Understanding the antecedents of workplace happiness

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Info Artikel	ABSTRACT
	This study aims to understand the factors that are predictors of workplace happiness felt by individuals, by looking at the effect of work climate, perceived supervisor support, and perceived organizational support. The research was conducted quantitatively by giving questionnaires to the respondents, namely 185 employees of private companies in the city of Bandung, West Java. The data obtained were then processed using Structural Equation Modeling with SPSS 25 software. The research findings indicate that work climate, perceived supervisor support, and perceived organizational support have a positive effect on workplace happiness, either partially or simultaneously. This research also provides implications and suggestions for future researchers and practitioners in organizations.

INTRODUCTION

An organization consists of a group of individuals with different backgrounds and characteristics. This can lead to complexity in the workplace, which is motivated by various differences, incompatibility, or conflict, both with colleagues, supervisors, and the environment in the organization. Several studies have shown that individuals sometimes experience obstacles in their careers. This is partly due to work-family conflict and an unreceptive work environment (Alterman et al., 2013; Beigi et al., 2012).

In recent years, workplace happiness has become a concept that is considered important to achieve and apply in the workplace. Companies have realized that individual mental health conditions need to be considered, and this can affect organizational performance and success (Page & Vella-Brodrick, 2009). Workplace happiness has been recognized as a crucial factor for predicting performance, employee satisfaction, and can minimize burnout (Kun & Gadanecz, 2019). Workplace happiness is a concept that describes the experience of employees who are passionate and enthusiastic about their work, are able to find meaning and purpose in it, have good relationships at work, and feel committed to the work they do. This concept can also be understood as an individual's job and life satisfaction, as well as the subjective well-being that individuals feel at work (Bhattacharjee & Bhattcharjee, 2010; Qaiser et al., 2018).

Workplace happiness was found to provide positive benefits for the organization. This is because individuals who feel happy tend to have better physical and psychological health, are able to live longer, have better performance, can deal with stressful events better, have positive relationships at work, and are more satisfied with their jobs (Wood, 2003). & Joseph, 2010; Qaiser et al., 2018). The positive effect of workplace happiness has made a number of studies have attempted to identify the sources of happiness felt by individuals at work, but the findings still show some differences (Kun & Gadanecz, 2019; Jayawickreme et al., 2012). In addition, research that focuses on supporting and increasing the positive aspects of individuals related to their work, in this case workplace happiness, is still seen as limited (LaMontagne et al., 2014; Kun & Gadanecz, 2019).

Work climate in an organization is defined as the perception that employees share with each other about what is important in the organization. This can be obtained through work experience and perceptions regarding expected management behavior. According to Xu et al., (2020) work climate in an organization includes everything that is hard ware, including rooms, furniture, computers and other physical aids (Gonen and Lev-Ari, 2016). Then, the second is software that includes the rules or systems

that exist in the organization. Third, human ware which concerns the existence of a number of employees with intellectual competence possessed by the organization (Fan et al., 2022). And finally, organization ware, which is related to the organizational structure, organizational scale and the relationship between superiors and subordinates. Based on empirical evidence, it can be understood that work climate can have an influence on happiness at work. According to (Mulki and Lassk, 2019) work climate can provide social support to one another in the workplace that can provide satisfaction and affect feelings. It has been observed that lack of work climate in organizations can also reduce creativity and innovation. On the other hand, a supportive environment in the workplace can also encourage strong relationships and minimize employee intention to leave. A supportive work context and atmosphere in the organization increases feelings of respect and motivates employees to come up with new ideas.

The study conducted by Li, Jain and Tzini, (2021) proved that the characteristics of the workplace environment are effective for psychological well-being. Job characteristics that are perceived as positive and appropriate for employees have been shown to have a positive effect on employee happiness at work. According to Kalliath et al., (2020) perceived supervisor support is the extent to which employees form an impression on their superiors that their superiors value their contributions and care about their welfare. This is in line with the understanding of Chami-Malaeb, (2021) that in general perceived supervisor support refers to the extent to which superiors value their contributions and care for the welfare of employees. Supervisor support involves the general expression of real attention or assistance by supervisors intended to improve the welfare of subordinates, assist them in work-related problems, and facilitate the development of their skills so as to produce a comfortable work environment (Winarto and Chalidyanto, 2020). It has been observed that supervisors and others in leadership positions usually have positional power to channel organizational resources, rewards, tasks, and opportunities in the workplace (Malik, Baig and Manzoor, 2020). Potipiroon and Faerman, (2020) state that employee happiness in the workplace can be shaped by the attention of superiors in their work environment.

Perceived organizational support (POS) is assumed to be a form of employee perception regarding the extent to which the company assesses the contribution and cares for employee welfare based on employee perceptions of how the company values employee performance and whether it is in accordance with socio-emotional needs (Eisenberger, 2020). Rockstuhl et al., (2020) define it as the sensitivity and opinion of employees regarding the extent to which their involvement is valued and recognized by their organization. According to Prysmakova and Lallatin, (2021) perceived organizational support will be influenced by various aspects of employee treatment by the organization and then affect the employee's interpretation of the organizational motives that underlie the treatment. Perceived organizational support is the degree to which employees believe the organization values their contributions and cares about their well-being (Imran et al., 2020). In measuring workplace happiness, POS has become one of the important indicators in a company. Previous research stated that POS can have an influence on employee comfort in an organization.

Given the importance of workplace happiness for individuals in organizations, this study was conducted to find out what factors could be antecedents or predictors of workplace happiness for individuals. This study looks at the influence of three aspects originating from the environment around the individual, namely work climate, perceived supervisor support, and perceived organizational support in influencing or increasing workplace happiness in employees of private companies in Bandung, West Java.

This research consists of several parts. First, an introduction that discusses the reasons underlying researchers to take the topic of workplace happiness. Second, a literature review that reviews the relationship between variables, namely work climate, perceived supervisor support, and perceived organizational support for workplace happiness. Third, the research method that explains the design, population and sample, measurements, as well as the data analysis methods and tools used. Fourth, regarding the results of the research which includes the characteristics of the respondents, the results of testing the validity and reliability, and the results of testing the hypothesis. Fifth, discussion of research results, and sixth regarding conclusions and suggestions for practitioners and further researchers.

RESEARCH METHOD

This research was conducted using a quantitative approach with the aim of measuring the causal relationship between variables. The population of this study were employees of private companies in the city of Bandung, West Java Province, with a total sample of 185 respondents. The research was conducted using a survey method, by distributing questionnaires to respondents. The final number of questionnaires that were returned and used for data processing was 185 questionnaires. Data analysis was carried out using Structural Equation Modeling using SPSS 25 software. The measurement of the variables in this study is described as follows:

1. Work Climate is measured by a scale adapted from Megawati et al. (2022) with a total of 4 items.
2. Perceived supervisor support is measured by the scale developed by Rhoades et al. (2001) with a total of 4 items.
3. Perceived organizational support is measured by the scale developed by Eisenberger et al. (1986) with a total of 8 items.
4. Workplace Happiness is measured by the Subjective Happiness Scale developed by Lyubomirsky & Lepper (1999; Kun & Gadanecz, 2019) which consists of 4 items.

RESULTS AND DISCUSSION

Table 1 shows that from a total of 185 respondents, 79% were male and 21% were female. This shows that in the company the majority of workers are dominated by men. Classification based on age shows that the majority of respondents aged 52% of respondents are in the age group of 30-35 years. And based on education the majority of respondents are undergraduates with 56% gain.

Table 1 Respondent Background

Profil Respondent	Percent (%)
Gender	
Male	79%
Female	21%
Age of the respondents	
18 - 25 years	36%
26 - 35 years	52%
36 - 45 years	12%
Education Background	
Senior High School	9%
Diploma	17%
Under Graduate	56%
Post Graduate	18%

Source: Processed data, 2022

Descriptive Analysis

The results obtained in the descriptive analysis conducted by the researchers showed that the average score obtained was 4.1, this score indicated a high response to the work climate variable, perceived supervisor support, perceived organizational support and workplace happiness. Table 2 shows the results that the respondents' responses to each variable indicate that the results of the descriptive analysis fall into the good category.

Table 2 Descriptive Analysis Results

No	Variable	Average Score	Standard Deviation	Interpretation
1	*Work Climate*	4,1	0,2603	Good
2	*Perceived Supervisor Support*	4,0	0,1992	Good
3	*Perceived Organizational Support*	3,9	0,2193	Good
4	*Workplace Happiness*	4,1	0,3851	Good

Source: Data processed, 2022

Validity and Reliability Test

Based on the distribution of the questionnaire consisting of work climate variables, perceived supervisor support, perceived organizational support and workplace happiness, the average value on the validity test is above 0.3. If the standard value of validity is obtained more than 0.3, then the question can be said to be valid so that it can be carried out at a later stage. The reliability testing is as follows:

Table 3 Reliability Test

Variable	Reliability value	r-kritis	
Work Climate	0,647	0,6	Reliabel
Perceived Supervisor Support	0,741	0,6	Reliabel
Perceived Organizational Support	0,784	0,6	Reliabe
Workplace Happiness	0,629	0,6	Reliabel

Source: Processed data (2022)

Based on the results obtained in table 3, it can be seen that all variables show reliable results, where the reliability coefficient value of each variable is greater than the critical r of 0.6. Thus, all research variables have good reliability and can be used for further analysis.

Normality and Multicollinearity Test

Normality test is a test carried out with the aim of assessing the distribution of data on a group of variables whether the distribution of the data is normally distributed or not. The results of the normality test are as follows:

Table 4 One-Sample Kolmogorov-Smirnov test

		Unstandardiz ed Residual
N		185
Normal Parameters [a,b]	Mean	0,0000000
	Std. Deviation	1,95572908
Most Extreme Differences	Absolute	0,059
	Positive	0,059
	Negative	-0,058
Test Statistic		0,059
Asymp. Sig (2-tailed)		0,200

a. Test distribution is Normal

b. Calculated from data

Based on the table above, it can be seen that the value of Asymp. Sig (2-tailed) is 0.200. Due to the Asymp value. Sig (2-tailed) is greater than the specified significance level (0.200 > 0.05), it can be concluded that the unstandardized residual data has a normal distribution. The results of the multicollinearity test showed that the three independent variables, namely work climate, perceived supervisor support, and perceived organizational support, had a tolerance value of 0.541; 0.594 and 0.807 with a VIF value of 1.848, respectively; 1,683 and 1,239. These results can be interpreted that there is no multicollinearity between the independent variables and meets the requirements of the classical assumption of multicollinearity because the tolerance is greater than 0.10, while the VIF is less than 10.00.

Table 5 Multicolinearity test

coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Work climate	.541	1,848
	Perceived Supervisor Ssupport	.594	1,683
	Perceived Organizational Support	.807	1,239

a. Dependent Variable : Workplace Happiness

Multiple Regresion Test

Multiple regression analysis was used to determine how much influence work climate, perceived supervisor support and perceived organizational support had on workplace happiness in private companies in the city of Bandung. The test results are as follows:

Table 6 Regresion test

Model	Unstandardized Coefficients		Standardized Coefficients	T	sig.
	B	Std. Error	Beta		
1 (Constant)	7,118	1,838		3,873	0,000
Work climate	0,201	0,087	0,238	2,307	0,023
Perceived Supervisor support	0,129	0,094	0,113	2,153	0,001
Perceived organizational support	0,251	0,064	0,329	3,898	0,000

a. Dependent Variable : *Workplace happiness*

From the output above, it is known that the intercept and regression coefficient values can be formed so that a multiple linear regression equation can be formed as follows:

Y = 7.118 + 0.201 X1 + 0.129 X2 + 0.251X3 + e

The above equation can be interpreted as follows:

a = 7.118 indicates that if the variables work climate, perceived supervisor support and perceived organizational support are zero, the workplace happiness variable will be worth 7.118 units, thus it can be seen that the regression lines intersect the Y axis at the point 7.118.

b1 = 0.201 indicates that if the work climate variable increases by one unit while the other variables are constant, then the workplace happiness variable increases by 0.201 units.

b2 = 0.129 indicates if the perceived supervisor support variable increases by one unit while the other variables are constant, then the workplace happiness variable will increase by 0.129 units.

b3=0.251 indicates if the perceived organizational support variable increases by one unit while the other variables are constant, then the workplace happiness variable will increase by 0.251 units.

Partial Test and Simultaneous Hypothesis

The t-test was conducted to show how far the influence of the independent variable in explaining the dependent variable. Based on the results of the acquisition of table 6, it can be seen that from these values it can be seen that the t-count value obtained by the work climate variable is 2.307 > t table (1.97928), according to the hypothesis testing criteria, Ho is rejected and Ha is accepted. This means that partially, the work climate variable has a significant influence on the workplace happiness variable. The perceived supervisor support variable obtained 2.153 > t table (1.97928), according to the hypothesis testing criteria, Ho is rejected and Ha is accepted. This means that partially, the perceived supervisor support variable has a significant effect on the workplace happiness variable. Then the last perceived organizational support was obtained at 3.898 > t table (1.97928), according to the hypothesis testing criteria, Ho was rejected and Ha was accepted. This means that partially perceived organizational support has a significant effect on the workplace happiness variable. The simultaneous testing is as follows:

Table 7 Simultaneous test

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	207,507	3	69,169	17,746	0,000[b]
	Residual	474,285	121	3,920		
	Total	681,792	124			

a. Predictor: (Constant), *perceived organizational support*, *perceived supervisor support*, *work climate*

b. Dependent Variable: *workplace happiness*

As shown in table 7 above, the results of the ANOVA test results, the calculated F value is 17.746 with a significant value of 0.000. From the calculation of the F table, namely at the level of = 0.05, df1 = k – 1 = 4 – 1 = 3, and df2 = n - k = 125 - 4 = 121 then the F table is 2.68. So when compared, the calculated F > F table is 17.646 > 2.68 so it can be concluded that the three independent variables, namely work climate, supervisor support and perceived organizational support, simultaneously affect the workplace happiness variable.

Coefficient of Determination Test (Adjusted R Square)

According to Ghozali (2012: 97), the determinant coefficient (R^2) is a tool to measure how far the model's ability to explain the variation of the dependent variable.

Table 8 Test the coefficient of determination

Model	R	R Square
1	.784[a]	.675

Predictors: (Constant), *Perceived organizational support, perceived supervisor support, work climate*
Dependent Variable: *workplace happiness*

From the results of the table above, the coefficient of determination is 0.675, which means that the influence of the three independent variables on the dependent variable is 67.5%, meaning that it can be said to be quite high. Meanwhile, 32.5% or the rest is influenced by other variables not examined in this study.

Effect of Work Climate on Workplace Happiness in private companies in the city of Bandung, West Java.

The effect of work climate is recognized as one of the variables in improving a good work environment. According to Kim and Lee, (2020) work climate is considered one of the factors that can increase pleasure at work due to the sharing environment. In this study, the response to the question items for the work climate variable has a high average value. Respondents agreed that work climate factors can affect satisfaction and affect feelings at work. Based on the results of partial hypothesis testing or T-test, it can be concluded that the work climate variable shows H0 is rejected and H1 is accepted, meaning that workplace happiness is strongly influenced by the work climate factor. These results are in accordance with research conducted by Hussain et al., (2019) that companies or organizations that apply work climate as a factor in increasing workplace happiness.

Effect of Perceived Supervisor Support on Workplace Happiness in private companies in Bandung, West Java

According to Okolie et al., (2021) perceived supervisor support is the impression that employees give to their superiors on the company or employees' perceptions of their contributions and care. From the research conducted, it can be seen that the role of the leader in the company in forming a comfortable work atmosphere has a high value. These results indicate that most respondents agree that support from supervisors can be a factor in increasing workplace happiness. Based on the results of partial hypothesis testing that has been done, it can be concluded that the role of perceived supervisor support can have a significant effect on workplace happiness, therefore in this case H0 is rejected and

Effect of Perceived Organizational Support on Workplace Happiness in private companies in Bandung, West Java.

In this study, the responses regarding perceived organizational support were in the good category. Seen from the results of respondents' responses that employees have an opinion about the welfare provided by the organization. Research conducted by (Eisenberger, 2020) states that employees have sensitivity and opinions regarding the extent to which their involvement is valued and recognized. If the perceived organizational support increases more, then employee satisfaction and sense of comfort will increase. These results are also in line with research (Stinglhamber et al., 2020) that high workplace happiness in the workplace can be influenced by the rewards given by the organization or company. Based on the results of hypothesis testing, it can also be concluded that the perceived organizational support variable shows that H0 is rejected and H1 is accepted.

Effect of Work Climate, Perceived Supervisor Support and Perceived Organizational Support on Workplace Happiness in private companies in Bandung, West Java.

Based on the results of simultaneous hypothesis testing or the f-test that has been carried out, it can be concluded that the three variables consisting of work climate, perceived supervisor support and perceived organizational support simultaneously affect workplace happiness in a company. In the ANOVA analysis, the conclusions that can be obtained are that the three variables have a positive effect. So it can be concluded that the results show that there is a match between the results obtained with the theory that has been put forward in the literature review and previous research that simultaneously these three variables have a positive influence.

KESIMPULAN

The results of this study reveal that the variables of work climate, perceived supervisor support, and perceived organizational support can significantly affect workplace happiness. Theoretically, this research has implications by expanding the literature on workplace happiness, by proving that this concept can be grown in individuals as long as they receive support from various parties in their environment. Then, this research also provides managerial implications that organizations must provide support and build a good work climate, so that individuals can grow this workplace happiness. The role and support of supervisors are also needed, so that individuals feel comfortable and able to show their best performance. This research also has some limitations. First, this research is limited to work climate, perceived supervisor support, and perceived organizational support variables in determining workplace happiness. It is possible that there are other variables that can affect workplace happiness, such as psychological capital or perceived colleague support. Then, the sample used by the researcher was sufficient, but relatively not much due to the limitations of the researcher. For further research, it is hoped that the number of samples can be increased by conducting research with a different and wider geographical location, so that the results of this study can be more generalized

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