

## The Relationship Between Prosocial Behavior and Psychological Well-Being: A Case Study of Volunteers in Surabaya

Afida Aulia

Faculty of Psychology, 17 August 1945 University, Surabaya  
email: [afidaaulia2002@gmail.com](mailto:afidaaulia2002@gmail.com)

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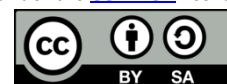
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### ABSTRACT

This article explores the relationship between prosocial behavior and psychological well-being in the context of volunteers in Surabaya. Although volunteer activities provide meaning and satisfaction, many volunteers experience psychological pressure due to a lack of support and appreciation. This is closely related to Carol Ryff's concept of psychological well-being, which emphasizes a meaningful life and personal growth (eudaimonia). The study aims to analyze the relationship between prosocial behavior and psychological well-being among Gesit volunteers under the supervision of kitabisa.com, using a quantitative research method. Participants aged 20–40 were selected based on specific criteria, and psychological well-being was measured using an instrument based on Ryff's six dimensions. The results of the study indicate that the higher an individual's prosocial behavior, the higher their level of psychological well-being. Acts of helping others voluntarily and selflessly not only benefit the recipients but also serve as a source of psychological well-being for the helpers themselves. In the context of volunteering, altruistic motivation and empathy strengthen social relationships, give life meaning, and support personal development—three core dimensions of Carol Ryff's theory of psychological well-being. These findings align with previous theories that emphasize the reflective and therapeutic nature of prosocial behavior, providing individuals with a sense of value and connection with others. Therefore, consistent engagement in prosocial behavior can serve as a pathway to achieving optimal psychological well-being and is relevant both academically and practically in designing sustainable volunteer development programs.

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### INTRODUCTION

Volunteers are individuals who dedicate themselves to others without expecting any reward, contributing to the fulfillment of social needs and the expansion of social resources (Kasedu, 2024). According to Law No. 11 of 2009, social volunteers work voluntarily outside government institutions without the requirement of having specific expertise. They are generally driven by shared interests rather than personal gain (Habibullah, 2021). One form of social volunteerism is the *volunteer*, namely individuals who willingly contribute their time, energy, and skills for the

welfare of society, either through organizations or independent actions (Putra, 2019). Volunteer activities are motivated by empathy, compassion, and the desire to create positive change (Nuryanti, 2020). Based on data from BPS (2021), community participation in voluntary activities in Indonesia has reached 27.6%, with a rising trend of volunteer communities in major cities such as Surabaya, indicating an increasing urban social awareness of participation-based development.

The life of a volunteer contains a duality between altruistic meaning and emotional challenges. On one hand, they experience satisfaction from helping others, yet they are also vulnerable to stress, fatigue, and lack of support. Insufficient recognition and limited personal time can negatively affect psychological well-being, which must be maintained to ensure the sustainability of volunteerism. The *World Happiness Report (2023)* indicates that countries with high levels of volunteerism tend to have populations that are happier and mentally healthier. In Indonesia, mental health issues remain a major concern, with 9.8% of the population experiencing emotional mental disorders (Risikdas, 2018; Ministry of Health, 2022), making prosocial activities such as volunteerism a potential preventive effort (Wicaksono, 2016). The concept of psychological well-being developed by Carol Ryff emphasizes the importance of a meaningful and personally developing life (eudaimonic), rather than mere momentary happiness (hedonic), through six interrelated dimensions that together create a holistic and balanced quality of life.

For volunteers, psychological well-being becomes highly relevant, as volunteer activities provide significant opportunities to fulfill these dimensions. For instance, participation in social activities strengthens interpersonal relationships and offers a sense of life meaning through tangible contributions to others. Moreover, the ability to choose and manage the types of social activities they engage in allows volunteers to exercise autonomy and foster personal growth (Shaleha & Kurniasari, 2023). Therefore, being a volunteer is not merely about giving to others but also serves as a form of self-actualization that can reinforce psychological well-being in the long term.

A survey of 40 volunteers in Surabaya revealed that the level of psychological well-being remains low, with the dimensions of positive relationships (25%) and personal growth (23%) ranking highest, while autonomy scored the lowest (10%). This condition reflects existing obstacles in achieving psychological well-being, particularly in relation to autonomy and life purpose. Globally, studies such as the Gallup World Poll (2020) and Nelson-Coffey et al. (2020) emphasize that prosocial activities contribute to the enhancement of well-being through strengthened social relationships and greater life satisfaction. Prosocial behavior, grounded in empathy, altruism, and moral values, lies at the core of volunteer activities as it seeks to help without material reward while simultaneously enriching individuals' inner lives.

The positive psychology literature shows that prosocial behavior makes a significant contribution to psychological well-being, as demonstrated by Hui et al. (2020) and Raposa et al. (2019), who highlight the benefits of prosociality in enhancing positive emotions, life satisfaction, and existential meaning. However, some volunteers continue to experience emotional strain due to a lack of social support and team conflicts, underscoring the need for a deeper understanding of the factors influencing their psychological well-being. In this context, psychological well-being is chosen because its eudaimonic approach provides a comprehensive picture of volunteers' mental states, encompassing the search for meaning, a sense of usefulness, and personal growth.

Understanding the relationship between prosocial behavior and psychological well-being can encourage more individuals to engage in volunteer activities. The presence of an environment that supports prosocial actions will foster mentally and socially healthier communities. Furthermore, the findings of this study can serve as a foundation for social institutions or organizations to design volunteer development programs that are not only oriented toward external impact but also attentive to the psychological well-being of volunteers. This research carries significant urgency, as the growing role of volunteers in various social sectors, particularly in the post-pandemic period, has not been accompanied by sufficient attention to their psychological well-being.

Several previous studies have demonstrated a positive relationship between prosocial behavior and psychological well-being across various age groups and contexts. The study by Elisa Megawati and Yohanes Kareika Herdiyanto (2016) emphasized that the higher the tendency of adolescents to engage in prosocial behavior, the higher their level of psychological well-being, with differences found in the use of cluster random sampling techniques and the specific focus on adolescents. Similarly, the research conducted by Fitri Permata Sari and Rinaldi (2020) found comparable results among adolescents in orphanages in Bukittinggi, differing primarily in the research context while both employed a quantitative correlational method. Meanwhile, the study by Fitriana Fatmawati Supratikno and Arsianti Agustin (2020) highlighted a significant association between psychological well-being and prosocial behavior in early adulthood, with variations in the placement of variables X and Y. Collectively, these studies illustrate the consistency of findings regarding the close relationship between prosocial behavior and psychological well-being, despite differences in subjects, contexts, and variable design.

Thus, this study aims to analyze and understand the relationship between prosocial behavior and psychological well-being among volunteers in Surabaya. The focus of the research is directed toward examining the extent to which volunteer involvement in prosocial activities can influence their level of psychological well-being. This is important because volunteerism not only provides benefits for society but also has an impact on the mental and emotional state of the individuals involved. The findings of this study are expected to contribute to the development of more effective volunteer programs and to enhance the quality of volunteers' psychological experiences.

## **METHOD**

### **Types and Population**

This study employs a quantitative method with a population consisting of Gesit volunteers under the auspices of *kitabisa.com* who reside in Surabaya and are between 20 and 40 years old. The exact number of the population is unknown because membership is dynamic and dispersed (Syahrums, 2011). Participants in this study were selected based on the following criteria: being active as Gesit volunteers, residing in Surabaya, aged between 20 and 40 years, and willing to complete the questionnaire. The researcher set the margin of error at 5% (0.05), the statistical power at 95% (0.95), and the correlation value at 0.3. Using the GPower application, it was determined that the minimum required number of participants is 111.

Data collection in this study was conducted over a two-week period, specifically from the second to the third week of June, with the primary objective of obtaining relevant data concerning the relationship between prosocial behavior and psychological well-being among volunteers. Given the flexibility and accessibility offered by digital technology, data were collected online using the Google Form platform. The questionnaire link was distributed through various communication channels such as Direct Messenger, Instagram, and WhatsApp, in order to reach participants broadly and efficiently, particularly those active in volunteer communities in Surabaya. This strategy was considered effective as it successfully targeted respondents that met the research criteria. A total of 111 volunteers aged between 20 and 40 years were gathered as participants, in accordance with the minimum sample size calculated through power analysis using the GPower application. All respondents completed the questionnaire voluntarily and anonymously, providing data that were subsequently used to test the hypothesis regarding the extent to which engagement in prosocial behavior correlates with their level of psychological well-being.

### **Data Collection Instruments**

#### **1. Skala Psychological well-being**

Psychological well-being is an evaluation of oneself that reflects the extent to which an individual feels they have a meaningful, balanced, and mentally healthy life. This concept does not only encompass temporary happiness but also involves deeper aspects such as self-acceptance, positive relationships with others, autonomy, environmental mastery, life purpose, and personal growth. Therefore, to comprehensively measure psychological well-being, the researcher developed

an assessment tool based on the six dimensions proposed by Carol D. Ryff (1989). Each dimension represents an essential aspect of an individual's psychological well-being, allowing for a more holistic evaluation of participants' mental conditions. Through this approach, the researcher can identify areas of strength as well as weakness in one's psychological life, particularly within the context of volunteering, which is rich in emotional and social dynamics.

**Table 1.** Blueprint for the Distribution of Items in the Psychological Well-Being Scale

Aspect	Indicator	Distribution of Item		Total Item
		Favorable	Unfavorable	
<i>Self acceptance</i>	The presence of a positive attitude toward oneself and a positive outlook on life experiences	1,13,25,37,49	7,19,31,43,55	10
<i>Positive relationwith Others</i>	The presence of empathy and affection toward others, as well as the ability to build deep relationships	2,14,26,38,50	8,20,32,44,56	10
<i>Autonomy</i>	The capacity to make autonomous decisions and to resist social influences that are incongruent or inappropriate.	3,15,27,39,51	9,21,33,45,57	10
<i>Environmental Mastery</i>	The capacity to manage and regulate the environment in accordance with one's needs while fostering a positive atmosphere.	4,16,28,40,52	10,22,34,46,58	10
<i>Purposive in life</i>	Having a clear life purpose and being able to experience a meaningful sense of life	5,17,29,41,53	11,23,35,47,59	10
<i>Personal growth</i>	The presence of continuous self-development and improvement of personal quality	6,18,30,42,54	12,24,36,48,60	10
<b>Total Item</b>				<b>60</b>

## 2. Skala Perilaku Prososial

Prosocial behavior is any form of action consciously undertaken by an individual with the intention of providing benefit or advantage to others, whether in the form of physical assistance, emotional support, or social contribution. This behavior reflects empathy, concern, and a strong sense of social responsibility within the individual, which motivates them to act without expecting any reward. In this study, the researcher employs a prosocial scale developed based on the aspects proposed by Eisenberg and Mussen (1989) in their work *The Roots of Prosocial Behavior in Children*. They emphasize that prosocial behavior has developmental roots from an early age and consists of several components such as empathy, concern for the well-being of others, and the ability to

respond positively to social needs. This approach provides a robust framework for measuring the extent to which individuals, including volunteers, demonstrate a tendency to engage in supportive and helpful actions toward others.

**Table 2.** *Blueprint of Prosocial Behavior*

Aspek	Indicator	Item		Total
		Favorable	Unfavourable	
Sharing	The willingness to help solve problems, spend time, and listen to a friend's feelings demonstrates care and empathy in social relationships	1,34,8,26	35,36,15,21,9,60	10
Cooperation	The ability to cooperate reflects a willingness to accomplish tasks together with mutual support, thereby creating a mutually beneficial situation	2,14,3,38,39	20,37,16,10,7	10
Contributing	Giving sincerely without regard to ethnicity, race, or religion reflects an attitude of tolerance and genuine concern for others	22,27,40,17,42,43	4,41,11,29	10
Helping	The willingness to sincerely help and to do one's best to ease the burdens of others reflects empathy and selfless care	23,32,44,5,46,47	30,45,24,48	10
Honesty	The sincere willingness to help others.	12,33,49,50,51	28,18,52,5,3,54	10
Generosity	The willingness to give voluntarily and to help unconditionally reflects kindness and sincerity in assisting others	31,6,25,57,58,59	55,56,13,1,9	10
<b>Total Item</b>		17	16	60

### 3. Data Analysis Techniques

The researcher employed the Product Moment correlation analysis method to measure the relationship between two variables, namely prosocial behavior and psychological well-being. This analysis was chosen because it is suitable for determining the direction and strength of the relationship between two interval- or ratio-scaled variables. In this study, the researcher aimed to examine whether there is a significant relationship between the level of an individual's tendency to engage in prosocial behavior and the level of psychological well-being they experience. The data analysis process was conducted using SPSS 27.0 for Windows, which allowed the researcher to process the data systematically and accurately.

Through this analysis, the correlation coefficient ( $r$ ) will indicate whether the relationship is

positive or negative, as well as the strength of the association between the variables. Additionally, the significance level (p-value) is analyzed to determine whether the observed relationship occurs by chance or is statistically reliable. Thus, this method provides a clear depiction of the connection between prosocial behavior and psychological well-being among the research participants.

## RESULTS AND DISCUSSION

### The Relationship Between Prosocial Behavior and Psychological Well-Being Among Volunteers in Surabaya: An Empirical Analysis

Based on the obtained data, the categorization is determined using the following formula:

**Table 3.** Frequency Distribution of Psychological Well-Being and Prosocial Behavior among Volunteers in Surabaya

Category	Psychological Well-Being	Percentage (%)	Prosocial Behaviour	Percentage (%)
Very Low	7	6,31%	8	7,21%
Low	10	9,01%	13	11,71%
Moderate	34	30,63%	33	29,73%
High	45	40,54%	43	38,74%
Very High	15	13,51%	14	12,61%
Total	111	100%	111	100%

Empirical testing shows that the average Psychological Well-Being score is 214 with a standard deviation of 12.1, while the average prosocial behavior score is 212 with a standard deviation of 14.8. These relatively high average values indicate that, in general, volunteers in Surabaya exhibit a relatively good level of psychological well-being and a tendency to engage in prosocial behavior.

For the prosocial behavior variable, the distribution shows a similar pattern, with the majority of respondents falling into the high category, totaling 43 respondents (38.74%), followed by the medium category with 33 respondents (29.73%), and the very high category with 14 respondents (12.61%). The low and very low categories comprise 13 respondents (11.71%) and 8 respondents (7.21%), respectively. This indicates that the volunteers have a strong tendency to help others, show empathy, and actively participate in social activities voluntarily.

This indicates a positive tendency among volunteers, where involvement in social activities, such as helping others, participating in community events, and providing emotional support, significantly contributes to the enhancement of their psychological well-being. Active participation in prosocial behavior not only strengthens social bonds but also fosters a sense of meaning, appreciation, and personal empowerment. These findings also reinforce previous research showing that engagement in prosocial activities correlates with dimensions of psychological well-being, such as self-acceptance, positive relationships, and purpose in life. Although the subjects' contexts, social backgrounds, and types of activities vary, the relationship between the two variables remains consistent, suggesting that contributing to the well-being of others universally has a positive impact on an individual's own well-being. This consistency underscores the importance of expanding access to and opportunities for prosocial activities in society, particularly for young people involved in volunteer work.

**Table 4.** Frequency Distribution of Sample by Gender

Gender	Total	Percentage
Male	46	41,44 %
Female	65	58,56 %
Total	111	100%

Based on the gender distribution table above, it is shown that 46 participants (41.44%) are male, while 65 participants (58.56%) are female. This composition indicates that female volunteers in this study participated more actively than males. This finding may reflect a general tendency in volunteer activities, where women are often more engaged in social and community work, which requires empathy, attention, and long-term commitment. This disproportion could also serve as an initial indicator for further research to explore whether there are differences in prosocial behavior and psychological well-being based on gender. Thus, this data not only describes the demographic distribution of participants but also provides a basis for deeper analysis regarding the role of gender in the context of volunteering and psychological well-being.

**Table 5.** Frequency Distribution of Sample Based on Age

Age	Total	Percentage
<25 years old	34	30,63%
25-30 years old	40	36,04%
31-40 years old	37	33,33%
<b>Total</b>	<b>111</b>	<b>100%</b>

Based on the data, the frequency distribution of the sample by age shows that the majority of respondents fall within the 25–30 year age range, totaling 40 individuals or 36.04% of all participants. The 31–40 year age group ranks second with 37 respondents or 33.33%, while those under 25 years old number 34 individuals or 30.63%. These data indicate that most volunteers involved in this study are in the early to mid-productive age, a period when individuals generally begin establishing social identity, building careers, and actively participating in community and social activities. This age dominance also reflects that this group possesses high energy, social awareness, and strong commitment to volunteer activities. Moreover, the productive age is often associated with a more stable psychological development phase, meaning that participation in prosocial activities can have a more significant impact on psychological well-being. These findings are important for designing volunteer programs that align with the age characteristics of the majority of volunteers.

**Table 6.** Frequency Distribution of the Sample Based on Education

Age	Total	Percentage
SMA/SMK	28	25,23%
Diploma	16	14,41%
Bachelor's Degree (S1)	54	48,65%
Postgraduate (S2/S3)	13	11,71%
<b>Total</b>	<b>111</b>	<b>100%</b>

Based on the distribution of respondents' education levels, the majority were Bachelor's degree (S1) graduates, totaling 54 individuals or 48.65%, indicating that nearly half of the participants have a higher education background. A total of 28 respondents (25.23%) had completed Senior High School/Vocational High School (SMA/SMK), ranking second in frequency, followed by Diploma graduates at 16 individuals (14.41%), and Postgraduate (Master's/Doctorate, S2/S3) graduates at 13 individuals (11.71%). This composition shows that the volunteers in this study come from fairly diverse educational backgrounds, although dominated by those with higher education. A relatively high level of education can influence individuals' perspectives on social and humanitarian activities, as

well as contribute to a deeper understanding of the importance of prosocial behavior in community life. Furthermore, individuals with higher education tend to have greater reflective capacity and awareness of psychological well-being, as well as better ability to manage emotions and stress in volunteer activities. These findings also open opportunities to examine whether education level is related to the intensity of involvement in prosocial activities and the level of psychological well-being.

### Correlation Analysis

**Table 7.** Descriptive Data of Variables

Variable	Mean	Std. Deviation
<i>Psychological Well Being</i>	214	12,1
<b>Prosocial Behavior</b>	212	14,8

Based on the table, it is known that the mean value for the psychological well-being variable is 214, with a standard deviation of 12.1. This value indicates that most respondents have a level of psychological well-being ranging from moderate to high, with a relatively homogeneous data distribution. This suggests that, in general, the volunteers have a positive perception of the quality of their psychological life, encompassing aspects such as self-acceptance, social relationships, life purpose, and personal growth.

Meanwhile, for the prosocial behavior variable, the mean value is recorded at 212, with a standard deviation of 14.8. This indicates that the tendency to engage in prosocial actions among the respondents also falls within the moderate to high category, although there is slightly greater variation compared to psychological well-being. This wider spread may be due to differences in experience, motivation, or the intensity of involvement in volunteer activities.

Overall, the relatively high mean values of both variables reinforce the hypothesis that there is a positive relationship between prosocial behavior and psychological well-being. To clarify this interpretation, the data were subsequently categorized based on specific score ranges to provide a more detailed depiction of the distribution levels of each variable among the participants.

**Table 8.** Product Moment Test Results

Variable	Rxy	Sig.	Descripton
<i>Psychological well being - Prosocial Behavior</i>	0,619	0.000	Sangat signifikan

Based on the table, the hypothesis test results using the Pearson Product Moment correlation analysis processed with IBM SPSS 25 for Windows show a correlation coefficient ( $r_{xy}$ ) of 0.619 with a significance value ( $p$ ) of 0.000 ( $p < 0.05$ ). This coefficient indicates a strong positive relationship between the variables of prosocial behavior and psychological well-being. In other words, the higher an individual's tendency to engage in prosocial actions, the higher their level of psychological well-being.

Furthermore, the significance value, which is well below the critical threshold of 0.05, indicates that the relationship between the two variables is statistically significant. Therefore, the null hypothesis ( $H_0$ ), which states that there is no relationship between prosocial behavior and psychological well-being, can be rejected. Thus, these results support the research hypothesis and are consistent with findings in positive psychology literature, which assert that prosocial behavior significantly contributes to enhancing aspects of psychological well-being, such as a sense of belonging, life meaning, and personal development. These findings also reinforce the importance of developing volunteer programs that are not only beneficial to the recipient communities but also psychologically meaningful for the volunteers themselves.

### **Prosocial Activities as a Factor in Enhancing Psychological Well-Being**

The Pearson Product Moment correlation analysis yielded a correlation coefficient ( $r_{xy}$ ) of 0.619 with a significance level ( $p$ ) of 0.000 ( $p < 0.05$ ). This value indicates a moderately strong positive relationship between prosocial behavior and psychological well-being. In other words, the higher the frequency and intensity of an individual's prosocial actions, the higher the level of psychological well-being they experience. Conversely, lower involvement in prosocial activities tends to correspond with lower feelings of life meaning, social relationships, and psychological balance. Thus, these results reinforce the notion that prosocial activities significantly contribute to psychological well-being, and the research hypothesis is accepted.

The relationship identified in this study reflects that volunteers who frequently engage in prosocial actions—such as providing assistance, showing empathy, and participating in altruistic social activities—are more likely to experience improvements across various dimensions of psychological well-being. Prosocial activities help individuals form positive interpersonal relationships, clarify life goals, enhance environmental mastery, and foster self-acceptance, all of which are key aspects of psychological well-being according to Carol Ryff's framework. Moreover, the intrinsic motivation to give selflessly can also cultivate feelings of satisfaction, being valued, and personal meaningfulness. Therefore, these findings are not only academically relevant but also provide practical guidance for institutions and social communities to better support volunteers' psychological balance through sustainable and supportive prosocial approaches.

Although some aspects of prosocial behavior—such as emotional actions, public actions, and actions in crisis situations—do not show statistically significant relationships, this does not negate the contribution of prosocial behavior to the enhancement of psychological well-being. In fact, these results reinforce the understanding that not all forms of prosocial behavior have the same effect, and their impact is greatly influenced by internal motives and the quality of an individual's emotional engagement. Prosocial behavior carried out with sincere intention, high empathy, and selflessness—which are common characteristics among many volunteers—has a greater likelihood of providing psychological benefits, such as a sense of meaning, higher self-esteem, and healthy social relationships. This indicates that the quality dimension of prosocial actions is more determinative than mere quantity.

These findings are also in line with the research by Rodelina Marbun and Jenny Lukito Setiawan (2019), which states that the more frequently adolescents engage in prosocial behavior, the higher their level of psychological well-being. In the context of early adolescence, prosocial behavior serves as an important means of shaping a positive self-identity and enhancing the quality of interpersonal relationships during developmental transitions. Although the age and experience contexts differ—adolescents in Marbun and Setiawan's study and young adult volunteers in this research—the fundamental essence of the relationship between prosocial behavior and psychological well-being remains consistent and relevant. This reinforces the argument that prosocial activities, when carried out with awareness and proper motivation, play a crucial role in shaping well-being across different ages and social contexts.

Volunteers as subjects in this study possess distinctive and meaningful characteristics, as they consciously and actively choose to engage in social activities without expecting material rewards. This choice reflects a high level of intrinsic motivation, such as the need to contribute to the common good, reinforce humanitarian values, and fulfill a personal drive to live a meaningful life. Their involvement is not merely a form of social participation but also an expression of commitment to positive change in their surrounding environment. The volunteer activities they undertake often involve warm social interactions, teamwork, as well as practices of empathy and care, which directly and indirectly enrich their psychological life and strengthen dimensions of psychological well-being such as positive relationships and a sense of purpose.

Furthermore, the prosocial actions carried out by volunteers not only have external impacts but also contribute to the formation of a positive self-identity, the enhancement of self-esteem, and the strengthening of social competence. When an individual feels that their presence benefits others, this

experience significantly enhances aspects of self-acceptance and personal growth, two core dimensions of psychological well-being according to Carol Ryff. Volunteer activities, with all their challenges and meaningfulness, become a space for self-actualization where individuals can develop their potential, celebrate small achievements, and experience emotional satisfaction from the act of giving. Therefore, volunteers not only serve as agents of social change but also gain profound psychological benefits, making volunteerism a pathway toward a more complete, balanced, and meaningful quality of life.

## CONCLUSION

The results of this study indicate that the higher an individual's level of prosocial behavior, the higher the level of psychological well-being they experience. This confirms that helping others voluntarily and selflessly not only provides social benefits for the recipients but also serves as a source of psychological well-being for the doers. In the context of volunteer activities, engagement driven by altruistic motivation and deep empathy contributes significantly to the formation of positive social relationships, the discovery of life meaning, and continuous personal growth—three key dimensions within Carol Ryff's framework of psychological well-being.

These findings support various theories and previous research results emphasizing that prosocial actions are not merely transactional or based on moral obligation, but also serve reflective and therapeutic functions for the individuals performing them. Acts of giving, sharing, and caring create opportunities for individuals to feel more connected with others, appreciated, and to experience inner satisfaction that cannot be replaced by material rewards. Thus, the more consciously and consistently a person engages in prosocial behavior, the greater the likelihood of achieving optimal psychological well-being. These findings are not only relevant in an academic and theoretical context but are also practically important for designing volunteer programs that support volunteers' well-being in a holistic and sustainable manner.

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