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Elderly Empowerment and Social Sustainability: Evidence from UPT

Tresna Werdha Pasuruan

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ABSTRACT

This study examines the empowerment of the elderly at UPT Tresna Werdha Pasuruan using a descriptive qualitative approach through in-depth interviews, participant observation, and documentation analysis. The study applies Zimmerman's empowerment quality theory, which encompasses intrapersonal, interactional, and behavioral dimensions. Findings reveal that empowerment programs—covering spiritual guidance, skills training, arts, and recreational activities—contribute to enhancing self-confidence, self-esteem, optimism, and strengthening social relationships among the elderly. These outcomes are supported by a well-structured organizational system, stable funding from the regional budget, and empathetic communication between staff and the elderly. Importantly, the elderly are positioned as active subjects rather than passive recipients of services, thereby maintaining social functioning and independence. While the program has proven effective, further development is necessary through the formulation of measurable long-term objectives and the expansion of partnerships with external stakeholders. Cross-sector collaboration is expected to enrich activities, mobilize additional resources, and reinforce social support, ensuring that the sustainability of elderly life can be achieved in a holistic and enduring manner.

INTRODUCTION

The increasing proportion of the elderly population in Indonesia has become a crucial issue in the field of social welfare and public health. Alongside improvements in healthcare and life expectancy, the elderly represent a group that requires comprehensive support to maintain their quality of life. Aging is often accompanied by physical decline, psychological vulnerability, and reduced social roles, which, if not addressed, may exacerbate dependency and social isolation. Institutional care facilities such as the Tresna Werdha of Social Service (TWSS) in Pasuruan have a strategic role not only in providing basic protection but also in creating opportunities for elderly empowerment. Empowering the elderly through holistic programs can enhance their independence, self-esteem, and social participation, thereby ensuring sustainability in their well-being. This issue is particularly urgent in Indonesia, where cultural transitions and demographic changes demand innovative approaches to elderly care. Thus, research on empowerment models for the elderly is essential for developing effective and sustainable welfare policies.

Previous studies on elderly welfare in Indonesia have emphasized the importance of social participation, activity management, and psychosocial interventions. Research in Yogyakarta revealed that participation in meaningful social activities significantly enhances elderly life satisfaction and quality of life (Monika et al., 2020). Similarly, a post-pandemic evaluation in Budi Mulia 3 identified weaknesses in activity management despite covering food, religious, recreational, and entertainment services (Hafidz et al., 2024). Another study at UPTD Tresna Werdha Natar showed challenges such as limited human resources, low community participation, and persistent

psychosocial problems, which hinder the sustainability of elderly services (Anum et al., 2024). Further, restorative care programs through Posyandu cadres have been proven effective in improving functional health and social interaction (Ekasari et al., 2023). Social empowerment programs also demonstrate positive impacts on emotional well-being and access to healthcare (Jepisa & Wardani, 2024). These findings collectively highlight that elderly empowerment is multidimensional, requiring integration across physical, social, and psychological aspects to achieve meaningful outcomes.

Despite the growing number of studies, most previous research remains limited to partial approaches such as exercise programs, social worker roles, or restorative care, without developing a comprehensive model that integrates all dimensions of elderly empowerment. Theoretical perspectives on social services often position the elderly as passive recipients, rather than active subjects who can shape their own well-being. This leaves a theoretical gap in participatory and holistic empowerment frameworks for elderly populations in institutional settings. Moreover, empirical studies have not sufficiently examined how empowerment programs can simultaneously address physical, psychological, social, and spiritual needs in a sustainable manner. Given these gaps, this study raises the central research question: how are empowerment programs for the elderly implemented at the Tresna Werdha Social Home in Pasuruan, to what extent do they improve multi-dimensional well-being, and what challenges arise in their application? This inquiry is expected to contribute both theoretically and practically to the discourse on elderly empowerment in Indonesia.

This study offers a novel contribution by proposing an integrated empowerment model that positions the elderly as active participants and agents

of change within institutional care settings. Unlike prior research that focuses narrowly on specific aspects such as health exercises or the role of social workers, this study advances a holistic paradigm that simultaneously encompasses physical, psychological, social, and spiritual dimensions. The model emphasizes participatory engagement, allowing the elderly to co-design and co-implement empowerment programs aligned with their capacities and interests. In doing so, the study not only enriches theoretical discussions on empowerment and social sustainability but also provides practical implications for policymakers and social service managers in designing more inclusive elderly welfare strategies. By reframing elderly care from a charity-based to an empowerment-based approach, this research aims to strengthen the sustainability of social services and enhance the dignity, resilience, and productivity of elderly populations in Indonesia.

METHODS

This study employed a descriptive qualitative approach to explore the various forms of empowerment implemented at the Pasuruan Tresna Werdha Social Home in supporting the sustainability of elderly life. A qualitative design was chosen because it enables the researcher to capture participants' meanings, experiences, and perceptions in their natural context (W.Creswell & N.Poth, 2018). Such an approach is particularly relevant for investigating social, psychological, and spiritual aspects of elderly empowerment that cannot be adequately measured through quantitative methods, yet play a central role in improving quality of life.

Research Focus

The study focused on empowerment practices carried out within TWSS, including basic skills training, spiritual guidance, recreational therapy, and interpersonal communication development. In addition, it examined elderly residents' responses to these empowerment activities, as well as the role of the institutional environment in either facilitating or constraining their well-being.

Analytical Framework

The analysis was guided by Zimmerman's Empowerment Quality Theory, which conceptualizes empowerment across three dimensions:

1. Intrapersonal, referring to self-esteem, optimism, and confidence in one's abilities. In the context of TWSS, this dimension was reflected in efforts to enhance elderly residents' social welfare, meet spiritual and physical needs, and develop personal potential.
2. Interactional, emphasizing the capacity to understand and mobilize resources, social networks, and external support. This was reflected in the existence of structured organizational roles, community participation, and program adaptation to diverse elderly backgrounds.
3. Behavioral, focusing on active participation in programs that foster independence, such as rehabilitation, social guidance, and skills development aimed at enabling seniors to retain active roles in daily life.

Data Collection

Data were collected using three primary techniques: participatory observation, in-depth interviews, and documentation review.

1. Interviews were conducted with key informants, including elderly residents (minimum six months of residency), social workers, and TWSS managers. A purposive sampling strategy was employed to ensure the selection of participants with direct experience relevant to the research focus (Patton, 2002).
2. Observations were carried out to document social interactions, daily routines, and the implementation of empowerment programs in real-time settings.
3. Document analysis included institutional archives such as standard operating procedures (SOPs), activity schedules, and program reports, which provided supplementary insights to strengthen

primary data.

The data sources therefore consisted of primary data (interviews and observations) and secondary data (institutional documents and records). Data collection was conducted in stages and adapted flexibly to field conditions, consistent with the principles of qualitative inquiry (Miles, Huberman, 2014).

Data Analysis and Validation

Thematic analysis was used to interpret the data, involving steps of data reduction, coding, theme identification, and conclusion drawing. Findings from interviews, observations, and documentation were categorized under themes such as elderly independence, social engagement, spirituality, and satisfaction with institutional services. To ensure rigor and trustworthiness, data validity was established through triangulation of methods and sources, as well as member checking with informants to confirm the accuracy of interpretations (Lincoln & Guba, 1985). This approach allowed the study to generate a rich, contextualized, and in-depth understanding of

elderly empowerment practices in institutional care settings.

RESULTS AND DISCUSSION

1. Institutional Profile of TWSS Pasuruan

Interviews with the manager revealed the vision, mission, structure, and resources of TWSS Pasuruan. The vision emphasizes improving the welfare of devout elderly, while the missions include fulfilling spiritual, physical, and social needs, developing independence, and enhancing community participation. With 165 elderly residents and 45 staff, resources are considered adequate. This framework aligns with Zimmerman’s empowerment theory, where institutional structures support intrapersonal confidence, interactional access to resources, and behavioral participation.

Table 1. Institutional Profile of TWSS Pasuruan

Aspect	Key Findings
Vision	Enhancing welfare of devout elderly
Missions	1) Fulfill spiritual, physical, and social needs 2) Develop independence 3) Strengthen community participation
Organization	Head of UPT → Admin Head → Heads of Social Services & Guidance → Social Workers & Staff
Residents & Staff	165 elderly, 45 staff (adequate)

Source: Primary data from Interviews and Observations, 2025.

The institutional vision and mission reflect a holistic view of elderly welfare, integrating physical, social, and spiritual domains. This finding aligns with Zimmerman’s empowerment theory, where intrapersonal (confidence and optimism), interactional (organizational support and networks), and behavioral (participation in programs) elements reinforce one another (Zimmerman, 1995). Adequate staff resources further strengthen organizational capacity, consistent with (Bryson et al., 2014), who argue that well-structured institutions facilitate sustained empowerment. Thus, TWSS’s institutional design provides the foundation for integrated elderly empowerment.

2. Program Evaluation and Assessment

Program evaluation is conducted quarterly, involving all staff and reported to the Department. Indicators of success include improved quality of life and service performance, while needs assessments ensure activities remain relevant. These mechanisms reflect accountability and responsiveness, consistent with Rappaport’s empowerment framework. Transparent reporting and adaptive interventions reinforce sustainability and enhance organizational empowerment.

Table 2. Program Evaluation and Assessment

Aspect	Key Findings
Reporting	Quarterly, prepared by all staff
Indicators	Improved elderly welfare and service performance
Needs Assessment	Conducted before activities; results vary

Source: Primary Data from Interviews and Observations, 2025

Regular evaluation and reporting demonstrate accountability, a key dimension of organizational empowerment (Rappaport, 1987). The emphasis on life quality as an outcome aligns with (Perkins & Zimmerman, 1995) view that empowerment is measured not only by participation but also by tangible well-being improvements. Needs assessments enhance responsiveness, ensuring services remain relevant, which is consistent with adaptive governance theory (Emerson & Nabatchi, 2015). This structured monitoring strengthens both institutional credibility and sustainability of programs.

3. Key Obstacles in Implementation

Obstacles in program delivery are minimal, with health conditions of the elderly being the main limiting factor. Activities are adjusted through classifications of healthy and vulnerable groups, ensuring inclusivity. Budget constraints are absent, as funding is fully supported by the regional budget. These findings illustrate that structural barriers are low, while health-related limitations shape participation. Within Zimmerman’s model, these reflect intrapersonal (psychological support), interactional (resource allocation), and behavioral (consistent activity implementation) empowerment.

Table 3. Obstacles in Activity Implementation

Aspect	Key Findings
Resources	Staff adequate and trained
Barriers	Health conditions of elderly
Accessible Activities	Spiritual guidance most common
Budget	No constraint; funded by APBD

Source: Primary data from interviews and observations, 2025

Although organizational resources are sufficient, elderly health conditions remain a significant barrier to program participation. This aligns with studies showing that physical vulnerability strongly shapes participation in social services (Palupi & Sinaga, 2024). The adaptation strategy of classifying residents as healthy or vulnerable reflects interactional empowerment by tailoring services to individual capacities (Zimmerman, 1995). Moreover, financial stability through APBD funding eliminates budgetary risks, reinforcing findings by (Triwanti et al., 2014) that resource sufficiency is vital for sustainable elderly services.

4. Support for Empowerment Activities

Findings show that TWSS relies entirely on government funding through the regional budget (APBD). No external sponsorship or CSR collaboration is currently active, though one existed in the past. This reliance provides financial stability and independence, ensuring sustainability without external dependence. According to (Rappaport, 1987), empowerment involves leveraging internal strengths, and in this case, stable government support serves as a critical enabler of program continuity.

Table 4. Support for Empowerment Activities

Aspect	Key Findings
Government Support	Fully supported through APBD
Private/CSR Support	Occurred once, long ago
Funding Reliance	Entirely on APBD
External Assistance	None sought

Source: Primary data from interviews and observations, 2025

TWSS's reliance on government funding ensures financial stability and independence, resonating with (Rappaport, 1987) principle that empowerment requires mobilizing internal strengths. However, limited engagement with external actors may constrain innovation, echoing (Nielsen et al., 2024), who highlight the importance of cross-sector collaboration for program sustainability. Stable APBD funding secures continuity, but future strategies could benefit from integrating CSR or

community-based partnerships to diversify resources.

5. Evaluation and Follow-Up

Evaluation results show that program success is measured by elderly participation rates. Feedback is given in the form of appreciation such as bread distribution or words of thanks, while formal follow-up actions are minimal. These practices enhance motivation and self-worth, reflecting Zimmerman's intrapersonal empowerment. High

participation illustrates behavioral empowerment, while interactions built through feedback strengthen the interactional dimension.

Table 5. Evaluation and Follow-Up

Aspect	Key Findings
Success Indicators	Elderly participation in activities
Feedback	Bread distribution and verbal appreciation
Follow-Up	No formal measures

Source: Primary Data from Interviews and Observations, 2025

Participation rates as success indicators demonstrate behavioral empowerment, while feedback through appreciation strengthens intrapersonal self-worth (Zimmerman, 1995). However, the absence of structured follow-up indicates limited institutional learning, which may hinder long-term impact. Similar findings by (Silaban et al., 2024) suggest that robust feedback loops improve responsiveness in elderly services. Therefore, enhancing evaluation mechanisms with follow-up strategies could reinforce empowerment outcomes.

6. Communication with the Elderly

Communication between staff and elderly residents is active and routine, though staff have no specialized training. Listening to complaints and adopting an understanding approach when residents are difficult to communicate with are consistent practices. These efforts align with Gibson's empowerment theory, which emphasizes reducing barriers and promoting expression. Active communication fosters self-esteem (intrapersonal), builds trust networks (interactional), and promotes participation (behavioral).

Table 6. Communication Practices

Aspect	Key Findings
Patterns	Active, routine communication
Training	No formal training
Difficult Cases	Addressed by better understanding elderly
Complaint Handling	Routine listening

Source: Primary data from interviews and observations, 2025

Active, routine communication builds trust and reduces psychological barriers, consistent with (Gibson, 1991) theory of empowerment as expression and recognition. Although no formal training exists, staff employ empathetic practices that foster intrapersonal confidence and interactional trust. Studies by (Huo et al., 2025) confirm that empathy enhances positive social behavior and life satisfaction in elderly populations. Thus,

communication practices at TWSS strengthen empowerment through interpersonal relationships.

7. Empathetic Approach

Empathy is embedded in TWSS's work culture, with staff ensuring equal attention to all residents. Daily communication and emotionally bonding activities help elderly residents feel valued. This empathetic approach enhances psychological well-being and aligns with Zimmerman's

dimensions of empowerment. Empathy fosters interactionally, and manifests behaviorally in intrapersonal confidence, strengthens social ties consistent supportive actions.

Table 7. Empathetic Approach in Elderly Care

Aspect	Key Findings
Daily Practices	Communication with residents every day
Emotional Bonding	Activities designed to foster empathy
Ensuring Value	Equal attention for all
Culture	Empathy institutionalized as work culture

Source: Primary Data from Interviews and Observations, 2025

The institutionalization of empathy as a work culture creates an environment of inclusivity and dignity. Intrapersonal empowerment is strengthened through self-confidence and meaning, while interactional empowerment is reflected in deeper social bonding. Behavioral empowerment emerges through daily empathetic practices. These findings echo (Dong et al., 2024), who argue that informal emotional support enhances mental well-being and participation in elderly communities.

Elderly residents are given space to express opinions, and refusals to join activities are addressed with advice and understanding. Staff maintain communication regardless of feedback outcomes, showing consistency. These practices reflect empowerment principles by strengthening self-confidence (intrapersonal), building relationships (interactional), and reinforcing inclusive practices (behavioral).

8. Feedback and Response

Table 8. Feedback and Response

Aspect	Key Findings
Opinion Space	Provided
Handling Refusals	Through advice and understanding
Communication Effect	Remains unaffected

Source: Primary Data from Interviews and Observations, 2025.

Allowing elderly residents to express opinions strengthens self-confidence and validates their role as active subjects, consistent with (Perkins & Zimmerman, 1995). Addressing refusals empathetically illustrates institutional responsiveness and interactional empowerment. Consistency in maintaining communication despite refusals reflects behavioral empowerment, ensuring inclusivity and reducing isolation risks (Hanifah & Gito, 2024).

9. Skills Training

Skills training activities such as sewing, knitting, and patchwork are conducted weekly under instructor supervision. Elderly residents produce items like dusters and pot holders, and they express happiness and pride in their creations. This reflects intrapersonal pride, interactional learning through instructors, and behavioral empowerment through active production. Skills training thus promotes independence and contributes to quality of life.

Table 9. Skills Training Programs

Aspect	Key Findings
Skills	Sewing, knitting, patchwork
Frequency	Weekly, guided by instructors
Outputs	Dusters, pot holders, <i>jampel</i>
Resident Response	Positive; feel happy and proud

Source: Primary Data from Interviews and Observations, 2025

Skills training enhances intrapersonal pride and self-esteem by enabling elderly residents to produce meaningful outputs. The presence of instructors facilitates interactional empowerment by providing resources and guidance. Behavioral empowerment is evident in weekly participation and tangible products. This aligns with (Indrayogi, Priyono, 2022), who found that productive engagement improves elderly economic, social, and cultural conditions.

10. Spiritual Guidance

Spiritual programs include religious studies, guidance, worship, and congregational prayers, facilitated by religious leaders. Elderly participation is highly active, and activities strengthen inner peace and social bonds. These findings highlight spirituality's role in intrapersonal resilience, interactional support networks, and behavioral engagement. Spiritual guidance thus directly contributes to psychological well-being and sustainability.

Table 10. Spiritual Guidance Activities

Aspect	Key Findings
Forms	Religious study, worship, congregational prayer
Facilitators	Religious teachers (ustadz, pastors)
Participation	Very active

Source: Primary Data from Interviews and Observations, 2025

Spiritual guidance supports psychological resilience by fostering inner peace, optimism, and self-control. Intrapersonal empowerment is enhanced through stronger self-confidence, while interactional empowerment arises from relationships with religious mentors. Behavioral empowerment is evident in active participation. These findings are consistent with (Alinejad et al., 2025; Stelcer et al., 2023), who confirm that spirituality improves resilience and life satisfaction in elderly populations.

11. Arts and Recreation

Weekly recreation such as *karawitan* (traditional music) and sunbathing provide both entertainment and physical benefits. Residents reported highly positive impacts, including increased happiness, physical health, and social interaction. These activities support intrapersonal confidence, strengthen social relationships interactionally, and encourage consistent behavioral participation. Thus, recreation complements spiritual and skill-building activities in empowering elderly residents.

Table 11. Arts and Recreation Activities

Aspect	Key Findings
Activities	<i>Karawitan</i> (gamelan), sunbathing
Frequency	Weekly
Reported Impact	Very positive for health and well-being

Source: Primary Data from Interviews and Observations, 2025

Arts and recreation improve both physical health and emotional well-being. Intrapersonal empowerment is reflected in happiness and self-expression, interactional empowerment emerges from expanded social networks, and behavioral empowerment is seen in active participation. Also highlighted that group-based recreation maintains social and psychological functioning. Thus, recreation complements spiritual and skill programs in fostering holistic empowerment (Ratna Supiyah, 2020).

Elderly Perspectives

Understanding the personal experiences of elderly residents at TWSS Pasuruan provides valuable insights into how empowerment is perceived and practiced at the individual level. Interviews with selected residents (Mbah Suharmi, Mbah Darmadji, Mbah Suwelasasih, and Mbah Sudarsono) highlight their backgrounds, daily independence, emotional well-being, and future expectations. These perspectives complement institutional and managerial findings by showing how empowerment strategies are translated into lived experiences.

Table 12. Elderly Residents' Profiles and Experiences at TWSS (Summary)

Category	Mbah Suharmi (72)	Mbah Darmadji (78)	Mbah Suwelasasih (77)	Mbah Sudarsono (83)
Education	Vocational School	Diploma	Elementary (not completed)	People's School
Previous Work	Treasurer (coop)	Supervisor	Farm worker	Farmer
Family Ties	No contact	No contact	Still in touch	No contact
Reason for Staying	Referred (2013)	Voluntary (2014)	Voluntary (2023)	Voluntary (2018)
Feelings in TWSS	Very happy	Happy, sincere	Happy	Happy, sufficient
Independence/Health	Active, health	Limited, vulnerable	Independent, healthy	Independent, healthy
Favorite Activities	Sewing, gamelan	Religious study	Skills, gymnastics	Gardening, gamelan
Expectations	<i>Khusnul khatimah</i>	Return to society	<i>Khusnul khatimah</i>	<i>Khusnul khatimah</i>

Source: Primary Data from Interviews and Observations, 2025

The perspectives of residents illustrate how institutional empowerment translates into individual well-being. Intrapersonal empowerment is reflected in positive feelings about staying in TWSS, where most residents reported happiness, acceptance, and a sense of meaning in old age. This finding resonates with (Perkins & Zimmerman, 1995) framework that emphasizes confidence, optimism, and self-control as critical psychological outcomes of empowerment. Interactional empowerment is also evident in how residents engage with available networks and programs. Activities such as sewing, gamelan, and religious study provide opportunities to build social ties and access support. These results are consistent with (Dong et al., 2024), who found that informal support and community participation enhance elderly mental well-being and life satisfaction.

Behavioral empowerment emerges in the residents' active participation in daily routines and skills training. Even those with vulnerable health conditions still engage in meaningful activities, demonstrating agency and resilience. Similar to findings by (Indrayogi, Priyono, 2022), productive engagement through skills and recreation reduces dependency and fosters dignity in later life. Finally, the expectations expressed—particularly the hope for *khusnul khatimah* (peaceful death)—highlight the role of spirituality in elderly empowerment. This aligns with (Alinejad et al., 2025; Stelcer et al., 2023), who emphasize that spiritual well-being strengthens resilience, provides inner peace, and enhances coping mechanisms among the elderly. Thus, elderly perspectives confirm that empowerment at TWSS integrates psychological, social, and spiritual dimensions, ensuring holistic well-being.

This study reveals that elderly empowerment at the Pasuruan UPT Tresna Werdha is implemented comprehensively, integrating physical, psychological, social, and spiritual dimensions according to Zimmerman's empowerment quality theoretical framework (Zimmerman, 1995). The institution's vision, which emphasizes improving the social welfare of devout elderly people, is implemented through the

fulfillment of spiritual, physical, and social needs. This implementation, in **intrapersonal dimension**, fostering self-confidence, optimism, and self-control in the elderly through structured spiritual, health, and social interaction development (Hanifah & Gito, 2024). In line with these findings, spiritual well-being has been shown to be positively correlated with resilience, self-esteem, optimism, and a healthy lifestyle in hypertensive elderly (Alinejad et al., 2025). Biopsychosocial-spiritual factors also directly and indirectly influence the well-being of elderly in institutional settings. Support spiritual and religious practices can enhance coping mechanisms, hope, and inner peace, which strengthen self-control and optimism (Stelcer et al., 2023). Social support through community interaction and involvement plays a crucial role in improving physical condition, maintaining cognitive function, and strengthening the mental and spiritual well-being of older adults.

On **interactional dimension**, clear organizational structure, community involvement, and funding support from the regional budget facilitates access for older adults to resources, information, and social support. Empathetic communication between staff and older adults strengthens social relationships, consistent with findings that empathy can increase the variety of positive social behaviors and more enjoyable emotional experiences in older adults' daily interactions (Huo et al., 2025). Furthermore, informal support from family, neighbors, and volunteers has been shown to significantly improve the mental well-being of older adults by increasing life satisfaction, access to medical services, and active social engagement (Dong et al., 2024).

Behavioral dimension reflected in the active participation of the elderly in activities such as These activities include morning exercise, sewing skills, traditional Javanese gamelan

(karawitan), sunbathing, and even group worship. These activities not only maintain physical and social function but also strengthen the independence and meaning of life for seniors. These findings support studies confirming that involvement in productive activities can improve well-being and reduce dependency in older adults (Palupi & Sinaga, 2024; Ratna Supiyah, 2020)

Regular evaluation and assessment are the primary mechanisms for ensuring program fidelity. Quarterly performance reporting involving all staff demonstrates strong coordination, while each intervention is tailored to the assessment results, making services more responsive to the needs of older adults. This process also strengthens **intrapersonal dimension** through increased life satisfaction, **interactional dimension** through optimization of organizational systems, and **behavioral dimension** through the implementation of sustainable interventions (Silaban et al., 2024; Triwanti et al., 2014).

Implementation barriers were relatively minimal thanks to the availability of adequate human resources, regional budget support, and a systematic program. Adjusting activities based on the health classification of the elderly demonstrated a deep understanding of the beneficiaries' conditions (Rahayu et al., 2025). Funding stability provided a sense of security and optimism for the elderly, while ensuring consistent implementation without dependence on external sponsors (Triwanti et al., 2014).

In terms of implementation, the lecture method and direct practice with support Instructors and assistive devices encourage the improvement of older adults' physical and social skills. The presence of instructors provides access to new knowledge and expands social interactions (Indrayogi, Priyono, 2022). High levels of elderly participation demonstrate the success of empowerment strategies, while simple

rewards such as bread and a thank-you note reinforce motivation to continue participating (Zimmerman, 1995).

Active communication between staff and older adults, even without formal training, fosters a relationship of mutual understanding. An empathetic approach fosters a work culture that provides equal attention, making older adults feel valued (Hanifah & Gito, 2024). While providing opportunities for older adults to express their opinions may not always lead to policy change, it does increase their confidence and self-esteem (Zimmerman, 1995).

Skills training such as utilizing scrap fabric to make feather duster products, pot holders and jampel (traditional Javanese traditional clothes) foster pride in one's work and serve as a means of positive social interaction (Indrayogi, Priyono, 2022). Spiritual development through religious studies, devotions, and congregational prayer fosters inner peace and strengthens spiritual beliefs (Hanifah & Gito, 2024). Arts and recreational activities such as gamelan (karawitan) and sunbathing not only provide entertainment but also maintain physical health, increase happiness, and strengthen social bonds (Ratna Supiyah, 2020).

Overall, the empowerment of the elderly at the Pasuruan UPT Tresna Werdha consistently integrates Zimmerman's three dimensions of empowerment. The elderly are not merely recipients of services, but also **active subject** who contribute to their own lives. This success is supported by stable funding, an effective organizational structure, empathetic communication, and active participation. However, developing measurable long-term goals and external partnerships presents a strategic opportunity to enrich the program and

strengthen the sustainability of elderly empowerment (Rahayu et al., 2025).

CONCLUSION

This study demonstrates that the empowerment of the elderly at the UPT Tresna Werdha Pasuruan is implemented comprehensively by integrating intrapersonal, interactional, and behavioral dimensions according to Zimmerman's empowerment theory framework. The program covers physical, psychological, social, and spiritual aspects, supported by stable funding, an effective organizational structure, and empathetic communication between staff and the elderly. The active participation of the elderly in various physical, skills-based, spiritual, and recreational activities strengthens their independence, self-confidence, and sense of meaning in life. Implementation barriers are relatively minimal thanks to the availability of resources and support from the regional budget (APBD), while regular evaluations and assessments ensure the program's suitability to the elderly's needs. This success confirms that the elderly are not simply recipients of services, but active subjects in the empowerment process, although the development of long-term goals and external partnerships remain strategic opportunities to strengthen the program's sustainability.

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