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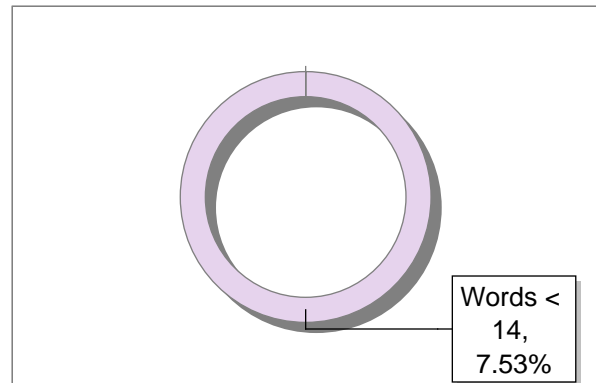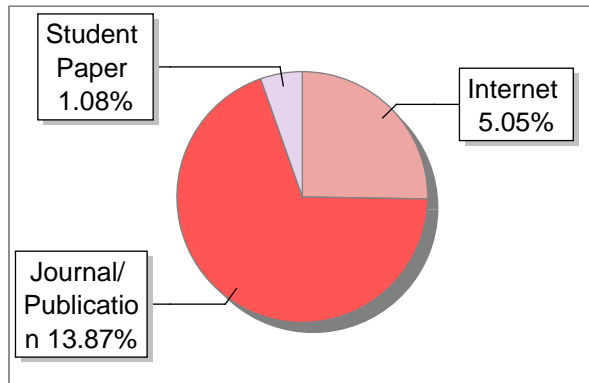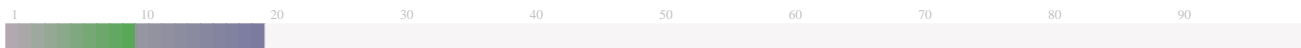
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The Determinant Factors of Employees' Subjective Wellbeing

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Abstract

One of the keys to productivity is the subjective wellbeing of workers. The professional and familial roles of women is a combination that promotes the growth of health and wellbeing. The objective of this study is to investigate the relationship between the work-family balance and gratitude towards employees' subjective wellbeing. This research used quantitative approaches and data collected using three-scale: the subjective wellbeing scale, the work-family balance scale, and the scale of gratitude. This research subject consisted of 100 employees with married status, having more than 1 (one) child, working for at least two years, and Yogyakarta's research position. Multiple linear regression analysis were used for data analysis. The findings revealed that there was a significant correlation with an R coefficient of 0.584 with a significance level (p) of 0.000 (p < 0.01) between work-family balance and gratitude for subjective wellbeing, meaning association between the balanced of work as well as family and subjective wellbeing is acknowledged. The result indicates a coefficient of correlation (rx1y) of 0.102 with a degree of significance of 0.000 (p< 0.01). Results for the analysis of employees subjective wellbeing and gratitude resulting with a coefficient of association (rx1y) rx2y) of 0.584 with a significance level of 0.000 (p < 0.01). Together, work-family balance and gratitude make a beneficial 34.1 percent contribution to subjective wellbeing. In conclusion, the study findings indicate a significant relationship between work-family harmony and gratitude for employees' subjective wellbeing.

Main Text

1. Introduction

Low subjective well being is triggered by, among others, problems experienced by workers, and when the working atmosphere is pleasant, subjective happiness will experience a significant increase. The World Health Organization (WHO) researched subjective wellbeing employees who were actively working in state and private companies in Indonesia that placed Indonesia in the position of 2.40 from a moving range from 5.49 - 0.87. It implies that the subjective happiness of employees in Indonesia is in the middle to lower position compared to developed countries and other developing countries.

Based on a survey conducted by the Central Statistics Agency (BPS) in 2017 (`BPS Provinsi D.I. Yogyakarta', 2017), and that the happiness index in the city of Yogyakarta was 72.93%. Individuals who work happily are individuals who have positive feelings at all times because the individual who best knows how to manage and influence the world of work to maximize performance and provide happiness in work itself (Pryce-Jones, 2010). Revesencio (Revesencio, 2015) said that happy employees had increased productivity by 12%.

Barrett et al. (2005), in his survey in Canada, found that problems arising from difficulties in regulating the role of work and family have increased in the last ten years. One in six parents in Canada are dissatisfied and doubt their ability to adapt continuously to the work and family situation they face every day.

These things indicate the importance of subjective wellbeing research because at the family level; individual unhappiness will have an impact in terms of childcare, lack of attention to children, and relationships with partners. Employee success greatly influenced by family factors, including children and spouse support. The number of children and the age of the child affects the employees working in managing the household. The husband's support for his wife can be in the form of full permission to work professionally and help one another in managing the household and guiding children. Husbands who also work and have a career will be more supportive of the success of women because husbands who do not work will cause problems of its own. Conflicts that occur between family and work are very influential on employee performance. It causes a decrease in productivity, late work, absenteeism, out of work, weak morale, job satisfaction, and poor quality of work-life (Greenhaus & Beutell, 1985; Higgins, Duxbury, & Irving, 1992).

The role of work and family is often considered to pose a positive or negative dilemma where satisfaction and subjective wellbeing obtained when there is a balance between roles in work and family. The dominance of roles in one domain will lead to conflict and affect individual satisfaction. If the role of the family is too dominating so that it interferes with work, then it can affect the low job satisfaction (Frone, Russell, & Cooper, 1992). Conversely, if the role of work is too dominating so that

it interferes with the role of the family, then it can affect the low level of family satisfaction. It indicates that the balance of work and family roles can increase job satisfaction with workers.

Several studies found that working women are increasingly increasing, and men are also increasingly involved in family responsibilities. (Mautner, 2007) found that both men and women have increased their commitment to work or care for children, the work situation, and meeting the needs of their families. Occur in work interactions and daily life has made working mothers need more time to be actively involved with their children. Female workers reported experiencing changes in activities related to their roles as career women (Whelan-Berry & Gordon, 2000). With the increasing demands of the family and the growing development of claims arising from work, it is not surprising that many employees experience conflicts regarding these demands.

Gratitude could be manifested in positive feelings that are happy and happy (Hambali, Meiza, & Fahmi, 2016). People who can achieve happiness, feel the peace of life, and are easier to deal with life problems or stressful conditions are people who have gratitude in his life (Sholihah, 2014). Not all employees can feel a sense of gratitude for what has been received or obtained, so they tend to be trying to achieve happiness. However, for employees who can be grateful, it is easier to achieve happiness.

2. Literature Review

Subjective wellbeing

According to Diener (Diener, 2000), wellbeing involves positive experiences and building positive individual functions. Diener, Oishi, & Lucas (2003) explain that subjective wellbeing consists of a scientific analysis of how people assess their own lives. The evaluation includes People's emotional reactions to events, moods, and judgments shaped around their fulfillment, overall life satisfaction, and specific domains of their lives. Subjective wellbeing studies focus on happiness or joy (Diener et al., 2003). This effective evaluation is in individual reactions and experiences in feeling moods and emotions, both pleasant and unpleasant. The cognitive assessment includes evaluative judgments about the overall quality of life.

Work Family Balance

There are several definitions related to work-family balance, including, according to Frone (2003), which states that the work-family balance is represented by a slight conflict that arises because of playing a role in work and family and obtaining benefits in carrying out that role. Work-family balance is the absence of conflict or disturbance: and the existence of facilitation or integration between work and family roles. According to Thornrhwaite (Thornthwaite, 2002), the concept of balance (balance) is a perceptual phenomenon characterized by having achieved satisfaction from the demands arising from this responsibility. From one's psychological experience, balance is a person's needs faced in work and home environment and then following work-family system.

Gratitude

Gratitude is a form of positive emotion in expressing happiness and appreciation for all the kindness received (Seligman, 2002). Watkins, Woodward, Stone, & Kolts (2003) define gratitude as an attitude of appreciating every life as a gift and realizing the importance of expressing that appreciation. Thank you for your life. Can lead to peace of mind, happiness, physical health, and more satisfying personal relationships (Emmons & McCullough, 2003). Through an attitude of being grateful for everything that has been received, both materially and non-materially, humans will find the true meaning of life, which is something that can make a person more meaningful and valuable in life that leads to happiness (Arrofiq, 2013). Cahyono (2014) states that with gratitude, a person will be touched in terms of cognition (way of thinking), emotion (empathy), and spiritual (belief). Based on the explanations of several figures above, it can be concluded that gratitude or gratitude is a form of respect, accepting everything, gratitude for everything that is obtained, and can lead to calm, the real meaning of life.

3. Method

The data collection method in this study uses five summated rating scales (the summed rating method). This method is better known as the Likert model name, which is a response-oriented scaling method. The Likert scale based on the response category placed on a continuum. All instruments use five types of ordinal categories Very Suitable (SS), Suitable (S), Between Conforming and Not Conforming (N), Not Conforming (TS), Very Conforming (STS). Any form of response as long as it contains five ordinal categories will be scaled (S Azwar, 2011). There are three scales used: subjective wellbeing scale, work-family balance scale, and gratitude scale.

4. Results And Discussion

Based on the results of the normality test, it is significant value p 0.045 and KS-Z score 1.378, which means that the data is normally distributed. The linearity test is a test of the regression line between the independent variable and the dependent variable. The rule used to determine whether a linear relationship between the independent variable and the dependent variable is $p < 0.05$, then the relationship is declared linear, and if $p > 0.05$, then the relationship is declared not linear.

Based on the results of the linearity test, it is known that the relationship between the work-family balance variable and subjective wellbeing has a p-value of 0.324 ($p < 0.05$). The correlation between work-family balance and subjective wellbeing is not linear, and the variable gratitude with subjective wellbeing has a p-value of 0,000 ($p < 0.05$). It can be concluded that the relationship between variables gratitude with subjective wellbeing is linear.

Multicollinearity test is carried out to determine whether there is any collinearity or multicollinearity among the aspects of the variable on the dependent variable. Testing the presence or absence of multicollinearity symptoms can be done by looking at the value of VIF (Variance Inflation Factor) and Tolerance. Criteria do not occur multicollinearity between independent variables if the VIF value < 10 and Tolerance value > 0.1, it can be concluded that the regression model does not occur multicollinearity (Ghozali, 2011).

Based on the multicollinearity test in table 3, it is known that the work-family balance variable has a tolerance value of 0.975 (> 0.1) and a VIF value of 1.025 (< 10) and the thanksgiving variable has a tolerance value of 0.975 (> 0.1) and a VIF value of 1,025 (< 10) so it can be concluded that the two independent variables do not occur multicollinearity.

Hypothesis testing is done by regression analysis to calculate and determine the relationship between predictors or predictors and their criteria.

The major hypothesis in this study is the relationship between work-family balance and gratitude towards subjective wellbeing for employees. Based on the multiple regression analysis, test results obtained the coefficient R of 0.584 with a significance level (p) of 0.000 ($p < 0.01$). The level of significance used in this study is in accordance with Azwar (2012) significance level ($p > 0.05$ is considered insignificant, the significance level (p) 0.05-0.01 is considered significant, while the significance level (p) < 0.01 is considered very significant, so the hypothesis proposed in this study can be accepted. Based on the test results above, it can be implied that there is a very significant association between work-family balance and gratitude towards employees subjective wellbeing.

There are two minor hypotheses in this study, for the first minor hypothesis that there is a positive relationship between work-family balance and subjective wellbeing for employees. Based on the results of the product-moment analysis obtained a correlation with a value of R 0.102 with a significance level (p) of 0,000 ($p < 0.05$), so that the hypothesis proposed in this study can be accepted. It shows that there is a significant positive relationship between work-family balance and subjective wellbeing for employees. The second minor hypothesis is that there is a positive relationship between gratitude and subjective wellbeing for employees. Based on the results of the product-moment analysis obtained a correlation with a value of R 0.584 with a significance level (p) of 0.000 ($p < 0.01$), so that the hypothesis proposed in this study can be accepted. It shows that there is a significant positive relationship between gratitude and subjective wellbeing for employees.

5. Conclusion

This research showed a positive relationship between work-family balance and gratitude as a predictor of subjective wellbeing in employees, work-family balance, and gratitude variables. Both contribute effectively to the subjective wellbeing variable. There is a sense of gratitude in living and ability in life balancing work-life can increase happiness in employees and increase positive feelings in employees such as feeling happy, excited, optimistic at work, and better able to concentrate on the work is done without feeling bored.