

Psychosocial Experiences of Indonesian Performing Musicians In Building a Sustainable Career

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ABSTRACT

This study explores the challenges and strategies of Indonesian musicians in establishing sustainable careers from psychosocial experiences. The study utilizes Interpretative Phenomenological Analysis (IPA) on six professional musicians with over ten years of experience. This study adopts a qualitative research design to explore the psychosocial experiences of professional performing musicians regarding their sustainable careers. The findings reveal the importance of adaptation, personal growth, maintaining passion, and creativity. The study concludes that happiness, health, and productivity are crucial for career sustainability, emphasizing the interrelation of personal identity, social support, and career dynamics in the music industry. The research highlights the need for musicians to navigate psychosocial challenges effectively to build long-term, fulfilling careers. This research reveals that in building a happy, healthy, and productive career, performing musicians require a combination of professional adaptation, maintaining passion, creativity, and managing self-identity and artistic integrity. The importance of balancing work and personal life, as well as the vital role of support networks, especially in the face of dynamic music industry challenges, also emerges as key factors.

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Introduction

Music workers are individuals engaged in the field of music, whether holding a music education degree or not (Zhang et al., 2020). The music profession in Indonesia, characterized by frequent collaborative interactions (Blackburn and Hewitt, 2020), has shown positive annual growth of approximately 5% within the creative economy's music subsector from 2018 to 2021 as reported by (Ismawati et al., 2022). This signifies a continuous rise in music careers each year. According to the Ministry of Tourism and Creative Economy Kemenparekraf, 2021, the music industry encompasses a diverse range of creative activities, including education, composition, recording, promotion, distribution, sales, and the presentation of musical works.

In Indonesia, music performances are defined as "activities showcasing or presenting musical works directly to the public" (Center for Data and Information of the Ministry of Tourism and Creative Economy, 2020). Performing musicians, particularly those specializing in live stage presentations, play a pivotal role in the preservation and execution of musical performances (Fine et al., 2015). The career of performing musicians faces diverse challenges and uncertainties, mainly due to many musicians working as freelancers rather than permanent employees (Lundin, 2022). Performing musicians operating as freelancers, fall under the classification of solo self-employment (Baitenizov et al., 2019), which presents long-term sustainability challenges in the pursuit of a music career. Challenges faced by musicians in various musical cultures are widely acknowledged, but research on how musicians maintain their career existence is often overlooked in music and sustainability studies (Brew, 2023).

According to (De Vos & Van der Heijden, 2015), a sustainable career encompasses an individual's experiences marked by consistent patterns and personal agency across different social environments. (De Vos et al., 2020) identify three key indicators of such a career: happiness, health, and productivity. Happiness in a career aligns with an individual's personal values and goals, contributing to work-life balance and personal growth. Health covers both physical and mental well-being, ensuring a fit between the career and the individual's capacities. Productivity, indicated by strong job performance and potential, aligns with organizational needs and the individual's versatility in different roles.

The (Ascenso et al., 2017) study found that positive emotions in music, especially when shared with audiences or fellow musicians, are closely linked to profound musical moments. The growth of a professional musician's career is associated with diverse activities, self-expression opportunities, and group context. The study also highlights that meaning in music supports psychological well-being, with a strong musical identity playing a vital role. High well-being musicians tend to achieve more broadly, exploring various identities and relationships, and building strong positive performance narratives. This indicates that happiness in a music career involves experiences with positive emotions, alignment with personal values, and expressive opportunities. Musicians' health, both physical and mental, is closely tied to career balance and personal capacity, while productivity is reflected in strong performance and high career potential, enhanced by developing a diverse musical portfolio.

The three indicators of a sustainable career - health, happiness, and productivity - are crucial for maintaining a successful and satisfying music career. This aligns with (De Vos & Van der Heijden, 2015), who emphasize that these career sustainability indicators should not be considered in isolation as they are interrelated and collectively define career longevity. The (Ascenso et al., 2017) study further underscores the importance of psychosocial experiences in supporting a sustainable music career, highlighting aspects like strong musical identity, self-expression satisfaction, and personal meaning as keys to long-term wellbeing and success in the music field. There are three dimensions to analyze career sustainability: individual, context, and time, as noted by (De Vos & Van der Heijden, 2015). Understanding the psychosocial context is crucial in the career journey of performing musicians, providing insights into factors enabling effective career navigation. Career trajectories often involve various challenges and barriers, and difficulties in navigating unsupported career paths can significantly increase the potential for career stagnation, as discussed by (Sari et al., 2021).

Recent research on sustainable careers, particularly among self-employed workers, has been increasingly prevalent (Blaising et al., 2021) (Groenendaal et al., 2022) (Retkowsky et al., 2023). For instance, Groenendaal et al. (2022) specifically explored the sustainable career paths of solo self-employed individuals. This study delved into self-management patterns in such careers, defined as the process of acquiring relevant career information, enhancing self-awareness, and formulating career development strategies, following (Kossek et al., 1998) approach. It examined how these patterns contribute to sustainable career development and analyzed the interaction between facilitating and hindering factors in the context of solo self-employment, involving diverse job groups like construction, creative industries, beauty services, and human resources consulting. This research comprehensively addresses the support and challenges faced by solo self-employed professionals across various dimensions, including social, cultural, economic, political, technological, and environmental aspects.

(Groenendaal et al., 2022) researched sustainable careers in solo self-employed workers, focusing on self-management patterns across various job categories. However, their study did not address the psychosocial context affecting the sustainability of these careers. The concept of career management patterns, particularly concerning the psychosocial aspects of job control - where workers independently manage their schedules to maintain career autonomy - falls within this domain. 'Psychosocial' pertains to individual development shaped by life roles and psychological experiences (Widick et al., 1978), encompassing psychological/behavioral elements (e.g., cognition, mental health) and social dimensions (e.g., social participation, work environment), excluding biological factors (Mawdsley et al., 2021).

Further research is needed to understand sustainable careers, focusing on intra-individual changes over time, including age-related changes and personal context shifts (De Vos & Van der Heijden, 2015). For instance, examining the psychosocial experiences like family loss and its impact on career sustainability is essential. Effective handling of psychosocial challenges is crucial for career success (Prastomo & Aziz, 2022) and aids in the development and maintenance of long-term careers (Sou et al., 2021). (Bhaskar et al., 2023) suggest that skilled management of these challenges correlates with career sustainability. Additionally, research by (Kalimo et al., 1987) emphasizes the link between workplace health and psychosocial factors, highlighting their role in disease causation, treatment outcomes, and the promotion of health actions at work.

Previous research indicates that psychological issues are common among musicians. Studies by (Pecen et al., 2018) and (Parker et al., 2021) identified depression, anxiety, and insecurity as prevalent among musicians, attributing these to the inherent uncertainty of music careers. A 2021 survey of 569 musicians found a significant percentage considering leaving their careers, influenced by increased uncertainty during the Covid-19 pandemic. This aligns with (Lundin, 2022) and (Brew, 2023), highlighting the psychological challenges in musicians' career paths. The psychosocial context is crucial for sustainable careers, especially for independent musicians, closely relating to key indicators like happiness and health, underscoring the mental health challenges faced by musicians.

It's crucial to capture the dynamic perspective in research, rather than just a snapshot, as sustainable career indicators can change over time due to intrapersonal or contextual changes (De Vos & Van der Heijden, 2015). Qualitative studies illuminate complex psychosocial issues, answering 'why?' and 'how?' from a humanistic viewpoint (McLuhan, 1999). Therefore, further research on psychosocial experiences is essential to

explore the psychosocial context's role in musicians' career sustainability and its relationship with happiness, health, and productivity.

The research objectives of this study are twofold: this study aims to utilize the Interpretative Phenomenological Analysis (IPA) method to explore the psychosocial experiences of performing musicians in establishing a career that is healthy, happy, and productive. It seeks to explore the psychosocial factors and strategies used by musicians to build sustainable careers and how these factors shape their ability to create a career that is not only successful but also fulfilling and health-conscious. Building on the study's objectives to explore psychosocial impacts on professional musicians, the research questions focus on identifying specific challenges and strategies within this context. The research questions guiding this study are: (a) How do performing musicians experience the psychosocial aspects of building a career that is happy, healthy, and productive? and (b) What are the psychosocial factors and strategies used by performing musicians to develop sustainable careers, and how do these factors shape their ability to establish a career that is fulfilling, health-conscious, and productive?.

Theoretical Background

Sustainable Career in Performing Musicians

Based on the sustainable career theory as defined by (De Vos & Van der Heijden, 2015), the sustainable career of performing musicians is characterized as a series of varied career experiences, demonstrating patterns of ongoing continuity, covering different social realms, and marked by individual agency, all of which contribute to the significance for a performing musician. The career path of a performing musician also distinguished by its diverse dynamics. The nature of a music career also depends on the individual performing musician, the company, entrepreneurial mobility of musicians, digitization, gender, health, and well-being, all of which impact the career conditions of a performing musician. Decisions made in a musician's career and the characteristics of the music produced are determinants of music career stability (Gee & Yeow, 2021).

The sustainability of a performing musician's career is determined by the musician's willingness to nurture the music they perform and make important decisions that influence the vitality and sustainability of their music practice. The sustainability of a performing musician's career is formed through self-identity and music identity awareness; the ability to handle various job roles simultaneously, both practically, emotionally, and financially; soft skills and hard skills used to adapt to various environments and demands; as well as a clear knowledge base of music that can be tailored to specific contexts (Gee & Yeow, 2021). The sustainability of a performing musician's career is also shaped through resilience, music diversification, music revitalization, and interconnectivity in addressing socio-economic challenges in the music industry (Brew, 2023).

Psychosocial Context and Factors in the Sustainability of the Careers of Performing Musicians

Psychosocial refers to the interplay between social factors, like societal structures and processes, and psychological factors, such as individual mental processes and states. It suggests that social influences on individuals can be interpreted and mediated through psychological perspectives (Stansfeld & Rasul, 2007). Success in building a long-term career is supported by psychosocial abilities. Psychosocial abilities assist an individual in developing and maintaining a career over an extended period. An individual who successfully navigates psychosocial challenges can establish a sustainable career in their life.

A career cannot be successfully developed without taking into account the context in which it evolves. This concept is particularly relevant to the work environment of performing musicians. The context of career development involves stakeholders such as the social environment, which can protect and enhance a musician's sustainable career. Additionally, the context of a musician's personal life can also impact the sustainability of their career (De Vos & Van der Heijden, 2015). The psychosocial context refers to an individual's physiological, cognitive, interpersonal, environmental, and social changes (Barlow et al., 2011). The psychosocial context can be viewed through an individual's disposition. Psychosocial disposition is how a person perceives and responds to the world around them, including setting their goals, learning from past experiences, utilizing available resources, and deciding how to act. This reflects a mental attitude or personal outlook that influences their thoughts, feelings, and actions in social and psychological situations (Upadhyay & Dalal, 2013). Apart from disposition, psychosocial factors can provide insight into a musician's career-building experiences. The success of long-term career development is supported by the evolving psychosocial context throughout the career journey.

This study will discuss psychosocial factors present in the work environment, especially for performing musicians. These psychosocial factors in the work environment of musicians, as researched by (Détári et al., 2020) using selected items from the General Nordic Questionnaire for Psychological and Social Factors at Work QPS-Nordic scale and the Job Content Questionnaire, include job control, job demands, social support, effort–reward (salary and acknowledgment), work–family conflict, and job motivation. Job control relates to autonomy and decision-making, job demand measuring work pressure, work-family conflict concerning the impact on family life, and social support focusing on colleague assistance. Additionally, effort-reward examines the balance between perceived effort and rewards, while job motivation assesses how motivated individuals feel in their work. These factors collectively shape the psychosocial work environment and its impact on musicians' well-being and career sustainability.

Research Methods

Research Design and Procedure

This study adopts a qualitative research design to explore the psychosocial experiences of professional performing musicians regarding their sustainable careers. (De Vos et al., 2020) proposed the necessity for conducting qualitative research in the field of sustainable careers. They emphasize that sustainable careers are a highly complex topic, and to develop a strong foundation for future theoretical work, it is essential to gain a deeper understanding of the processes and underlying mechanisms involved. The utilization of a qualitative approach allows for an in-depth understanding of the intricate nuances in how musicians perceive and construct career sustainability in the challenging field of music performance. Qualitative research aims to explore and understand the meanings of social or humanitarian problems (Creswell, 2015).

Data collection is conducted through in-depth, face-to-face interviews, carefully structured to facilitate a detailed exploration of the participants' experiences. Interviews are conducted in a conducive, noise-free environment, ensuring comfort and encouraging openness. The interview structure incorporates elements of abstract, orientation, complicating action, result, evaluation, and codes, as suggested by (Frost, 2021). This structure aids in capturing the complexity and depth of the participants' narratives. Ethical considerations are integral to the research process. Participants are provided with detailed

informed consent documents, and confidentiality is strictly maintained. The researcher places a strong emphasis on building rapport and ensuring participant comfort throughout the interview process.

Table 1 Demographics of career self-management patterns.

Initial (Gender)	Age (years)	Instrument	Years of Experience	Interview Date	Duration
RR (M)	45	Bass	>20 years	August 03, 2023	53 Minutes
BR (M)	46	Guitar	>20 years	August 13, 2023	36 Minutes
JP (F)	30	Drum	>15 years	August 13, 2023	32 Minutes
GN (M)	32	Drum	>15 years	August 03, 2023	25 Minutes
YK (M)	46	Keyboard	>20 years	August 18, 2023	45 Minutes
GR (M)	36	Percussion	>10 years	August 18, 2023	50 Minutes

Sample

The study employs purposive sampling to select six participants with a minimum of ten years of experience as professional performing musicians. A purposive sample is one in which the characteristics are specifically chosen to align with the objectives of the research (Andrade, 2021). This criterion is chosen to ensure a homogeneous sample that provides rich, in-depth insights into the career experiences of established musicians. This also refers to the participant criteria set by (Upadhyay & Dalal, 2013), who also selected participants with a minimum of 10 years of experience working in the field of music. Six participants meeting this criterion were included in the study.

This sampling closely aligns with the objectives of this research, focusing on deeply understanding the unique experiences of musicians, which is essential for the detailed and nuanced approach required in Interpretative Phenomenological Analysis (IPA). Purposive sampling enables the selection of a homogeneous group of professional performing musicians, ensuring that the participants have firsthand experience with the psychosocial aspects of their careers. This approach not only enriches the data's relevance but also its depth. Furthermore, this method is practical in terms of accessibility and feasibility, allowing this research to identify and recruit participants who could offer the most insightful information for the study.

Analysis

Based on (Frost, 2021), Interpretative Phenomenological Analysis (IPA) method is presented as a multi-stage, reflective process. Initially, the researcher immerses themselves in the data by repeatedly reading the transcripts to gain a thorough understanding, noting observations and thoughts. Detailed textual analysis is conducted, focusing on content, language, and context. The process is iterative, with the researcher moving back and forth between stages, ensuring the integrity of the participant's narrative is maintained. This method employing semi-structured interviews and suited for small, homogeneous samples, and it demands the researcher's reflective engagement to interpret the participant's experiences and meanings deeply.

IPA is characterized as an inductive analysis method. In IPA studies, the research questions are phenomenological, focusing on exploring personal lived experiences, and the process is inductive rather than theory-driven. This inductive approach is evident in the way literature is used in IPA studies; it is employed to develop an understanding of the current state of research in a specific area and to identify gaps that the study aims to address, rather than to formulate a hypothesis or theory to be tested. The analysis aims to uncover the rich, nuanced meanings that the musicians attach to their experiences, with a

focus on the psychosocial aspects of building a sustainable career in the challenging field of music performance. The findings are expected to provide valuable insights into the psychological and social aspects of career sustainability in the field of performing musicians.

Results and Discussions

The research findings are categorized into two themes: (a) Career Journey and Industry Dynamics, and (b) Personal Identity and Social Interaction. Through subthemes from the first theme, such as "Career Satisfaction and Well-being," "Adaptation and Professional Growth," and "Maintaining Passion and Creativity," the research delves into how musicians navigate industry changes, sustain motivation, and develop skills to ensure success and satisfaction in their careers. Meanwhile, in the context of "Self-Identity and Artistic Integrity," "Work-Life Balance," and "Community and Support Networks," this study illustrates how social interactions and the formation of personal identity influence the professional lives of musicians. This research unveils the complex dynamics between personal aspirations, career demands, and social relationships, as well as their impact on the mental and physical well-being of musicians in building sustainable careers.

Table 2 Superordinate and Subordinate Themes

Superordinate Themes	Subordinate Themes
Career Journey and Industry Dynamics	Career Satisfaction and Well-being Adaptation and Professional Growth Preserving Passion and Creativity
Personal Identity and Social Interactions	Self-Identity and Artistic Integrity Work-Life Balance Community and Support Networks

Career Journey and Industry Dynamics

In the theme of "Career Journey and Industry Dynamics," researchers explore three crucial subthemes: "Career Satisfaction and Well-being," "Adaptation and Professional Growth," and "Preserving Passion and Creativity." This theme focuses on how musicians confront and adapt to the constant changes in the music industry while maintaining their personal well-being. The subtheme "Career Satisfaction and Well-being" relates to how involvement in music affects the happiness and well-being of musicians, emphasizing the importance of finding satisfaction in their work to maintain mental and physical health.

The subtheme "Adaptation and Professional Growth" underscores the significance of flexibility and continuous learning in responding to the rapidly changing dynamics of the industry, highlighting that adaptation is key to surviving and thriving in a music career. Lastly, "Preserving Passion and Creativity" highlights how musicians sustain their enthusiasm and artistic innovation in an industry that often demands competitiveness and can be challenging. Overall, the theme and its subthemes come together to provide a comprehensive overview of how musicians build and sustain a successful career amidst the challenges of a dynamic industry.

Career Satisfaction and Well-being

Happiness, as one of the indicators of a sustainable career, can be observed through career satisfaction, as can health indicators be seen through an individual's physical and mental well-being. Based on interview findings, the six participants who

have pursued careers in music for over 10 years have discovered career satisfaction and well-being through various aspects of the music world. RR experiences happiness and the positive influence of music in his life, while GN finds satisfaction in the surprises and passion he encounters in music. YK emphasizes the importance of bringing happiness to others through music, whereas JP gained a deeper understanding of the value of music in his life after taking a break. GR highlights the importance of balancing career and personal time for well-being, and BR is pursuing a level of satisfaction that has yet to be achieved, indicating that career satisfaction is an ongoing process filled with introspection. Overall, their experiences reflect that career satisfaction and well-being in music are found not only in external success but also in internal fulfillment and the emotional impact of music.

RR highlights how music has a positive impact on his life, both physically and emotionally. He describes music as a form of prayer that brings happiness. His decision to become a musician after college reflects the certainty and satisfaction he found in music, indicating its connection to his personal well-being.

'Music keeps us positive all the time, continuously fresh, and it's not meaningless. Every time I meet my old school friends or college friends who are around the same age, there's a noticeable difference in their appearance, their physical form is completely different. So, in my opinion, music is like, what can I say, it's like we're praying too, something or points that make us happy. So, there's no doubt that I live in music, meaning I was sure from the very beginning, after I finished college, that I had to become a musician.' (RR, Bassist, Male).

In addition to RR, participant GN also talks about how music has provided surprises and happiness that he couldn't find in other fields. GN's career satisfaction lies in his ability to overcome boredom and monotony thanks to his passion for music. This demonstrates that passion can be a source of well-being and satisfaction in one's career.

'Oh, the reason I've stayed in this field until now is because it has given me many surprises and has brought me happiness that I couldn't find in other fields. Even though I've tried other fields, I realized I couldn't find that happiness and passion anywhere else. So, as boring or as monotonous as it may get, I can still handle it, I can still steer through it because of the passion I have here.' (GN, Drummer, Male).

Unlike the previous participants, YK emphasizes that happiness in his music career is not only about fulfilling personal needs but also about bringing happiness to others. This reflects the view that career satisfaction doesn't just come from personal achievements but also from contributing to the happiness of others.

'I can't be a corporate person. It's impossible. Plus, I feel that every time I play music, I'm happy, and people are entertained. It seems like my calling is to make people happy. Instead of working to make myself happy all the time, I'd rather work for others, so that they are happy.' (YK, Keyboardist, Male)

In contrast to finding happiness through contributing to the happiness of others, another participant, JP, describes how temporarily stepping away from music made her realize the significant value of music in her life. Her return to music with a higher level of enthusiasm indicates that music is an essential part of her well-being, and maintaining it is the key to career and personal happiness.

'When there was no music, it was a huge loss. It made me realize how much music means to me. So, when we lose something and then get it back, we cherish it a lot, right? We don't want to lose it again. That's what I felt. So, when I stopped completely for two months, when I came back to playing music, the adrenaline or the enthusiasm was

completely different. I felt regretful about how annoyed I was before. So now, I take good care of it.'(JP, Drummer, Female)

In addition to GR, other participants also demonstrate how physical health and well-being are crucial to maintaining a sustainable career. GR talks about the challenges of balancing personal time with professional commitments. He realizes the importance of setting boundaries to preserve his health and well-being.

'There's no 'me time' because it's taken up too much. But, in the end, it becomes a learning experience, which means I need to set limits now. I've started doing that bit by bit. In the past, I was constantly bombarded with work, especially after I started coming to Jakarta. For example, in the morning, I had an event in Bandung, and in the evening, I had one in Jakarta. It can be like that. The biggest challenge is health, for me personally.'(GR, Percussionist, Male)

In contrast to the previous participants, BR expresses that even though others may perceive him as successful, he feels that he hasn't reached a point of satisfaction or the goals he desires. This indicates that career satisfaction is an ongoing journey and often differs between one's self-perception and how others perceive it.

'So, we always need factors in, for example, XYZ, three dimensions, there are many factors and lines where if you hit those lines correctly, and various other factor X, you will reach that goal. And that goal, of course, aligns with what you want. Now, when it comes to what I haven't achieved, I haven't found the intersection of those lines, I haven't found it... If people say I should be satisfied many times, but I'm not. I haven't found it yet.'(BR, Guitarist, Male)

The six participants in this study—RR, GN, YK, JP, GR, and BR—describe important aspects of career satisfaction and well-being. RR emphasizes the role of music as a source of happiness and vitality, while GN and YK highlight how passion and the opportunity to bring happiness to others add dimensions to their career satisfaction. JP illustrates the value of music in creating an intense sense of loss during its absence, emphasizing the importance of music in her personal well-being. GR discusses the importance of balancing professional and personal life for health, and BR expresses an ongoing search for deeper satisfaction that goes beyond externally recognized success. Overall, their experiences demonstrate that building a sustainable and satisfying career in the field of music requires more than just professional success; it also involves emotional well-being, mental health, and sustained personal happiness.

Adaptation and Professional Growth

The subtheme "Adaptation and Professional Growth" reveals how performing musicians navigate and adjust to the challenges and opportunities that arise in the dynamic music industry. Within this subtheme, researchers explore the strategies and approaches taken by musicians to develop their abilities and skills, as well as how they respond to changes that occur in their career journey. This subtheme delves into how musicians not only survive but also leverage change as an opportunity for growth and innovation in their careers.

For instance, GR, a male percussionist, exemplifies the process of adaptation and professional growth. He acknowledges the transition from viewing music as a hobby to a professional obligation and how he motivates himself to overcome fatigue and find the enthusiasm to fulfill his responsibilities. This showcases the importance of a positive perspective and self-adaptation in facing career challenges.

'I'm tired, but I have to do it; it's already become an obligation, not just a hobby. So, the phase has reached what was mentioned. It started as a hobby, and eventually, it

became an obligation. Of course, there are moments of hesitation, but how do we motivate ourselves? Hey, you've already come this far; can you really be lazy now? That's how we need to look at it from various perspectives.' (GR, Percussionist, Male)

The journey into a music career often begins with challenges and perseverance, as illustrated by RR. RR's interview results depict his journey of adaptation and professional growth in the music world, where he faced initial challenges, learned from experiences, and made strategic decisions to build a strong career foundation. He emphasizes the importance of temporarily sacrificing music activities to establish financial stability, which enables him to create more freely and without financial pressure. This underscores the significance of adaptation for long-term growth in achieving sustainable career goals.

'At the beginning, whoever invited me was usually from a band and all that, which means I didn't know many songs, but I wanted to play, and I wondered how to do it... It didn't feel like 3, 5, 10 years, and then at one point, I realized that the music era had changed. People in their younger ages, like (the interviewer), are already able to create, and I should be like that too. So when I wanted to turn back like that, my pace was already too long because I had become a player. Automatically, I had to, in quotes, refresh myself by sacrificing, meaning I shouldn't do too many sessions... You sacrificed for 2 years without thinking about music to build a very strong foundation. So you can't, there's no excuse, you postpone it again, like that, it's always, because my main goal is not to continue being just a player.' (RR, Bassist, Male)

In addition to RR, participant YK, a keyboardist, highlights the crucial aspect of adaptation. She acknowledges the reality that a career as a session player cannot last forever, and with this awareness, she chooses to gradually transition into music production, demonstrating a strategic adaptation to extend the sustainability of her career. YK's approach in choosing music production as a new career path emphasizes the importance of developing more sustainable skills such as 'taste' and musical sensibility, not just technical skills. The decision to shift from being a performing artist to a producer reflects an understanding that professional growth often requires a change in direction and adjustment to the industry's realities. This underscores that long-term productivity often depends on the ability to adapt and grow, both in developing new skills and navigating changes in the music industry.

'You can't be a session player forever. I've started realizing that. The younger generation is rising, becoming really good. That's why I ventured into production. I'm into music production. We know that being a performing artist, you can't possibly stay in it until you're old, well, you can, but not forever. But if you're a producer, you can do it until you're old. Because what's more important isn't the skill, but taste and the ear.' (YK, Keyboardist, Male)

Furthermore, participant GR, a male percussionist, shares his journey of adaptation and professional growth, where he learns from successful musicians and mentors. This aligns with the previous subtheme, emphasizing the importance of building relationships and learning from those who have succeeded in the industry. He also emphasizes how he proactively seeks opportunities in Jakarta, seizes emerging chances, and follows unexpected but beneficial career paths. Ultimately, this leads him to significant achievements, including opportunities to work in television and perform abroad. This highlights the importance of initiative, networking, and a willingness to continuously evolve and adapt in a music career.

'Alhamdulillah, from what people used to mention, I've gotten close with them, and I've learned from them. So that means I look at the figures and wonder, 'Why are you successful there?' ... So, in the end, I finally realized that I had to have a principle: I have to get to know them and approach them... Allah provided a way for me to teach in Jakarta. It was perfect because I wanted to go to Jakarta, as I had to go there since Jakarta isn't the place for the music business here. So, when there was an offer, I just went for it. ... I got accepted on TV through this, accepted on this, and finally, quite easily, Alhamdulillah, I couldn't believe it. I couldn't believe it, I couldn't believe this, like, if you look at it in terms of material things, I couldn't believe it. What people see is that I can do it, so finally, it's like that. So, without realizing it... yeah, okay, so it became proof that I could go abroad. For example, like that.' (GR, Percussionist, Male).

Based on the interview results within the subtheme "Adaptation and Professional Growth," it is evident that flexibility, a change in mindset, and proactivity are crucial in developing a satisfying, healthy, and productive career. GR describes the transition from considering music as a hobby to an obligation, emphasizing the importance of maintaining self-motivation and drive to keep moving forward. RR talks about the process of learning and evolving, transforming himself from just being a player into someone more proactive and innovative in his music career, underscoring the importance of self-renewal and not being satisfied with the status quo. YK highlights the transition from a session player to a producer, acknowledging that a music career requires long-term adaptation and evolution to endure. Together, these quotes demonstrate that professional adaptation and growth are essential not only for career satisfaction and productivity but also for overall well-being, as they enable musicians to remain relevant, inspired, and healthy in an ever-changing industry.

Preserving Passion and Creativity

Focusing on productivity indicators, this theme emerges from the interview results. Maintaining passion and creativity is closely related to productivity, as both aspects can be primary drivers in improving efficiency and job quality. Passion, or a deep enthusiasm for a field, can trigger intrinsic motivation that drives individuals to work harder, more focused, and with higher commitment. Creativity, on the other hand, is the key to innovation and problem-solving, allowing individuals to find new and more effective solutions when facing challenges.

For example, participant JP, a drummer, describes how negative experiences, such as prejudice against visual appearance rather than musical ability, can act as a "catalyst" that strengthens passion and creativity, ultimately having a positive impact on productivity. JP responds to the offense she experiences with greater enthusiasm to prove her abilities. This drives her to continue growing, enhancing creativity and drumming skills. In the context of productivity, this experience shows that maintaining passion and creativity—even in the face of prejudice or challenges—can drive someone to work better, more innovatively, and with greater focus, thereby enhancing overall productivity in their career.

'But at that time, personally, I was very, very offended because it meant that we weren't seen as musicians but as visuals, so to speak. From there, it felt like a drive for me. It even made me more enthusiastic to show that I'm being chosen not because I'm a girl but because of my playing, you know. So, I'm very, very happy if, for example, someone plays with an orchestra or a band, and the band isn't even visible, but people praise it. 'Who's the one playing the drums?' Instead of having to be in the front.' (JP, Drummer, Female).

In addition to JP, other participants also have their own ways to maintain their passion and creativity in music. For example, RR, a male bassist, emphasizes the importance of self-discipline in preserving passion and creativity to support productivity. RR emphasizes consistent practices in his work, such as developing basslines or melodies, even when tired after rehearsals. He stores small ideas as a way to maintain creativity and prevent burnout. His approach shows that the creative process doesn't always have to be grand or immediately result in complete works but can evolve from routine and consistent practice. His optimistic attitude toward the potential of these ideas to transform into larger works in the future reflects an understanding that every creative effort, no matter how small, is valuable and can contribute to long-term career development.

'I try as much as possible now to be disciplined and wait for the right time. Plus, it's not negative, it's entertaining myself, meaning, after practice, I'm tired, I go home, but I still, not forcing it, still make time. I have two cool chords from earlier, I listen to them to stay motivated. ... That's how I approach it, so we really need to have output, whether it's just ideas. I said earlier, it's fortunate if it becomes an EP, fortunate if it becomes a single, fortunate if it becomes an album, ... whenever that is, but it must exist. ... So, I always discipline myself, I can't let my work pace form when there's a new opportunity or chance.' (RR, Bassist, Male)

Unlike RR, YK emphasizes the importance of maintaining skills and a professional attitude to remain relevant and sought after in the industry. This reflects an understanding that consistency in performance and a professional attitude are crucial for career sustainability. Furthermore, YK also acknowledges the potential to venture into other areas such as production and teaching, indicating an awareness that maintaining passion and creativity can involve diversifying skills and exploring various aspects of the music industry. Thus, YK illustrates how passion and creativity are not limited to the performance aspect of music alone but can also be utilized in other areas beyond live performances.

'Just keep playing well. The key is to maintain the skill, to maintain the attitude, so that you can still be utilized. In other fields, like, for example, producing, teaching, that's possible. But it still seems like the model is more about staying relevant. I survive. Hopefully, I improve. Maybe improvement will come in production.' (YK, Keyboardist, Male).

These quotes highlight how maintaining passion and creativity plays a crucial role in enhancing productivity in a music career. JP, as a female drummer, faced gender stereotypes but used them as motivation to prove her musical abilities, demonstrating that passion can be a strong driving force for boosting creativity and performance. RR, a bassist, emphasizes the importance of discipline in maintaining creativity, even after exhausting practices, showing that consistency and dedication in practice are key to developing creative ideas and sustaining productivity. Meanwhile, YK, a keyboardist, focuses on the importance of preserving skills and attitude to remain relevant and in demand, as well as exploring growth potential in other areas such as music production, highlighting that adaptation and flexibility in developing new skills are essential for maintaining passion and creativity. Together, these three musicians illustrate that passion and creativity are not just about artistic expression but also about maintaining high performance and adapting to the demands and opportunities in the music industry.

Personal Identity and Social Interactions

The second theme, "Personal Identity and Social Interaction," illustrates how the construction of personal identity, artistic integrity, work-life balance, and support

networks play a crucial role in shaping the psychosocial experiences of performing musicians. The subtheme "Self-Identity and Artistic Integrity" highlights how musicians form and maintain an authentic identity amid industry pressures, which is essential for achieving sustainable career satisfaction. "Work-Life Balance" explores how musicians maintain harmony between their professional and personal lives, a crucial aspect for mental and physical health. Finally, "Community and Support Networks" reveals the vital role of social relationships in providing support, inspiration, and opportunities that influence the success and well-being of musicians.

Self-Identity and Artistic Integrity

The subtheme "Self-Identity and Artistic Integrity" has a profound relationship with well-being, especially for individuals pursuing careers in creative fields such as arts and music. Self-identity reflects one's understanding and acceptance of oneself, including their values, beliefs, and life goals, and artistic integrity relates to an individual's commitment to staying true to their artistic vision and personal values, even in the face of external pressures to change.

RR and BR both revealed struggles in finding and maintaining their self-identity and artistic integrity. RR faced a dilemma in determining an authentic artistic direction for the EP or single he would release after a long career as an impersonator or imitating the styles of others. This reflects an internal conflict between the desire to express oneself authentically and the pressure to meet external expectations. Meanwhile, BR experienced anxiety due to the lack of recognition for her work as a music producer, despite having become a recognized figure. The mismatch between how she was perceived by others and how she saw herself raised questions about external recognition and validation versus internal satisfaction. Both of these situations highlight the importance of having a clear self-identity and artistic integrity in achieving well-being; without these two elements, musicians may experience internal conflicts, anxiety, and dissatisfaction, ultimately affecting their personal and professional well-being.

'But on one hand, even up until now, it's actually a problem when I'm at this stage, at this age, and I've had a career up to this point. I have to deal with myself about what my EP or single will be like, because I've been impersonating people for so long.' (RR, Bassist, Male)

'So, I'm always faced with the choice where you don't need to do anything. You've become someone. But people don't know what I'm really like inside. That my anxiety about why I make a lot of songs, but not many people know. And then, I have this annoyance as a music producer, and not many people know that either. There are many things like that which people don't know, and it becomes my personal anxiety.' (BR, Guitarist, Male)

JP, a female drummer, reveals the challenges of maintaining her sense of self and artistic integrity in various career situations. In the first quote, JP experiences a loss of motivation after the passing of someone significant in her life, highlighting the importance of external sources of inspiration in sustaining motivation and passion for music. This situation raises questions about whether she should return to music or pursue a different path, reflecting an identity crisis and a reevaluation of her music career. In the second quote, JP becomes aware of the tendency among other drummers to adopt similar playing styles due to industry demands, leading her to recognize the importance of staying true to herself. Her decision not to follow trends and to maintain her unique qualities, such as her expertise in playing in orchestras and strong music-reading skills, demonstrates her commitment to artistic integrity.

'If it's the first one, then it's losing motivation, you know. Because back then, when it was the time when the late person was still there, it was like the music was really driven by them. So, well, the motivation was really lost in music at that point. I even thought about whether I should go back to music or not. Whether I should do something else instead, you know. There were thoughts like that.' (JP, Drummer, Female)

'Actually, it's more about the challenge of the identity crisis that the interviewer mentioned earlier, that's definitely there. But on the other hand, I also see that nowadays, drummers tend to play in a similar style, maybe because of those demands. ... Oh, I think I should just be myself, you know, because that's where the difference lies. Maybe people are more focused on accompanying artists as session drummers, but for me, it's more like being part of an orchestra, a drummer who can play well but also read the music.' (JP, Drummer, Female)

Unlike JP, YK expresses internal fluctuations in self-perception, often doubting their abilities and self-worth when comparing themselves to idealized standards. On the other hand, GR indicates challenges in defining their musical identity, showing a phase of self-discovery in their music career. The complex relationship between a musician's self-identity and their artistic output is key in shaping their career trajectory and personal fulfillment.

'So, introspective, like when I say my practice was bad. My rehearsal today is not good. Then I think, maybe I'm not that good after all. If (the previous keyboardist) hadn't passed away, I probably wouldn't be here. That's what I think.' (YK, Keyboardist, Male)

'Well, for my identity, this actually helps me, you know. Like, I believe that every musician should have their own brand image, and forming a band is actually quite challenging, you know. Alhamdulillah, when I found percussion, from high school and even when I entered college, it's like, my major was in music, and I was already imaged as a percussionist. So, with that image, right from the start, I started getting job offers here and there because I was already established, with my own image.' (GR, Percussionist, Male)

This subtheme highlights the internal struggles and self-reflection experienced by musicians in creating and maintaining their artistic identities. RR, as a bassist, strives to distance himself from imitation and create works that reflect his true identity. BR contemplates the relationship between self and music. JP, a female drummer, faces an identity crisis and loss of motivation, ultimately finding the need to return to her authenticity. GN, also a drummer, grapples with personal issues while maintaining professionalism and integrity. YK, a keyboard player, experiences fluctuations in self-perception and doubts his abilities. Meanwhile, participant GR, a percussionist, faces challenges in defining his musical identity. Overall, this subtheme underscores the complex relationship between personal identity, psychosocial challenges, and artistic integrity, collectively shaping the career paths and personal satisfaction of these musicians.

Work-Life Balance

Another aspect of a musician's psychosocial experience is the effort to maintain a balance between work and personal life. This aspect is also related to the well-being and health of musicians. For example, RR discusses the psychosocial challenges of achieving a balance between work and personal life, especially for artists facing family financial needs. He emphasizes the importance of being realistic and responsible, not only pursuing artistic dreams but also ensuring financial stability, which he achieved by seeking passive income sources to support his family's life.

'Okay, when I completely stopped, there was no income from music at all because it was really tied to the pandemic at that time, so there was really no activity. ... I was confronted with one reality, that you can be an artist, but you have to step back, meaning you have to be aware ... of how to do it. So, in those two years, I pursued something that I thought was significant, something that I believed was worth it for me to have passive income.' (RR, Bassist, Male)

In addition to RR, participant BR, a male guitarist, also emphasizes the challenges of managing the balance between work and family, where he has to divide his focus between professional responsibilities and family, even though he receives full support from his family.

'My family, well, alhamdulillah, they're supportive. Supportive. But, ever since I got married, in 2003, it's always been like that. When we have a family, we have to divide our focus, not just on work but on the family too. So, in terms of support, it's there, everyone is supportive. But it's more about how I divide my thoughts between family and work.' (BR, Guitarist, Male)

JP, a female drummer, describes the challenges of prioritizing between a music career and education, especially when facing important academic stages like thesis, research, or internships. These stages demand time and specific focus, highlighting the need for effective time management and priority decisions in achieving a balance between career and education.

'Because during my career, I was also studying, going to college. And there were certain moments like when I was doing my thesis, research, or internships, those are actually non-negotiable times, so we have to prioritize between playing music or focusing on schoolwork.' (JP, Drummer, Female)

On the other hand, GN, a male drummer, highlights the significant emotional and psychological influence of a romantic partner on his work performance. He shows how the partner's positive or negative energy and interactions can impact his mood and productivity, even when both are musicians.

'Yes, because as creatures in relationships, we always get a positive aura from our partner when they talk to us. When they give us negative energy when we're feeling positive, indirectly, it affects our work, making it uncomfortable and everything becomes bad. That's always there even if both partners are musicians; it's not always positive for both.' (GN, Drummer, Male)

YK, a male keyboard player, also describes the conflict between professional ambition and family needs, where he worked hard to prove his ability to earn a living as a musician, leading to poor time management and difficulty in maintaining a balance between family time and work. This highlights the dilemma of allocating time to family or working for financial stability, both of which are important but challenging to balance.

'At the beginning, because I was very ambitious to prove that I could make money as a musician, I took all the jobs. Eventually, my time management became chaotic.'

'The challenge is that my time with the family gets reduced, and it's somewhat difficult to convince them that this is my job, not just playing around.'

'... To be frank, if I give you my time, you don't get my money. If I give you my money, you don't get my time. It's something that's difficult to balance.' (YK, Keyboard Player, Male)

Lastly, participant GR, a male percussionist, highlights the psychosocial challenges of maintaining a balance between a career and family life, especially when distance and work commitments separate him from his family and children. He

emphasizes the importance of maintaining a balanced and positive perspective, acknowledging the challenges but remaining enthusiastic and proactive in addressing the situation.

'The challenge is because I'm already married, and my place is far from my family. The biggest challenge is being away from the family, from the kids, especially, as I'm really close to my kids. That's the main challenge. ... It's really tough, but you shouldn't just look at it from one perspective. You see it from different perspectives—your work and your family. It eventually boosts your spirit. Challenges exist, but it's about how you anticipate those challenges with various mindsets, not just one way of thinking.' (GR, Percussionist, Male)

This subtheme reveals the psychosocial challenges that musicians face in maintaining a balance between their work and personal lives. RR, as a bassist, highlights the importance of staying realistic in the face of family financial realities and seeking passive income as a solution. Both BR, a guitarist, and YK, a keyboardist, emphasize the difficulties in dividing their time between family and career, with YK specifically addressing the dilemma between time and money. Meanwhile, JP, a female drummer, faces the challenge of prioritizing between education and a music career. GN, a male drummer, discusses the emotional impact of a partner's relationship on his job performance. Finally, GR, a percussionist, experiences difficulties due to physical distance from his family, emphasizing the importance of a balanced perspective and adaptation to challenges. Overall, the interviews depict the complexity and unique dynamics in the lives of musicians, where they must continually navigate between personal needs, family responsibilities, and career demands.

Community and Support Networks

The psychosocial experiences of musicians are closely intertwined with the role of community and support networks, which emerge as fundamental elements in a musician's career. This is evident in the interviews, which show both similarities and differences in their experiences and perspectives. A common thread among them is the recognition of the vital role of support systems in their careers. For instance, BR emphasizes the importance of peer support, noting that while family involvement is not required, support from friends, especially close friends, is crucial. This sentiment reflects the broader reliance on social networks within the music community, both for emotional and professional support. BR also acknowledges the significance of socializing and networking within the music industry, even though it may not naturally lean in that direction.

'... But, what I see as one of the things that has made me a bit stuck is that I couldn't have good communication, so I wasn't sociable, basically. ... You can't close yourself off, even if you might be introverted, and even now, I can talk a lot like this, it's progress. Originally, I couldn't talk like this, couldn't talk.'

'The most important support is actually having the right colleagues, supportive colleagues. Colleagues, not family. Because you see, sometimes, we may fail in our family, but if you have colleagues with the right support, you will have a better career. ... So, the most important support is from friends. From best friends, if possible. But even if you can't get close to your friends, at least use them as the right support system.' (BR, Guitarist, Male)

However, there is variation in how each participant experiences and values these support networks. Some may rely more on professional relationships, while others find support in personal relationships. These differences also encompass how they engage

with these networks, with some actively seeking connections and others benefiting from more passive support. These differences highlight the individual nature of each musician's journey, demonstrating how tendencies and personal circumstances shape how they navigate their careers in the music industry. For example, RR appreciates support from both musicians and non-musicians, which ultimately enhances his satisfaction in his career in live music performance.

'Social support is abundant, sometimes between me as a musician and non-musicians, like regular friends, or people I've just met, or maybe from friends I've just met on social media. ... On the other hand, I feel, 'Wow, that means my job is noble, it brings joy to people, and they remember me even though I'm in a position as a player, not necessarily visible, not like the vocalists or big musicians.' ... It means that our job, the energy we play with, is felt because it's noble, it's like it enters their hearts, we also enjoy playing, and it reaches people, so people remember us.' (RR, Bassist, Male)

Some participants rely on social support within their work environment. JP talks about the various assurances and support she receives because of the relationships she has built, emphasizing the crucial role of networks for performing musicians. In addition to relationships, other participants also value support from a positive work environment and community. For example, GN, a male drummer, emphasizes the importance of support and appreciation from the community and work environment, including emotional support from unknown fans and trust from leaders in his work environment. This gives him a sense of being valued and trusted, which are important factors for comfort and self-esteem in his career.

'Clearly, it's about relationships because as a session player, it depends on relationships. If your relationships are limited, if you're not known by many people or at least known by the music director, it will be very difficult to get jobs. So, as much as possible, when starting a career as a session player, the one who plays music must really give their best because it will spread through word of mouth.' (JP, Drummer, Female)

'Often, what I read and because I often read comments or my posts, many of them pray for me, and I salute that. I don't know them, but they want to pray for my success, smoothness, and good health. That, to me, is an appreciation that they care.' (GN, Drummer, Male, lines 234-240)

'Well, yes, support from the work environment, from the leadership overseeing it. When I was given trust, the confidence to become a leader in a program, for example, a TV program, I was asked to be the leader, I was trusted to guard the goal, it's also an honor for myself, my comfort within that environment. He trusts me to do whatever I want with the band, with the songs, as long as the band is safe from the start to the end of the journey.' (GN, Drummer, Male, lines 248-257)

In addition to GN, participant GR also emphasizes his appreciation for the support he receives from the work environment, making his career more meaningful. GR also gives credit to the highly supportive community in Bandung that shaped their careers, demonstrating the impact of local communities and social networks.

'I used to see it in Jajarin, and, oh God, I was highly regarded. Honestly, I remember when this one was taken (by other musicians), I and the boss (who hired me) were highly regarded. I'm really happy. So, thank God, I got a environment that doesn't compete with each other but embraces me. I was quite insecure, honestly, who am I to tell who should play which songs, who got the gig, like that, you know, there's also that.' (GR, Percussionist, Male)

'Coincidentally, I'm in Bandung, and in Bandung, the community is strong. Some say people from Bandung are the 'factory' of art. Well, in Bandung, my friends' environment is very supportive, very supportive, they really support me.' (GR, Percussionist, Male)

In contrast to other participants, YK highly values support from his significant other, emphasizing the importance of a close personal relationship. This is due to the lack of support from both of YK's parents. Support from parents, whether verbal or non-verbal, can have beneficial effects on their children's actions or emotional well-being (Dewi and Suyasa, 2004).

'If I want to perform, I inform her of my schedule. I have a gig now, I'm playing for half of it.' That's still part of the schedule, so she knows when I'm available. And thank God, she supports me to this day. For example, if she knows I have a gig, she tells me not to come home late. Not at night, I have a morning gig the next day. The ones who still can't be convinced are my parents, even to this day.' (YK, Keyboardist, Male)

The quotes from these musicians highlight the importance of community and support networks in positively influencing their mental well-being and physical health. BR emphasizes that the right support from colleagues can help overcome family failures and contribute to a more successful career. GN and GR recognize the importance of support from the workplace and the community, where trust and respect for their roles as musicians provide a sense of appreciation and motivation. JP and YK are aware that building and maintaining good relationships in the industry are key to success, emphasizing the importance of relationships and networks in achieving career opportunities. The social support they receive, both directly and through social media, provides positive energy and enhances their sense of being valued, which greatly affects their mental and physical health. Overall, these quotes demonstrate that the presence and quality of support networks are crucial factors in their well-being and the sustainability of their careers in the music industry.

Based on the research findings, the themes and subthemes identified through IPA analysis from interviews are deeply connected with the guiding research questions of this study. Theme 1: 'Career Journey and Industry Dynamics', which includes career satisfaction, well-being, adaptation, and preserving passion and creativity, provides answers to the first research question about the psychosocial experience of building a happy, healthy, and productive career. These subthemes highlight the multifaceted nature of career development, emphasizing how personal satisfaction, adaptability, and maintaining creative drive are essential for building a satisfying and healthy career.

Meanwhile, Theme 2: 'Personal Identity and Social Interactions', focusing on self-identity, artistic integrity, work-life balance, and community support networks, answers the second research question regarding the psychosocial factors and strategies of musicians in developing sustainable careers and how these factors help establish a happy, healthy, and productive career. This theme explores the crucial psychosocial factors and strategies used by musicians to forge sustainable careers, demonstrating how these elements collectively shape a musician's ability to achieve a career that is not only satisfying but also healthy and productive. Together, these themes and subthemes provide a deeper understanding of the psychosocial experiences of Indonesian performing musicians, offering insights into their strategies for building sustainable careers.

Based on the research findings, it is evident that it is important to consider the influence of psychosocial factors on the well-being of performing musicians. (De Vos & Van der Heijden, 2015) highlighted that happiness in a career is not just about objective

achievements but also about the dynamic fit between a career and an individual's values, goals, and the balance between work and personal life. The subthemes of career satisfaction and well-being demonstrate how musicians' satisfaction refers not only to financial income, which is an objective achievement, but also emphasizes personal alignment such as identity achievement and satisfaction in their work.

As explained in the studies by (De Vos et al., 2020) and (Stansfeld & Rasul, 2007), work pressure and social environment play a crucial role in determining the health and happiness of musicians. This is evident in the research results, showing how the community and social networks of musicians can affect their mental well-being in their careers. For example, participant JP who went through a tough experience that led them to quit music, then found happiness again when returning to the field of music, and meeting other musician friends who made them want to carefully maintain their career and relationships. The pressure often appears to stem from the demands of the competitive and dynamic music industry, as well as the need to maintain a balance between personal life and work. For instance, participants GR and YK showed the need to limit the work they take on to balance their health with their productivity.

In the context of adaptation and professional growth, as expressed by (Détári et al., 2020) and (Upadhyay & Dalal, 2013), it is a key factor for the sustainability of a musician's career, where they must adapt to changes in the industry, such as new technologies and market trends, while developing new skills and capabilities to stay relevant and successful. Additionally, career adaptability is considered crucial to cope with changes in workers and work situations in their work environment (Lubis et al., 2023). This is evident from the research results, for example, participants RR and YK who are considering developing their abilities in music fields other than performance, such as composition or production to maintain a sustainable career in music.

Moreover, social support from family or partners appears to be valuable for the participants in their career journey. This aligns with studies by (Portía et al., 2021) and (Gee & Yeow, 2021), which show that support from the community and social networks, including colleagues and family, has a significant impact on the success and well-being of musicians. This support provides motivation, inspiration, and valuable opportunities, all of which are essential for building a healthy and productive career. On the other hand, the research findings indicate how self-identity plays a role in the level of career satisfaction of musicians. This is in line with the studies emphasized by (Barlow et al., 2011) and (Buma et al., 2015), that artistic integrity and self-identity are important components in a music career. Musicians appear to prioritize their loyalty to their artistic vision despite facing industry pressures, reaffirming the importance of authenticity and originality in their work.

Musicians are also seen to rely on networks of peers, mentors, and employers for support, illustrating the role of social support in managing their mental well-being. This aligns with previous studies, where safe working conditions, health, and workplace culture have a positive and significant relationship with individuals' intrinsic and introjected motivation (Habibuw & Suyasa, 2016). Based on interview results, good working conditions and environmental support can enhance their career motivation, which ultimately increases their productivity. These findings are consistent with previous studies stating that social support plays a crucial role in enhancing work engagement, and social support is positively related to job involvement (Kusumawati & Suyasa, 2023).

The importance of proactive behavior and individual growth is also evident in the research findings under the subtheme of preserving passion and creativity, aligning with

the principles of Self-Determination Theory as outlined by (De Vos et al., 2020), which emphasizes the role of three innate psychological needs — autonomy, competence, and relatedness — in proactive, growth-oriented individuals. These needs drive individuals to interact with their social world, striving for fulfillment while mastering both internal and external strengths, and exhibit an inherent tendency towards growth, development, and integrated functioning. (Mawdsley et al., 2021) further support these research findings, particularly in the subtheme of adaptation and professional growth, emphasizing that the dynamic nature of careers requires continuous adaptation and evolution in response to personal and professional changes.

Flexibility and a commitment to continuous learning are also crucial for long-term career success and satisfaction. (De Vos et al., 2020) highlight the Conservation of Resources (COR) Theory, which is based on the motivation to protect current resources and acquire new ones. This theory primarily emphasizes that the psychological loss of resources is more detrimental than the benefits of gaining equivalent resources, leading to its main principle, the primacy of resource loss. This theory is relevant to the findings of this research, which show how musicians develop strategies based on their skills and networks as resources for sustainable career development.

Participants in this study are seen striving to balance their well-being with their creative energy and trying to acquire new skills and opportunities to maintain career sustainability. This balance is not just about survival, but about thriving in a competitive field. Participants in this study are actively engaged in mood regulation and effective schedule management as strategies to nurture their well-being and career progression. This approach is highly relevant given existing research that shows work stress negatively impacts well-being. Therefore, maintaining well-being in a professional context is not only beneficial but essential for optimal job performance and career development (Juwita & Arintika, 2018).

The satisfaction and success of a musician's career are closely linked to their sense of achievement and fulfillment, making their career happiness dynamic, evolving with changes in goals, values, and needs. This dynamic nature is crucial for maintaining long-term happiness. Lastly, the productivity of musicians, reflected in their ability to maintain high performance and adapt to industry demands, is essential for career sustainability. For example, the element of productivity emphasized in the first theme, particularly in preserving passion and creativity, demonstrates how musicians can adjust to industry dynamics and organizational or industry needs while maintaining their identity.

Conclusion

Based on the research findings, it can be concluded that: (a) Musicians find happiness and satisfaction in their careers through artistic expression and interaction with the audience, which is crucial for their mental and physical well-being, (b) Musicians must continuously adapt to changes in the music industry, learn new skills, and be flexible in their career approaches to remain relevant and successful, (c) Maintaining passion and creativity is key to career productivity and satisfaction, encouraging musicians to innovate and grow, (d) Maintaining artistic integrity and authentic self-identity amidst industry pressures is essential for sustainable career satisfaction, (e) Managing the balance between personal and professional life is vital for mental and physical health, highlighting the importance of time management and priorities, (f) Strong support networks from colleagues, family, and the community play a crucial role in the success and well-being of musicians.

This research reveals that in building a happy, healthy, and productive career, performing musicians require a combination of professional adaptation, maintaining passion, creativity, and managing self-identity and artistic integrity. The importance of balancing work and personal life, as well as the vital role of support networks, especially in the face of dynamic music industry challenges, also emerges as key factors. These findings highlight that success in a music career is not only measured by artistic achievements but also by the physical and mental well-being of musicians, involving deep psychosocial aspects.

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