Things that make Employees Flourish

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Abstract

Humans need to grow up. This means that individuals be involved, meaning, relationships and achievements as subjective and objective components within themselves to be able to grow. Those who grow will believe in their ability to have extensive and satisfying social relationships. This ability is termed flourishing. Abilities required by employees in the world of work. Meanwhile, many factors can influence individuals to grow. The aim of this research is to determine the sociodemographic predictors of flourishing on employees. This research used a quantitative non-experimental approach with an accidental sampling method involving 957 employees. The research subjects were employees who worked as State Civil Apparatus (ASN), BUMN employees, and private employees. The instruments used in this research were the Flourishing Scale (FS) and sociodemographic questionnaire. Data analysis used independent sample t-test and one-way ANOVA. The research results show that employee growth can be predicted by age, education level, profession, marital status, and gender. This means that to increase employee growth, it can be viewed from various factors.

Key words: comparisons, flourishing, sociodemographic.

Introduction

Employees who grow are termed as employees with high growth. This means that they are individuals who can interpret their life experiences with positive feelings (Seligman, 2012). For employees, work is a means of preaching. Thus, the values of everyone who works in it are that work is a form of worship that must be carried out with full responsibility and accepted sincerely (Rosa et al., 2020).

The goal of positive psychology is flourishing, namely: identifying and nurturing talents, potential, and developing strengths, as well as helping people to live more productive and meaningful lives. Flourishing is an individual’s ability to be involved, meaning, relationships, and achievements as subjective and objective components within themselves. This explanation can illustrate that flourishing is not just in the mind. Employees who thrive will work effectively because individuals and teams develop and make positive contributions (Effendy & Subandriyo, 2017). In line with this, it is also known that an individual’s internal conditions, such as emotions and self-concept, influence their mental health (Masturah, 2018).

The growing need for employees at work is needed to improve their mental health. This is supported by Osaki’s study in Japan which shows that individuals who have ikigai (meaning of life) are more likely to have better jobs and
education levels than those who do not (Mogi, 2017). This is supported by several subsequent surveys which show that employees with good mental health will more easily achieve flourishing (Microsoft, 2021; Morin & Carrier, 2021).

This is reinforced by previous research on secondary school teachers in Gauteng, South Africa which shows that high levels of growth in the workplace will increase the match between the individual and the environment, as well as increase employee performance, but will simultaneously reduce their intention to quit (Rothmann et al., 2019). Apart from that, having high growth also increases a person’s life expectancy, optimism about the future, and reduces stress at work (De La Fuente et al., 2020; Ertac & Tanova, 2020; Momtaz et al., 2016; Seyranian et al., 2018).

Studies conducted on employees found that perceived organizational support was positively related to employee flourishing, thriving and work engagement. Apart from that, it is also known that organizations can create psychological states and well-being (hedonic and eudemonic) for employees through perceptions of organizational support (Imran et al., 2020). Several previous studies regarding flourishing show several variables that influence flourishing, such as: self-efficacy, social support, work stress, resilience, individual and environmental compatibility, organizational support, as well as demographic variables, such as age, gender, income, and employment (Chang et al., 2018; De La Fuente et al., 2020; du Plooy et al., 2019; Hunsaker & Ding, 2022).

Meanwhile, other research on adult men shows that flourishing is a form of mental health that is influenced by self-efficacy, where low self-efficacy turns out to be a good predictor for low mental health and high self-efficacy turns out to be a good predictor for mental health (Bavojdan et al., 2011). This is in line with several studies in the last two years which show a link between self-efficacy and flourishing in various professions (Abdi & Zandipayam, 2020; Beacham et al., 2020; Mai et al., 2021; Sydenham, 2020).

It is also known that flourishing is influenced by an individual’s age and ethnicity. The older a person gets, the more they will flourish. Meanwhile, the values of a particular ethnicity will have an impact on a person’s perspective in supporting their mental health (Masturah, 2021). The term local wisdom also explains that cultural values are passed down from generation to generation to foster individual wisdom.

The aim of this research is to determine predictors of flourishing based on sociodemographics in employees. The benefit that can be obtained from this research is that it provides an overview based on scientific references regarding factors that can predict employee growth. This research can also be a reference for agency policy in developing employees in various fields of work.

Method

This research used a correlational quantitative approach. This method allows researchers to study the relationship between variables. In addition, researchers can also estimate the prevalence of the results in surveyed participants. This research is used as a predictor of employee flourishing.

Participants

The subjects in this research were employees from three sections, namely: BUMN employees in east Java, private employees in east Borneo, and state civil servants (ASN) in Bima, totaling 957 people. The method used in sampling was accidental sampling. This means that the subject is a respondent who is met and meets the criteria. Employees consist of 66.8% men and 33.2% women. Most employees have a senior high school education or equivalent, 45.9%. The age range of employees is spread from 18–59 years with the majority being in the 25–40 years range at 56.5%. Most employees are married with a percentage of 76.3%.

Research Instruments

Flourishing measurement was carried out using the Flourishing Scale (FS) which consists of 8 adapted items in Bahasa (Diener et al., 2010). The scale reliability coefficient is 0.85. Meanwhile, measurements of sociodemographic variables such as: gender, age, highest level of education, profession and marital status were carried out by filling out a questionnaire survey.

Data Analysis Technique

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Results and Discussion

Results

The research results show several predictors of flourishing, namely: age, education level, profession, marital status, and gender. Furthermore, detailed results are shown in table 1 to table 5.

Table 1. Analysis of age as a predictor

<table>
<thead>
<tr>
<th>Variable</th>
<th>B</th>
<th>β</th>
<th>SE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>43.135**</td>
<td>0.759</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>0.126**</td>
<td>0.195</td>
<td>0.021</td>
</tr>
<tr>
<td>R</td>
<td>0.195</td>
<td></td>
<td></td>
</tr>
<tr>
<td>R²</td>
<td>0.038</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 1 shows that age (β=0.126; p<0.01) is a predictor of flourishing. This means that age can predict flourishing with 3.8% contribution. The older a person gets, the higher their level of flourishing will be.

Table 2. Analysis of education level as a predictor

<table>
<thead>
<tr>
<th>Variable</th>
<th>Senior High School</th>
<th>Diploma</th>
<th>Undergraduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>n</td>
<td>439</td>
<td>154</td>
<td>364</td>
</tr>
<tr>
<td>M</td>
<td>46.50</td>
<td>48.36</td>
<td>48.69</td>
</tr>
<tr>
<td>SD</td>
<td>6.49</td>
<td>6.07</td>
<td>5.85</td>
</tr>
</tbody>
</table>

Note: M = mean; SD = Standard Deviation; *p<0.05; ** p<0.01

The results in table 2 show that there are differences in flourishing at the senior high school (M=46.50; SD=6.49), diploma (M=48.36; SD=6.07), and undergraduate (M=48.69; SD=5.85). This means that the level of education can predict flourishing. The higher a person's education level, the higher their level of flourishing.

Table 3. Analysis of profession as a predictor

<table>
<thead>
<tr>
<th>Variable</th>
<th>BUMN Employees</th>
<th>Private Employees</th>
<th>State civil Apparatus</th>
</tr>
</thead>
<tbody>
<tr>
<td>n</td>
<td>202</td>
<td>148</td>
<td>19</td>
</tr>
<tr>
<td>M</td>
<td>48.69</td>
<td>46.69</td>
<td>50.06</td>
</tr>
<tr>
<td>SD</td>
<td>6.69</td>
<td>6.54</td>
<td>5.35</td>
</tr>
</tbody>
</table>

Note: M = mean; SD = Standard Deviation; *p<0.05; ** p<0.01

The results in table 3 show that there are differences in the growth of professions as BUMN employees (M=48.69; SD=5.36), private employees (M=46.69; SD=6.54), and State Civil Apparatus (ASN). (M=50.06; SD=5.35). This means that the profession can predict flourishing. Furthermore, ASN has the highest flourishing compared to BUMN and private employees. Meanwhile, BUMN employees have a higher flourishing than private employees. Then, private employees have the lowest flourishing compared to BUMN and ASN employees.

Table 4. Analysis of marital status as a predictor

<table>
<thead>
<tr>
<th>Variable</th>
<th>Unmarried</th>
<th>Married</th>
<th>Widow</th>
</tr>
</thead>
<tbody>
<tr>
<td>n</td>
<td>208</td>
<td>730</td>
<td>19</td>
</tr>
<tr>
<td>M</td>
<td>45.73</td>
<td>48.19</td>
<td>47.11</td>
</tr>
<tr>
<td>SD</td>
<td>6.33</td>
<td>6.16</td>
<td>5.81</td>
</tr>
</tbody>
</table>

Note: M = mean; SD = Standard Deviation; *p<0.05; ** p<0.01

The results in table 4 show that there are differences in the status of unmarried (M=45.73; SD=6.33), married (M=48.19; SD=6.16), and widow/widower (M=47.11; SD=5.81). This means that differences in marital status can predict flourishing. Furthermore, married individuals have the highest flourishing compared to unmarried individuals who are widows. Meanwhile, individuals with widow status have a higher flourishing than unmarried individuals. Then, unmarried individuals have the lowest flourishing compared to individuals with widow status and those who are married.
Table 5. Analysis of gender as a predictor

<table>
<thead>
<tr>
<th>Variable</th>
<th>Male</th>
<th></th>
<th></th>
<th>Female</th>
<th></th>
<th></th>
<th></th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>M</td>
<td>SD</td>
<td>n</td>
<td>M</td>
<td>SD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flourishing</td>
<td>639</td>
<td>47.37</td>
<td>6.68</td>
<td>318</td>
<td>48.17</td>
<td>5.32</td>
<td>2.009*</td>
<td></td>
</tr>
</tbody>
</table>

Note: M = mean; SD = Standard Deviation; *p < 0.05; ** p < 0.01

The results in table 5 show that there are differences in flourishing between men (M=47.37; SD=6.68) and women (M=48.17; SD=5.32). This means that gender can predict flourishing. Furthermore, it is known that men have a higher flourishing than women.

**Discussion**

The research results also show that flourishing is related to age ($\beta=0.126; p<0.01$), education level ($F=13.644; p<0.01$), profession ($F=21.801; p<0.01$), marital status ($F=12.871; p<0.01$), and gender ($t=-2.009; p<0.01$). This means that individuals grow with their involvement and relationships with other people which are also influenced by demographic factors. This strengthens previous research which explains that a person's demographics, such as age, gender, place of residence, economic status, and marital status influence flourishing (Hori et al., 2019; Sekarini et al., 2020). Meanwhile, other research also states that marital relationships can increase prosperity (Fahd & Hanif, 2019; Vetter et al., 2018).

The research results in table 1 show that age is a predictor of flourishing. This is in line with previous research which shows that the older a person is, the more flourishing they tend to be (Butt et al., 2022; Masturah & Hudaniah, 2022). This shows that sociodemographics also play a role in flourishing. The older people, more flourishing they will be. Age refers to a person’s maturity, both physically and mentally. Flourishing is no exception. Other sociodemographics, such as: gender, profession and marital status are also related to flourishing.

Meanwhile, flourishing can be interpreted as a high level of mental well-being and symbolizes mental health. So, people with a high level of flourishing, in this case having positive emotions and having good functioning psychologically and socially, will have complete mental health (Huppert, 2009; Keyes & Brim, 2002; Ryff & Singer, 1998). This means that those who have high flourishing are emotionally mature people with positive character. So, they are able to develop independently and have good social relations with other people around them.

Several factors that can influence individual well-being are divided into two, namely internal and external factors, where internal factors include satisfaction with the past, optimism for the future, and happiness in the present. Meanwhile, external factors include money, marriage, social relationships, and demographics (age, health, education, gender, race, and religion) (Diener et al., 2010; Seligman et al., 2005).

Based on other relevant research, it shows that adult men with poor mental health can be predicted due to low self-efficacy, and high self-efficacy is a predictor of good mental health (Bavojdan et al., 2011). This is in line with several studies in the last two years which show a link between self-efficacy and flourishing in various professions (Abdi & Zandipayam, 2020; Beacham et al., 2020; Mai et al., 2021; Sydenham, 2020).

**Conclusion**

Flourishing in employees can be predicted by age, education level, profession, marital status, and gender. This means that to increase employee growth, it can be viewed from various factors. Furthermore, it was explained that men have a higher flourishing than women.

**Implication**

In the end, working employees can increase their flourishing through self-development. Based on this research, as employees, individuals can grow by taking advantage of their sociodemographic conditions. This can support their performance at work. Therefore, employees can carry out self-development, both improving competencies related to personal qualities, career development, and social relations. Then, the agency where you work needs to pay attention to employee flourishing to create a healthy work climate. Agencies can provide facilities for employees to develop themselves.

Future researchers can examine the influence of emotions and social self on flourishing. Apart from that, future researchers can develop research with a qualitative approach to explore employee flourish experiences. Future researchers can also develop flourishing as a form of psychological competencies training that supports individual mental growth.
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Authors’ contributions:

All authors designed the study, analyzed the data, read, and approved the final version of the manuscript.

Competing Interest:

Positive psychology, psychology at work, self-development.

References


