

The Relationship Between Workplace Spirituality and Flourishing in Women Reviewed from Employment Status

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ABSTRACT

Keywords: workplace spirituality; flourishing; employment status; psychological well-being; woman.

Women's problems seem to be a theme that society will never forget. This issue is further strengthened by the role of women which begins to roll along with the development of the times. The Central Statistics Agency (BPS) noted that as of 2022 there are 133,542,018 female residents in Indonesia. This study aims to examine the relationship between workplace spirituality and flourishing in women, with an overview of job status. Through a quantitative approach with a correlational method, this study was conducted on 304 women in the Special Region of Yogyakarta, both working and non-working. The results showed that workplace spirituality had a positive effect on flourishing in women, and job status moderated this influence. Working women had higher rates of flourishing than those who did not work, suggesting that job roles provide meaning in daily life that affects psychological well-being. These findings emphasize the importance of promoting workplace spirituality in creating a balance between personal and professional lives, as well as improving women's psychological well-being.



Introduction

Women's problems seem to be a theme that society will never forget. This issue is further strengthened by the role of women which begins to roll along with the development of the times. The Central Statistics Agency (BPS) noted that as of 2022 there are 133,542,018 female residents in Indonesia. Women have a similar meaning to women. According to the Great Dictionary of the Indonesian Language (KBBI), women are essentially human beings who have reproductive organs that allow them to experience menstruation, pregnancy, childbirth, and breastfeeding. According to (Lestari, 2016), in essence, women are creatures of God who are created with special qualities. Pregnancy, childbirth, breastfeeding, and childcare are women's duties and cannot be replaced by men.

(Ong et al., 2023) describes women as gentle and beautiful creatures because of their gentle emotions. Many topics are raised with a female background because women are creatures who have many advantages. Women's strengths are reflected in their role in

daily life (Tindangen et al., 2020). The advantages of women that include their role in daily life give rise to several problems from the role of women themselves. Women are judged to be less good even in their minds if they do not follow the culture and values that apply somewhere (Trisnawati & Widiensyah, 2022). One of them is the role of women in the family which receives attention from time to time, while the role of women in the family which includes as a child, as a wife, and as mother allows a woman to have duties to maintain the honor of herself and her family (Lestari, 2016).

The number of working-age population based on SAKERNAS data in February 2021 processed by the Ministry of Manpower's Pusdatik shows that the female working-age population still dominates with 50.02% of the total working-age population in Indonesia (Pusdatik, 2021). In this regard, SAKERNAS data for February 2021 also shows the level of the labor force by province and gender in the Special Region of Yogyakarta with the number of female labor force of 1,060,469.

Furthermore, a different study that analyzed "Factors Influencing Women Working as Freelance Day Workers (BHL) at PT. Indosawit Subur Muara Bulian, Maro Sebo Ilir District, Batanghari Regency" by (Manalu, 2014) Explained that there are 2 (two) factors, namely economic and sociocultural that affect a woman working as a Freelance Daily Worker (BHL) at PT. Inti Indosawit Subur Muara Bulian, Maro Sebo Ilir District, Batanghari Regency. The economic factors that trigger women to work are as follows: relatively low-income levels of husbands, supporting household finances, family benchmarks, and diversity of women's integrity. The sociocultural factors that bring a woman to work include social status, competing and developing, special interests and skills, and fulfilling leisure time.

Meanwhile, women are seen as happier because of the social role that is involved by society. In fact, according to the Central Statistics Agency, in 2021, Indonesian women tend to be more unhappy than men (BPS, 2021). Happiness in general is an internal experience of positive thoughts that can be obtained through various ways in daily life. In this regard, (Sekarini et al., 2020) Revealed that happiness in positive psychology is visualized in flourishing, which is the highest state of well-being based on hedonic and eudaimonic theories. Hedonic theory states that subjective validity is determined by an individual's evaluation of himself, while eudaimonic theory emphasizes happiness as more than just a circumstance because the person who declares happiness does not necessarily mean that he is psychologically good. (Ryan et al., 2008). The eudaimonic context promotes human progress through external benefits such as a good society, a good environment, good topics, good programs, and good activities in the form of essential elements for a thriving life. Another opinion according to (Fowers & Owenz, 2010) Reveals that flourishing as a concept in positive psychology is a picture of a satisfying life, evidenced by the achievement of good, beautiful, and useful things through meaningful activities in high-quality relationships.

This study aims to test whether there is a positive relationship between workplace spirituality and flourishing in women based on their job status. Specifically, this study aims to find out whether workplace spirituality affects the level of flourishing in women

with certain job statuses, as well as identify the level of flourishing in women based on their job status.

The expected benefits of this research include theoretical and practical benefits. Theoretically, this research is expected to expand the understanding of workplace spirituality and become a practical learning medium for researchers in applying the knowledge gained during lectures. Practically, the results of this study can be a reference for further research and in-depth studies, as well as provide benefits for the institution or company where the research is conducted, in understanding the role of workplace spirituality in increasing flourishing among women workers.

Method

This study uses a quantitative method with a correlational approach (Statistical Correlation) to test the relationship between variables and their correlations, which can be done under realistic conditions. (Azwar, 2017). Correlational analysis helps test hypotheses and understand the significance of the relationship between variables. (Sugiyono, 2019), revealed that quantitative methods are used to analyze population and sample data using research instruments, statistical data analysis, and testing predetermined hypotheses. Meanwhile, according to (Sunyoto, 2013), quantitative research involves exact numbers that can be put together to make it easier for researchers to understand them.

Research Variables

According to (Siyoto & Sodik, 2015) Variables are attributes of descriptive objects that are used as the focus of a research study. Siregar (2017) stated that a variable is a concept that has a value and a construct that has been given a number. This is distinguished in this study, namely independent variables and dependent variables.

Population and Sample

1. Population

According to (Sugiyono, 2019), population is a generalization area consisting of several objects and several subjects that have certain qualities and characteristics that need to be determined by researchers to study and draw conclusions. Population is not only people but other objects that have characteristics and qualities. The subjects needed in this study are:

- 1) Women aged at least 19-40 years old
- 2) Working and not working
- 3) Minimum vocational/high school education
- 4) Domiciled in the Special Region of Yogyakarta

2. Sample

According to (Amin et al., 2023), a sample is defined as a part of a population and is the actual source of data for a study. In other words, a sample is a portion of a population that represents the entire population. The use of samples in this study uses a purposive sampling technique or a purposeful sampling technique. According to Sugiyono (2013), purposive sampling is a technique for determining samples with certain considerations.

Data Collection Tools and Methods

The data collection technique in this study uses primary data sources. Sugiyono (2015) explained that primary data sources consist of data obtained directly from respondents. This study will obtain primary data from the results of distributing questionnaires online through Google Forms to respondents who meet the predetermined criteria so that the results are obtained from primary data. The questionnaire in this study is in the form of statements filled out by respondents. The questionnaire in this study uses a scale. Furthermore, Sugiyono (2013) explained that scale is a convention as a reference for determining the length of the short interval in the measuring tool so that if the measuring tool is used, it can produce quantitative data. The use of the type of scale in this study is the Likert scale. The Likert scale is used to measure the attitudes, opinions, and perceptions of a person or a group of people about social phenomena. With this Likert scale, the variables will be measured and then elaborated into variable indicators, these indicators will be used as the center for compiling instrument items, this instrument can be in the form of statements or questions.

Data management techniques/processes

The data analysis technique used is a pre-existing statistical method. Data management is carried out when the data is complete and then scoring the responses of each scale, namely the flourishing scale and workplace spirituality.

Data Analysis Techniques

Sugiyono (2013) said that the data analysis techniques used in quantitative research are clear, namely directed to answer the formulation of the problem or test the hypothesis that has been formulated in the introduction. This study will use descriptive statistical data analysis techniques. According to Dajan (1986), descriptive statistical analysis is an analytical technique that collects, processes, simplifies, presents, and analyzes quantitative data descriptively to provide an overview of events in order in the form of tables or graphs. Here are some of the data analysis techniques that will be used in this study.

Validity Test

This study used 100 respondents in the trial. To find out whether or not the statement items in the questionnaire are valid or not, it is carried out by comparing the value of calculation and Sig (2-tailed) of each questionnaire item with a level of significance ($\alpha = 1\%$) where the significance level is $\alpha = 1\%$, $N = 100$ obtained the value of $F_{table} = 0.258$. If the value of the $> F_{tabel}$ or Sig (2-tailed) is less than the significance level of 5%, then the question item in the questionnaire is valid.

According to (Sugiyono, 2019), an item is said to be valid if the value of the total correlation calculation of the corrected item is greater than 0.3. However, if the total correlation value of the corrected item is less than 0.3, the declared item is considered invalid. The total correlation of the corrected item is the correlation between the item in question and the total number of items on the SPSS Reliability Test screen.

In this study, the calculation of the flourishing variable was obtained in two rounds, the invalid items in the first round, namely numbers 4, 9, 10, 11, 12, 13, 17, and 21, the

value of the correlation coefficient of these items was less than 0.3 so that the statement on these items was declared invalid. Then in the second round of items with numbers 1, 2, 3, 5, 6, 7, 8, 14, 15, 16, 18, 19, 20, and 22 have a calculation greater than 0.3, starting from 0.440 to 0.766 so that the statement in the item numbers is declared valid and can be used as a final statement.

Reliability Test

The study used a reliability test with a one-shot measurement. Reliability measurements were carried out by Cronbach's alpha statistical test through the SPSS 16.0 program. A variable can be said to be reliable if a Cronbach's alpha value > 0.70.

Table 1
Uji Reliabilities tap variable

Variable	Cow. Alpha	Information
Flourishing	0,883	Valid
Workplace Spirituality	0,860	Valid

Based on the number of alpha coefficient values in each variable studied, it was found that each variable had an alpha coefficient value greater than 0.70. So that the statement items in each research variable can be said to be reliable.

Uji Hipotesis

The purpose of the hypothesis test is to find out whether there is a significant positive influence between independent variables on dependent variables both partially and simultaneously. This study uses a hypothesis test with covariant analysis (ANCOVA). According to (Gunawan, 2019) Covariance analysis is a multivariate analysis technique used to distinguish the average of two or more data groups by comparing their variances. To use the Ancova formula as a parametric statistical tool, an assumption test must first be performed.

Meanwhile, to compare the averages of the two independent groups to find out whether there is a statistically significant difference between the two groups, an independent sample t-test is needed with the criterion that if the p-value < 0.05, then H0 is rejected, and it is concluded that there is a significant difference between the averages of the two groups. However, if the p-value ≥ 0.05, then H0 is accepted and it is concluded that there is no significant difference between the averages of the two groups.

Results and Discussion

Employment Status

The following is a table of respondent characteristics based on job status:

Table 2
Respondent Characteristics by Gender

No.	Employment Status	Frequency	Percentage
1.	Work	152	50%
2.	Not Working	152	50%
Total Responden		304	100%

Based on the table of respondent characteristics above, it can be seen that as many as 152 respondents with working status and as many as 152 respondents with non-working status. So the total number of respondents is 304 people.

Age

The following is a table of respondent characteristics by age:

Table 3
Respondent Characteristics by Age

No.	Age	Frequency
1.	19-21 Years	157
2.	22-24 Years	81
3.	25-27 Years	29
4.	28-31 Years	23
5.	32-34 Years	8
6.	35-37 Years	3
7.	38-40 Years	3
Total responden		304

Based on the table of respondent characteristics above, it can be seen that there are 157 respondents aged 19-21 years, 81 respondents aged 22-24 years, 29 respondents aged 25-27 years, 23 respondents aged 28-31 years, 8 respondents aged 32-34 years, and 3 respondents aged 35-37 years and 38-40 years respectively. So the total number of respondents is 304 people.

Education

The following is a table of respondent characteristics based on education:

Table 4
Respondent Characteristics Based on Education

No.	Education	Frequency
1.	High School/Vocational High School Equivalent	137
2.	Diploma III (D3)	1
3.	Diploma IV (D4)	36

4.	Bachelor of Strata One (S1)	129
5.	M. Strata One (S2)	1
Total responden		304

Based on the table of respondent characteristics above, it can be seen that there are 137 respondents with a high school/vocational school education equivalent, 36 respondents with Diploma IV (D4) education, 129 respondents with Bachelor of Strata One (S1) education, and 1 respondent each with Diploma Three (D3) and Bachelor of Strata Two (S2) education. So the total number of respondents is 304 people.

Normality Test

The following is a summary of the normality test table along with a summary of the normality test results:

Table 5
Summary of Normality Test Results

Sig (p)	Information
0,811	Normal Distributed Data

Based on the summary table of the normality test above, it was found that the significance value was 0.811 which in the provisions of the one sample test value of Kolmogrof Smirnov was $0.811 > 0.05$ so it can be concluded that the data is distributed normally and is suitable for use.

Linearity Test

The following is a summary of the linearity test table along with a summary of the linearity test results:

Table 6
Summary of Linearity Test Results

Variable	Deviation from Linearity		Information
	F	Sig (p)	
<i>Flourishing*Workplace Spirituality</i>	0,766	0,799	Linear

Based on the results of the linearity test in the table above, it can be seen that in Deviation from Linearity, the significance value (Sig) of the F value produces 0.799 which means that this value is greater than 0.05 so that there is no significant deviation between the Flourishing and Workplace Spirituality variables and the relationship can be considered linear.

Homogeneity Test

The following is a summary of the homogeneity test table along with a summary of the homogeneity test results:

Table 7
Ringkasan Hasil Uji Homogenitas

Variable	Homogeneity Index (Levene Statistic)	Sig (p)	Information
<i>Flourishing</i>	1.130	0,289	Homogeneous

Based on the results of the homogeneity test in the table above, it was found that the significance value of the Homogeneity Index (*Levene Statistic*) was 0.289 where the value of the sig (p) was greater than 0.05 and it can be concluded that there is no significant difference between the variances between the groups so that the variance between the groups can be considered homogeneous.

Uji Hipotesis

According to (Gunawan, 2019) Covariance analysis (ANCOVA) is a multivariate analysis technique used to distinguish the average of two or more data groups by comparing their variances. To use the Ancova formula as a parametric statistical tool, an assumption test must first be performed.

Table 8
Summary of ANCOVA Test Results

Variable	Coefficient of Difference (F)	Sig (p)	Information
Employment Status	56,919	0,000	Very Significant
<i>Workplace Spirituality</i>	1,643	0,017	Significance

Based on the results of the ANCOVA hypothesis test in the table above, it was found that the sig value (p) for the work status variable was 0.000 where the significance value was less than 0.05, this shows that the results are very significant. Meanwhile, in the workplace spirituality variable, a sig (p) value of 0.017 was obtained, where the significance value was less than 0.05, this shows that the results are significant. In other words, the results showed that both job status and workplace spirituality had a significant influence on flourishing in women, so the null hypothesis was rejected, which means that there was a significant relationship between workplace spirituality and flourishing in women from the perspective of job status.

Uji Independent Sampel t-Test

The t-test or t-test is one of the parametric statistical testing methods. According to (Gunawan, 2019), the statistical t-test is a test that shows the magnitude of the influence of an individual independent variable in explaining the dependent variable. This statistical t-test or t-test was performed at a significance level of 0.05 ($\alpha = 5\%$).

Table 9
Summary of Independent Test Results of t-Test Samples

Variable	Coefficient of Difference (t)	Sig (p)	Information
<i>Flourishing and workplace reviewed by job status</i>	1,968	0,050	Significance

Based on the results of the Independent Sample t-test hypothesis test in the table above, it was found that the sig value (p) of workplace spirituality and flourishing was 0.050 with a coefficient of difference (t) value of 1.968. The value of the sig (p = 0.050) indicates the exact limit of significance. To follow strict conventions, the sig value (p = 0.50) in this study is considered significant. This shows that there is strong enough evidence to be considered statistically significant. Thus, the null hypothesis (H₀) stating that there is no difference between the two groups can be rejected. These results are right at the significance value that may indicate the potential for small differences that could be further explored in other studies. Meanwhile, the t-value indicates the size of the difference between the two groups (employment status) with workplace spirituality and flourishing.

The results of this study show that there is a significant positive relationship between workplace spirituality and flourishing in women who have different employment statuses (working and non-working women). This finding is in line with the PERMA theory from Seligman (2002) which emphasizes the importance of the five pillars of well-being (positive emotions, engagement, positive relationships, meaning of life, and achievement) in increasing flourishing. In this context, women who feel meaning in their work and have a spirituality that aligns with their workplace are more likely to experience higher flourishing, as supported by a previous study by Huppert and So (2009), which stated that individuals with high levels of flourishing had better quality of social relationships and productivity in the workplace.

This research reinforces the findings from (Ajala, 2014) This shows that workplace spirituality plays an important role in creating meaning in work and improving employee well-being. Women who feel that their work is meaningful and in line with their spiritual values are more likely to connect with their work environment, feel fulfilled, and achieve a balance between personal and professional lives.

This research strengthens a study conducted by (Nurtjahjanti, 2010) Which found that spirituality in the workplace has a positive impact on work efficiency and individual well-being. In this study, women with high workplace spirituality tended to have a stronger sense of connection to their organization, as well as having a higher flourishing than those who did not work. This finding is also supported by research by (Ong et al., 2023) This shows that workplace spirituality can increase employee engagement with the organization, which in turn increases their flourishing.

However, these results also add a new dimension that has not been paid much attention to in previous studies, namely the impact of employment status on flourishing. Based on the results of the analysis, there was a significant difference between working and non-working women. Working women tend to have a higher flourishing because they are more likely to find meaning and involvement in their work, as also found by (Harumi et al., 2021).

Conclusion

Based on the results of the study, a significant positive relationship was found between workplace spirituality and flourishing in women. The higher the spirituality in the workplace, the higher the level of flourishing experienced, both in working and non-working women. Workplace spirituality, which includes aspects of the meaning of work, a sense of community, and alignment of values, has been proven to play a role in improving women's emotional well-being and life engagement. Research also shows that employment status affects flourishing, where working women tend to have higher rates of flourishing than those who do not work. Spirituality in the workplace has proven to be an important factor in improving psychological well-being, both for women involved in formal and informal work.

In conclusion, workplace spirituality promotion is an effective strategy to improve women's emotional well-being, although more research is needed to understand the causal relationship between these two variables.

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