MINDFULNESS - JOURNEY TOWARD HAPPINESS AT WORK

Azhar El Hami M.Si., Psikolog - Rezki Ashriyana S. M.Psi., Psikolog
Faculty of Psychology, Universitas Padjadjaran
azhar.el.hami@unpad.ac.id, rezki.ashriyana@unpad.ac.id
OUR TODAY PRESENTATION

Happiness & Happiness At Work Concept

Antecedent of Happiness At Work

Consequence of Happiness At Work

Role Mindfulness toward Happiness At Work

Are We Happy During WFH? - Research Finding
Mindfulness $\rightarrow$ Psychological Capital $\rightarrow$ Happiness At Work
in 350 BCE, Aristotle stated that happiness (also being well and doing well) is the only thing that humans desire for their own sake, unlike riches, honors, health or friendship.
WHAT IS A HAPPINESS

Definition of *happiness*

1  a  : a state of well-being and contentment : JOY

   b  : a pleasurable or satisfying experience

   // I wish you every *happiness* in life.

   // I had the *happiness* of seeing you

   — W. S. Gilbert
WHAT IS A HAPPINESS?

“a broad concept that includes experiencing pleasant emotions, low level of negative moods, and high life satisfaction”

Ed Diener, Lucas, Oishi 2005

“the experience of joy, contentment, or positive well-being, combined with a sense that one's life is good, meaningful, and worthwhile.”

Sonja Lyubomirsky, 2007
APPROACH OF HAPPINESS

Hedonic (satisfaction)
- Happiness drives from outside
- Presence of Positive Feelings
- Absence of Negative Feelings
- Overall Satisfaction in Life

Eudaimonic – (fulfillment with life)
- Happiness comes with in
- Self Acceptance
- Positive Social Relationships
- Personal Growth
- Purpose in Life
- Environmental Mastery
- Autonomy
- Personal Expression
“... Undoubtedly, the most central and frequently used of these is job satisfaction, which has a long history as both an independent and dependent variable in organizational research (cf. Brief 1998; Cranny et al. 1992)”

“In the past two decades, a number of new constructs have emerged which reflect some form of happiness or positive affective experience in the workplace”

“What these constructs have in common is that all refer to pleasant judgments (positive attitudes) or pleasant experiences (positive feelings, moods, emotions, flow states) at work”

*Professor and Head of the Management Department in the Faculty of Business at Bond University*
An effective organization should have a culture that takes into account employee's happiness and encourages employee satisfaction (Bhatti, K. K. & Qureshi, T. M. 2007)


Perceptions of organizational climate are consistently and strongly related to happiness in the form of job satisfaction and organizational commitment (Carr et al. 2003).

Job characteristics, supervision, pay, and career issues as predictors of happiness (Warr, 1987, 2007)
Qualitative Study about Sources of Work Happiness Among Lecturers in Indonesia, n=278 (Hami, Yanuarti & Batubara, 2018)

- Able to complete tasks satisfactorily
- Good in Social Relationships with the Academic Community
- The Job itself as a Lecturer
- The work gives a positive impact on others
Qualitative Study about Sources of Work Happiness Among White Collar - Y Generation at one of Retail Enterprise in Indonesia, n=290 (Hami, Hinduan & Sulastiana, 2010)
CONSEQUENCES OF HAPPINESS AT WORK

- Creativity and Proactivity at Work (Amabile et al. 2005; Fritz and Sonnentag 2009)
- Reduce Interpersonal Conflict and Enhance Collaborative Negotiation Outcomes (Baron et al. 1990).
- Enhance Organizational Citizenship and Reduce Workplace Deviance (Ilies et al. 2006; Judge et al. 2006).
- Positive Mood may Affect Work Motivation (George and Brief 1996; and Seo et al. 2004).
Research on mindfulness suggests it is as an inner resource that supports beneficial psychological functioning, and thus facilitates well-being (Brown & Ryan, 2003).

In particular, mindfulness has been found to be important in “disengaging individuals from unhealthy thoughts, habits, and unhealthy behavioral patterns” (Brown & Ryan, 2003, p. 823).
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK

Duh gimana kerjaan dari kantor hari ini ya?
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK

Haduh, kerjaan ini belum beres, tapi udah dikasih kerjaan baru lagi.
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK

Brown and Ryan (2003) view its awareness as the background “radar” of consciousness, implying the ongoing monitoring of the inner (mind and body) and outer environments.

A person may be aware of stimuli without any one stimulus being at the center of attention. Attention is a process of focusing conscious, sustained awareness, and hence heightens sensitivity to a limited range of stimuli (Brown & Ryan, 2003).

Both attention and awareness are constant features of normal daily functioning, and mindfulness is considered to be the enhanced, receptive attention to, and awareness of, current experience or present reality, without evaluation, judgment or cognitive filters (Brown & Ryan, 2003; Brown et al., 2007).
There are two primary mental processes through which mindfulness operates, as well as secondary processes (Glomb et al., 2011).

First, mindful individuals decouple themselves from events, thoughts, and emotions. For example when under threat, rather than personalizing events a mindful person simply notices but does not judge or categorize.

Second, mindfulness decreases automatic mental processes where past cognitive habits, thinking patterns, and experiences constrain thinking (Glomb et al., 2011).

This leads to secondary processes, such as decreased rumination and greater affective regulation (Glomb et al., 2011). Such secondary processes reflect individuals’ deliberate choice in response to a situation, rather than simply reflexively reacting to situations.
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK

Yesss. Berhasil Selesai...
Akuu bahagiaaaaa....
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK
ROLE OF MINDFULNESS PRACTICES TO ENHANCE HAPPINESS AT WORK
MINDFULNESS IS AN AWARENESS JOURNEY
Aware about what we have, what we have to develop

We know more about our goals

Our **HAPPINESS AT WORK** will be elevate...

Mindfulness

1. Insensible, ignorance, unaware (about self, environment, event, etc)
2. Aroused, begin to attentive to environment, realize to what happen “now” around us
3. Full of awareness (about self, environment, event, etc)
Mindfulness means being awake. It means knowing what you are doing.

Jon Kabat-Zinn
POLLING TIME
ARE WE HAPPY DURING WFH?  
- RESEARCH FINDING

Azhar El Hami M.Si., Psikolog  
Rezki Ashriyana S. M.Psi., Psikolog  
Faculty of Psychology, Universitas Padjadjaran  
azhar.el.hami@unpad.ac.id, rezki.ashriyana@unpad.ac.id
WHY THIS RESEARCH IMPORTANT?

Pandemic Covid 19 Changes our life

Work From Home

Work Habit challenges among employees

Are They Happy during WFH?

Is it WFH important to balance our happiness and productivity?
DEMOGRAPHIC (n=1140)

- Staff: 35.5%
- Supervisor: 16.2%
- Manager: 18.7%
- General Manager: 4.5%
- Director: 0.3%
- Others: 9.1%
- Entrepreneur & Professional Worker: 1.9%
- Functional Position: 13.8%
Single had significantly differences in happiness at work level compared to other respondents (Sign.0.00, df = 3, F: 9,794)

These finding related to some condition:
- Cohabitation
- Support System
- Financial Support (better standard of living than before married)
- Well being of the widowed/divorced who are old is better than the young
Happiness at Work and Demographic Aspect

Significant differences among group of ages ($F = 5.005; \text{Sign.0.001}$)

The older worker feel happier than the younger worker during WFH.

Previous research stated that U-Shape Curve in age and happiness, but it will depend on the environment itself (place, family, level happiness of the country) (Graham & Pozuelo, 2017) – check to our findings.
Happiness relatively decrease from the 1st week – 8th week – WHY ??

Obstacles/challenges during WFH

- Mood, motivation, bored
- Time Management & Focus
- Work Demand
- Technology Readiness
- Communication and Work Coordination
Significant differences between groups in work satisfaction during WFH (Sign. 0.00, F = 0.4571)

Factors of Work Satisfaction During WFH

- Feeling Safe and Comfort
- Income during WFH
- Skill Usability
- Management Concern
- Leader-Member Relation
- Assured WFH for Health

Depend on the work characteristic of each area/region
• The result related to **self confidence, self estimation of acquiring knowledge** (Cunado, & Gracia, 2012)
• And also educational flourishing (Jongbloed, 2018)
• Flourishing - Seligman’s (2011) measure focuses on **what things people value for their own sake** rather than for instrumental reasons, includes positive emotion, engagement, (positive) relationships, meaning in life, and accomplishments (Forgeard et al., 2011)

• Sinificant differences among group of work status (Sign : 0.00, df = 2, F : 21.534).
• Related to job security, income stability
• Temporary & informal work affect the well-being (Boyce et al. 2010; De Cuyper and De Witte 2006a, b; Pouwels et al. 2008; Silla et al. 2009
• Related to EPL (Employment Protection Legislation) on the country, more strict on EPL – no differences on satisfaction and happiness & vice versa
WFH Happiness Factors

01 Time for Family
02 Relax, free/flexible time
03 Feel safe, comfort
04 Traffic Free
05 Leisure and Hobby
06 More Productive
Another our survey (n=143) said that...

- Almost 50% of the respondent agree to continue to work from home after pandemic is over
- The reasons are: WFH make them more productive, working flexibility (place and time), feel safe, family reason.
- The rest of the respondent refuse to continue WFH because of the following reasons: work characteristic, work process, ineffective work, work facility

How about you??
Let’s check our today polling.
**Strategies to Maintain our Happiness At Work**

- **Practices mindfulness, meditate, mindful breathing and movement, before or after working.**

- **Value ourself using gratitude journal.**

- **Good mood. Sip a coffee, go for a walk, and make work goals for the day.**

- **Avoid negative contemplation, unnecessary judgement or gossips that will result negative affect.**

- **Do your hobby (gardening, cooking, work out, painting).**
Positive feedback and acknowledge effort from leader/employer to member/employee

Help for others colleague. Altruists in the workplace are more likely to feel satisfied and are happier at work. (Moynihan, 2013)
REFERENCES


