

Gratefulness and Psychological Well-being of Employee

Manpower in a corporation is one of the necessary things in corporation. In two decades ago, there are so many discussions about management practice of manpower, the exact one that can be applied in a organisation to create or improve prosperity and well-being of employee and its effect for more efficiency together with financial improvement in organisation (Mihail & Kloutsiniotis, 2016). Caused by today Covid-19 Pandemic, organisation faces uncertainty that forces employee to be prepared for facing future-arisen problem, such as economic and political instability, etc. Organisation has to adapt its effort, that is related to manpower management , in facing Covid-19 Pandemic to keep employee well-being up (Perdana, Hartawan, Sari, Suyoso, & Agustino, 2020).

Keeping employee well-being up will make employee performance stable. Compared with employee with low level of psychological well-being, employee with high level of psychological well-being will be in a good performance (Kundi, Aboramadan, Elhamalawi, & Shahid, 2020). Employee performance has impact on corporation (Merisa, Utami & Sunardi, 2017). Low employee performance will make corporation in a financial loss, whereas high or good employee performance makes profit for corporation.

Deservedly, employees, that work in a corporation, get their well-being to be fulfilled. It has been regulated in the Law of the Republic of Indonesia no. 13/2003 Article 1 section (31) concerning manpower that reads, “Employee well-being is a fulfilment of physical and spiritual needs, both inside and outside the work relationship, which can directly or indirectly enhance work productivity in a safe and healthy work environment.” (“Law of Republic of Indonesia no. 13/2003,” 2003). Therefore, corporation has to fulfil needs of employee well-being in return for the energy and thought that employees have given to the corporation.

Employee well-being is a important thing that needs to be noticed by corporation, because it is strongly related with employee productivity that has an impact on the company's overall performance. Achieved employee well-being shows that corporation has given good work experience to its employee, and it can make employee to have high morale and loyalty to

the corporation, encourage employee to improve their performance, and create work satisfaction for employees (Wijayanto, Wahyudi & Suseno, 2017).

Employee well-being can bring good impact to the corporation, well-being in workplace contributes in creating a positive attitude of employee towards organisation such as commitment, interest on organisation, etc. (Akhbar, Harding & Yanuarti, 2020). Improvement of employee well-being has an impact on corporation productivity. High employee performance will bring profit for corporation and make corporation competitive with numerous competitors (Merisa, dkk, 2017).

Besides that it is useful for corporation, employee well-being absolutely brings positive impact for corporation. Improvement of productivity or individual performance, that caused by employee well-being, will make the organisation pay according to the performance that has been given by the employee, it can improve employee satisfaction (Pradhan & Hati, 2019). Furthermore, achieved employee well-being in a organisation will improve employee's mental health. Well-being significantly impacts on individual stress coping, mental and physical health, along with work and life satisfaction (Pradhan & Hati, 2019). However, employees, that are insecure in working, have low employee well-being (Rizky & Sadida, 2019).

Factors, that can affect level of individuals' psychological well-being, is a demographic factors such as social economic, culture, education, age, marital status, gender, along with factors of social support, personality, evaluation of experience, and religiosity (Ryff, 1989). Religiosity is a process to find right way that is related with sacred things. One of religious activities is being grateful.

Enhancement of psychological well-being of employee can be implemented in various ways. One way that can be done to improve well-being is the expression of gratefulness, because gratefulness has strong relation with psychological well-being component e.g. accepting ourselves, positive relation, personal growth, environmental mastery and life goals (Dewanto & Renowati, 2015). The attitude of gratefulness that exists in the individual will be able to help the individual in expressing the negative and positive emotions he or she feels. The higher individuals' gratefulness, the more he or she accepts and vice versa. If individuals' gratefulness is low, then he or she difficulty accepts situation or condition. A low attitude of gratefulness will make individuals feel they have a heavy burden and cause some negative emotions such as

frustration, disappointment, and dissatisfaction (Sari & Monslisa, 2021). gratefulness is necessary things for every employee. Employee gratefulness is expected to improve Psychological Well-being of Employee in a corporation.

Methods

Study methods that are used in this study is a qualitative literature-review-based method. *Literature review* is a systematic, explicit, and reproducible study method by identifying, evaluating, and doing synthesis to the literature from research results and ideas that have been published by researchers and practitioners (Simbolon, 2021). *Literature review* contains reviews, summaries, and the author's thoughts on several library sources on the topics studied that are relevant, up-to-date, and adequate (Simbolon, 2021).

Data collecting method, that used in this study, is with reading several scientific work, namely scientific journal is relevant to this study. The keywords used by researchers to collect scientific papers that have been published are gratefulness and employee well-being. researchers understand and conclude the data contained in scientific works to be studied.

Result

Psychological well-being

Psychological well-being is one of the dimensions of employee well-being (Zheng, Zhu, Zhao, Zhang, 2015). Psychological well-being is a concept, that disclosures, that individuals have positive attitude towards themselves and can adapt their attitude according to the environment (Prameswari & Ulpwati, 2019). Psychological well-being is a concept that has relation with what individuals feel about daily activity and leads to the disclosure of personal feelings on what is felt by the individuals as a result of their life experiences. Psychological well-being can also be interpreted as obtaining happiness, life satisfaction, and the absence of depressive symptoms in individuals (Ryff & Keyes, 1995). According to definition of psychological well-being by researchers can be concluded that psychological well-being is a condition where individuals get happiness, life satisfaction, self acceptance, and being able to adapt to the environment in everyday life.

Factors, that can affect psychological well-being according to (Cho, 2019) is a level of organisation which includes social support, and level of individuals which also includes individual, affective, and personal characteristics of demographics. The main thing of dimension of psychological well-being is a life goals and positive relationships with others (Izzati, Budiani, Mulyana, & Puspitadewu, 2021).

the basis for achieving psychological well-being according to Ryff & Keyes (1995) is psychologically individuals that can be used positively, where the individual components that have positive psychological function as below.

- 1) Autonomy, ability to self rule or independent.
- 2) Environmental mastery, ability to adapt with the their environment.
- 3) Personal growth, ability to grow or develop their potential.
- 4) Positive relations with others, it is marked with a warm and trustful relationship with others.
- 5) Purpose in life, ability to achieve their life purpose.
- 6) Self-acceptance, is marked with ability to accept what they are.

Gratefulness

Gratefulness in Islamic perspective shows vertical relationship between human and Allah (god). Gratefulness is a expression of thankful and appreciation by behaving positively caused by grace and favour of god, human, other creatures and environment (Listiyandini, Nathania, Syahniah, Sonia, & Nadya, 2015). gratefulness in Islamic perspective is a wholeheartedly thankful on the favour of god and then appreciating by behaving positively either word or deed.

Dimensions of gratefulness according to Islamic psychological perspective as stated by Rusdi (2016) divided into two as below;

- 1) Asy-syukr al-dakhiliyah, consists of sincerity or believing wholeheartedly and knowing with knowledge.
- 2) Asy-syukr al-kharijiyah, consists of grateful expression either verbal or deed.

In literature study by Rachmadi, Safitri, & Aini (2019) mention that there are Al-Quran verses and hadith which describe about gratefulness as below,

- 1) Gratefulness can makes person, that is grateful, getting additional bliss, explained in Surah Ibrahim verse 7

[Arabic]

And (remember) when your God proclaimed, 'If you are grateful, I will certainly give you more. But if you are ungrateful, surely my punishment is severe.

- 2) One of gratefulness acts is work gratefully, explained in Surah Saba' verse 13.

[Arabic]

The demons made for Solomon whatever he desired of sanctuaries, statues, basins as large as reservoirs, and cooking pots fixed (into the ground). (We ordered:) "Work gratefully, O family of David!" (Only) a few of my servants are (truly) grateful.

- 3) Grateful activities can save people from the torment of Allah, clarified by Surah An-Nisa verse 147

[Arabic]

Why should Allah punish you if you are grateful and faithful? Allah is ever appreciative, all-knowing.

- 4) Grateful if having a happiness, clarified by hadith Muslim no. 2999

Wondrous is the affair of a believer, as there is good for him in every matter; this is not the case for anyone but a believer. If he experiences pleasure, he thanks Allah and it is good for him. If he experiences harm, he shows patience and it is good for him.

Gratefulness and psychological well-being

Study with title "*psychological well-being* karyawan studi literatur" that studied by Sari and Monalisa (2021) discuss about culture of organisation, gratefulness, and psychological

well-being. Grateful individuals have positive behaviour towards themselves and can accept every positive and negative aspects on themselves and their past that they have been through.

Another study by Aisyah and Chisol (2020) with title “Rasa syukur kaitannya dengan kesejahteraan psikologis pada guru honorer sekolah dasar” or “gratefulness has relation with psychological well-being on honorary teacher in elementary school” mention that there is significant positive relation between gratefulness and psychological well-being on honorary teacher in elementary school.

Intervention of gratefulness on improving employee well-being

Study with title “Kebahagiaan di tempat kerja: efektivitas intervensi psikologi berbasis online 'latihan tiga hal baik’” or “Happiness in workplace: effectivity of online based psychological intervention 'train the three good things’” that was done by Laba & Kusumaputri (2020) is about the effectiveness of gratefulness training of three good things towards increasing happiness at workplace. Study respondents are 15 employees in Yogyakarta, Central-Java, East-Borneo, South-, East-, and Southeast- Celebes and Papua. Respondents are asked to write three good things what they went through in work and the reason why it happened and their role in that event. Result of this study is a training of gratefulness technique *three good things* effective to improve happiness on employee in their workplace. Happiness in workplace is a important thing to create employee well-being.

Discussion

Result, that are collected by *literature review* process which was done, explains, that gratefulness has relation with gratefulness well-being of employee. This is in accordance with study, that is conducted by Prameswari and Ulpwati (2019) with study respondents are medical workers in a Camantha Sanidya Hospital in Batam and the result is that gratefulness is one of the positive triggers for increasing psychological well-being, because the medical workers can be still positive and create positive aura in workforce, even though they are burdened with work burden, working hours, and so on.

Wood, Joseph, & Maltby (2009) also described that there is relation between gratefulness and psychological well-being. Gratefulness is one of the factors that affect psychological well-being, because being grateful as a form of personality of someone who thinks positively

with happiness, life satisfaction, and passion of life (Wood, Joseph, & Maltby, 2008). These three things show that psychological well-being on individuals is created.

Improvement of employee well-being in an organisation can be done by applying intervention of gratefulness. One of the interventions of gratefulness, that was done, is *three good things* technique. This is in accordance with the results of study which revealed that the intervention of gratefulness succeeded in influencing employee well-being and reducing absenteeism (Kaplan, Bradley-Geist, Ahmad, Anderson, Harfrove, & Lindsey, 2013).

Conclusion

This study aims to know relation between gratefulness and psychological well-being of employee. According to *literature review* from every past scientific work, it can be concluded systematically, that there is relation between gratefulness and psychological well-being of employee. It can be interpreted, that the higher level of gratefulness of employee, the higher level of psychological well-being of gratefulness. Intervention of gratefulness can be applied in a corporation to improve employee well-being with improving happiness and employee satisfaction.

Suggestion

Next researchers can add reference to scientific journals related to gratefulness and psychological well-being in workplace. Next researchers can also do study or reveal the relation between gratefulness and psychological well-being of employee in workplace.