

Resilience as a Psychological Strength in Facing Stress Among Young Soldiers in the TNI AL: A Positive Psychology Perspective Literature Review

Miki Apriani¹, Ratna Dyah Suryaratri², Gumgum Gumelar³, Zarina Akbar⁴

¹Faculty of Psychology, State University of Jakarta, Rawamangun Muka Street, Jakarta, Indonesia

²Faculty of Psychology, State University of Jakarta, Jakarta, Indonesia

³Faculty of Psychology, State University of Jakarta, Jakarta, Indonesia

⁴Faculty of Psychology, State University of Jakarta, Jakarta, Indonesia

miki.apriani@mhs.unj.ac.id; suryaratri@unj.ac.id; ggumelar@unj.ac.id; zarina_akbar@unj.ac.id

Abstract: *The transition phase of young Indonesian Navy (TNI AL) soldiers from education to active duty represents a critical period marked by physical, psychological, and social pressures. Within the framework of positive psychology, resilience is viewed as a psychological strength that enables individuals to endure and thrive amidst such stressors. This study presents a literature review of selected scholarly articles published between 2015 and 2024, examining the relationship between stress, resilience, and supporting psychological factors within military contexts. The main findings highlight the central role of resilience as a psychological safeguard, supported by mediating factors such as hardiness, adaptive coping strategies, and social support. This review also emphasizes that resilience is not merely an innate trait, but a capacity that can be cultivated through training and interventions grounded in positive psychology. The article offers important implications for the development of mental resilience enhancement programs for young soldiers, as well as theoretical contributions to the body of positive psychology literature in military settings.*

Keywords: Resilience, Positive Psychology, Coping Strategies, Stress, Young Soldiers

1 INTRODUCTION

The transition from education to active duty represents a challenging period for young soldiers in the Indonesian Navy (TNI AL). This phase demands adaptive capabilities in response to intense physical, social, and psychological changes, along with high expectations for discipline and resilience. In the military context, stress arises not only from physical strain but also from organizational dynamics, strict hierarchies, and high performance expectations (Skomorovsky et al., 2014). Maglione et al. (2021) noted that the initial deployment phase is the most vulnerable period for military personnel, particularly for young soldiers who are still adjusting to the military system and culture. This transition involves physical demands, emotional pressure, and adaptation to strict institutional norms (Maglione et al., 2021; Amiruddin & Ambarini, 2014). Previous studies by Jamal et al. (2017) and Cao et al. (2023) have shown that prolonged stress during operational duties can significantly reduce performance and psychological well-being, even among experienced personnel. Furthermore, a report by the WHO (2021) stated that approximately 30% of military personnel worldwide experience high levels of psychological distress, and internal data from Puspsi TNI (2022) also revealed that acute stress is most prevalent among young soldiers.

Various studies have shown that one of the psychological strengths that can help individuals cope with stress is resilience. Resilience is defined as the ability to recover and continue performing psychological functions optimally under intense pressure (Luthar et al., 2000; Flood & Keegan, 2022). In the military context, resilience plays a crucial role in helping soldiers withstand extreme stressors such as the loss of comrades, operational pressure, and hierarchical environments (Zueger et al., 2023; Skomorovsky, 2014). Bekesiene et al. (2023) also found that resilience has a moderating effect on the relationship between perceived stress and task performance among military reservists. Considering the relevance of this topic, the present study is structured as a literature review, aiming to gather and synthesize previous research on resilience as a psychological strength in dealing with stress, particularly among young soldiers of the Indonesian Navy (TNI AL), using the positive psychology approach as its main conceptual framework.

The transition from education to active duty among young Indonesian Navy (TNI AL) soldiers is a critical phase marked by intense physical, psychological, and social pressures. WHO (2021) reports that over 30% of military personnel

worldwide experience psychological distress that can develop into severe stress disorders. Internal data from the Indonesian Military Psychology Center (Puspsi TNI, 2022) further identify young soldiers as one of the most vulnerable groups to acute stress during early deployment. Without timely intervention, such conditions risk impairing operational performance, reducing combat readiness, and compromising psychological well-being. Therefore, this study addresses an urgent need to examine resilience as a developable psychological strength through positive psychology approaches, providing a foundation for structured interventions to enhance the resilience of young TNI AL soldiers and mitigate acute stress in their early deployment phase.

2 MATERIALS AND METHODS

This study employed a literature review method to compile and analyze various relevant research findings on resilience as a psychological strength in coping with stress, particularly among young soldiers in the Indonesian Navy (TNI AL). The reviewed articles were obtained from open-access databases such as Google Scholar, DOAJ, ResearchGate, and Scopus. Literature searches were conducted using the following keywords: "resilience", "military", "young soldiers", "psychological stress", and "positive psychology".

The initial search indicated that the keyword "resilience military" yielded approximately 125,000 articles, while "resilience psychological stress" produced around 92,000 articles. The combination of these keywords resulted in approximately 5,000 core articles. Articles selected for analysis were those published between 2015 and 2024, available in either English or Indonesian, and accessible in full text. Since 2025 publications remain limited, this study focuses on the 2015–2024 period.

The inclusion criteria for article selection included: (1) empirical studies (quantitative or qualitative) or conceptual papers discussing the relationship between stress and resilience in a military context; (2) study populations consisting of military personnel or young soldiers; and (3) articles available in full text and clearly presenting both methods and findings. The selection process involved reviewing the title, abstract, and full content to ensure relevance to the focus of the study. Based on this process, a total of 20 main articles were selected and analyzed, with 10–13 of them serving as the primary sources for result synthesis and discussion.

3 RESULTS

Table 1
Results of Literature Review

No	Author, year	Sample	Another variable	Results
1	Flood & Keegan, (2022)	Military personnel (unspecified number), with a general focus on military populations including the US Army	Cognitive performance, psychological stress	This study found that cognitive resilience enables military personnel to maintain mental performance under high stress. It highlights the importance of resilience training in strengthening mental endurance during operational conditions.
2	Zueger et al., (2023)	170 Swiss military officer cadets	Resilience training	This study found that resilience training significantly enhanced cadets' ability to manage mental, emotional, and physical stress. The researchers emphasized that positive psychology-based interventions are effective in supporting mental resilience and performance in military contexts.

3.	Cao et al., (2023)	583 Chinese military personnel	Coping styles, regulatory focus	Resilience served as a protective factor against mental health disturbances during the pandemic. This effect was strengthened by adaptive coping styles and a promotive regulatory focus
4.	Bekesiene et al., (2023)	274 Lithuanian military reservists	Hardiness, stress, performance	This study confirmed that resilience moderated the effects of hardiness and stress on military task performance. Individuals with high resilience maintained better performance under high-pressure conditions.
5.	Turliuc & Balcan, (2024)	80 Romanian military personnel	Resilience intervention program	The resilience-based psychological intervention program improved psychological adaptation and mental resilience among military personnel in a pre-post experimental trial. Positive psychology-based interventions were found effective in enhancing both adaptation and mental resilience.
6.	Chen, Yang & Chiang, (2018)	200 Taiwanese military personnel	Coping strategies, psychological well-being	Approach based coping strategies contributed to increased resilience and psychological well-being, and also predicted better perceived health. In contrast, avoidance coping strategies were found to reduce both resilience and psychological well-being.
7.	Amiruddin & Ambarini, (2014)	116 cadets from the Indonesian Naval Academy (TNI AL)	Hardiness, coping stress	Hardiness and adaptive coping strategies significantly reduced stress levels among TNI AL cadets. These findings reinforce the importance of early intervention during military education. Individuals with high levels of hardiness and coping strategies experienced lower stress.
8.	Skomorovsky, (2014)	Cadets of the Canadian Armed Forces (exact number not specified)	Personality, psychological well-being	This study found that resilience functioned as a mediator between personality and psychological well-being. Individuals with high resilience tended to cope more effectively with pressure, resulting in lower stress levels.

Table 1 (continued)

Results of Literature Review

No	Author, year	Sample	Another variable	Results
9.	Fernandes & Madhulika, (2024)	Review study across several military unit	Psychological well-being, performance	This study concluded that psychological well-being is a key pillar in building both resilience and performance. Social support and training were found to strengthen military personnel's endurance. Psychological well-being, supportive leadership, and mental training were identified as essential components for developing resilience.
10.	Connor & Davidson, (2003)	577 participants from general and clinical population	CD-RISC, psychopathology	This article introduced the CD-RISC as a valid and reliable instrument for measuring resilience across various populations, including military personnel. The CD-RISC was developed as a resilience measurement tool with high validity.

Based on this literature review, resilience has been proven to play a significant role in dealing with stress in military contexts, particularly among young soldiers. Research findings show that resilience is positively associated with psychological well-being, task performance, and adaptive capacity under extreme pressure. Based on this literature review, resilience has been shown to play a crucial role in coping with stress within military contexts, particularly among young soldiers. The reviewed studies indicate that resilience is positively associated with psychological well-being, task performance, and adaptive capacity under extreme pressure. Furthermore, several studies highlight the importance of positive psychology based training, adaptive coping strategies, and hardiness as supporting factors of resilience. These findings provide a strong foundation for developing interventions or training programs aimed at strengthening the psychological resilience of young soldiers in the Indonesian Navy (TNI AL).

4 DISCUSSIONS

Resilience as a Psychological Buffer for Young Military Personnel

Across the various articles analyzed, there is consistent evidence that resilience plays a key role in reducing the impact of stress and enhancing the operational performance of young soldiers in the Indonesian Navy (TNI AL). In the high-pressure environment of the military particularly during the transitional phase from education to active duty resilience enables individuals to remain emotionally stable and function adaptively (Zueger et al., 2023; Flood & Keegan, 2022). Positive psychology-based training has been proven effective in enhancing soldiers' resilience capacity. A study by Zueger et al. (2023) demonstrated that resilience training for Swiss military officer cadets led to significant improvements in their ability to manage mental, emotional, and physical stress. These findings reinforce the relevance of implementing similar training programs for junior non-commissioned officers (Bintara) in the Indonesian Navy (TNI AL).

Internal protective factors also play a dominant role in the development of resilience. A study by Setyawan et al. (2021) stated that self-confidence and decision-making ability contribute more significantly to resilience than external support. This is further supported by findings from Bekesiene et al. (2023), who reported that individuals with high levels of resilience continued to demonstrate superior performance even under high-stress conditions. The concepts of coping and hardiness also serve as complementary components to resilience. Nanavaty et al. (2017) and Jamal et al. (2017) found that adaptive coping strategies and hardiness contribute to lower perceived stress. This suggests that soldiers with effective coping abilities have a greater capacity to maintain psychological resilience under pressure.

Social and organizational contributions also cannot be overlooked. Wibowo et al. (2024) demonstrated that social support and job satisfaction significantly enhance soldiers' psychological well-being. Additionally, in high-risk operational areas such as Papua, the presence of social support was found to reduce death-related anxiety (Yudha et al., 2025).

Theoretically, resilience is now viewed as more dynamic than merely a fixed trait. Roslan et al. (2022) explained that resilience has a broader scope than hardiness or grit, as it involves contextual adaptation processes and ongoing psychological development over time.

The Role of Hardiness and Coping Strategies as Mediators in the Development of Resilience

Research in the field of positive psychology shows that resilience in young soldiers does not stand alone, but rather develops through psychological mechanisms such as hardiness and adaptive coping strategies. In the high pressure context of the military, these two factors serve as key mediators that strengthen mental endurance in the face of both chronic and acute stress. Resilience cannot be separated from coping strategies and hardiness, especially in the case of young Indonesian Navy (TNI AL) soldiers undergoing the difficult transition from civilian life to the military environment. Several studies indicate that adaptive coping and hardiness contribute significantly to the reinforcement of individual resilience in dealing with extreme stress. Hardiness is a mental attitude characterized by three core components: commitment, control, and challenge that enable individuals to view stress as an opportunity for growth, rather than as a threat (Luthar et al., 2000). A study by Amiruddin & Ambarini (2014) on cadets at the Indonesian Naval Academy found that high levels of hardiness significantly reduced perceived stress. Cadets with high hardiness tended to remain more focused under training pressure and showed better adaptive capacity during the transition phase. This strongly contributes to the long-term development of resilience.

Meanwhile, coping strategies for dealing with stress both problem-focused and emotion-focused also serve as essential mechanisms in building resilience. In line with this, Jamal et al. (2017) found that individuals who apply active coping methods, such as planning and problem-solving, are better able to manage psychological pressure compared to those who rely on passive coping such as avoidance or denial, this finding is relevant as it suggests that proactive coping strategies (problem-focused coping) are more effective than passive strategies (emotion-focused coping) in developing psychological endurance. This is consistent with the findings of Nanavaty et al. (2017), who demonstrated that the combination of hardiness and adaptive coping strategies plays a significant role in reducing occupational stress and increasing individual effectiveness in handling task demands. The application of effective coping strategies in military environments such as emotional regulation, positive reappraisal, and seeking social support can enhance one's sense of control and meaning in the face of difficult experiences.

In the context of positive psychology, hardiness and coping are not merely responses to stress, but are also part of an individual's growth capacity. Resilience is not solely about "enduring," but also about "growing" under pressure, as described by Roslan et al. (2022), who positioned hardiness and grit as complementary aspects of resilience in professional context. These findings indicate that positive psychology-based interventions for young soldiers should not only focus on increasing resilience, but also on strengthening coping and hardiness, whether through psychological training, stress simulations, or social-organizational approaches. Young soldiers require multidimensional preparation that integrates coping training, the reinforcement of hardiness, and other positive psychology interventions. A study conducted by Turliuc & Balcan (2024) even developed a psychological training-based intervention program to systematically build military resilience. The results showed significant improvements in emotional regulation, perceived control, and the reappraisal of stressful situations previously seen as debilitating.

Thus, it can be concluded that hardiness and coping are not merely supplementary to resilience, but are integral parts of a complex psychological adaptation system. Without these components, the resilience that develops tends to be fragile and situational. Therefore, it is important for military institutions to design psychological development programs that do not focus solely on resilience itself, but also on the internal components that continuously reinforce it.

The Role of Social Support and Organizational Culture in Soldier Resilience

In the dynamics of military life, social support and organizational culture play a crucial role in shaping the resilience of young soldiers. During the transitional phase from education to active duty, interpersonal relationships and a supportive organizational environment serve as significant psychological protective factors. Social support from superiors, unit peers, and family has been shown to enhance mental resilience and foster a healthier, more productive adaptation process (Wibowo et al., 2024). The result Yudha et al. (2025) found that strong social support reduces anxiety levels, increases life expectancy, and lowers the risk of psychological disorders among soldiers deployed in conflict zones. These findings demonstrate that resilience is not solely formed by internal factors, but is also significantly influenced by external social networks that provide a sense of safety and belonging. From a positive psychology perspective, a work environment that places emphasis on a supportive organizational culture can create conditions that facilitate the growth of resilience. An organizational culture that is inclusive, participative, and values mental well-being fosters a sense of belonging and meaning in one's duties. Nasution (2021) observed that within the Indonesian Armed Forces (TNI), resilience tends to develop more strongly in units that emphasize solidarity and open communication between leaders and subordinates. This supports the findings of Ferry & Mohammad (2021), who noted that integrating character education within the military

environment can strengthen individual resilience. Fernandes & Madhulika (2024) also reported that organizational approaches focused on mental well-being and structural support reduce the long-term impact of stress and enhance the adaptive capacity of military personnel. Thus, building a healthy organizational culture and strong support systems is not merely a preventive strategy, but also a long-term investment in the development of military human resources.

Military Resilience as a Trainable Competency: Implications for Military Personnel Development Programs

In the positive psychology approach, resilience is not merely regarded as an innate trait, but as a psychological competency that can be developed through structured and continuous interventions. This view is supported by Zueger et al. (2023), who demonstrated that resilience training significantly enhances individuals' capacity to manage mental, emotional, and physical stress among military cadets. These findings provide evidence that military institutions such as the Indonesian Navy (TNI AL) can actively foster psychological resilience through training-based approaches, rather than relying solely on physical or intellectual selection. Such training typically includes strengthening emotional regulation, adaptive coping strategies, and techniques for positively reframing difficult situations. Turliuc & Balcan (2024) stated that systematically designed resilience-based psychological interventions for military personnel can improve perceived control, emotional stability, and the ability to interpret stress in a positive and meaningful way. This study serves as a key reference for designing resilience training curricula tailored to young soldiers entering active service. Furthermore, Annen (2023) emphasized that positive psychology in the military context should be implemented as a systemic framework to support personnel development. This involves not only individual training, but also creating a supportive work environment, fostering an adaptive organizational culture, and empowering leaders to serve as role models in managing pressure. Thus, resilience becomes the outcome of a multidimensional process shaped by personal training, social influences, and institutional values. The implication is that this approach offers a new direction for youth soldier development strategies within the TNI AL. Resilience is no longer merely an attribute to rely on when facing adversity, but a strategic competency that must be proactively cultivated by the organization. Therefore, positive psychology-based training, resilience mentoring by senior officers, and social empowerment through group cohesion represent highly promising interventions to be applied.

Limitations of the Existing Literature

Although findings from various sources suggest that resilience plays a central role in maintaining the psychological stability of young soldiers within military environments, this literature review has several limitations that must be critically considered.

First, most of the studies reviewed employ cross-sectional designs, meaning that the relationship between resilience and stress is examined at only one point in time. This limits the ability to draw strong causal conclusions about how resilience develops or changes over time in dynamic military settings (Zueger et al., 2023).

Second, the majority of the reviewed articles are based on international military populations, such as those from Canada, Europe, or East Asian countries, which possess organizational cultures and training structures that differ significantly from the Indonesian Navy (TNI AL). The unique cultural context of the Indonesian military including national values, command structures, and the social backgrounds of young soldiers, has not been widely explored. This limits the generalizability and direct application of findings to the TNI AL development systems (Bekesiene et al., 2023; Nasution, 2021).

Third, many of the studies rely heavily on self-report data, which is prone to social desirability bias—the tendency to respond in ways that are socially acceptable. In military contexts that emphasize discipline and toughness, the risk of this bias increases. Objective assessments through field observation or physiological measures of stress and resilience remain limited in the literature reviewed (Cao et al., 2023; Flood & Keegan, 2022).

Fourth, most studies focus on resilience as an outcome or individual capacity, with limited exploration of its dynamic formation mechanisms within military environments, particularly through training, organizational culture, or interpersonal relationships. As a result, interventions tend to be individualistic, even though resilience is also shaped by social support and supportive structural systems within the organization (Annen, 2023).

Considering these limitations, future research should adopt longitudinal, cross-cultural, and mixed-methods approaches to develop a more comprehensive and applicable understanding of young soldiers' resilience in the context of the TNI AL's development systems. Nevertheless, this review contributes valuable insights in shaping future research directions and the development of positive psychology programs in the Indonesian military setting.

Theoretical and Practical Implications

Theoretical Implications for Military Resilience Models

Based on this literature review, it can be concluded that resilience is a key psychological strength that significantly supports young Indonesian Navy (TNI AL) soldiers in coping with stress and pressure during the military transition phase. Theoretically, these findings reinforce the positive psychology approach, which emphasizes the importance of individual strengths rather than merely addressing weaknesses. Resilience, along with mediating factors such as hardiness, coping strategies, and social support, plays an important role in shaping adaptive and developmental psychological endurance (Luthar et al., 2000; Roslan et al., 2022; Bekesiene et al., 2023). This study also contributes to the development of a new theoretical framework that is more contextually aligned with the cultural realities of the Indonesian military. To date, most resilience theories and models have been rooted in Western literature, shaped by different military structures and cultures. Therefore, theoretical adaptation is needed to reflect the values, cultural norms, and training systems specific to the Indonesian military. This review opens the door to developing a more inclusive and culturally relevant model of resilience for young non-commissioned officers (Bintara) within the TNI AL.

Practical Implications for Human Resource Development in the Indonesian Navy

Practically, the results of this review can serve as a foundation for designing structured and sustainable interventions based on positive psychology. For example, hardiness and coping training programs can be integrated into basic military education or conducted periodically during the early service phase. Research by Turliuc & Balcan (2024) shows that psychological training enhances perceived control, sense of meaning in life, and the ability to adapt to stress in military contexts. This aligns with findings from Zueger et al. (2023), which show that systematic resilience training improves performance and mental endurance among military cadets. Moreover, it is crucial for military organizations to establish a work environment that supports psychological well-being. Social support from superiors and peers, empathetic leadership, and humane evaluation systems are key components that strengthen individual resilience on a long-term basis (Wibowo et al., 2024; Cao et al., 2023). These positive psychology-based interventions can reduce the risk of mental disorders and improve operational readiness among soldiers in the long run.

Thus, this review not only provides theoretical insights into resilience but also encourages policy transformation in the development of military human resources. Resilience is not an innate trait, but a psychological competency that can be developed, trained, and systematically integrated into personnel development systems within the military.

5 CONCLUSIONS

This literature review highlights the role of resilience as a key psychological strength in helping young Indonesian Navy (TNI AL) soldiers cope with stress during the transition to active service. Based on the analysis of relevant articles, it was found that resilience not only serves as a protective factor against psychological pressure, but also functions as an adaptive capacity influenced by internal factors such as hardiness and coping strategies, as well as external factors such as social support and organizational culture. These findings underscore the importance of developing positive psychology-based training programs early in military education to enhance mental preparedness and psychological well-being among young soldiers.

ACKNOWLEDGEMENTS

The author would like to express sincere appreciation to Universitas Negeri Jakarta for its support and the academically conducive environment provided throughout the development of this article. Heartfelt thanks are also extended to Dr. Ratna Dyah Suryatri, Ph.D., Dr. Gumgum Gumelar Fajar Rakhman, M.Si., and Dr. Phill. Zarina Akbar, M.Psi., Psychologist, for their valuable guidance, encouragement, and support at every stage of the writing process. Their insights and dedication have served as a vital foundation for the completion of this study.

REFERENCES.

- Amiruddin, J. H., & Ambarini, T. K. (2014). Pengaruh Hardiness dan Coping Stress Terhadap Tingkat Stres pada Kadet Akademi TNI-AL. *Jurnal Psikologi Industri dan Organisasi*, 3(2), 72–78.
- Annen, H. (2023). *Positive Psychology in the Military* (p. 286). Peter Lang International Academic Publishers.
- Bekesiene, S., Smaliukienė, R., & Kanapeckaitė, R. (2023). The Relationship between Psychological Hardiness and Military Performance by Reservists: A Moderation Effect of Perceived Stress and Resilience. *Healthcare*, 11(9), 1224. MDPI AG. Retrieved from <http://dx.doi.org/10.3390/healthcare11091224>

- Cao, F., Li, J., Xin, W., Yang, Z., & Wu, D. (2023). The impact of resilience on the mental health of military personnel during the COVID-19 pandemic: coping styles and regulatory focus. *Frontiers in public health*, 11, 1240047.
- Chen, K.J., Yang, C.C., & Chiang, H.H. (2018). Model of Coping Strategies, Resilience, Psychological Well-Being, and Perceived Health among Military Personnel. *Military Psychology Journal*.
- Connor, K. M., & Davidson, J. R. (2003). Development of a new resilience scale: The Connor-Davidson resilience scale (CD-RISC). *Depression and anxiety*, 18(2), 76-82. <https://doi.org/10.1002/da.10113>
- Fernandes, S. F. A., & Madhulika, V. (2024). Psychological Well-being in Military Organizations: Fostering Resilience and Performance. *Journal of the Indian Academy of Applied Psychology*, 50(1), 367-380.
- Ferry, S., & Mohammad, F. (2021). Re-Strategy Of Character Education Of Naval Academy (AAL) Cadets In Order To Strengthen National Resilience. *Russian Journal of Agricultural and Socio-Economic Sciences*, 115(7), 260-270.
- Flood, A., & Keegan, R. J. (2022). Cognitive resilience to psychological stress in military personnel. *Frontiers in psychology*, 13, 809003.
- Huey, C. W. T., & Palaganas, J. C. (2020). What are the factors affecting resilience in health professionals? A synthesis of systematic reviews. *Medical teacher*, 42(5), 550–560. <https://doi.org/10.1080/0142159X.2020.1714020>
- Jamal, Y., Zahra, S. T., Yaseen, F., & Nasreen, M. (2017). Coping strategies and hardiness as predictors of stress among rescue workers. *Pakistan Journal of psychological research*, 32(1).
- Luthar, S. S., Cicchetti, D., & Becker, B. (2000). The construct of resilience: A critical evaluation and guidelines for future work. *Child development*, 71(3), 543-562. <https://doi.org/10.1111/1467-8624.00164>
- Maglione, M.A., McGowan, M., & Shier, V. (2021). *Combat and Operational Stress Control Interventions and PTSD: A Systematic Review and Meta-Analysis*. RAND Corporation.
- Nanavaty, K. N., Verma, V., & Patki, A. (2017). The Relationship between Psychological Hardiness, Coping Strategies and Perceived Stress among Working Adults. *Indian Journal of Mental Health*, 4(1), 69–74. *Indian Mental Health*
- Nasution, S. M. (2021). Resilience On Career Soldier Officer In Indonesian National Armed Forces Headquarters. *Analitika: Jurnal Magister Psikologi UMA*, 13(2), 105-116.
- Pusat Psikologi TNI. (2023). <https://puspsitni.mil.id/>
- Roslan, N. S., Yusoff, M. S. B., Morgan, K., Razak, A. A., & Shauki, N. I. A. (2022). Evolution of Resilience Construct, Its Distinction with Hardiness, Mental Toughness, Work Engagement and Grit, and Implications to Future Healthcare Research. *Education in Medicine Journal*, 14(1).
- Santoso, R. (2025). *Resilience on Career Soldier Officer in Indonesian National Armed Forces Headquarters*. ResearchGate.
- Setyawan, R., Hardisman, A., & Wulandari, F., (2021). Early Career Stress in Military Service. *International Journal of Defense Psychology*, 9(1), 22–35.
- Skomorovsky, A. (2014). Skomorovsky, A. (2013). Psychological well-being of Canadian forces officer candidates: The role of personality and coping strategies. *Military Psychology*, 25(1), 3-12.
- Taghva, A., Seyed Asl, S. T., Rahnejat, A. M., & Elikae, M. M. (2020). Resilience, emotions, and character strengths as predictors of job stress in military personnel. *Iran J Psychiatry Behav Sci*, 14(2), e86477.
- Turliuc, M. N., & Balcan, A. D. (2024). Psychological intervention programme for developing resilience in the military personnel. A randomized controlled trial. *Stress and Health*, 40(4), e3399.
- Wibowo, P. A., Matulessy, A., & Rini, A. P. (2024). *Social Support, Job Satisfaction, and Psychological Well-Being in Indonesian Navy*. ResearchGate.
- World Health Organization. (2021). *Mental health conditions in conflict settings: prevalence, impact and treatment*. WHO Publications.
- Yudha, B., et al. (2025). *Social Support and Death Anxiety Among Soldiers in Papua*. ResearchGate.
- Zueger, R., Niederhauser, M., Utzinger, C., Annen, H., & Ehlert, U. (2023). Effects of resilience training on mental, emotional, and physical stress outcomes in military officer cadets. *Military Psychology*, 35(6), 566-576. <https://doi.org/10.1080/08995605.2022.2139948>