

Moderation gratitude to the relationship of flow experience to the psychological well being of employees in the workplace

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ABSTRACT. Psychological well being is an objective to be achieved by every employee, many factors can predict psychological well being of employees, among others flow experience and gratitude. The purpose of this study was to determine the effect of gratitude in the relationship between flow experience and psychological wellbeing. Subjects of this study of 100 employees, 44 women (mean = 32.68 SD = 5.42) and 23 men (mean = 33.66 SD = 5.18). The data collection using a scale-Related Work Flow Inventory (WOLF) 13 items, Scale of Psychological Well-Being (SPWB) 18 items, and The Gratitude Questionnaire-Six Item Form (GQ-6) 6 items. Regression test results obtained moderation $R^2 = 0.04$, $F = 0.43$, and $sig. = 0.51$ (> 0.05). The conclusion of this study can not be used gratitude moderating variable in the relationship between flow experience and psychological well being of employees.

Keywords: Flow experience, gratitude, psychological well being, employees.

Introduction

Psychological well being / PWB can be understood as a personal evaluation of individuals about experiences emotional tension, depression, anxiety, somatic symptoms, insomnia, social skills and the ability to cope with adverse situations (Bruno, 2013). Psychological well-being is a condition in which individuals have the ability to accept yourself and life in the past, has the belief that his life meaningful and purposeful, and has a positive relationship with others. In the world of work Psychological well being has a considerable influence on the work and influence the success or failure of individuals in the workplace.

In the world of individual work required to establish a good interaction with colleagues or superiors in order to create work comfort and Psychological well-being. Annette (2014) found that individuals who had a successful interaction with a partner will create a successful interaction in the workplace anyway. Besides individual who

has an open attitude tends to have a positive relationship with the surrounding environment (Remus, 2017). Interaction and cooperation in a company can be seen the extent to which groups of employees are trusted and appreciated by superiors. The role of supervisor is to build solid relationships with employees, while helping them achieve the purpose of the work. In particular, employers have the important task of creating a work climate that is positive and able to meet the needs that are specific (such as relationships, meaningfulness) which have a direct bearing on factors Psychological well-being such as satisfaction and Positive Affect, and emotional exhaustion (Jeremy, 2016).

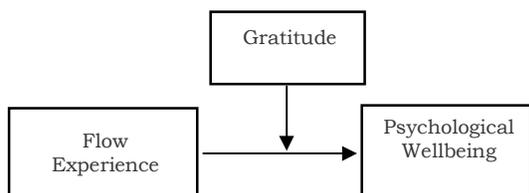
In addition, build positive communication with colleagues is also important because it can improve the psychological well being and can reduce the impact of work stress, while the negative communication can reinforce the effect of the impact of such stress, flow psychological well being affects the outcome of the work (Monnot, 2014). Huffman (2013) found latent benefits of

psychological well being should not come from the work environment, such as providing social support to people who are unemployed can also affect the psychological well being of the individual. Many things can be referenced as an assessment of the level of psychological well being of individuals, such as place of residence, age, marriage age, social, economic, and educational level (Elizabeth, 2014).

Flow experience refers to the subjective circumstances where individuals involved in the case in total. This situation is accompanied by the merger between action and awareness, sense of control and Altered sense of time (Karoline, 2012). Flow associated with the experience more emotional aspects of the cognitive aspects of psychological well being. This is because the flow experience is an important predictor of psychological well being, especially in the emotional aspect. (Barbara, 2007).

Gratitude is a form of positive emotions, and is strongly associated with the experience and habits in a positive emotion (Alex, 2010). Gratitude is one of the important predictors of well-being (Nasser, 2012). Contemplation Gratitude can be used to improve psychological well being in the long term, increase life satisfaction, enhance self-esteem and life satisfaction better. (Joshua, 2011). Gratitude can make life happier and more satisfied. Gratitude The higher the higher the psychological well being of individuals (Rosa, 2015). In this study, researchers wanted to test how gratitude affects the relationship between flow experience and psychological well being of employees in the work environment.

This study focuses on measuring the influence of gratitude flow relationship experience with the psychological well being of employees in the workplace. As the picture below:



Picture 1. Framework

Method

The subjects in the study includes 110 employees of tobacco companies.

Demographics subjects differentiated by age and gender. Each subject was asked to give value to the questionnaires containing 37 items of flow experience includes 13 items, six items gratitude, and 18 items of psychological well being. The scale uses a Likert scale with values range from 1 (strongly disagree) to 5 (strongly agree).

Data collection procedures, the subjects were asked to rate the questioner at the lunch break. The data collection is done for fourteen days. From questionnaires that have been distributed to 110 respondents of 100 questionnaires were returned and has been rated as directed replenishment. There are 56 male respondents and 44 female respondents with an average age of 33.23. Also included is a form of demographic age and gender are useful as control variables in regression testing moderation.

Flow xperience - measured using a scale The Work-Related Flow Inventory (WOLF) contains 13 items. Using Likert scale with a range of values from 1 to 5. WOLF designed to evaluate three important aspects in the assessment of the individual experience of flow that intrinsic motivation work (5 items), work comfort (4 items), and absorption (4 items) with the reliability value of (= .75) (Arnold, 2007).

Psychological Well Being-- measured by menggunakan scale Scale of Psychological Well-Being (SPWB) contains 18 items. This scale was designed to test the Psychological Well Being individual. Covering autonomy (3 items), environmental mastery (3 items), develop self (3 items), positive relationships with others (3 items), the purpose of life (3 items), and acceptance (3 items) with the reliability value of (= .85) (Ryff, 1995).

Gratitude The Gratitude QuestionnaireForm (GQ-6) is a six-item self-report questionnaires designed to test individual differences in the tendency to experience gratitude daily life. This scale was assessed using a Likert with a range of values of 1 to 5 with reliability value of (= .75) (Emmons, 2002).

Result

In this study, male respondents more than female respondents with a percentage of 56%. Age of survey respondents on average range between 33.66 and 32.68. Of the three variables of the study female subjects showed a higher rate on variable flow experience with an average value of 48.27. Male respondents dominate in gratitude variables at 23:16 and psychological well being of 57.41.

Table 1. Comparison of the variables based on characteristics of the subjects

	N	Flow Experience		Gratitude		Psychological Well-Being		Age	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD
Sex									
M	56	47.89	0.75	23.16	0.75	57.41	0.73	33.66	5.18
F	44	48.27	0.97	23.05	0.48	57.07	0.75	32.68	5.42

Research it uses two regression models. The first regression test is used to find the value of the relationship between X1 (flow experience) and Y (psychological well being). Then proceed with the second model regression test aimed to see the effect of X2 (gratitude) as a moderating variable between X1 and Y.

Table 2. Results of regression test model 1

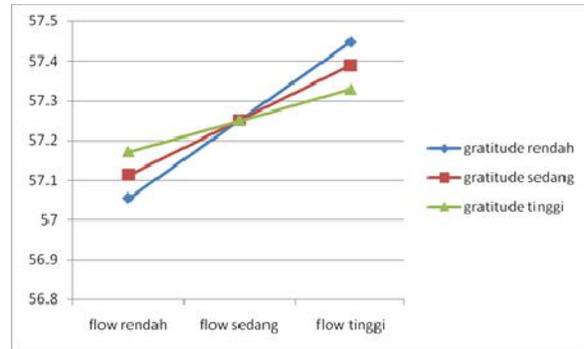
	B	Std Error	t	F	Sig.
Constant	58.85	4.25	13.35	0005	0.00
Flow	-0007	to 0:07	0:08		0.94
R ²	0:03				
R	0:06				

From the regression equation the value of psychological well being of employees is down -0006 58 885 units if the flow down one unit (assuming the other variables constant). Based on Table 2 shows that the value of the coefficient of determination Adjusted R Square (R²) of 0.03, this means that the variable psychological well being can be explained by the variable flow. Based on F test obtained calculated F value of 0.005 with a significance level of 0.94 (> 0.05), because the probability is much greater than 0.05, then the regression model is not significant and can not be used to predict the psychological well being of employees through the flow experience.

Table 3. Results of regression model 2

	B	Std Error	t	F	Sig.
Constant	-59.48	168.80	-0.35	0.43	0.72
Flow	2.32	3.51	0.66		0.51
Gratitude	4.97	7.27	0.68		0.49
R ²	0:04				
R	0:09				

Based on Table 3 shows that the value of the coefficient of determination Adjusted R Square (R²) equal to 0:04, this means that only 4% variable psychological well being employees can be explained by the independent variable flow experience and gratitude. While 95.3% is explained by other causes outside the model. Based on F test obtained value of F count equal to 0:43 to 0:51 significance level (> 0.05). The probability is greater than 0.05, then the regression model is not significant and can not be used to predict the psychological well being of employees through assessment of flow experience and gratitude.



Picture 2. Gratitude moderating influence on the relationship of flow experience and psychological well being

Discussion

Based on the results of the regression analysis moderation gratitude can not be a moderating variable in the relationship between flow experience psychological well being. Barbara (2007) explains that the flow is more relevant experience or closer to the emotional aspects rather than the cognitive aspects of psychological well being of individuals and can be used as an important predictor of measuring psychological well being of individuals from the standpoint of emotion. This study attempts to examine the relationship of flow experience and psychological well being not from the standpoint of emotion but from another point of view, and proved that the flow experience can only be an important predictor of psychological well being within the scope of other emotions not within the scope of such cognitive.

In line with Barbara (2007), Nasser (2012) describes not only the flow experience can be an important predictor in determining the psychological well being of the individual but also gratitude. Contemplation Gratitude can be used to improve psychological well being in the long term, increase life satisfaction, enhance self-esteem and a better life satisfaction (Joshua, 2011).

Researchers are trying to incorporate the variable gratitude as a moderating variable relationship between flow experience and psychological well being, and obtained results that gratitude can not be used as a moderating variable relationship between flow experience and psychological well being. Shortcomings in this study is the lack of rigor in selecting the variables and methods of testing, despite much research that says there is a good relationship between flow experience and psychological well being and gratitude and psychological well being. However, researchers found no research

that says that gratitude can be used as a moderating variable between flow experience and psychological well being

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