

Happiness in the Workplace of Women Lecturers Based on Work-Family Balance and Work Engagement

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Abstract

Introduction. Happiness at work is one of the components that can determine the achievement of one's success at work. Lecturers are teaching staff at the tertiary level who are an important component of the education system. Lecturers who have happiness at work will have a higher work engagement with their work, have a high concentration in doing their work, are always enthusiastic in doing all their work, and are always enthusiastic in completing all their work. The purpose of this study was to theoretically test the variables of work-family balance and work engagement on the happiness of female lecturers. **Methods.** This research is quantitative research with non-experimental methods. Respondents in this study consisted of 200 female lecturer respondents, who had worked for at least 1 year, had been married for at least 1 year, and had a Masters's degree. The sampling technique in this study was purposive sampling. There are three measurement tools used in this study, namely happiness at work, work-family balance, and work engagement. **Results and Discussion.** Retrieval of data in this study using a questionnaire in the form of google form. Testing the validity of this study using the Content Validity Ratio (CVR) which involves an expert in psychology. Data analysis in this study used multiple linear regression analysis techniques with the help of the SPSS.26 for windows program. The research results show that the hypothesis in this study is accepted. This means that the work-family balance and work engagement variables have a very significant effect on the happiness of female lecturers by 67.8%.

Keywords

work-family balance, work engagement, happiness at work, female lecturers, multiple roles, career women, working mothers, working women, education, colleges

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Introduction

Being a woman who is successful in her career and taking care of the household is every woman's dream. But the demands of work that are increasingly pressing from day to day make many women stressed and depressed. However, not a few women are still happy with their careers and raising their children (Fimela, 2013). According to the Central Statistics Agency (Badan Pusat Statistik) (2018), the number of married women who're working was 60.17% as of March 29, 2018. This shows that women are a very potential workforce. Many factors underlie the increase in the number of working mothers' participation. As mentioned by Almquist, Nieva, and Gutek (in Matlin, 2012) that women who have an education level up to college will tend to work more than those who do not have an education up to college. In addition to educational factors, economic factors are also mentioned, namely increasing family income, not being economically dependent on husbands, dissatisfaction in marriage, having certain skills that can be utilized, self-development and self-actualization. This is because the husband's salary is not enough to meet the needs of daily life.

Working women today have become a common phenomenon. However, the involvement of women in work careers has both positive and negative impacts on individual women, their families, and organizations as well. To minimize these negative impacts, women workers are needed to balance their roles both in the realm of work and family (Handayani, 2013). Sometimes working mothers find joy in raising children and responsibility in their work as a worker. Working moms have made a choice, and are given the ability to balance the demands between family and work or allow both demands to go hand in hand. By caring for her happiness, a married and working woman will be better at everything she does, both as a mother, worker, and partner (Greenberg & Avigdor, 2009).

The research on the happiness model in the workplace conducted by Fisher (2010) has the aim of testing the contribution variables of work engagement, job satisfaction, job involvement, Thriving and vigor, Flow and intrinsic motivation, Affect at work, and affective organizational commitment to happiness in the workplace. This model has provided evidence that job engagement, job satisfaction, and affective commitment

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contribute to happiness in the workplace. In addition, this research also explains that aspects of happiness are related to pleasant moods and emotions for individuals. Then Fisher (2010) also explained in the results of his research, that welfare and a positive attitude can also influence individual work experiences. Fisher's research (2010) also explains the description of theoretical insights from positive psychology that develops about happiness in general.

Higashide's research (2016) also found that several criteria can be used as a benchmark for happiness in the workplace, among others, the first is individual factors which include job status, job meaning, job security, relationships with coworkers, recognition, autonomy, job satisfaction, job involvement, and organizational commitment. Then the second is a factor from the organization which includes training and development, management and leadership, competence or rewards, recognition of individual skills, relationships with subordinates, opportunities for career advancement, employee retention, and employee engagement..

Rahmi (2018) also explains that happiness in the workplace is one of the problems that must be considered, especially in the work environment. Still, according to Rahmi (2018), happiness in the workplace is based on employee satisfaction with work and individual lives where he or she works and tends to focus on individual work to increase individual productivity in their work.

Happiness in The Workplace

Diener and Diener (2008) suggest that happiness is also referred to as subjective well-being, which is a person's evaluation of his life that is cognitive, for example, an assessment of life satisfaction and affective in the form of pleasant reactions that affect one's emotions. Huang (2016) defines individual happiness as having a positive effect on the individual's performance because employees who are happy and remain enthusiastic will be happy to be involved in various organizational tasks. Baker, Greenberg, and Hemingway (2006) define happiness in the workplace as a condition in which every individual, at all levels of the hierarchy, has power, performs teamwork towards a common goal, gains satisfaction after developing a new product or service, and, through this new products or services, usually makes a positive difference in the lives of others. Diener and Bean (2007), (Wulandari and Widyastuti, 2014), Abadi, Choiriyah, Sukmana, and Karuniawan (2018), suggest that one of the factors that influence happiness is a harmonious family. A harmonious family is a family that is full of calm, tranquility, love, descent and continuity of generations of people, compassion and sacrifice, complementing and perfecting each other, as well as helping and working together. So it is appropriate, if a mother has decided to work, a female lecturer must be able to carry out her role both as a lecturer and as a mother while maintaining the harmony of her family. In this case, family harmony will be created. Of course, support from the husband, children, and other family members is also needed.

Work Engagement

Schaufeli, Salanova, Gonzalez-Roma, & Bakker, in Gagne (2014) define work engagement as a positive activity, to fulfill a work-related state of mind characterized by enthusiasm, dedication, and absorption. The discussion of work engagement is understood as a mediator mechanism and is embedded in 3 dimensions, namely strength, absorption, and dedication. The organizational reward model assumes employee engagement as a force that can encourage positive employee attitudes at work. This driving force can help employees, in this case working mothers, to overcome stress and fatigue at work and feel happy in carrying out the tasks assigned (Saks, 2006; Crawford, Rich., Buckman. and Bergeron (2014).

Work Family Balance

The condition that reflects the orientation of individuals in various life roles, the phenomenon of multiple roles is called work-family balance (Marks & MacDermid, 1996). The concept of positive role balance, whereby individuals view and lead a balanced life as "achieving a satisfying experience in all areas of life, and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains (Kirchmeyer, 2000).

Hypotesis

This study aims to empirically examine the effect of work-family balance and work engagement on happiness at work for female lecturers. This study hypothesizes that there is work-family balance and work attachment to happiness at work for female lecturers.

Methods

In accordance with the research objectives, namely to see the magnitude of the effect of work-family balance and work engagement on happiness in the workplace, the researchers used non-experimental quantitative research methods. Quantitative research method is an analysis of numerical data (numbers) which is processed by statistical methods (Azwar, 2013). The population of this research is women who work as lecturers at universities in Indonesia. The sampling technique in this research is using purposive sampling, where the researchers determine a number of characteristics that are in accordance with the objectives of this research. The characteristics of the sample in this research are female lecturers with a minimum of one year of service and have been married with a minimum of one year of marriage age, the minimum education is Masters (S2).

Happiness in the workplace in this research can be identified through the Happiness Scale in Workers from Alarcon (2006) which consists of 27 statement items, which are arranged based on the components of happiness in the workplace, namely positive

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meaning in life, life satisfaction, personal achievement; and joy of life (Arias, Caycho, Ventura, Maquera, Ramirez, and Tamayo, 2016). The Work-Family Balance scale in this study uses the Work-family balance scale from Carlson, Grzywacz, & Zivnuska, (2009) which is composed of Work-Family Balance elements, namely: work-family conflict and work-family enrichment. This scale consists of 6 items. Furthermore, the work engagement scale was measured using a questionnaire adapted from the Utrecht Work Engagement Scale by Schaufeli & Bakker (2003). The questionnaire consists of 17 item statements about how respondents feel at work based on the dimensions of work engagement which consists of vigor, dedication, and absorption. Respondents' results showed how many respondents stated that they were very appropriate or very inappropriate with each item using a Likert scale type consisting of a 6-point scale ranging from 6 very appropriate to 1 very inappropriate.

Validity testing in this research uses the Content Validity Ratio (CVR). The item discrimination power and reliability test in this research also used the help of the SPSS 24.0 for windows program. The reference value of discrimination power of the measuring instrument in this research was 0.3 (Azwar, 2013), whereas for reliability in this research, Cronbach alpha was used with a reference value of 0.7 (Azwar, 2013).

The questionnaires in this research were distributed via a google form, due to the pandemic. This research was conducted from April 20 to September 1, 2021, where 200 samples were collected in this research. The characteristics of respondents in this research are female lecturers, who have worked for at least 1 year, have been married for at least 1 year, and have children, with the latest education of Masters (S2).

In the validity test, the researchers conducted a CVR or content validity ratio to test the measuring instrument. Some experts in the field of psychology were asked to examine the components of the measuring instrument used in this research. The CVR test was carried out on all measuring instruments used in this research, namely the happiness in the workplace scale, the work-family balance scale, and the work engagement scale. The panelists or experts who conducted the CVR test on this research scale amounted to 11 panelists. According to Lawshe (1975), the minimum CVR score for 11 panelists is 0.59. The results of the CVR test on the happiness in the workplace scale show that of the 27 items, 21 items have good validity and 6 items have poor validity, the results can be seen in table 1.

Table 1
Results of CVR in the Happiness in the Workplace Scale

Item No.	CVR	Item No.	CVR	Item No.	CVR
1	1	10	1	19	0,45455*
2	0,45455*	11	1	20	1

3	0,27273*	12	1	21	0,45455*
4	1	13	0,63636	22	0,63636
5	0,81818	14	0,63636	23	1
6	0,27273*	15	1	24	0,81818
7	1	16	1	25	0,81818
8	0,63636	17	0,81818	26	0,27273*
9	1	18	0,81818	27	0,63636

The CVR test results on the Work-Family Balance scale of 6 items show that all items have a good CVR value, which is above 0.59. The results of the CVR test of the work-family balance scale can be seen in Table 2.

Table 2
CVR Results of Work-Family Balance Scale

Item No.	CVR	Item No.	CVR
1	0,63636	4	0,81818
2	1	5	0,81818
3	1	6	1

While the results of the CVR test on the work engagement scale show that from 17 items, there are 16 items with good validity and 1 item with poor validity. The results of the CVR test on the work engagement scale can be seen in table 3.

Table 3
CVR Results of Work Engagement Scale

Item No.	CVR	Item No.	CVR
1	1	10	1
2	0,81818	11	0,81818
3	0,81818	12	0,63636
4	1	13	1
5	0,81818	14	0,81818
6	0,81818	15	1
7	1	16	0,81818
8	0,27273*	17	0,81818
9	1		

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Meanwhile, for the discriminatory power of the measuring instrument items in this research, none of the item tools failed. In the following table 4, the results of the item discriminatory power and reliability of each measuring instrument will be described.

Table 4
Test of Discriminatory Power of Items, Validity and Reliability of Measuring Instruments

Variable	Range of Item Discrimination Power	Reliability Value
Happiness in the Workplace	0,563 - 0,933	0,97
Work Family Balance	0,641 - 0,920	0,945
Work Engagement	0,429 - 0,859	0,952

Results and Discussion

The results of the correlation test showed that the three variables, namely happiness in the workplace, work-family balance, and work engagement have a significant correlation. Based on existing data, it is known that the work-family balance variable has a correlation coefficient of 0.744 on happiness in the workplace, meaning that the work-family balance variable has a significant relationship with happiness in the workplace. Then, the work engagement variable has a correlation coefficient of 0.719 to happiness in the workplace. This means that the work engagement variable has a significant relationship with happiness in the workplace. The results of the correlation test for happiness in the workplace, work-family balance, and work engagement can be seen in Table 5.

Table 5
Correlation Test Results

Variable	Corelation Karl Pearson	Sig
Work Family Balance-Happiness in the Workplace	0,744	0,001<0,05
Work Engagement-Happiness in the Workplace	0,719	0,001<0,05

Table 6 shows the results of multiple linear regression analysis, which is known to have an F value of 207,556 with a significance of 0.000 ($p < 0.05$) and an R Square value of 0.678. This shows that there is an effect of work-family balance and work engagement which together have an effect on happiness in the workplace for female lecturers by 67.8%. The results of multiple linear regression can be seen in Table 6.

Table 6
Multiple Linear Regression Test Results

F	Sig	R Square
207,556	0,001 (p<0,05)	0,678

This research aims to see how much influence work-family balance and work engagement have on happiness in the workplace for female lecturers. Based on the value of R square, it can be seen that the influence of the work-family balance and work attachment variables on happiness in the workplace is 67.8%, while the remaining effect is known to be $1 - 0,678 = 0.332$ or 33.2% determined by other variables that not included in the research variables. So it can be concluded that the hypothesis in this study is accepted. Female lecturers will realize that there may be a lot of lack of freedom and less time off, and there may always be time spent discussing work. However, because work is a choice that must be carried out, female lecturers must remain committed to the organization where they work. Because after all, if an employee can carry out her work activities well, this can affect her happiness in the workplace.

Based on the literature data, there have been found studies examining happiness in the workplace. Work-family balance has a relationship with happiness in the workplace (Ratnaningsih and Prasetyo, 2019). Furthermore, work-family balance and quality of life effectively contribute 39.7% to predicting happiness at work for female LAPAS officers. In addition, the results of Rahmi's research (2018) also explain that happiness at work is influenced by job satisfaction, work engagement, stress, and self-confidence. Roy & Kowar (2020); Ullah & Sisiqui (2020) explained in their research results that there is a significant positive relationship between work-family balance and happiness at work. Shui, Xu, Liu, and Liu (2020) stated that the factors that affect the subjective well-being of women mostly come from work-family conflict, which is then followed by work-family balance and also self-confidence. Then, in accordance with Khoiriyah, Sari, and Widiana (2020), happiness can mediate the impact of organizational support and work-life balance on work engagement. Field and Buttendach's (2011) research found that there is a significant positive relationship between work involvement and happiness. Fisher (2010) and McGonagle (2015) also found that happiness at work is influenced by work engagement. Prakash and Kashyap (2021) employee engagement and workplace well-being were shown to be linked, according to the findings, if an employee is mentally well and fulfilled, they are totally involved in their work

Diener and Diener (2008) suggest that happiness is also referred to as subjective well-being, which is a person's evaluation of his life that is cognitive, for example, an assessment of life satisfaction and affective in the form of pleasant reactions that affect one's emotions. Some think that happiness does not only refer to material things but rather refers to feelings related to the meaning of many events that occur in life (Wulandari

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and Widyastuti, 2014). In addition, some think that happiness is a feeling that arises due to the balance of hopes and desires (Efida, 2008).

Furthermore, to complement the existing data, the researchers added a discussion of descriptive data from research respondents. Researchers divided the age of the respondents into two categories, namely the age of 26-40 years old and 41-64 years old. Based on descriptive analysis, it is known that the 41-64 years old age group has an empirical average score in the high category on the variable of happiness in the workplace of 38.80. A study of the happiness of 60,000 adults in 40 countries divided happiness into three components: satisfaction with life, pleasant feelings, and unpleasant feelings. Life satisfaction increases slowly with age, the pleasant effect decreases slightly, and the unpleasant effect does not change (Seligman, 2005).

Descriptive calculation of happiness in the workplace based on the respondent's last education, it can be seen that happiness in the workplace in respondents with the last education of Masters is in the high category, which is 37.52. Education can slightly increase the happiness of those on low incomes because education is a means of achieving better incomes. The climate in the area where a person lives and race also does not affect happiness. Meanwhile, in terms of gender between men and women, there is no difference in their emotional state, but this is because women tend to be happier and sadder than men (Seligman, 2005).

Based on the respondent's working period as a female lecturer, it can be seen that the working period of >10 years has happiness in the workplace in the high category, which is 37.58. Carr (2004) suggests that individuals who work tend to be happier than those who are unemployed, especially if the goals achieved are goals that have high value for individuals. Furthermore, if you look at happiness in the workplace based on the age of marriage, it can be seen that respondents with a marriage age of 7-10 years have happiness in the high category, which is 38.4. Marriage has a greater effect when compared to money in influencing perceived happiness. Married individuals tend to be happier than unmarried individuals. Because by marrying individuals will feel physical and psychological intimacy, the desire to have children, and build a household (Seligman, 2005) and (Carr, 2004).

In this research, researchers have tried as much as possible in preparing to measure instruments. However, the condition of PPKM at Level 4, which was still in effect at that time, made this research have limitations, among others, the number of respondents was still small and could not represent the population of female lecturers in Indonesia, then because researchers used google forms as a data collection tool, researchers did not can accompany the respondents directly in filling out the questionnaire, besides the distance, because the respondents are spread almost throughout Indonesia.

Conclusion

The results of this research prove that the hypothesis proposed in this research states that there is a match between the data in the field and the theory. This research model

can explain how work-family balance and work engagement can affect happiness in the workplace for female lecturers by 67.8%. The biggest role that has an influence on happiness in the workplace is derived from the work-family balance variable, which is 74.4%, while the work engagement variable is 71.4%.

- Female lecturers will recognize that there may be a lack of freedom and time off, and there may always be time to talk about work. However, because work is a choice that must be made, female lecturers must remain committed to the organization where they work.
- Furthermore, it was also found that individual career-related factors can positively influence employee happiness at work.
- Marriage has a greater effect than money in influencing perceived happiness

Recommendation

This research has suggestions for several parties, including for female lecturers to achieve happiness in the workplace, where what must be done is to always be grateful for what has been achieved, and participate in activities that can explore the potential within so that female lecturers can develop more. In addition, female lecturers can also participate in training that can foster gratitude within themselves.

For the University, it is hoped that this research can be a reference for creating happiness in the workplace. Many things can be done to achieve or provide happiness in the workplace for female lecturers, including providing facilities and infrastructure to carry out the tridharma of the college and involving female lecturers to participate in self-development training.

As for further researchers, to be able to examine other variables that can be related to happiness in the workplace, it is hoped that they will be able to capture more respondents so that further research can better represent the conditions of happiness in the workplace for female lecturers throughout Indonesia.

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Nita Sri Handayani – has contribute to conceptualizing and designing research, finding respondents and collecting data, statistical analysis and interpreting the results, writing and editing research report manuscripts as well.

Djamaludin Ancok – has contributed to the conceptualization of the research, preparing the theory and literature reviews, compiling and validating the measurement scales, and interpreting the results.

Dian Kemala Putri – has contribute to planning research and data collections, analyzing data and interpreting results, and writing the research reports as well.

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Conflict of Interest Information

The authors have no conflicts of interest to declare.