



# CASE STUDY IDENTIFICATION OF NEEDED AFFAIRS THAT WILL HAVE AN IMPACT ON MARRIAGE SATISFACTION ON WORKERS IN MEDAN IN 2020

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## ABSTRACT

*One of the causes of the widespread phenomenon of infidelity among workers, both married women and men, is marital dissatisfaction. In 2010, 25.8 percent of men had an affair with a coworker by having sexual relations with them. In 2011, the percentage of male infidelity in Jakarta increased by 65 percent. Meanwhile, it increased by 70% again in 2012, and it increased by 75% again in 2013. It was discovered that the need for cheating in women was due to the tendency of women to workaholic (workaholic), whereas in men it was due to a desire for variety in sex. Furthermore, the work stress factor is high enough in the workplace to cause emotions to feel like sharing with the male work team. The goal of this study is to identify the need for infidelity in workers in the city of Medan in 2020 and how it affects marital satisfaction. According to the study's findings, the identified need that was behind the occurrence of infidelity to the VN informant was due to the unfulfilled need of respect, need of recognition, need of acquisition, need of sex, and need of affiliation among the three (three) informants studied. The unfulfilled need for respect, need for nurturance, need for sex, and need for affiliation is the background to the occurrence of infidelity in SR informants. Meanwhile, the foreign informants behind the infidelity are the unsatisfied needs for sex, nurturance, affiliation, and emotional support.*

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## 1. INTRODUCTION

Marriage is the starting point for a natural life or is used by humans in general. Men and women have been discovered living as husband and wife in every corner of the earth's surface, to the farthest corners that wandering investigators have ever traveled. 2016 (Putri & Lestari) Nowadays, having an affair with a coworker is quite common. When an employee begins to engage in intense emotional involvement outside of work, this can be a warning sign of an affair. Akbar (2012) defines formalized formalized formalized formalized formalized formalized

formalized formalized formal Workplace infidelity occurs for a variety of reasons. First, someone in his line of work who gets along with a lot of people and is easy to find partners who are on the same page or of the same mind. Second, the intensity of meeting every day, communicating and interacting with people who share similar interests ranging from work matters to personal life stories. Third, it is difficult to resist the allure of coworkers and the desire for variety in relationships. Furthermore, the effect of saturation, a sense of monotony in life, can encourage people to do anything to commit an affair. Thus, work, common interests, admiration, and an interest in appearance, combined with the contribution of a long working time, can transform sympathy into intimacy, which leads to infidelity. Gerungan (2009) defines formalized formalized formalized formalized formalized formalized formalized formal

According to Hawari (2002), several reasons for cheating are commonly used by perpetrators, including a lack of attention, seeking attention from others, or sexual satisfaction. Typically, the husband will look for objects that he usually obtains from those closest to him, such as business partners, friends, and ex-lovers. According to Kadis and McClendon's explanation of psychodynamics, when another figure (the affair) gives attention, such as giving advice or being a place to tell stories, transference occurs and a response in the form of countertransference occurs; as a result, infidelity occurs because both parties require each other's attention.

Hawari (2002) defines formalized formalized formalized formalized formalized formalized formalized formal In Indonesia, specifically in Jakarta, West Java, Central Java, and East Java, it was discovered that husbands commit adultery more frequently than wives, with a percentage of 75 percent, and wives as much as 40 percent receiving infidelity data, particularly in Jakarta. Muhajarah (2017) defines formalized formalized formalized formalized formalized formalized formalized formal In 2010, as many as 60% of men were having an affair with a commercial sex worker (PSK). Furthermore, up to 25.8 percent of men have an affair by having sexual relations with coworkers. In 2011, the percentage of male infidelity in Jakarta increased by 65 percent. Meanwhile, it increased by 70% again in 2012, and it increased by 75% again in 2013.

Meanwhile, Janus and Janus discovered that extramarital sexual intercourse occurred during the marriage in up to 42% of divorces. Deborah (2019) is an example of a formalized formalized formalized formalized formalized formalized formal According to Illicit Encounters research, the majority of people have an affair with someone they meet at work. This is carried out by 39% of working women and 31% of working men (out of 2.5 million employees who cheat in the UK). Merton and Nisbet (1976)

This is in line with the confession of one female employee "X" regarding his affair:

*"The closeness started with light vents. I found a fun friend to confide in on the sidelines of my busy work at the office"*

Ideally married life is expected to go well and last forever according to the marriage promise. In a household, it is natural for problems to occur. There are fights whether on a small or large scale, financial problems and up to one of them is infidelity. Infidelity refers to any action taken by a partner who is actually in a love relationship that violates the covenant of sexual or emotional exclusivity (Solomon & Teagno, 2006).

*"Initially I had absolutely no serious intentions. Moreover, I am happy with my husband and children. But somehow my days now feel incomplete without Adi. Maybe Adi has stolen my heart."*

*"Our conversations are always connected, Adi can always lighten the mood with his stress-relieving jokes. In short, Adi has carved his own color in my life and is a trigger for enthusiasm at work,"*

(Conversation with Resource Person, 20 February 2019).

When viewed from these reasons, employees who commit infidelity are motivated by different needs. Some are based on trying to find a challenge or something new that can make him feel happy. Seeking recognition is a great feeling (still selling, still cool). For men, there is an assessment that in the household all things are regulated, ordered, demanded and even dominated by a female partner. This can cause a man to feel that he has no freedom and self-esteem, because everything has been arranged by his partner. Therefore, men will look for women who can appreciate their role as a man. (Gerungan, 2009)

In women, it was found that the need for cheating was due to the tendency of women to be workaholic (workaholic). Not because they are looking for friends, but because they are looking for variety in sex. (Gerungan, 2009) When having an affair, men have physical intercourse, for example, sex without emotional attachment. Meanwhile, women value the relationship process more, so having an affair is not just a meaningless act. Women are relatively long waiting to have an affair than men. Usually sexual needs occur as a result of continued lack of romance in the household. Meanwhile, men cheat faster because they are also emotionally different than women. Basically, men or women want their emotional needs to be fulfilled in the household. So no one suddenly cheats because they are happy. Some are not fulfilled and do not know how to ask their partner. The fulfillment of this emotional need needs to be communicated with the partner. (Wirawan, 2012)

Infidelity that occurs in the workplace is a problem because it can create an unfavorable work environment, including for those who are not actually involved in the affair. Basically, their infidelity is only looking for happiness and satisfaction according to themselves. (Wirawan, 2012) In general, there are two categories of cheating, psychologically and physically. Psychological cheating if it is in the carrying (attachment) stage, intimacy (closeness accompanied by affective), does not continue with commitment. Physical cheating is accompanied by physical contact. (Supratiknya, 1993) People who cheat are actually cheating on themselves, because they are trying to create a second life outside of their current condition.

Conditions that make him feel depressed because of unfulfilled needs but do not dare to face the situation, giving rise to negative behavior that has an impact on the surrounding environment such as negative perceptions from coworkers, decreased performance, relationships with wife and children become less harmonious and vulnerable to quarrels, can cause mental problems such as depression, severe stress and marital conflict. It was found that 50 percent of men and 26 percent of women admitted to having had a relationship outside of marriage. (Satiadarma, 2001)

Based on the description of the problems above, the researchers are interested in researching case studies of identifying infidelity needs that have an impact on marital satisfaction for workers in Medan in 2020.

## 2. RESEARCH METHODE

This type of research employs qualitative research methods, whereas descriptive research employs analysis. This qualitative study emphasizes process and meaning (subject perspective). The theoretical foundation serves as a guide to ensure that the research focus is in line with the facts on the ground. Creswell (2010) defines formalized formalized formalized formalized formalized To obtain good research results and based on data in the field, this research method combines or combines interviews and observation techniques (Sugiyono, 2007)

The location of this research was conducted in Medan. The research location was disguised for the informant's "privacy" needs. The research location is in the area of Medan City. Research time starts from March 2020 to January 2021. Informants or subjects in this study are a working husband or wife who commits an affair as many as 3 (three) people with the following criteria:

1. Actively working
2. Wife/husband lives at home and already has children
3. Cheating once and so on

This study uses qualitative data obtained from interviews and observations and it is necessary to test the validity of the data in order to obtain accurate results by testing and validating data. (Saryono, 2013)

### 3. RESULT AND ANALYSIS

This study employs three subjects, each of whom is a working husband or wife who has an affair, with the criteria, Active working, Wife/husband lives at home, has children, had an affair once, and so on.

**Table 4.1. Research Subject Profile**

No.	Information	Subject 1	Subject 2	Subject 3
1.	Name	VN	SR	LN
2.	Gender	Female	Female	Male
3.	Marriage Age	10 years	7 years	12 years
4.	Number of Children	1	2	3
5.	Long Affair	2 years	3 years	2 years
6.	Occupation	Works at Private Company	Works at Private Company	Works at Private Company

The above is a subject profile obtained by researchers based on observations and interviews that have been conducted.

**Table 4.2. In-depth Interview Results**

No	Inform	Interview result
		<b>Need Affair</b>
1	VN	"Because it is comfortable and there are other interests such as material and others." "husband never appreciates and doesn't care what I do all this time" "he don't care, he never ask," "What you want as a husband, be smart, be smart, praise your wife, not just blame things that don't happen" "Communication at home is only limited to not being husband and wife. He often plays cellphones and just plays games." "Brother is a gentle person, caring, pampering brother, that's why you are comfortable with him" "Have and often have sex. It's been like that every day. It's like a legal husband and wife"
	SR	"Because they are often together (while laughing out loud). That's not all, because my brother is comfortable when he is with I. He loves his brother, he takes care of all of his needs. Royal him if you are with brother." "I've often had sexual intercourse with my partner, it's not legal, hehehehe" "Don't even think about leaving him. After all, my husband doesn't care about me either."

LN		<p>“communicative and caring with me”</p> <p>“She is a beautiful person and has a good personality. When my wife is at home, she always talks to the cellphone, I am ignored. His personality is what makes me lazy.”</p> <p>"I already love and love him. If only I had met sooner, maybe it wouldn't have been like this."</p> <p>"I will not leave him even if my wife is angry. I love him"</p> <p>"I have often had sex, after I got home I couldn't get it. His wife works playing cellphones, not serving her husband. Yes, he wants too."</p>
<b>The Relationship Between Infidelity Needs With Marital Satisfaction</b>		
2	VN	<p>Lack of husband's attention</p> <p>Lack of communication between husband and wife</p> <p>Does not provide spiritual and material livelihood</p> <p>Can't understand wife</p> <p>Because often together at work</p>
	SR	<p>Low sense of responsibility</p> <p>Not fulfilling the obligations as a husband in providing for the family</p> <p>Too cool</p> <p>Can't make my wife happy</p> <p>Does not provide spiritual and material livelihood</p> <p>The scope of work that is close and often together</p>
	LN	<p>Lack of communication with husband</p> <p>Too ignorant and not paying attention</p> <p>Personal wife is less attractive</p> <p>Not performing obligations as a wife such as serving her husband in sexual matters</p> <p>Often work together at work</p>

According to research from three (three) informants, the affair began because of a mutual sense of comfort. Informant 1 (one), VN, stated that the initial desire to have an affair occurred because he felt comfortable and had other interests, such as material. Informant 2 (two) named SR stated that togetherness made him want to have an affair, as did a sense of comfort, concern, and a royal attitude toward him. Meanwhile, the 3 (three) male foreign informants stated that infidelity occurs when the opposite sex shows interest and his colleague (one job) is considered an attractive woman.

Based on the results of interviews from 3 (three) informants, it was found that aspects of marital dissatisfaction include:

a. Communication.

This section examines how married couples communicate and how they feel and act. This section also focuses on the feelings of pleasure that both of them experience when communicating. Based on the interviews, it can be seen that communication is very important in marital satisfaction; if there is no good communication between husband and wife, distance between the couple will easily arise. According to VN, "How did you ever call your brother if it wasn't because the brother who called wanted to ask the children?" My sister is the same way. I don't want you to call him unless you absolutely have to." The same is true for LN, where the couple cannot communicate well at home, as evidenced by the interview results, "The mother of the children is very warm (laughing), I want to talk to you, it's difficult." However, if you look at his cellphone, you'll notice that he's quick."

b. Personality Issues

This area focuses on adjusting to the partner's behavior, habits, and personality. SR stated in the interview that her husband was unconcerned. "He is indifferent, as my brother previously stated; he is lazy and does not want to work to support his family. I'm at a loss for how to make my sister happy." Unlike his mistress, who is more attentive, "He adores his brother and attends to all of his brother's needs. If you're already with your brother, it's royal." VN also stated that her husband's demeanor did not make her happy, stating that "he is a calm person who doesn't talk much." I'm not particularly good at making my sister happy ".. Based on the preceding statement, it is possible to conclude that personality issues can have an impact on marital satisfaction, potentially leading to infidelity.

A woman's personality is very important to LN, and it can be seen from her personality what kind of person a person is. According to the findings of interviews, "her personality is beautiful and kind, I was interested when we first communicated, but it wasn't like that at home."

c. Egalitarian Role

This section assesses people's feelings and attitudes toward the various roles in marriage. The emphasis is on work, household tasks, gender roles, and parenting responsibilities. According to SR's statement during the interview, "I'm sick and tired of seeing you. He pretends to beg forgiveness, despite the fact that he never gave money to his brother. You're preoccupied with your work." Household satisfaction can be influenced by the roles and responsibilities of the husband and wife. Women who have multiple roles must strike a balance between work and family responsibilities in order to be satisfied. Work-family balance is commonly defined as a state of equilibrium or balance as a form of life harmonization. (Mwangi et al., 2016; Boinett et al., 2016; Tumwet et al., 2016; Bowen et al., 2016) Inner work-family balance is a perceptual phenomenon characterized by the emergence of a sense of having satisfactorily resolved various roles demands in both the family and work domains. Duxbury and Higgins (2005) Meanwhile, Durham defines work-family balance as a type of holistic harmonization and integration of work and non-work activities (home). Durham (Durham, 2007) The material and psychological aspects have not been met after (seven) years. Clothing, food, and housing for SR have not been met in order to meet daily household needs. As a result, SR took a detour and began working for a private company. SR's household's financial situation has not been fully able to meet the daily needs of the household; SR's husband works to meet the family's economic needs, but his income has not been able to meet household needs. Because of his financial situation, SR believes that his material needs have not been met.

On the sexual aspect, SR and her husband's sexual relationship is still going well. It is not uncommon for SR and her husband to have sexual relations when they both have the desire to have sex. However, this does not affect the harmony in the SR household. SR also does not have special problems related to her sexual relationship, although SR's hopes to get open love, attention and security from her husband have not been fulfilled. SR feels that his psychological needs have not been met. It can be seen from the results of the analysis that has been done, that SR has not received a sense of attention and security from her husband. SR's communication with her husband has also not gone

well. This can be seen when SR has a relationship with Yanto, SR's husband is just indifferent. This makes SR feel less of a mutual concern for SR and her husband. SR also felt that her husband did not participate in activities that SR wanted, such as taking care of the house and children when SR came home from work late in the evening.

### **Identification of the Need for Infidelity that Impacts Marriage Satisfaction on Workers in Medan City**

Based on the findings of the identification of infidelity needs that influence marital satisfaction. This is based on Murray's theory that needs are one of the psychological aspects that drive living things' activities and serve as the foundation (reason) for trying. Human work, in general, serves a specific purpose, which is to meet needs. Needs are inextricably linked to daily life. Human life necessitates a variety of needs, including food, clothing, shelter, education, and health. Culture, environment, time, and religion all have an impact on needs. The higher a society's cultural level, the more/different types of needs that must be met. A need is a construct (fictional or hypothetical concept) that represents a power within an individual's brain, a power that regulates perception, perception, understanding, conation, and activities in such a way as to change existing and unsatisfactory situations in a specific direction. Needs are sometimes directly aroused by internal processes within an individual, but more often (when the individual is ready) by the occurrence of one of a small number of generally effective stresses (environmental influences) within the individual.

A hierarchy or ladder that describes the level of needs is used to describe basic needs. A level or hierarchy describing a date that can only be passed one at a time. Two forces drive the satisfaction of these needs: deficiency motivation and growth motivation. Lack of motivation seeks to alleviate the problem of human tension caused by a variety of deficiencies. Meanwhile, growth motivation is based on every human being's ability to grow and develop. Every human being possesses this ability. Kristanto (2014) defines formalized formalized formalized formalized formalized formalized formalized formalized formalized formalized

Individual dishonesty to one's own partner is referred to as infidelity. Furthermore, infidelity jeopardizes the marriage's integrity, rendering it discordant. Ginanjar (2009) defines formalized formalized formalized formalized formalized formalized formalized formalized formal formal Infidelity, according to Sweeney and Horwitz, is not only a dishonest act that hurts the couple, but it can also hurt the feelings of children. Similarly, it is possible that working couples will have an affair. Many factors contribute to workplace infidelity, including closeness at work, intense communication, and a variety of other factors. Sweeney and Horwitz (2001)

The study's three informants each had a unique set of needs. Starting with poor communication and progressing to a partner's personality that does not match. An overseas informant who stated unequivocally that one of the reasons he had an affair with his colleague was because of his partner's personality. This is consistent with Meri's research, which includes quotes from Roach, Frazier, and Bowden (1981), who state that marital satisfaction occurs when individuals give their all to the marital relationship. The quality of characteristics that can predict marital satisfaction comes next. Meri (2014) defines formalized formalized formalized formalized formalized formalized formalized formalized formal According to the VN and SR informants, the couple is described as selfish and unconcerned about the circumstances of the other partner. Furthermore, marital conflicts cannot be resolved properly. The three informants' marriage age is mature, but the couple

cannot control each other's emotions, which leads to marital dissatisfaction. The three informants are still married because their children are growing and they do not want to harm their children's mental health. Apart from the children, there is no reason to keep the three informants' marriage together.

The need that arises in women can still be controlled by thinking about the existing children from marriage, whereas the need that arises in working men is clearly visible by admitting an open affair to the public. The study's findings revealed that the identified needs behind the occurrence of infidelity to the VN informants were due to the non-fulfillment of the needs of respect, recognition, acquisition, sex, and affiliation among the three (three) informants studied. The unfulfilled need for respect, need for nurturance, need for sex, and need for affiliation is the background to the occurrence of infidelity in SR informants. Meanwhile, the foreign informants behind the infidelity were unfulfilled sex, nurturance, affiliation, and emotional needs.

#### 4. CONCLUSION

According to the findings of this study, the identified needs behind the occurrence of infidelity to VN informants are unfulfilled needs of respect, recognition, acquisition, sex, and affiliation. The unfulfilled need for respect, need for nurturance, need for sex, and need for affiliation is the background to the occurrence of infidelity in SR informants. Meanwhile, the foreign informants behind the infidelity were unfulfilled sex, nurturance, affiliation, and emotional needs. Meanwhile, communication, personality issues, and egalitarian roles reveal aspects of marital dissatisfaction in the three informants.

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