

Psychological Well-Being Reviewed By The Work Complacency Of The Employees Of Pt. Abs

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ABSTRACT

The study is held in PT. Andalan Bintang Sampali working environment. The objective is to obtain the bond among the job satisfaction with psychological well-being of PT. Andalan Bintang Sampali's employees. Population and sample on this research is: 102 (a hundred and two) employees of PT. Andalan Bintang Sampali. The method of Purposive Sampling is being used as the technique to collect samples. The technique of gathering data is by disseminate the questions-form to those samples. Analysis technique that is being carried out in this study/research is the Correlational Pearson Product Moment technique. The results of the research found a correlation between work satisfaction and psychological well-being with the correlation coefficient $F = 0.947$ as well as $p = 0.000$ ($p < 0.01$). The assumption test composed of normality test, linearity trial, correlation check, descriptive test, as well as effective contribution test. The data was outlined with SPSS 27 for Windows by using Correlation Pearson Product Moment technique. Research shows that the effective contribution shows that 94.7 percent occurred within job satisfaction and psychological well-being, while the rest 5.3 percent lie on other factors that weren't being researched.

KEYWORDS Job Satisfaction, Psychological well-being, Employees



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INTRODUCTION

Work is a part of the activities carried out by individuals or persons in anticipation of rewards or payment for their individual sustenance. Companies have a number of objectives to be achieved in their operational work. The achievement of these objectives can be supported by the ability of resources, especially human resources, possessed by the company. In the phenomenon of increasingly tough

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business competition, every company strives to highlight the advantages or strengths it possesses. High performance is one of the factors in forming the competitive advantage of the company. High performance depends on the quality of employee performance in designing, implementing, and evaluating operational performance.

Job satisfaction is an important factor in influencing the good or bad performance of employees. Satisfaction is an individual's perspective on events, assessments of the people around them, their relationships, and their mental well-being in the workplace (Somvir & Kaushik, 2012). Somvir and Kaushik (2012) define job satisfaction as the level of emotional orientation of employees to their roles in the organization. This means that employees can be satisfied with their jobs in terms of leadership, wages, teamwork, opportunities for promotion, communication flow, and work environment so that employees can fully commit to their company or organization. Meanwhile, Locke (in Wijono, 2011) defines that the positivity of individual emotions and pleasure affects job satisfaction. This means that job satisfaction is an individual's subjective estimation of the absolute tasks or events and their happiness. Locke emphasizes the need for both cognitive (assessment) and affective (emotional feeling) functions. Luthans (Indrawati, 2021) divides job satisfaction into 5 (five) aspects, namely job satisfaction, which is the employee's perspective on their job. Salary; fair, non-deviating/ suspicious wages that are in line with what employees expect. Promotion opportunities; having opportunities for promotion with non-subjective attitudes that can increase employee satisfaction. Task supervision; an effort to influence employee activities by communicating to achieve the organization's expected objectives, and colleagues having colleagues who can support, advise, or provide input to fellow team members.

According to Lovelock and Wright (2007), employees who excel in finding solutions to their work and who are more productive in their work can be found in those who are happy in their company. Each individual has ideal principles within them. One of their ideal principles is prosperity (Gavin & Mason, 2004). In today's era of globalization, business competition is very tight, with developing countries expected to compete with developed countries in many fields. Technological advancements greatly affect the quality of products and capital, thus affecting the development of companies, but the growth of a business or organization is also greatly influenced by the excellence of its human resources. Therefore, companies that want to be productive certainly want their employees to feel satisfied so that they can commit and work efficiently. Unfortunately, many companies still do not pay enough attention to their employees as assets that can change the direction of their progress, as shown in the following example.

Based on Mercer Marsh Benefits Indonesia 2023, now salaries are not the basic benchmark for employees to stay long-term in the same company. Managing Director Mercer Marsh Benefits Indonesia Country Leader, Wulan Gallacher, emphasizes that employees can work for decades in a company because of the benefits received other than salary. How a company cares for its employees is one of the factors for the development of employees' psychological well-being to be able to survive in a company (www.suara.com).

Based on observations and interviews conducted by researchers with several employees working at PT.ABS, employees lack a sense of responsibility for the tasks assigned to them, there is no sense of mutual support among employees, thus hindering work, there are conflicts among employees; having very different views on how to execute a task so that they feel demeaned.

From these cases, it can be concluded that there is pressure from the surrounding environment that hampers employees in self-development, thus affecting weak work motivation and productivity. Companies must pay attention to correct these deficiencies so that the company can grow even more superior in the future.

The need for a sense of security about the future certainty of employees in the company being fulfilled will affect psychological well-being. According to Ryff (in Awaliyah & Listiyandini, 1995), the definition of psychological well-being is the full attainment of individual psychological strengths and conditions when a person can appreciate their potential, have a life direction, foster positive relationships with others, become independent individuals, and influence their surroundings. According to Akhtar (in Prabowo, 2016), psychological well-being can increase positive emotions in adolescents, touch self-satisfaction and pleasure, decrease negative emotions and depression in adolescents. Ryff (in Pratomo 2013) compiles 6 (six) dimensions of psychological well-being including: self-acceptance, which is a person's ability to accept themselves in the present and the past. Getting along well with others, which is having empathy and love for others so as to be able to enhance friendships. Autonomy, which is the determination of personal destiny, independence, and the ability to adjust one's own nature. Environmental mastery, which is an individual's ability to determine or realize appropriate social interactions with their psychological disposition. Life purpose is the meaning of an individual's life with various meaningful plans in life and personal growth is the development of individual abilities to improve and succeed as human beings.

One thing that affects psychological well-being is job satisfaction. This is evidenced by the results of the Wisconsin Longitudinal Study (WLS) in 1957, which stated that individuals with higher job status tend to have higher levels of psychological well-being. If employees are satisfied with higher job status, it can increase the psychological well-being of employees. So it can be concluded, the higher the level of job satisfaction of a person, the higher the psychological well-being of that person and vice versa, the lower the level of job satisfaction of an individual, it can reduce the quality of psychological well-being of that person.

Based on the research conducted by Simarmata (2015), job satisfaction affects community prosperity. Especially salaries, according to Simarmata's research (2015), there is a harmonious relationship between job satisfaction and worker well-being. Based on the above description, an increased level of job satisfaction can also increase psychological well-being, and vice versa. The hypothesis proposed in this study is that there is a connection between job satisfaction and psychological well-being assumed that the higher the job satisfaction of employees, the higher their psychological well-being, and vice versa, lower job satisfaction of employees can reduce their psychological well-being.

Based on the phenomena and the results of studies by experts, it can be summarized that psychological well-being with job satisfaction is something that must be considered in a company. Therefore, the researcher intends to conduct research entitled Psychological Well-being Reviewed from Job Satisfaction at PT. ABS. The formulation of the condition formulated related to the above case is whether there is a connection between job satisfaction and psychological well-being of PT. ABS employees?

The objective of this study is to obtain a correlation between job satisfaction and psychological well-being of PT. ABS employees. Some benefits of this research are theoretical benefits and practical benefits. The theoretical benefit of this research is to increase a more concrete understanding of knowledge in the field of psychology, especially social, industrial, and organizational psychology, on the other hand, practical benefits are divided into two, for employees and for companies.

The results of the research for employees are believed to be able to provide recommendations to employees to pay more attention to psychological well-being such as individual behavior capable of accepting themselves, being hopeful, having long-term guidance, and maintaining good relationships with others and the job satisfaction possessed by employees in order to be able to complete their tasks well.

The results of the study for the company are believed to be able to provide input for entities or entity leaders regarding the psychological well-being expected by their employees. Thus, employee productivity will increase, because most prosperous workers will be more fertile in performing their duties in the office and employees can create a sense of work-life balance so that the expectations of the workplace and individuals can be satisfied.

RESEARCH METHOD

Variables in this research are job satisfaction referred to as the independent variable and psychological well-being referred to as the dependent variable. The population studied, consisting of 120 employees, includes both male and female employees in the company. The error rate in this research is 1% leading to the determination of the sample size using Isaac and Michael's table. The total sample in this research is 102. The sampling method used in this research is purposive sampling, as described by Sugiyono (2017), which involves specific calculations for sample selection.

Quantitative method is employed in this research. According to Sugiyono (2018), the quantitative approach is a research method based on the philosophy of positivism for research and sampling by random method with data collection using instruments, and data analysis is quantitative. The data collection method used is the Likert scale, which is a measurement of quantitative data obtained from questionnaires during the surveyed research.

Psychological well-being is categorized based on the dimensions outlined by Ryff and Keyes (1995), which include autonomy, self-acceptance, positive relations with others, environmental mastery, purpose in life, and personal growth. The items of investigation can be read in Table 1 below:

Table 1. Blueprint of Psychological Well-being Scale Statements

Psychological Well-being Dimension No.	Statement Items	Total item	
		Favourable	Unfavourable
1 Autonomy	1, 25, 26	4, 13, 29	6
2 Self-acceptance	7, 15, 28	5, 23, 30	6
3 Positive relations with others	8, 20, 31	2, 14, 27	6
4 Environmental mastery	3, 16, 21	6, 24, 32	6
5 Purpose in life	12, 22, 33	10, 18, 35	6
6 Personal growth	11, 19, 34	9, 17, 36	6
Total Item	18	18	36

Job satisfaction is organized based on aspects presented by Luthans (2021), which include satisfaction with wages, job, promotion opportunities, task supervision, and colleagues. The items of investigation can be seen in Table 2 below:

Table 2. Blueprint of Job Satisfaction Scale Statements

No. Job Satisfaction Dimension	Statement Items		Total Item
	Favourable	Unfavourable	
1. Job satisfaction	1, 10, 25	4, 13, 26	6
2. Salary	8, 18, 27	5, 11, 23	6
3. Promotion opportunities	3, 15, 22	9, 12, 29	6
4. Task supervision	7, 19, 28	16, 20, 30	6
5. Colleagues	2, 14, 21	6, 17, 24	6
Total item	15	15	30

Azwar (1986) reveals that the accuracy and precision of a measuring tool to perform its measurement tasks is called validity derived from validity. Meanwhile, Azwar (2011) interprets reliability as measured by the extent to which a measurement acquisition occurs with reliability, dependability, accuracy, harmony, and balance that can be trusted. Data processing with the intention of obtaining useful analysis that can serve as the foundation for drawing conclusions as a solution to a problem is called data analysis. The analysis utilized in this research is the Pearson Product Moment Correlation technique, which is a data analysis technique used to respond to the presence or absence of a connection between the dependent and independent variables using SPSS Statistics 27.

The Pearson Product Moment correlation analysis technique is intended to understand whether there is a connection between psychological well-being and job satisfaction. Hypothesis testing can be accepted if the significance value is $p < 0.05$, then H_0 is not accepted, which means there is a significant effect between one independent variable and the dependent variable. If the significance value is $p > 0.05$, then H_0 is accepted, which means no significant effect is found between one independent variable and the dependent variable.

Before performing data analysis, assumption tests need to be conducted, namely normality test and linearity test. The normality test is conducted using the SPSS 27 program for Windows using the Kolmogorov-Smirnov normality test which aims to determine whether the sample taken comes from a normally

distributed population or not. If the research data is normally distributed with a p-value > 0.05 , then parametric analysis techniques can be used, but if the data is not normally distributed with a p-value < 0.05 , then non-parametric statistical techniques can be used. The linearity test uses the SPSS 27 program for Windows which aims to test whether there is a connection between the independent and dependent variables following a straight line (linear) or not. Two variables are said to follow a straight line if there is a significant value or probability with a p-value < 0.05 .

RESULT AND DISCUSSION

Pilot Testing

The pilot testing was conducted from November 2, 2023, to November 4, 2023, at PT. Sinar Tiga. The test was carried out with a sample of 80 employees aged between 24-37 years, each with their respective tenures. The survey was distributed to PT. Sinar Tiga employees using Google Forms, and an assessment was conducted to identify which items did not pass. Two ratios were used:

Job Satisfaction Ratio

A total of 30 items were tested, and the validity test was conducted using SPSS Statistics 27 for Windows. According to Azwar (2012), a calculation is considered valid if the r-value is > 0.30 (exceeding 0.30). Thus, the validity test results showed that 25 out of 30 items were valid, namely items numbered 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28. The Corrected Item Total Correlation method was used to test validity, where valid items could be identified through a table of Corrected Item Total Correlation with r-values ranging from 0.814 to 0.872. From these results, it can be concluded that items numbered 1, 9, 16, 29, 30 are not valid. Next, the reliability test was conducted using the Cronbach's Alpha method. For this future direction ratio, the Cronbach's Alpha reliability coefficient obtained was 0.964, indicating that this ratio is suitable for use as a data collection tool in research.

Table 3. Details of Valid and Invalid Job Satisfaction Ratio Items

NoAspect	Statement Items				Total Item
	Favourable		Unfavourable		
	Valid	Invalid	Valid	Invalid	
1 Job Satisfaction	3, 5	1	2, 4, 6	-	6
2 Salary	7, 11	9	8, 10, 12	-	6
3 Promotion Opportunities	13, 15, 17-		14, 18	16	6
4 Task Supervision	19, 21, 23-		20, 22, 24-		6
5 Colleagues	25, 27	29	26. 28	30	6
Total	12	3	13	2	30

Psychological Well-being Ratio

A total of 36 items were tested, and the validity test was conducted using SPSS Statistics 27 for Windows. Based on Azwar (2012), an item is considered valid if the r-value is > 0.30 . Thus, the validity test results showed that 32 out of 36 items were valid, namely items numbered 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 35.

The Corrected Item Total Correlation method was used to test validity, where valid items could be identified through a table of Corrected Item Total Correlation with r-values ranging from 0.763 to 0.863. From these results, it can be concluded that items numbered 10, 23, 34, 36 are not valid. Next, the reliability test was conducted using the Cronbach's Alpha method. For this self-efficacy ratio, the Cronbach's Alpha reliability coefficient obtained was 0.975, indicating that this ratio is suitable for use as a data collection tool in research.

Table 4. Details of Valid and Invalid Psychological Well-being Ratio Items

No	Aspect	Statement Items				Total Item
		<i>Favourable</i>		<i>Unfavourable</i>		
		Valid	Invalid	Valid	Invalid	
1	Autonomy	1, 3, 5	-	2, 4, 6	-	6
2	Self-acceptance	7, 9, 11	-	8, 12	10	6
3	Positive relations with others	13, 15, 17-	-	14, 16, 18-	-	6
4	Environmental mastery	19, 21	23	20, 22, 24-	-	6
5	Purpose in life	25, 27, 29-	-	26, 28, 30-	-	6
6	Personal growth	31, 33, 35-	-	32	34, 36	6
Total		17	1	15	3	36

Research Implementation

This study was conducted from January 11, 2024, to January 14, 2024, targeting 102 employees aged between 20-38 years, each with their respective tenures, currently employed at PT. ABS. Data collection was carried out by providing research ratios in the form of job satisfaction ratio and psychological well-being ratio arranged in Likert scale format and distributed via Google Forms, which were used to assess the job satisfaction and psychological well-being of PT. ABS employees. The job satisfaction ratio consists of 25 items, while the psychological well-being ratio consists of 32 items, and the ratios provided for the study are as follows.

Table 5. New Job Satisfaction Ratio Details

No	Aspect	Statement Items		Total Item
		<i>Favourable</i>	<i>Unfavourable</i>	
		1	Job Satisfaction	
2	Salary	7, 11	8, 10, 12	5
3	Promotion Opportunities	13, 15, 17	14, 18	5
4	Task Supervision	19, 21, 23	20, 22, 24	6
5	Colleagues	25, 27	26, 28	4
Jumlah		12	13	25

Table 6. New Psychological Well-being Ratio Details

NoAspect	Statement Items		Total Item
	Favourable	Unfavourable	
1 Autonomy	1, 3, 5	2, 4, 6	6
2 Self-acceptance	7, 9, 11	8, 12	5
3 Positive relations with others	13, 15, 17	14, 16, 18	6
4 Environmental mastery	19, 21	20, 22, 24	5
5 Purpose in life	25, 27, 29	26, 28, 30	6
6 Personal growth	31, 33, 35	32	4
Total	17	15	32

Data Analysis Results

The Pearson Product Moment Correlation technique is the data analysis method used in this study. This technique is employed to determine the correlation/relationship between job satisfaction and psychological well-being. The Pearson Product Moment Correlation technique utilizes SPSS Statistics 27 for Windows to analyze the data.

Research Assumption Test Results

Before conducting correlation tests, descriptive data analysis, and effective contribution tests, the researcher performed assumption tests on the existing data. Assumption tests serve to identify items that are reasonable and unreasonable, significant and insignificant, in order to understand whether there is a correlation between the independent variable (X) and the dependent variable (Y) in this study. Two types of assumption tests were used in this research: normality test and linearity test.

Normality Test

The normality test is a statistical test used to determine whether residuals are normally distributed or not. The test conducted in this study used the One-Sample Kolmogorov-Smirnov test. Data is considered normal if the significance value (sig) > 0.05, and if sig < 0.05, it is considered not normal. The result of the normality test conducted in this study yielded a significance value of 0.263, where sig 0.263 > 0.005, indicating that the data is normally distributed.

Table 7. Normality Test Results

Factor	Sig. P	Description
Job Satisfaction Well-being Psychological	0,263P > 0,05	Fair Distribution

Linearity Test

The linearity test aims to determine if there is a significant linear correlation between the dependent and independent variables. The testing method involved determining if the significance value is > 0.05, indicating a significant linear correlation between the dependent and independent variables, and vice versa.

Table 8. Linearity Test Results

Deviation from Linearity	Sig	P
	0.001	$P < 0.05$

Based on the results from the table above, the test result indicates that the sig value of $0.001 < 0.05$, indicating that no significant linear correlation was found between the independent and dependent variables.

Correlation Test

Table 9. Correlation Test Results

Analysis	Pearson Correlation	Significance. (p)
<i>Pearson Correlation</i>	0.973	0.000

The coefficient correlation value ranges between $-1 < 0 < 1$, where if $r = -1$, it indicates a perfect negative correlation, meaning the significance of the effect of the independent variable on the dependent variables is too weak, and if $r = 1$, it indicates a perfect positive correlation, meaning the significance of the effect of the independent variable on the dependent variables is too strong. It can be said that if the significance value is < 0.05 , then there is a correlation, but if the significance value is > 0.05 , then there is no correlation. From Table 3.7, it can be concluded that the sig value of $0.001 < 0.05$, indicating a correlation between job satisfaction and psychological well-being. Furthermore, with a Pearson Correlation value of 0.973, it can be said that the level of relationship between job satisfaction and psychological well-being falls into the perfect category.

Observational Data Description

Recognizing the number of data related to examinations is the purpose of data description. The empirical or hypothetical reviews added to the data description in this study.

Variable Job Satisfaction Score

The Job Satisfaction Ratio consists of 25 items, with item scores arranged in four response options ranging from 1 - 4. The maximum and minimum scores range from 25×1 to $25 \times 4 = 100$, with a hypothetical mean of $(25+100):2 = 62.5$. The Hypothetical Standard Deviation for job satisfaction in this survey is $(100-25):6 = 12.5$. The ratio accompanied by respondents based on job satisfaction determines the empirical mean = 77.44 and Standard Deviation = 15.759.

Table 10. Hypothetical Job Satisfaction Comparison with Empirical Data

Variable	Empirical			SD	Hypothetical		
	Min	Max	Mean		Min	Max	Mean
Job Satisfaction	33	91	77.44	15.759	25	100	62.5 12.5

Research findings will be considered higher if the empirical mean exceeds the hypothetical mean, and vice versa. Research findings will be considered low if the hypothetical mean exceeds the empirical mean. Based on the job satisfaction ratio analysis, the empirical mean is greater than the hypothetical mean $77.44 > 62.5$, indicating that PT. ABS employees have high psychological well-being.

Hypothetical Standard Deviation (σ) $(100-25):6 = 12.5$, Hypothetical mean (μ) $(25+100):2 = 62.5$. From the calculation, it is explained that " $X < (62.5-12.5) = 50$, $(62.5-12.5) = 50 \leq X \leq (62.5+12.5) = 75$, " $X > (62.5+12.5) = 75$.

Job Satisfaction Data Classification can be found in Table 11 as follows:

Table 11. Job Satisfaction Data Groups

Variable	Value Range	Group	Total	Percentage (%)
Job Satisfaction	$x \leq 50$	Low	12	0.11%
	$50 \leq x \leq 75$	Medium	16	0.15%
	$X \geq 75$	High	74	0.7%
Total			102	1 %

From the table above, it can be seen that there are 12 participants (0.11%) with low job satisfaction, 16 participants (0.15%) with medium job satisfaction, and 71 participants (0.7%) with high job satisfaction. Based on the above conclusion, it can be seen that the mean of research participants has medium job satisfaction.

Variable Psychological Well-being Score

The Psychological Well-being Ratio consists of 25 items, with item scores arranged in four response options ranging from 1 - 4. The maximum and minimum scores range from 25×1 to $25 \times 4 = 100$, with a hypothetical mean of $(25+100):2 = 62.5$. The Hypothetical Standard Deviation for job satisfaction in this survey is $(100-25):6 = 12.5$. The ratio accompanied by respondents based on job satisfaction determines the empirical mean = 77.44 and Standard Deviation = 15.759.

Table 12. Hypothetical Psychological Well-being Comparison with Empirical Data

Variable	Empirical			Hypothetical				
	Min	Max	Mean	Min	Max	Mean		
Psychological Well-being	33	91	77.44	15.759	25	100	62.5	12.5

Research findings will be considered higher if the empirical mean exceeds the hypothetical mean, and vice versa. Research findings will be considered low if the hypothetical mean exceeds the empirical mean. Based on the job satisfaction ratio analysis, the empirical mean is greater than the hypothetical mean $77.44 > 62.5$, indicating that PT. ABS employees have high psychological well-being.

Hypothetical Standard Deviation (σ) $(100-25):6 = 12.5$, Hypothetical mean (μ) $(25+100):2 = 62.5$. From the calculation, it is explained that " $X < (62.5-12.5) = 50$, $(62.5-12.5) = 50 \leq X \leq (62.5+12.5) = 75$, " $X > (62.5+12.5) = 75$.

Psychological Well-being Data Classification can be found in Table 13 as follows:

Table 13 Psychological Well-being Data Groups

Variable	Value Range	Group	Total	Percentage (%)
Psychological Well-being	$x \leq 50$	Low	12	0.11%
	$50 \leq x \leq 75$	Medium	16	0.15%
	$x \geq 75$	High	74	0.7%
Total			102	1 %

From the table above, it can be seen that there are 12 participants (0.11%) with low job satisfaction, 16 participants (0.15%) with medium job satisfaction, and 71 participants (0.7%) with high job satisfaction. Based on the above conclusion, it can be seen that the mean of research participants has medium job satisfaction.

Table 14. Effective Contribution Results

Model	R Square	Adjusted R Square	Std. Error of the Estimate
1	.973 ^a	.947	4.689

Based on the table above, it can be concluded that the R or determination coefficient value is 0.947, which means that the effective contribution between job satisfaction and psychological well-being is 94.7%, while the remaining 5.3% is contributed by other variables outside of this study.

Discussion

The research results from 102 respondents, namely Employees at PT. ABS, who are the subjects of this study, obtained a coefficient value of $r = 0.947$ with $p = 0.000$ ($p < 0.01$). This research outcome explains that the research hypothesis is accepted, meaning there is a significant positive correlation between psychological well-being and job satisfaction, indicating that increased job satisfaction can enhance the level of employees' psychological well-being.

The analysis of the data revealed findings that support this research, namely the effective contribution of job satisfaction to employees' psychological well-being at 94.7%, with the remaining 5.3% attributed to other factors besides job satisfaction, such as commitment to work and individual perspectives of employees.

In conducting this research, the researcher chose to focus on employees at PT. ABS to understand aspects crucial for their well-being, such as psychological well-being, as not all employees experience good psychological well-being due to environmental factors. A negative environment can lead to employee dissatisfaction and a lack of commitment to their work. Additionally, other factors such as disagreement with superiors' directives can create stress and hinder employees from performing their daily tasks at the company with ease.

The selection of employees at PT. ABS was not solely to examine the psychological well-being of an employee based on job satisfaction but also to provide insight into how psychological well-being significantly impacts employee

job satisfaction in the company, benefiting those interested in running a company effectively.

Therefore, according to the researcher, employees at PT. ABS can serve as a sample to examine job satisfaction and psychological well-being in this research. Thus, the researcher chose employees at PT. ABS. Based on the observations, the company also needs to pay attention to the psychological well-being of its employees. Based on the above description, it can be concluded that the higher an employee's job satisfaction, the higher their psychological well-being. This is because employees should experience full well-being when working in the company.

CONCLUSION

The researcher can summarize the analysis and interpretation in this study as follows: The correlation coefficient in this research is 0.947 with a significance of 0.000, and the P-value is 0.005. Therefore, the assumption of this research is accepted and supported by the fact that job satisfaction correlates positively with psychological well-being and vice versa. In the conducted research, there is a large group of employees with job satisfaction, totaling 74 employees. Similarly, there is also a large group of employees with psychological well-being, totaling 75 employees.

Researchers hope to share some input for the next direction of growth through the above understanding, as follows: The hope from the results of this research is to provide input to employees to seek positive social environments for their psychological well-being so that job satisfaction can be maintained, and tasks can be performed effectively and timely. Based on the research findings, it is hoped that the company can create a work environment that provides a sense of security and comfort for employees and consistently provides social and psychological support to them. The aim of this research for other young researchers is to provide an initial understanding of the issues facing employees, especially regarding their psychological well-being. For future researchers conducting similar research, it is suggested to add other elements such as the length of employment, which is suspected to also influence the psychological well-being of an employee in the company.

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