RESEARCH ARTICLE

JOB SATISFACTION, SPIRITUALITY, AND HAPPINESS OF THE EMPLOYEE OF CORRECTIONAL INSTITUTION

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ABSTRACT

Happiness at work is quite essential for every individual during the workday. However, in several institutions and companies, many employees have not achieved their happiness at work. This can be influenced by the existence of job satisfaction and low spirituality at work. This study aimed to determine job satisfaction and spirituality work on happiness at work in the Correctional Institution Class II A Purwokerto-Indonesia employees. The research method used is a quantitative approach using a questionnaire. Respondents in this study were employees who worked in the Correctional Institution Class II A Purwokerto-Indonesia, with a total of 118 employees. The instrument used is a job satisfaction scale with a reliability coefficient of 0.967, spirituality at work scale with a reliability coefficient of 0.962, and happiness at work scale with a reliability coefficient of 0.957. The data analysis method used is multiple regression analysis. The results of the analysis show that there is a significant influence on job satisfaction and spirituality at work on happiness at work for Correctional Institution Class II A Purwokerto-Indonesia employees with $F_{count} = 322.822$; $t_{count} = 7.069$; $t_{count} = 4.979$; and the probability value sig (p) = 0.000 ($p < .05$). Obtained a value of R^2 = 0.849, indicating that job satisfaction and spirituality at work contributed 84,9% and 15,1% were other factors outside the study.

KEYWORDS

Job Satisfaction, Spirituality at Work, and Happiness at Work

1. INTRODUCTION

Correctional Institution, abbreviated as LAPAS, is a place to guide prisoners and correctional students in Indonesia, previously known as prison. In prison, Correctional Institution Employees, or from now on referred to as Lapas Employees, are civil servants who are tasked with handling the development of prisoners and detainees in the Correctional Institution, formerly known as prison wardens. All prison employees have goals and functions following the Law of the Republic of Indonesia No. 12 of 1995 section 2 concerning corrections, namely as someone who helps foster prisoners to return to carrying out their responsibilities in the community.

When a person can be fully involved in carrying out the functions and goals of where he works as a form of work, happiness at work in that individual will increase (Prasetyo, 2015). In achieving this happiness, someone will show how work is the most important thing for him and offer a good relationship with his work environment, thus providing optimal performance (Vandenberghe, 2011). But in reality, there are some employees from several companies experiencing unhappiness at work.

This is evidenced from several previous studies, such as based on the

results of research conducted by that employees of PT (Anggraini, 2018). Pos Indonesia Pekanbaru, it was found that from 95 research samples, it was known that the variable of happiness at work with subjects who had low happiness at work was one person (3.16%), the medium was two people (2.11%), the high was three people (10.53 %). Meanwhile, the research subjects with very high happiness at work were 89 people (93.68%). Likewise, in research conducted on employees of UIN Suska Riau, there are 407 samples, which are known to have experienced unhappiness at work (Wulandari and Widyastuti, 2014). However, only at a moderate to low level can they mention what factors cause this unhappiness to arise.

Happiness at work is influenced by several factors, such as job satisfaction, work autonomy, work engagement, spirituality at work, or finding meaning, friendship quality, and work-family balance (Ratnaningsih and Prasetyo, 2019; Anggraini, 2018; Hakim and Septarini, 2014; Satriawan et al., 2019; Prasetyo, 2015; Herlina and Loisa, 2018). One of the essential factors that influence happiness in the workplace is job satisfaction. This opinion is reinforced by who explain in their research that job satisfaction affects happiness at work (Stefani and Santoso, 2020). The greater the job satisfaction that employees have at their work, the greater the feeling of happiness that employees have at work.

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In addition to job satisfaction, another factor that is often found in previous research that affects happiness at work is spirituality at work or the discovery of meaning. Some researchers explain in their Research that employee happiness at work has a significant and positive influence on spirituality at work (Awada et al., 2020). The increasing spirituality at work of employees will provide an increase in employee happiness in the workplace. In the preliminary study, it was also found that LAPAS employees always desire to learn, do not harm others, complete work reasonably, and cooperate with others. This is a manifestation of job satisfaction. Then it was also found information that the subject always tried to like every job he received and was grateful, and not only interpreted LAPAS as a place to earn a living and work, but also as a place to worship. This is a form of spirituality at work. Based on this description, the importance of job satisfaction and spirituality at work for employees will significantly affect the emergence of happiness at work. Therefore, the authors are interested in researching the effect of job satisfaction and spirituality on happiness at work in Class II A Purwokerto-Indonesia Penitentiary employees.

1.1 Research Purposes

This research was conducted with the following objectives:

1. To examine the effect of job satisfaction on happiness at work in Correctional Institution Class II A Purwokerto-Indonesia employees
2. To examine the effect of spirituality at work on happiness in Correctional Institution Class II A Purwokerto-Indonesia employees
3. To examine the effect of job satisfaction and spirituality at work on happiness at work in Correctional Institution Class II A Purwokerto-Indonesia employees

2. MATERIAL AND METHODS

2.1 Happiness At Work

The theory states that happiness at work is a form of behavior of individuals who have good performance, high enthusiasm for work (Diener and Diener, 2008). Moreover, it is said that they have confidence in the work they carry out, work together and behave well with other employees, and do side jobs to improve the quality of the workplace. Happiness at work is a sense of desire to complete work well to help employees increase their work productivity (Syarif et al., 2019). Happiness at work is a condition where individuals can enjoy their work followed by feelings of pleasure to complete their job well in any situation (Januwarsono, 2015). Employees who feel happy with their work will show positive behavior that can help in increasing productivity, appraisal, and job satisfaction with the place where they work (Mustofa and Prasetyo, 2020). From the description of the theory, it can be concluded that happiness at work is a form of positive feelings and behavior from individual work experiences in increasing work productivity. According to happiness at work has several aspects, namely: 1) Trust the people they work for, 2) Have pride in what they do, 3) Enjoy the people they work with (Fisher, 2010).

2.2 Job Satisfaction

A group researcher say in the theory of two satisfaction factors that job satisfaction results from intrinsic motivators, while dissatisfaction arises due to the absence of extrinsic motivators (Herzberg et al., 1993). Intrinsic motivators are in the form of increased responsibility, recognition at work, and achievement of tasks. In contrast, the extrinsic motivators are salary, job status, and working conditions. Abraham Maslow's theory explains that job satisfaction can be felt if several needs must be met, such as security, social needs, and self-actualization needs (Maslow, 1970). Job satisfaction is an emotional feeling, whether happy or not, for employees in completing their work to meet their needs, hopes and ambitions, so they can feel satisfied physically and mentally (Harahap and Khair, 2019).

Not only that, but also explained that job satisfaction is a form of employee attitudes towards the company, the work that employees receive, co-workers, and psychological objects that exist in the employee's work environment (Beer, 1964). Job satisfaction refers to the positive response

from all job evaluations received (Mottaz, 1987). From this description, it can be concluded that job satisfaction is a positive feeling that is shown because of the positive attitude of others and reciprocity following expectations, which can help increase work productivity. Luthans states that five dimensions can be used to measure individual job satisfaction, namely: 1) The work itself, 2) Pay, 3) Promotion, 4) Supervision, and 5) Teamwork (Luthans, 2010).

2.3 Spirituality At Work

Robbines and Judge explain that spirituality in the workplace is a concept of life at work, characterized by an inner life that grows and increases due to meaningful work (Robbines and Judge, 2012). This opinion is supported by the theory of Ashmos and Duchon, that spirituality in the workplace is the process of finding and expressing the meaning and purpose of the work they do, including feelings of connection with co-workers (Ashmos and Duchon, 2000). Spirituality at work is a meaningful feeling towards the work done at work. Usually, it arises because of self-reflection on the quality of work, relationships with co-workers, the formation of employee values at work, a sense of belonging, and care for the environment (Candradini, 2019).

The fulfillment of one's inner life regarding the purpose and meaning of his work is part of the process of forming spirituality at work (Dita and Kistyanto, 2013). Karakas explains that spirituality in the workplace can help employees improve their quality and well-being, understand the meaning and purpose of their work, and increase employees' sense of engagement with their social life (Karakas, 2010). From this description, it can be concluded that spirituality at work is a form of one's ability to interpret and understand the purpose of all the work and feel attached to colleagues and the company. According to spirituality at work is divided into three dimensions, namely: 1) Inner life as spirituality identity, 2) Meaning and purpose at work, 3) Feeling of connection and community (Ashmos and Duchon, 2000).

2.4 Framework Of Thinking

Figure 1: Framework Of Thinking

2.5 Research Hypothesis

1. There is an effect of job satisfaction on happiness in the workplace for the Correctional Institution Class II A Purwokerto-Indonesia employees
2. There is an influence of spirituality at work on happiness in the workplace for the Correctional Institution Class II A Purwokerto-Indonesia employees
3. There is an effect of job satisfaction and spirituality at work on happiness in the workplace for Correctional Institution Class II A Purwokerto-Indonesia employees

The research method used is quantitative. This research is a population study or saturated sample, where the entire population is the respondent in the survey, which is 126 employees. However, only 118 employees were used in this study because the other eight employees did not work at LAPAS Class II A Purwokerto-Indonesia. They are collecting data using three research instruments in the form of a happiness scale at work (32 valid items with = 0.957), job satisfaction (32 valid items with = 0.967), and spirituality at work which was adapted from the workplace

spirituality (31 accurate items with $\alpha = 0.962$) (scale Na'imah et al., 2020). The analysis used in this study is the analysis of validity and reliability to test the three scales used. In addition, the researcher also uses multiple regression techniques to test whether or not there is an effect of job satisfaction and spirituality at work on happiness at work for Correctional Institution Class II A Purwokerto-Indonesia employees' significant impact is. All calculations in data analysis using SPSS (Statistical Product and Service Solution) version 25.00.

3. RESULT

Based on the data analysis, the results of the normality test with the Asymp value were obtained. Sig (2-tailed) on the variable of happiness at work of 0.2 ($p > 0.05$) indicating the data is normally distributed, the variable of job satisfaction of 0.2 ($p > 0.05$) shows the data is normally distributed, and on the variable of spirituality at work of 0.171 ($p > .05$) indicates the data is normally distributed. The results of the linearity test between job satisfaction (X1) and happiness at work (Y) obtained a significance value of 0.000 ($p < 0.05$); the results of the linearity test between spirituality at work (X2) and happiness at work (Y) obtained a significance value of 0.000 ($p < 0.05$). These results indicate a linear relationship between the three variables in this study. The results also show that all research hypotheses are accepted.

4. DISCUSSION

4.1 Effect of Job Satisfaction on Happiness at Work

The results of the first hypothesis test show that there is an effect of job satisfaction on job happiness, indicated by the value of t count = 7.069, sig value of 0.000 ($p < 0.05$). This result means that the first hypothesis is accepted. Based on the analysis results, the R-square value = 0.816, which means job satisfaction affects 81.6% of happiness at work. These results are listed in the table:

Table 1: Coefficients					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	24.055	4.562		5.272
	Job satisfaction	.487	.069	.556	7.069

a. Dependent Variable: Happiness at Work

From the study results, it can be seen that the higher the job satisfaction of employees, the higher the happiness at work for employees. On the other hand, the lower the job satisfaction of employees, the lower the happiness at work. So it can be said that job satisfaction is one of the factors of high or low happiness at work for Correctional Institution Class II A Purwokerto-Indonesia employees. The results of other supportive studies, such as those conducted show that job satisfaction has a significant and positive relationship with happiness at work (Neve and Ward, 2017). Job satisfaction that arises is influenced by an appropriate salary, a wise company, and good co-workers to make employees feel happier at work. Similarly, research shows that if there is a positive and significant relationship between job satisfaction and happiness at work, increasing happiness at work is influenced by increased job satisfaction (Anggraini's, 2018). This is followed by research conducted by who explain in their study that job satisfaction affects happiness at work (Stefani and Santoso, 2020). The greater the job satisfaction that employees have at their work, the greater the feeling of happiness that employees have at work.

4.2 Effect Of Spirituality at Work on Happiness at Work

The results of the second hypothesis test showed that the t-count = 4.979 with a sig value of 0.000 ($p < 0.05$). This result means that the second hypothesis is accepted, namely that spirituality influences spirituality at work on happiness. The analysis results also found an R-square value = 0.783, indicating that workplace spirituality affects 78.3% of happiness at

work. These results are listed in the table:

Table 2: Coefficients					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	24.055	4.562		5.272
	Spirituality at work	.377	.076	.392	4.979

a. Dependent Variable: Happiness at Work

The results of this study prove that spirituality at work can increase happiness at work. Conversely, if work spirituality is low, employee happiness will decrease. Therefore, it can be concluded that spirituality at work is one factor that determines the level of happiness at work for employees of Class II-A Penitentiary Purwokerto-Indonesia. Other supporting research results are research conducted by that employee happiness at work has a significant and positive influence on workplace spirituality (Awada et al., 2020). The increasing spirituality at work of employees will provide an increase in employee happiness in the workplace. The results of this study are following research from which found that employee welfare has the same meaning as happiness at work (Naami et al., 2020). When employees can give sense to their work, then they have high spirituality at work. This condition can affect the increase in employee happiness at work.

4.3 Effect Of Job Satisfaction and Spirituality at Work on Happiness At Work

The results of the third hypothesis test show the F-count = 322.822 with a sig value of 0.000 ($p < 0.05$), which means that the third hypothesis is accepted, that is, there is a positive effect of job satisfaction on spirituality at work. These are listed in the table:

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	23842.592	2	11921.296	322.822
	Residual	4246.764	115	36.928	
	Total	28089.356	117		

a. Dependent Variable: Happiness at Work

b. Predictors: (Constant), Spirituality_at Work, Job Satisfaction

Based on the analysis results, the R-square value = 0.849, meaning that job satisfaction and spirituality at work affect 84.9% of happiness. These are listed in the table:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.921 ^a	.849	.846	6.077

a. Predictors: (Constant), Spirituality_at Work, Job Satisfaction

From the results of the study, it can be seen that the higher the job satisfaction and spirituality at work for employees, the higher the happiness at work for employees. Vice versa, the lower the job satisfaction and spirituality at work for employees, the lower the happiness at work for employees.

5. CONCLUSION

Based on the results of the research that has been done, it can be concluded that:

1. Job satisfaction can increase happiness at work for Class II A Purwokerto-Indonesia Correctional Institution employees.

2. Spirituality at work has a positive and significant impact on happiness at work for Correctional Institution Class II A Purwokerto-Indonesia employees of 78.3%. This shows that increasing spirituality at work can increase happiness at Correctional Institution Class II A Purwokerto-Indonesia employees.
3. Job satisfaction and spirituality at work positively impact happiness in the workplace for 84.9% Correctional Institution Class II A Purwokerto-Indonesia employees. This shows that high job satisfaction and spirituality at work can increase happiness in Correctional Institution Class II A Purwokerto-Indonesia employees.

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