

## RESEARCH ARTICLE

# The Effect of Psychological Well-Being and Psychological Empowerment on Job Satisfaction in Institution X

Agil Halis Kesawa<sup>1</sup>, Inas Khildah Fatmawati<sup>1</sup>, Diah Pitaloka Puspitasari<sup>1</sup>, Budi Prastyo<sup>1</sup>, Hujjatullah Fazlurrahman<sup>2\*</sup>

<sup>1</sup> Undergraduate of Management Student, Universitas Negeri Surabaya, Indonesia.

<sup>2</sup> Department of Management, Faculty of Economic, Universitas Negeri Surabaya, Indonesia.

**\*Corresponding Author: Hujjatullah Fazlurrahman**

**Abstract:** This study aims to analyze the effect of psychological well-being and psychological empowerment on job satisfaction in institutions x. The sampling technique uses saturated samples with a total of 36 educators working under 10 years. This type of research is quantitative research. The statistical analysis used in this study is the Statistical Package for the Social Sciences (SPSS) with the help of SPSS IBM Version 20.0 software. The results of this study indicate that psychological well-being has no significant effect on job satisfaction. But psychological empowerment has a significant and positive effect on job satisfaction, and psychological well-being and psychological empowerment have a significant and positive effect on job satisfaction.

**Keywords:** *Psychological well-being, Psychological Empowerment, Job Satisfaction.*

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## Introduction

Human resources become important and valuable things in an organization because the success of an organization is determined by humans [1]. Within an organization itself Human Resources has a role consisting of four main roles that are carried out, namely: planning, organizing, leading, and controlling [2]. In improving the performance and productivity of organizational teaching staff is expected to be able to pay attention to the work satisfaction of teaching staff to achieve the main objectives of the organization.

If the teaching staff is not satisfied with their work, they will tend to have low productivity and will increase the risk of the teacher's discharge from the organization which will hamper organizational goals. Job satisfaction is a person's general attitude towards work that shows the difference between the amount of appreciation received by workers and the amount they believe they should receive [3].

In terms of job satisfaction, the factors that influence job satisfaction are opportunities for advancement, job security, salary, company and management, intrinsic and job factors, working conditions, social aspects of

work, communication, and facilities [4]. On this basis, this study is intended to examine other factors that can provide job satisfaction to teaching staff, namely psychological well-being and psychological empowerment factors.

Based on observations on teaching staff who have worked for less than 10 years. Based on that an educator must conduct education and teaching every day except holidays and Saturdays and weeks and besides that an educator must conduct research and development and must be able to produce research that can be utilized to be devoted to the community in addition to this case an educator also has a role that is, for example, being head of the department, department secretary, head of the laboratory and other structural positions.

Thus making teachers have limited time to obtain psychological well-being. So that the impact on teachers is not satisfied with the work that has been done. But an educator is given high empowerment to be able to be creative in making scientific journals, research, how to do teaching and education so that it has a positive impact on job

satisfaction. So, it appears that psychological well-being has a large impact on teacher job satisfaction. Organizations must be able to teach their staff in innovative ways to take advantage of developing the potential that exists in teaching staff. The psychological well-being of teaching staff is a psychological capacity in terms of existing human resources to increase job satisfaction of teaching staff.

Organizations can carry out a variety of practices such as improving conditions and work, widening the scope of family health benefits by reimbursing insurance costs and education costs and offering consulting services [3].

Empowerment in the perspective of the organization is the action taken by the organization to share power and decision making; empowered employees will feel better about their work and themselves and can then increase job satisfaction [5]. Psychological empowerment of employees is a form of freedom in which employees make decisions to ensure psychological empowerment of employees is a form of freedom in which employees make decisions to ensure maximum satisfaction to customers, psychological empowerment is a fundamental beginning and extraordinary aspects for achieving successful.

Business growth and increasing productivity. Based on previous studies, research conducted by Tasema, Joy Krismarwati [6] shows that there is a positive and significant relationship between psychological well-being and job satisfaction among employees at Office X. Based on previous studies, research conducted by Yani, Ida Maha, et al., [7] shows that psychological empowerment has a significant positive effect on job satisfaction

## Literature Review

According to Brayfield & Rothe [8] job satisfaction is the rate at which teaching staff have positive feelings about the work that companies offer in the workplace. It can be said that job satisfaction is a pleasant condition and makes teachers feel happy with the achievement of working. Robbins [3] mentions several factors that influence job satisfaction, namely: Appropriate rewards, Work that mentally challenges colleagues who support and supporting working

conditions. In Minnesota satisfaction questionnaire several components of job

satisfaction, namely [9] include: Ability Utilization, Achievement, Activity, Advancement, Authority, Company Policies and Practices, Compensation, Co-workers, Creativity, Moral Recognition, Responsibility, Security, Social Service, Social Status, Supervision of Human Realisation, Supervision-Technical, Variety, and Working Conditions. Psychological Well-Being Ryff [10] emphasizes two main points in explaining psychological well-being or psychological well-being.

First welfare emphasizes the process of growth and fulfillment of individuals who are strongly influenced by the surrounding environment. The second point is eudaimonic, which emphasizes the effective regulation of the physiological system to achieve a goal. According to Ryff [11], states four factors affect PWB, namely Age, Gender, Culture, Religiosity, Social Support, Personality, and Stress. The dimensions of psychological well-being according to Ryff in [12] consisting of six dimensions, namely dimensions of self-acceptance, dimensions of positive relationships with others, dimensions of autonomy (independence), dimensions of environmental mastery, dimensions of life goals, and dimension of personal growth.

Empowerment in the perspective of the organization is the action taken by the organization to share power and decision making; empowered employees will feel better about their work and themselves and can then increase job satisfaction [5].

Based on Lee & Koh [13] opinion [14] the factors that influence psychological empowerment of a person are divided into two factors, namely: Individual Factors Within individual factors that are associated with physical and non-physical which are often related to biographical and Organizational Factors Organizational Factors namely Organizational Factors namely factors that often occur in an organization such as span of control, unclear roles, access to information and resources, social support and work climate. Dimensions of Psychological Empowerment Spreitzer [15] in his research formulated four important dimensions that make up psychological

empowerment construction namely Meaning, Competence, Self-determination, and Impact.

**The Following Research Hypotheses will be Formulated and Statistically or Validity**

H1: Psychological Well-Being has a positive and significant effect on teacher job satisfaction

H2: Psychological Empowerment has a positive and significant effect on the satisfaction of teaching staff.

H3: Psychological Well-Being and Empowerment have a positive and influential effect on the job satisfaction of teaching staff.

**Methodology**

**Population and Sample**

The subjects in this study were teaching staff with permanent and non-permanent employment status who worked in an institution, a minimum undergraduate education (S1), and a working time of fewer than 10 years.

**Research Variables**

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that companies offer in the workplace. It can be said that job satisfaction is a pleasant condition and makes teachers feel happy with the achievement of working. Psychological Well-Being Ryff [10] emphasizes two main points in explaining psychological well-being or psychological well-being. First welfare emphasizes the process of growth and fulfillment of individuals who are strongly influenced by the surrounding environment.

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**Data Analysis Technique**

Statistical Package for the Social Sciences (SPSS) with SPSS 20.0 software was used to analyze the data.

**Result and Conclusion**

**Result**

**Table 1: Coefficient of determination (R<sup>2</sup>)**

R Square (Model summary)	0.538
R Square (or quadrant of R)	0.289

Testing the influence of psychological well-being and psychological empowerment on job satisfaction produces R (Correlation) and (R<sup>2</sup>) (Coefficient of determination).

Based on the above table, it can be seen in the Table of the contribution of the independent variable (X) to the dependent variable (Y) some conclusions as follows:

- In the table about R Square (Model summary), the figure R = 0.538 shows that the correlation between the variable job satisfaction with the variable psychological

well-being and psychological empowerment is very strong because it has a value of more than 0.5.

- R Square (or quadrant of R) shows the value of the coefficient of determination of 0.289, for the number of independent variables more than 2 instead of using the adjusted R square of 0.246. This means around 24% of the job satisfaction variable is explained by psychological well-being and psychological empowerment variables, while the remaining 100% - 24% = 76%, so 76% is explained by other variables outside the variables used in this study.

**Table 2: Simultaneous significance test (Test F)**

Variable	F	Sig	Information
Psychological Well Being and Psychological Empowerment → Job Satisfaction	6.719	0.004	Significant

From the ANOVA test table or the F test above, the F count is 6,719 with a significance level of 0.004. The significance value of 0.004 is much smaller than 0.05 so

that the regression model can be used to predict job satisfaction or it can be said that psychological well-being and psychological empowerment together or simultaneously affect job satisfaction.

**Table 3: A test for significance of partial influences (T TEST)**

Variable	B	t	Sig	Information
Psychological Well Being	0,557	1,441	0,159	Not Significant
Psychological Empowerment	1,010	2,970	0,006	Significant

**Based on the above Table Some Conclusions Can be Drawn as Follows**

- The t-value of the psychological well-being (X1) variable is 1,441 at a significance level above 5%, which is 0.159. Based on the probability, it can be concluded that the psychological well being (X1) variable has a negative and not significant effect on the variable of job satisfaction (Y)

- The t value of the psychological empowerment variable (X2) is 2,970 at a significance level below 5% which is 0.006. Based on the probability, it can be concluded that the psychological empowerment variable (X2) has a positive and significant influence on the job satisfaction variable (Y).

**Conclusion**

**Table 4: Casualty Relationship**

Hyp	Casualty Relationship	Information
H1	Psychological well being (X1) → Job Satisfaction	Not Significant
H2	Psychological empowerment(X2) → Job Satisfaction	Significant
H3	Psychological well being and psychological empowerment ) → Job Satisfaction	Significant

After going through the process of analyzing the test of influence partially and simultaneously on the results of answers from respondents regarding the influence of psychological well-being and psychological empowerment on job satisfaction in Educators in Institution X.

The Effect of Psychological Well Being and Psychological Empowerment on Job Satisfaction in Educators in Institution X Based on the results of the F test (Simultaneous) it can be seen that the psychological well-being variable (X1) and the psychological psychology empowerment (X2) simultaneously have a positive and significant effect on job satisfaction (Simultaneous) Y) Educators in Institution X. This shows that if educators have good psychological well being, they will be able to increase the level of job satisfaction of Educators in Institution X. Judging from the R2 value of the results of processing performed; a value of 0.289 is obtained.

This means that there is an influence between psychological well being (X1) and psychological empowerment (X2) on job satisfaction (Y) of Educator in Institution X by 28% and the rest is influenced by other

variables by 21%. Meanwhile, to see the dominant effect on job satisfaction variables seen from the Beta value, psychological empowerment (0.447) is greater than psychological well being (0.217), so it can be concluded that the psychological empowerment variable has a greater influence on job satisfaction. Based on respondents' answers, psychological empowerment does have a high score compared to psychological well-being which has a moderate score. It has been proven that Psychological Empowerment for Educators in Institution X has been implemented well in organizations.

Whereas for psychological well being experienced by Educators in Institution X is indeed classified as moderate, With high psychological empowerment and quite low psychological well being certainly has an impact on increasing the job satisfaction of Educators in Institution X as a result of work done by educators.

Besides that, the teaching staff is satisfied with the work they do. Effect of Psychological Well Being on Job Satisfaction. Based on the results of statistical analysis it can be seen that the psychological well being (X1)

variable partially does not influence job satisfaction (Y) of 0.169 ( $> 0.05$ ).

And based on these results it can be concluded that Effect of Psychological Empowerment on Job Satisfaction. Based on the results of statistical analysis it can be seen that the psychological empowerment (X2) variable partially influences job

satisfaction (Y) of 0.006 ( $< 0.05$ ). And based on the conditions in the field and interviews researchers found the fact that educators have an empowerment level caused by their flexibility in teaching and educators have freedom in terms of teaching methods and make research or research so high empowerment is needed as well.

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