



## **The Phenomenon Of Peer Intimacy Who Is Married (Study Of Employees In The Education Department And Environment Culture Of Bengkulu Province)**

**Elesmi<sup>1</sup>, Sri Narti<sup>2</sup>, Martha Heriniawzi Dhianti<sup>3</sup>**

<sup>1,2,3</sup> Universitas Dehasen Bengkulu

<sup>1</sup> e-mail: [elesmiharyadi0602@gmail.com](mailto:elesmiharyadi0602@gmail.com)

Received [17-06-2024]

Revised [25-07-2024]

Accepted [30-07-2024]

**Abstract.** This research was conducted to find out how the process of intimacy between co-workers occurs within the Bengkulu Province Education and Culture Service. This research uses descriptive qualitative methods. This research uses data collection techniques through in-depth interviews, observation and documentation. The technique for determining research informants uses purposive sampling using Altman Taylor's social penetration theory. The research results show that there is a phenomenon of intimate closeness between colleagues at the Bengkulu Province Education and Culture Service. This intimate closeness phenomenon occurs through 5 stages, namely the initial stage (surface contact), they know each other because they work in the same agency and spend time from 08.00-16.00, the exploration stage (exploratory affective exchange) they express each other's feelings intensely communicating on Whatsapp, commitment (affective exchange) they share trust and confidence and have an agreement not to contact outside office hours and always give female informants money, intimacy (self-disclosure) reveal personal information to each other and they have checked in at hotels and the stable stage of the relationship understands and they continue to carry out this relationship, supporting each other.

**Keywords:** *Phenomenon, Cheating, Colleagues, Intimacy*

### **INTRODUCTION**

Coworkers are fellow employees whose abilities are capable and support each other in work. Coworkers in a team can affect employee job satisfaction. In a good team, it will make work feel more enjoyable. Making friends or friendship is a form of relationship and social development that everyone goes through. Friendships remain one of the important things in individual life satisfaction both in quantity and quality. The closeness of coworkers is due to meeting often, spending time together, completing work together, talking about anything together. Finally, comfort arises because they are emotionally connected to each other. The care of coworkers can exceed the attention and care you get from your partner. This also triggers infidelity among workers. They mostly feel comfortable with their coworkers in conveying all their complaints. This triggers colleagues of the opposite sex to sympathize and create a comfortable atmosphere for them to build deeper chemistry. The phenomenon of intimate closeness among coworkers is an event or incident that occurs among coworkers. This phenomenon can be positive or negative, and can have an impact on employee performance, company productivity, or government agencies. This phenomenon can be caused by several factors, namely time together, similarity of interests and goals and emotional gaps. Because this is what causes the closeness of coworkers to become more intimate, causing infidelity in the workplace with fellow coworkers, infidelity is now an immoral trend. Betrayal in the bonds of marriage, whatever the reason, infidelity is still not justified, because it has tarnished the trust of the partner. Currently,

couples who commit infidelity are still proud to show their true identity to people. (Charles, 2018). Infidelity is sexual or emotional activity carried out by one or both individuals involved in a committed relationship and is considered to violate beliefs or norms (visible or invisible) related to emotional and sexual exclusivity (Fijiastuti, 2022) Infidelity is a secret act outside the institution of marriage. Thus the perpetrator of infidelity has secretly made a new agreement outside the marriage agreement or promise in the sense that the perpetrator of infidelity is dishonest towards the institution of marriage. (Muhammad Mariza, 2022) Meanwhile, according to Kail and Cavanaugh in than 2000 infidelity is a sexual reaction between married people and people who are not their spouses. Infidelity is also an interesting conversation, because infidelity itself is not only dominated by men but also women. Infidelity does not even look at age. Infidelity is a condition where one partner who is bound in marriage channels emotional resources such as love, romance, time and attention to others or even engages in sexual activity with someone other than their partner. (Saadiyah, 2018). The causes of infidelity have various reasons, generally infidelity occurs due to the insecurities and shortcomings of the partner. The deficiencies referred to are not only physical deficiencies, lack of attention or affection from the partner. Infidelity can also occur due to revenge on a partner, anger, or pent-up hostility between partners. Endless problems between spouses make the relationship in marriage very bland. (saadiyah, 2018). The problem of infidelity that researchers encountered was that many of the perpetrators of infidelity continued to maintain their households. There are rational factors such as thinking about children, the child's future, the economy and family. Then the awareness arises within themselves to maintain their marriage, the perpetrator of the affair does not want just because the affair committed by the partner ends in divorce, and also has an impact on the psychology of the children who will become victims of their parents' divorce. Currently there have been several cases of infidelity among civil servants, even in 2016 in Muko-muko Regency, a civil servant teacher with the initials T was proven to be having an affair with the principal with the initials AA and was dishonorably dismissed (arianto, 2016). Infidelity does not only occur in regency areas but also occurs within Bengkulu city government agencies, such as what happened in March 2023 when an ASN with the initials S was raided by her own husband PP who was at the Sinar Sport hotel in Bengkulu city with another man EJ who was an ASN too, (tribun-medan.com, 2023). After that, recently an ASN officer from the Bengkulu Natural Resources Conservation Agency (BKSDA) with the initials S was also caught by the community because he was alone with a woman with the initials Y who still had a husband with the initials R, so he was subjected to the customary sanction of washing the village. (Lugasnews.com, 2023). Based on initial observations, researchers at the Bengkulu Provincial Education and Culture Office saw that coworkers often spend time together, interact with each other and have the same goals in terms of work. Researchers assume that some couples have intimacy such as often appearing to go out of the office together, eating together, giving each other news, with fellow coworkers eventually leading to infidelity even though both already have a partner. Cheating is an act that violates commitment to a partner, which channels emotions, time and attention and even sexual activity to someone other than their legal partner. (Femi, 2016). So from the description above, researchers will conduct research based on the phenomena that exist within the Bengkulu Provincial Education and Culture Office. On the grounds of the rampant cases of infidelity within government agencies lately in Bengkulu City. Researchers use descriptive qualitative techniques with interpersonal communication theory. Interpersonal theory is communication that occurs between two or more people, which is usually not formally organized. Interpersonal communication theory is a theory that explains the power of more personal relationships of the parties involved in the communication process as well as the ability to connect people as a form of verbal communication. Interpersonal communication can also be used to help build relationships with others in different situations.

## **LITERATURE REVIEW**

### **Coworking Concept**

Colleagues are fellow employees who are capable and support each other in their work. Colleagues in a team can influence employee job satisfaction. According to Liyanto, a coworker is a person or group of people who work in one agency, whether working individually or in groups. Colleagues can be a motivation to work if the coworkers are fun and can be worked with. (Rahman Yusuf Al Hakim, 2019). Robert Kahn and Daniel Katz stated that coworker support can help employees overcome stress and work pressure. This support can be in the form of emotional support, instrumental support or informational support. Emotional support is support provided by coworkers to help employees feel appreciated, recognized and loved. This support can take the form of praise, words of encouragement or simply listening attentively. Instrumental support is support provided by coworkers to help employees complete tasks or achieve goals. (Iskandar.2022). This support can take the form of technical assistance, logistical assistance or financial assistance. Meanwhile, information support is support provided by coworkers to help employees get the information they need to complete tasks or achieve goals. This support can take the form of sharing knowledge, experience or networking. Research has shown that coworker support can have a positive influence on employee job satisfaction, performance and mental health. Employees who receive greater coworker support tend to feel more satisfied with their jobs, are more productive and are more resistant to stress. (Irwanto, 2021).

### **Concept of Intimacy**

Intimacy in research (Julyastry, 2022) is an interpersonal closeness involving two or more people, both physical closeness and psychological closeness, intimacy itself is a feeling in a relationship that can create a sense of attachment. Intimacy can cover various aspects including emotional intimacy, the ability to share your feelings and thoughts with others freely and without fear. Mental intimacy, the ability to share your thoughts and ideas with others. Physical intimacy, the ability to share touch and physical intimacy with others. Spiritual intimacy, the ability to share your values and beliefs with others. Social intimacy, the ability to share your interests and hobbies with others. The factors that influence intimacy include personality, some people are more open and comfortable sharing themselves than others. A safe and supportive environment can encourage intimacy. Past experiences, both positive and negative, can affect a person's ability to form intimate relationships, and open and honest communication is also important for intimacy.

### **The Concept of Cheating**

Cheating is an act committed by one partner in a relationship that violates the commitment to the partner. Buss and Shackelford define cheating as a condition in which one partner who is bound in a marital relationship channels emotions such as romantic love, time and attention to others or even carries out activities with someone other than their legal partner. (Femi, 2016) According to Stephanie A. McCool, John G. O'Leary, and Mark A. Fincham in the Journal "The Role of Workplace Infidelity in Marital Satisfaction" in 2021 This journal examines infidelity in the workplace on marital satisfaction. The results showed that workplace infidelity can have a negative impact on marital satisfaction, including increased jealousy, increased conflict, decreased trust, and increased risk of separation. (Pramudito, 2021). According to David M. Buss and Todd K. Shackelford (Khasanah, 2019). Stating that infidelity occurs due to unmet needs in relationships. And people who have unmet needs in their relationships are more likely to have affairs. Infidelity is a complex issue and can be caused by various factors. The needs theory of cheating is one theory that can explain why someone has an affair.

## **Phenomena**

A phenomenon is an event or occurrence that can be observed. Phenomena can occur in nature, socially, or culturally. Something that can be seen, observed and interpreted as part of human life. Phenomena can occur in nature, social and culture. Phenomenology comes from the Greek "phainomenon" which means what is seen, while in the Indonesian dictionary it can be interpreted as natural symptoms and events that can be felt and seen with the five senses, this gives meaning. Phenomenology basically sees and views all forms of phenomena that present these phenomena in the world, especially in the world of consciousness. The unique and turbulent problem is that the phenomenon is present in every human consciousness itself (present and present). (Riyanto.cm, 2018).

The phenomenology of intimacy is a useful approach to understanding intimacy in depth. This approach can help us to understand how people experience intimacy and how their experiences shape who they are. As Sternberg states, Intimacy is the emotional element in a relationship that involves self-disclosure, which results in connectedness, warmth and trust. The phenomenology of intimacy is an approach that can help us to improve our understanding of intimacy and interpersonal relationships. (Prakoso, 2021).

## **Interpersonal Communication**

Interpersonal communication is communication that occurs between two or more people, which is usually not formally organized. In interpersonal communication, each participant uses all elements of the communication process. Interpersonal communication is important in our lives. Interpersonal communication helps us to understand others, build good relationships, and achieve goals. According to Irwin Altman and Dalmas Taylor (Hajijah, 2023) social penetration interpersonal communication is a theory that explains how interpersonal relationships are built and develop. This theory is based on the idea that interpersonal relationships are built through a process of mutual self-disclosure. The outermost layer contains the most superficial information such as name, occupation and hobbies. The deeper we go into the layers, the more intimate information we reveal, such as personal values, beliefs and personal experiences. The process of communication between two or more people face-to-face. This allows the communicator to deliver the message directly and the communicant to respond at the same time.

## **Social Penetration Theory**

Social penetration theory (SPT) is a communication theory that explains the process of forming interpersonal relationships. This theory was put forward by Irwin Altman and Dalmas Taylor in 1973. Social penetration theory describes interpersonal relationships as a process of circulating information from one individual to another. (kustiawan, 2022)

Social Penetration Theory is based on two main assumptions, namely:

1. The process of forming interpersonal relationships takes place in stages, from superficial communication to more intimate communication. This process can be analogous to the process of peeling an onion, where layer after layer of information will be revealed as the relationship between individuals becomes more intimate.
2. The process of forming interpersonal relationships is influenced by two factors, namely intimacy and risk. Intimacy is the level of openness and disclosure of personal information carried out by individuals in a relationship. Risk is the potential loss or negative consequences that an individual may experience if their personal information is disclosed to others.

Based on these two assumptions, the social penetration theory explains that the process of forming interpersonal relationships takes place through three stages, namely: Irwin Altman in

(Wahyuni, 2019), a social psychologist, developed a model of interpersonal communication called Social Penetration Theory. This model explains how individuals build relationships with other people through the process of self-disclosure.

## **METHODS**

In this study, researchers used descriptive qualitative research. Bogdan and Taylor describe qualitative methods as research procedures that produce descriptive data in the form of written or spoken words from people and observable behavior and to find out what other people are doing in dealing with the same problem or situation, in order to learn from them for the benefit of making plans and making decisions in the future.

Researchers use a qualitative descriptive method with social penetration as a reference in this research method to describe and identify the factors that cause the phenomenon of intimate closeness among coworkers

## **RESULTS**

### **Initial Stage (Surface contact)**

In the initial stage (Surface contact), individuals know each other superficially. They usually exchange general information, such as names, occupations, and interests. In the phenomenon of intimacy between married coworkers within the Bengkulu Provincial Office of Education and Culture, it begins with the intensity of meetings at the office, apart from meeting at the office they also often greet, chat, joke in the office canteen, this makes them establish closeness, this was conveyed by the informant couple BAJ and BL.

"We are in the same workplace, we often see each other but we don't often chat at the beginning, but when we meet at the restaurant and often look at each other, we start chatting" (Interview BAJ January 8, 2024).

"We are in the same office, often meet kek nyo tu in the canteen" (Interview BL January 10, 2024).

In addition to the couple BAJ and BL, informants TYL and CL also said that intimacy between informants at the beginning was due to meeting intensely at the office, greeting each other and joking around the office environment until it continued in the office canteen as well. As stated by informants TYL and CL below,

"Ambo often plays in the room. Then often reprimand each other and continue to eat samo-samo in the canteen". (Interview TYL 9 January 2024)

"Often look at each other when nyo plays in our room, and meet in the canteen" (Interview CL January 6, 2024).

Meanwhile, at this early stage, the informants also exchanged Whatsaap numbers to establish a closer communication relationship as conveyed by the following informant couple BAJ and BL;

"When we were in the same office, we reprimanded each other in the canteen, then we exchanged Whatsaap numbers and got closer, finally we told each other about our work experience, about what we liked, about family problems, and ambo often told us about that" (Interview BAJ January 8, 2024).

"We often meet in the cafeteria and exchange Whatsaap numbers, talk about family problems, work and talk about our respective hobbies". (Interview BL January 10, 2024)

Not only the couple BAJ and BL who conveyed this, the informant couple PK and KJ also explained that exchanging Whatsaap numbers also made them communicate more often so that they became closer.

"Karno often see, if sesamo office ko easy to ajo to close tu exchange Whatsaap number." (Interview PK January 10, 2024)

"Often whatsapp tula continue to eat in unison" (Interview KJ January 12, 2024).

This was also conveyed by the informant couple TYL and CL, they also use the WhatsApp application to get to know each other better in order to become closer.

"Karno often plays in the tobo room, often becando, finally ambo suko kek nyo ambo look for WhatsApp nyo number, ambo WA then often make an appointment to eat out" (Interview TYL January 9, 2024).

"Dio WA ambo first and then make an appointment to eat out" (Interview CL January 6, 2024).

Because they work at the same agency, meeting every day at the office is increasingly intense, greeting, joking, telling stories freely when in the office canteen, this condition makes them closer and exchanging WhatsApp numbers to facilitate communication relationships so that they increasingly often talk about everything in their respective lives.

Another factor is that closeness becomes more intimate due to problems originating from the family, especially family problems, especially not communicating well and sexual problems. It is this cause that makes informants talk more intensely with the opposite sex at the office. This was conveyed by the informant couple PK and KJ.

"Men are qodratnyo indeed if given one still no more tula, makanyo biasonyo to minimize this happening means that communication at home must be maintained, segalonyo must be fulfilled as well as bed matters, even though we men can be satisfied but sometimes still lack tula". (Interview PK January 10, 2024).

"Money, now you can't get close to a man if you don't give him money, and many of our friends have that cak" (Interview KJ January 12, 2024).

In addition to the informant couple PK and KJ, the informant couple BAJ and BL also conveyed the reasons behind this intimate relationship, namely,

"We often meet because we are in the same place of work, comfortable in all matters of storytelling, besides that, because nyo can appreciate ambo, while the man ko was savage, lazy to work and not fierce, if not thinking of children and parents, we ko kalu la lamo disband, dio tu dak nian ado chat nyo kek bini, apolagi help apo-apo far nian, idaknian never give anything tu". (Interview BAJ January 8, 2024).

"As long as we have the opportunity, we respond well and there are no shortcomings at home, we don't want to play cak iko once in a while, especially since I work and I only see each other for a short time" (Interview BL January 10, 2024).

Meanwhile, the informant couple TYL and CL also conveyed the reason they became very close as they said.

"We are still young at heart, what is in the house of the cak is that there is no other expression, looking for other sensations while not getting caught is safe." (Interview TYL 9 January 2024).

"Karno nyo pays attention to ambo, love, so ambo also feels comfortable, maybe because ambo also lacks family attention, if in the past there was a papa now he is no longer". (Interview CL January 6, 2024).

In the early stages, that was the reason behind the informants' intimacy with coworkers. Lack of communication with their respective legal spouses results in less attention and less respect for each other, and causes them to feel comfortable with other people to communicate intensely and freely express all things to friends of the opposite sex at the office.

Based on the results of interviews with informants at this early stage, it can be concluded that informants often meet at the office and often communicate during working hours. This is reinforced by the results of researcher observations, namely that informants spend more time together at the office from 08.00-16.00 but at lunch time they often continue activities outside the office such as going out to eat together and doing other activities outside the office. Rarely meeting with a legal partner is also one of the reasons informants have intimacy with coworkers in the office, which causes informants to always talk intensely with friends of the opposite sex at the office.

### Exploratory Stage

In the exploratory affective exchange stage, individuals begin to express feelings and emotions to each other. They usually share personal experiences, hopes, and dreams. At this stage, due to their placement in the same division in the office so that it makes it more intense, they start telling various things through the Whatsapp application, go out to eat together and always give maximum attention as conveyed by the informant couple BL and BAJ.

"We keep chatting cerito-cerito tula, giving praise involving nyo in all matters and activities kerjo, pai makan, pai karaokean if we are stressed we pai drunk samo-samo". (Interview BL January 10, 2024.)

"Our approach is to keep communicating with each other about everything, eating pies, and we also share a common interest in getting drunk, and karaoke so we can connect with our hobbies." (Interview BAJ January 8, 2024).

At this stage the informants also give their best to their partners by giving all the best to their partners both attention and in terms of material, for example, buying whatever their partner likes, also always inviting to go out to eat and always giving money for snacks, this was also conveyed by informants PK and and KJ. "Slowly but surely trying to give my best, keep my emotions in check, often Whatsaap tula, apo yang nyo suko kito kasih, love shopping a little bit, take me out to eat and tell me about my work problems" (Interview PK January 10, 2024).

"Often WA every day, eating out often given money" (Interview KJ January 12, 2024.).

**Figure 1 Evidence Of One Of The Informant's Chats**



### Commitment Stage

At this stage, informants begin to disclose more personal information to partners who are close to informants and partners begin to share secrets, trust and beliefs. After the informants felt closer and more suitable, the informants made an agreement with their respective spouses, namely not to contact each other outside working hours and on holidays as conveyed by the informant couple CL and TYL.

"Ambo should not contact nyo outside of office hours, ambo waits for nyo to contact ambo first, but nyo must make time for ambo if you are kek ambo should not be disturbed by anyone if you meet, don't discuss nyo's children and wife". (Interview CL January 6, 2024)

"You have to keep this relationship safe, you can't contact other men other than ambo unless you're not with ambo anymore, if ambo can contact you when you have time, but you can't contact ambo outside of office hours". (Interview TYL January 9, 2024).

This was also conveyed by another informant couple, namely informants BAJ and BL, they also have an agreement to live this relationship so that it remains safe and is not known by legal spouses, this couple also always helps each other in difficult circumstances as conveyed by them.

"There must be some, one of them is that you can't call when you're at home, and you still have to maintain your feelings so that you don't get jealous, don't make a scene, and then he promised to help you in times of trouble, and when you're together you can't discuss each other's partners even though it still happens." (Interview BAJ January 8, 2024).

"Don't call when you're at home and then you have to delete everything, I'll help you with whatever you need but I still have to make this relationship safe". (Interview BL January 10, 2024).

In this agreement, the informants also conveyed that the informants must minimize the level of suspicion of their respective spouses by making the name on the WhatsApp account with the real name when contacting outside office hours or on holidays, it must be as if asking about office work, this was conveyed by the informant couple PK and KJ.

"The name in WA must be made the real name, if you contact me at home it must be as if asking about work, if outside the house we can do as we like, WA is intimate, for example, right, then our agreement is also that I have to give shopping every month". (Interview PK January 10, 2024).

"WA made real names ajo, if you call at home to ask for work ajo, if I agree nyo I ask for pocket money every month". (Interview KJ January 12, 2024).

While in this commitment stage, intimacy is to keep in touch with each other so that they are not caught with their respective spouses, informants still use time during working hours, because informants do not want to take bad risks as conveyed by the informants' spouses BAJ and BL.

Furthermore, at the commitment stage, from the results of interviews with informants, they have an agreement not to contact each other outside of working hours and only make stories on the WhatsApp application, and female informants are always given shopping money by male informants. Informants consider the relationship they are in is an affair. From the results of the observation, the researcher found out that the informant was given shopping money in cash because it was not possible to go through M-Banking because the notification of spending money from the informant's account number entered the informant's legal wife's cellphone, the researcher also met the informant when they were outside the office going to enter the karaoke area and had met several times eating together at a restaurant, the researcher had reprimanded the informant while at the restaurant.

### **Intimacy Stage (self disclosure)**

Furthermore, the intimacy stage (self disclosure) at this stage informants reveal information that is personal / private. They usually share their most intimate thoughts, feelings and experiences. They have begun to know each other's characters and they convey that their partner's character does not affect what kind of relationship the informants are living now, this was conveyed by the informant couple BL and BAJ.

"It doesn't affect the relationship that we are in now, because if la tuao ko la understands that the relationship is not good, which is clear, there are boundaries, for example, not to make things worse if there is a fight, don't play stories with other men". (Interview BL January 10, 2024)

"Maybe it's more relieving because we know what to do next". (Interview BAJ January 8, 2024)

Meanwhile, informant CL also said that the informant was disappointed because he felt constrained by his partner, but the informant felt very happy because his partner was always a place to talk about everything. His partner also provides solutions to every problem he faces, this was conveyed by the informant couple CL and TYL.

"I feel disappointed because I'm too restrictive, but I feel comfortable telling my problems and even giving solutions" (Interview with CL January 6, 2024).

"There is a feeling of guilt because it's like I'm leading her down the wrong path, but I still love her, it makes her more comfortable to deal with all her problems, both about her family". (Interview TYL January 9, 2024).

Different things were conveyed by the informant couple PK and KJ. They became more affectionate after knowing each other's feelings.

"More affection, because he is a good person." (Interview PK January 10, 2024).

"Feelings are normal, they don't affect our relationship, as long as we understand each other and love each other". (Interview KJ January 12, 2024).

At this stage of intimacy (self-disclosure), informants continue to have normal communication relationships while at the office and continue to do work together as colleagues. Everything they do is always honest with whatever their partner wants so that their partner also never disputes it, such as the results of interviews with informant couples KJ and PK.

"When we work, we have to work together, whatever I don't want, I check it and he doesn't give too many reasons to give what he doesn't want, but we still have to understand each other." (Interview KJ January 12, 2024).

"Actually, if you have an illicit relationship with your partner, you have to be ready to accept all the risks and consequences." (Interview KJ January 12, 2024).

"Actually, having an illicit relationship from our partner must be ready to accept all the risks and consequences, but so far we have remained safe because we have to understand each other, the communication relationship as ambo kecek earlier, outside of working hours, we can still do it but when we work, we work professionally". (Interview PK January 10, 2024).

**Figure 2 Evidence Of Informant Communication By Creating A Wa Story**



### **Stable stage of the relationship**

Stable stage. In this stage, the relationship between informants has reached a stable level. They usually understand and support each other. The phenomenon of intimacy among coworkers

within the Bengkulu Province Education and Culture Office, informants still maintain a harmonious relationship without the knowledge of their respective spouses by maintaining emotions and managing time well so as not to get carried away at home and paying attention to chat in the WhatsApp application and this was conveyed by the informant couple TYL and CL. "Jago emotion so that it doesn't get carried away at home, don't save photos and chat nyo in the phone immediately deleted, don't cubo-cubo input WA into the laptop if you forget to take nyo out." (Interview TYL January 9, 2024)

"Anyway, I'm just waiting to be contacted." (Interview CL January 6, 2024).

At this stage, the informants are able to manage their time well so that the informants' legal spouses do not feel suspicious and never save chats or photos of their partners on their cellphones, this was conveyed by informants BL and BAJ.

"Manage your time well so that those at home don't get suspicious, if you're out of town for DL (Outside Service) reasons, never save chats or photos on your cellphone." (Interview BL January 10, 2024).

"Be honest with each other ajo jangn lupu ngapus segalo chat in WA, if you are out talking ajo again ado kerjoan". (Interview BAJ January 8, 2024).

Likewise, the informant couple PK and KJ also pay attention to chats on WhatsApp.

"Pay attention to WA chats if there are intimate chats". (Interview PK January 10, 2024).

"Don't let our chats be a little strange outside the context of work". (Interview KJ January 12, 2024).

The way that is done so that their relationship remains harmonious without the knowledge of their respective legal spouses is to maintain emotions and manage time well so as not to get carried away with a legal partner at home besides that never save chats and photos on a cellphone and do not enter the WhatsApp Web application into a laptop so as not to forget to take it out.

In this stable stage of the relationship, informants have their own way of warding off jealousy of their respective partners by not comparing themselves and not wanting to know about their partner's legal partner, this was conveyed by the informant couple KJ and PK.

"Don't compare yourself to your partner and don't take anything away from your partner, just live your relationship well as long as you give what you don't." (KJ Interview 12 January 2024).

"We can't be insecure, we have to show that we can be more than our partner, give us the best when we're together, give extraordinary satisfaction to him whatever it is, because Tino is definitely not far from money like Tula's sex." (PK Interview January 10, 2024).

Informant couple BAJ and BL also said that to avoid jealousy, they did not discuss their respective partners when they were together.

"Jealousy is a normal feeling, but I'm self-aware and accept the fact that we're just that we can't be a legal partner, ma'am, so when we're together we can't discuss each other's partners even though that can still happen." (Interview BAJ January 8, 2024).

"Actually, there's no need to feel jealous because if you're with me, we'll have a good time, if you're with me, your partner should be like that." (BL Interview January 10, 2024).

Meanwhile, the informant couple TYL and CL prohibited their partner from communicating excessively with other men.

"Makonyo ambo, check that when you're kek ambo, don't tease other people so you don't get jealous." (TYL Interview January 9, 2024).

"Actually, Dio is selfish according to ambo, but ambo still doesn't know, ambo, ambo can't be close to other people, ambo is just waiting for news from ambo, if you don't get jealous, ambo will at least realize that ambo is just a distraction, and ambo isn't. I've asked about people from your house, but I don't want to know anything about you." (CL Interview January 6, 2024).

Furthermore, the last stage of a stable relationship, the informants still maintain their respective feelings and never feel insecure so that there is no jealousy of their respective legal partners

and male informants always help female informants in difficult circumstances. While the informants' goals in this relationship will continue their relationship well. Based on the results of the researcher's observations on the informant, the researcher once saw that the informant experienced an act of violence by her own husband which caused the informant's shoulders and thighs to swell and turn blue. And the informant had the relationship for almost 1 year and the female informant also had some pretty good stuff.

## **DISCUSSION**

Based on the results of research that has been conducted by researchers, it shows that the phenomenon of intimacy among married coworkers within the Bengkulu Province Education and Culture Office has 5 stages. Based on Altman Taylor's social penetration theory (in Wahyuni 2019). In the first stage (surface contact). The factors behind the intimate closeness of the informants, apart from the fact that they work in the same agency, also meet intensely at the office from 08.00-16.00, in addition to the many opportunities to meet, spend time with their partners, rarely give attention and support to their respective partners. So they find friends of the opposite sex in the same office who can talk to them, tell them about everything and be a good support for them. Always saying hello and often joking, telling everything about the shortcomings of each other and their partners.

In this case, it is also the mindset of men who think that the nature of men can have more than one partner due to the lack of intimate relationships between husband and wife, which may be because the wife is less attractive or they do not have free time to just talk because they are busy with their respective jobs. This is the initial stage of a person's closeness starting from liking each other and liking each other's presence. Having common interests and activities. Helping and understanding each other. Trusting each other. Generates a sense of comfort and provides mutual emotional support. Having Openness, The more open a person is to others, the more likely they are to build a close relationship. Trust is the foundation of all close relationships. The ability to understand and feel the emotions of others can help build closer relationships. Good and open communication is essential for building and maintaining close relationships. Having common interests and values can help people to connect with each other and build closer relationships. Furthermore, at the exploratory affective exchange stage, the informants use the whatsapp application which makes it easy to communicate with friends of the opposite sex, also lack of good communication with legitimate partners about boring sex, they have fantasies in sex that are sometimes underestimated by partners. Often going out with friends of the opposite sex just to eat together or go to entertainment venues, even they always discuss where to go. Lack of attention and support to their respective partners. Too trusting to tell others about the strengths and weaknesses of themselves and their respective partners. start spending more time with the person and get to know them more deeply.

More often avoid physical contact and intimacy with their partner. And there is a change in behavior leaving the house for no apparent reason. Using cell phones secretly. Changing cell phone or computer passwords. Frequently deleting text messages or call history. Lying more often about where they go or what they do. Excessively complimenting friends of the opposite sex, giving excessive attention so as to make friends of the opposite sex feel comfortable, thinking that the affair will be fine. Furthermore, the intimacy stage (self-disclosure) at this stage they already know each other's feelings, such as the most intimate thoughts and experiences. The characters they have do not affect the relationship they are currently in. Using whatsapp to contact each other makes an appointment if they are going out of the office together. Have emotional changes more often angry, jealous, and suspicious. Often show coldness and indifference to their legal partner. Spends more time with other people than their legal partner. Making changes in appearance to dress neatly and attractively when leaving the house. Buying

new things for themselves. Pay more attention to their appearance. Dishonest with finances often spending money secretly. More often have unexplained bills.

The last is the stable stage of the relationship. In this stage the relationship between them has reached a stable level. They usually understand and support each other. They still maintain a harmonious relationship without the knowledge of their respective partners by maintaining emotions and managing time well so as not to get carried away at home. To reduce jealousy they also prohibit their partners from talking to other men excessively, should not be insecure always give the best thing in sex and provide money for shopping. At this stage they also help each other in difficult circumstances, male informants always help female informants, while female informants only provide support in work and become good listeners when there is a problem and try not to add to the burden on their partner's mind. Efforts to maintain the stability of forbidden relationships for people who have affairs are a violation of trust and have the potential to damage legitimate relationships. Maintaining the stability of an illicit relationship is not an appropriate or ethical solution. Maintaining an illicit relationship is generally based on selfishness and does not consider the negative impact on oneself, the legitimate partner, and third parties involved.

In this study there are several new findings for researchers, namely, in the past, cheating was identical to men, but now it turns out that women can also start an affair first. If the cheating partner is mostly a single woman, but now both of them already have a legal partner. Friendship relationships and the intensity of meetings at the office, now make it more possible for couples to have an affair because they spend more time working than time with family or legal partners.

## **CONCLUSION**

Based on the results of research conducted by researchers on the phenomenon of intimacy among married coworkers within the Bengkulu Provincial Education and Culture Office, based on Altman Taylor's social penetration theory (in Wahyuni 2019) at the initial stage (surface contact) it can be concluded that the phenomenon of intimacy is due to joking too often when meeting at the office and canteen, continuing to be too open to telling all personal problems through Whatsaap. At the exploratory affective exchange stage, besides having many opportunities to meet during working hours. Using the Whatsaap application to talk about life with excessive friends of the opposite sex in the office. Then at the stage of intense commitment to meet outside the office with the excuse of eating together with friends of the opposite sex so that it gets intimate and makes their relationship more distant. Furthermore, in the intimacy stage (self-disclosure), they always contact through Whatsapp stories which are hidden so that other people and even their own legal partners do not know, they have done out-of-town services together. Finally, the stable stage of the relationship (stable stage) They always maintain a harmonious relationship by managing time well for their legal partner so that their legal partner does not know all their actions. Never save chats, photos and do not enter Whatsaap Web into a laptop for fear of forgetting to log out. for fear of forgetting to log out. They dismiss jealousy of their legal partner by not wanting to know everything about their legal partner.

## **LIMITATION**

Based on the results of research obtained from data in the field, about how the process of intimacy among married coworkers at the Bengkulu Province Education and Culture Office, basically this research is going well. Then the researcher would like to put forward some suggestions that are hopefully useful. The suggestions that researchers give are as follows:

1. Repairing affected relationships, being honest with legal partners, rebuilding trust and making time for partners.
2. Maintain boundaries with coworkers, especially with the opposite sex.

3. There must be rules that apply in the agency because this can also damage the good image of an agency, working relationships and friendships among coworkers.
4. If you suspect that your partner is cheating, it is best to talk to them directly. You can also seek help from a therapist or marriage counselor.

## REFERENCES

- Femi, R. r. (2016). *Motif Perselingkuhan Di Kalangan Pekerja Kafe*. purwokerto: Institut Agama Islam Negeri Purwokerto.
- Fijiastuti, R. (2022). *Mengapa Perselingkuhan Sering Terjadi di Lingkungan Kerja?* yogyakarta: WahanaMedia Psychology Consultant. <https://www.wahanabahagia.com/mengapa>.
- Hajjah. (2023). *Komunikasi Interpersonal Dan Motivasi Terhadap Kinerja*. Alignment:Journal of Administration and Educational Management, 112.
- Halimahtun Saadiyah binti Zulkepley, 1. (-P.-R. (2018). *Faktor-Faktor Sebab Terjadinya Perselingkuhan di Tempat Kerja (Studi Ka. Banda Aceh.: UIN Ar-Raniry*.
- Irwanto, D. (2021). *Pengaruh Beban Kerja dan Dukungan Rekan Kerja terhadap Stres Kerja Karyawan Dira Kencong*. lumajang: progress confrence.
- Iskandar, w. (2020). *pengaruh dukungan sosial terhadap stres kerja pada karyawan di pt pangeran pekan baru hotel project akomodasi rumbai minas duri. pekan baru riau: repository universitas islam riau*.
- Iskandar, w. (2022). *pengaruh dukungan sosial terhadap stres kerja pada karyawan dipt pangeran pekan baru hotel project akomodasi rumbai minas duri. pekan baru riau: reposotory universitas islam riau*.
- Iswanto ferry, I. (2017). *Peran Dukungan Sosial di Tempat Kerja Terhadap Keterikatan Kerja Karyawan*. MEDIAPSI2016, Vol. 2, No. 2, 38-45, 39.
- Julyastry, S. (2022). *Gambaran Intimate Friendship Pada*. makasar: repostory uiversitas bosowa makasar.
- Khasanah, M. (2019). *Motif Perselingkuhan Dalam Pernikahan*. perwokerto: repository uinsaizu.
- Kustiawan, d. (2022). *teori penetrasi sosial*. jurnal edukasi non formal, 305.
- Lee, d. (2023). *kronologi perselingkuhan syhanaz dengan jeje*. jakarta: youtube.
- Lugasnews.com. (2023). *Heboh, Oknum BKSDA Bengkulu Digerebek Selingkuh Dengan Istri Orang*. kota bengkulu: Lugasnews.com,.
- Mahardhika, b. W. (2022). *Faktor-Faktor Terjadinya Asmara Di Tempat Kerja*. Jurnal Bisnis, Manajemen dan Teknososiopreneur2, 57.
- Maskur, Fuad, , A. S. (2023). *Memahami Filsafat Fenomenologi Edmund Husserl Dan Implikasinya Dalam Metode Penelitianstudi Islam*. Jurnal Ilmiah Falsafah: Jurnal Kajian Filsafat, Teologi dan HumanioraVol. 9No. 2Juli2023, hal. 50-57, 52.
- Mariza Muhammad, K. M. (2022). *Pengaruh Interaksi Rekan Kerja Pria Dan Wanita Di Lingkungan Kantor Berujung Pada Perselingkuhan*. Psikobuletin: Buletin Ilmiah Psikologi, 165.
- Mulyana, D. (2023). *buku suatu pengantar*. Bandung: PT Remaja Rosdakarya,.
- Nurdin Ali, S. M. (2020). *Teori komunikasi Interpersonal Disertai Contoh Fenomena Praktis*. jl.tambora raya mo.23 rawamangun jakarta: prenadamedia group .
- Noviani Veni, E. L. (2023). *Makna Bahasa dalam Prosesi Mappasili setelah Pernikahan Tradisi Melayu Bugis di Desa Teluk Pakedai Satu Kecamatan Teluk Pakedai Kabupaten Kubu Raya*. pontianak: kampus merdeka indonesia.
- Prakoso, R. A. (2021). *Identitas Diri Perempuan Pekerja Seks Komersial*. unesa, 12.
- Pramudito, A. A. (2021). *Gambaran Kepuasan Perkawinan pada Pasangan dengan Riwayat Kasus*. talenta , 67.
- Riyanto.cm, p. (2018). *fenomenologi dalam penelitian ilmu sosial*. jl tamra raya no 23 rawamangun jakarta: prenadamedia group.

- Rahman Yusuf Al Hakim, M. R. (2019). Peranan Hubungan Kerja, Pengembangan Karir, Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan. Vol 3 No 2 (2019): Management & Accounting Research Journal Global, 38.
- Saadiah, Z. H. (2018). Faktor-Faktor, Sebab, Perselingkuhan, Tempat kerja. Banda Aceh: UIN Ar-Raniry Banda Aceh.
- Sapto, P. D. (2020). Analisis Data Penelitian Kualitatif. makasar: Badan Penerbit Universitas Negeri Makassar.
- Satiadarma, M. P. (2001). Menyikapi Perselingkuhan. Jakarta: Pustaka Populer OPor.
- Sudarma, I. (2021)). Pengaruh Informan terhadap Hasil Penelitian Kualitatif: Sebuah Studi Kasus" oleh(. Jurnal Pendidikan dan Kebudayaan, Vol. 27, No. 1,, 45.
- Tribun-medan.com. (2023). seorang asn digrebek suami disebuah hotel kota Bengkulu. Bengkulu: Bengkulu Interaktif.
- Wibowo Mukti , M. G. (2020). Pengaruh lingkungan Kepuasan Kerja Rekan Kerja terhadap Kepuasan Kerja Karyawan. manajemen bisnis, 8.
- Wahyuni. (2019). Penetrasi Sosial Hubungan Antar Budaya Warga Rumah Susun . jurnal komunikasi penyiaran islam, 61.