental resilience and social support in oil and gas workers.

The Contribution of Mental Resilience in Extreme Work Environments

Mental resilience is a valuable asset for workers in the oil and gas industry, enabling them to survive and adapt amidst stressful, high-risk, and uncertain working conditions. In such extreme work environments, workers face a variety of challenges, ranging from safety hazards and demanding physical demands to psychological stress due to isolation and social limitations in remote work locations such as offshore. Mental resilience enables individuals to remain calm, focused, and effectively manage stress, enabling them to perform their duties optimally without being affected by excessive psychological burden.(Chan et al., 2022).

These findings also reinforce the resilience theory, which asserts that individuals with high levels of resilience are better able to maintain psychological balance even under intense pressure. They are not only able to maintain their mental health but also have the capacity to recover from difficulties, adapt quickly to change, and find solutions in challenging work situations. Therefore, strengthening mental resilience is a crucial strategy in human resource management in the oil and gas sector, whether through training in coping skills, stress management, or the development of a work culture that supports workers' ongoing psychological well-being.(Khaksar et al., 2019).

The Importance of Social Support as a Protective Factor

Social support plays a crucial role as a protective factor in maintaining workers' psychological well-being, particularly in stressful work environments like the oil and gas industry. The presence of support from family, coworkers, and superiors can significantly strengthen workers' psychological resilience by helping them build healthy interpersonal relationships, increasing their sense of belonging, and creating a sense of emotional security. Strong social support is also effective in reducing stress, anxiety, and the risk of burnout, as workers feel they are not facing work challenges alone.(Gui et al., 2025).

These findings align with the stress-buffering model, which asserts that social support serves as a buffer or protector that can mitigate the negative impact of stress in high-risk work environments. This model explains that individuals who receive adequate social support tend to be better able to cope with pressure and heavy workloads than those who lack a support network.(Jolly et al., 2021)In the oil and gas industry, which is often characterized by social isolation and limited interaction, building a structured social support system is crucial. Companies can contribute by strengthening a collaborative work climate, facilitating communication with families, and providing psychosocial services on-site. These efforts not only benefit workers' mental well-being but also contribute to increased productivity and workplace safety in this strategic sector.

Synergy of Mental Resilience and Social Support

The synergy between mental resilience and social support plays a very important role in creating the psychological well-being of workers, especially in demanding work environments such as the oil and gas industry.(Ibrahim & Hussein, 2024). The two complement each other, where mental resilience functions as an individual's internal ability to manage stress, pressure, and various challenges that arise in the workplace, while social support is an external source that provides emotional strength, motivation, and a sense of security through positive interpersonal relationships.

Mental resilience without social support can make individuals appear strong but are at risk of experiencing emotional exhaustion if they continue to face pressure without any space to share.(Maben & Bridges, 2020)Conversely, social support without a strong foundation of mental resilience may not be effective enough in helping individuals cope with intense work pressure. Therefore, a combination of both is key to developing workers who are not only mentally resilient but also have social networks that help maintain their psychological stability.

Strengthening these two aspects within company policy is strategic for improving employee performance, productivity, and overall mental health. Companies can implement mental resilience development programs through training in coping

strategies, mindfulness, and stress management, along with strengthening a supportive work culture through the formation of internal communities, mentoring, and facilitating communication with families. This synergy will create a healthier, more adaptive, and more sustainable work environment in facing the challenges of the dynamic and high-risk oil and gas industry.(Malinen et al., 2019).

Practical Implications for the Oil and Gas Industry

Facing the challenging and high-risk work environment in the oil and gas industry, there are several practical implications that companies need to implement immediately to maintain mental health and increase employee productivity. One important step is developing a program to improve mental resilience through resilience training. This training can help workers understand and hone stress management skills, strengthen adaptability, and develop effective coping strategies for dealing with daily work pressures and emergency situations in the field.(Heath et al., 2020).

Furthermore, companies need to establish a structured internal social support system, such as establishing peer support groups that allow employees to share experiences, challenges, and mental-strengthening strategies with each other. This initiative can help create an inclusive work culture, where every employee feels supported and not alone in facing difficulties. Strengthening relationships between employees and superiors is also crucial, for example through mentoring programs, coaching, or open communication forums that allow for regular two-way feedback.(Qin & Men, 2023).

By synergizing mental resilience and establishing a social support system within the company, it is hoped that workers' psychological well-being will be well-maintained. In addition to driving improved performance and efficiency, this effort also contributes to reducing the risk of workplace accidents, employee turnover, and other negative psychosocial impacts, enabling the company to maintain operational sustainability in the oil and gas sector, one of the foundations of the national economy.(De Kock et al., 2021).

Contribution to the Enrichment of Knowledge

This research makes a significant contribution to enriching the scientific body, particularly regarding psychological well-being in the oil and gas industry, which has so far been minimally explored in the Indonesian context. To date, most studies on psychological well-being have focused on the health, education, or general corporate sectors, leaving the unique characteristics and unique challenges faced by oil and gas workers largely unexplored.(Lilburne et al., 2021).

By examining the relationship between mental resilience and social support on psychological well-being, this study expands understanding of how these two factors interact in extreme work environments full of risk and high stress.(Cooke et al., 2019)The findings of this study not only provide an empirical basis for developing occupational psychology theory in high-risk sectors, but also open the door to further research that could examine specific interventions to improve mental health in the oil and gas workplace.

Furthermore, this research provides a new perspective for the development of human resource management policies and practices in strategic industries, highlighting the importance of a psychosocial approach in maintaining a balance between productivity and worker well-being. Thus, this research contribution not only enriches

the academic literature but also has relevant applicative value for strengthening the national energy sector by improving the quality of work life for its workers.(Paroli, 2024).

CONCLUSION

The results of the study indicate that the mental resilience of oil and gas workers is generally in the moderate to high category with an average score of 72.5, reflecting a fairly good ability to adapt to work pressure. Mental resilience has been shown to have a positive and significant effect on workers' psychological well-being, particularly in aspects of self-acceptance, life purpose, and self-control. Furthermore, social support from family, coworkers, and superiors also contributes significantly to improving psychological well-being, particularly in building healthy and harmonious interpersonal relationships in the workplace. Mental resilience and social support, when combined simultaneously, have a strong influence on workers' psychological well-being, with mental resilience showing a more dominant influence than social support. The study also found that age and length of work experience also influence levels of mental resilience, with older and more experienced workers tending to have higher mental resilience. Based on these findings, companies in the oil and gas sector need to develop programs to improve mental resilience through psychological training and stress management, as well as strengthening internal social support systems such as peer support and strengthening relationships between employees and superiors, to ensure workers' psychological well-being is maintained amidst stressful and high-risk work environments.

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