

## UNDERSTANDING THE MEANING OF WELL-BEING IN THE PERSPECTIVE OF PSYCHOLOGICAL SCIENCE: A LITERATURE REVIEW

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### Abstrak

Bekerja memang berat, namun jika dijalankan dengan sukacita atau dapat dikatakan jika menyukai pekerjaan yang dijalannya maka orang tersebut dalam kondisi *well-being*. Studi ini bertujuan untuk menjelaskan dimensi *well-being* secara detail agar dapat dijadikan rujukan utama bagi penelitian selanjutnya yang memiliki perhatian khusus terhadap makna *well-being* dalam perspektif ilmu psikologi. Artikel tinjauan literatur ini mengembangkan kerangka konseptual tentang dimensi *well-being*. Berdasarkan literature review, penelitian ini tiba pada temuan bahwa terdapat enam dimensi *well-being* yang merupakan inti sari dari teori-teori *positive functioning psychology* mulai dari *self-acceptance*, *autonomy*, *environmental mastery*, *positive relationship*, *purpose in life*, dan *personal growth*. Metodologi penelitian dan argumen yang menyertai studi ini dapat membantu memajukan diskusi dalam mata kuliah ilmu psikologi, manajemen, dan administrasi bisnis. Penelitian ini memiliki implikasi penting bagi penelitian-penelitian selanjutnya yang menggunakan metodologi kuantitatif, kualitatif, dan campuran.

**Kata kunci:** Kesejahteraan, Psikologi, SDM

### Abstract

Work is hard, but if it is carried out with joy or it can be said that if you like the work you do, then the person is in a state of well-being. This study aims to explain the dimensions of well-being in detail so that it can be used as the main reference for further research that has special attention to the meaning of well-being in the perspective of psychology. This literature review article develops a conceptual framework on the dimensions of well-being. Based on the literature review, this research arrives at the finding that there are six dimensions of well-being which are the essence of positive functioning psychology theories ranging from self-acceptance, autonomy, environmental mastery, positive relationships, purpose in life, and personal growth. The research methodology and arguments that accompany this study can help advance discussions in psychology, management, and business administration courses. This research has important implications for future studies that use quantitative, qualitative, and mixed methodologies.

**Keywords:** Well-Being, Psychology, HR

### INTRODUCTION

Work is hard, but if it is carried out with joy or it can be said that if you like the work you do, then the person is in a state of well-being (Soeharso, 2020). Well-being is a condition of a person who has the ability to accept himself and his past life (Ruggeri et al., 2020), self-development or growth, the belief that his life is meaningful and has a purpose, has a positive quality relationship with others, the capacity to manage life and the environment effectively, and the ability to determine his own actions. Well-being is being happy for being valuable to others. Well-being will not be achieved through confrontation and strife and must be achieved through cooperation and collaboration (Unesco, 2021).

Previous research has proven that psychological well-being is an important factor related to employee performance. Wadhawan (2016) explains that employee well-being has a significant positive effect on employee performance which indicates that the application of employee well-being in the company is directly proportional to employee performance. Research by Jalali & Heidari (2016) shows a significant positive effect on employee well-being on employee performance. In the research of Kundi *et al.* (2021), the results show that employee well-being and employee performance have a

positive and significant influence. Psychological well-being has a positive and significant effect on employee performance (Şahin & Çankir, 2018); (Saraswati & Teja, 2018) and (Sofyanty & Setiawan, 2020). This finding can be interpreted that the level of employee performance will increase along with high psychological well-being. Improving psychological well-being can be done by providing competitive compensation, the company supports the development of employee competencies both hard skills and soft skills and provides opportunities for employees to develop their potential in a more humanistic manner, including by providing freedom to create, improvise and strategies in achieving targets (Khootimah Az-zaakiyyah et al., 2022). The need to build an open communication climate and social support from management, superiors and colleagues so that employees can complain or difficulties faced in achieving targets so that solutions can be found together (Nur'aeni et al., 2022). So, how employees are treated and receive reciprocity from their performance affects how employees carry out their duties and responsibilities which have implications for performance (Sabil, 2021) and (Subagja et al., 2022). Then how to understand the meaning of well-being in the perspective of real psychological science?

Ryff (1995) explains that psychological well-being does not only consist of positive or negative effects and life satisfaction, but as a multidimensional construct consisting of life attitudes related to the dimensions of psychological well-being that are able to realize their potential in a sustainable manner and are able to form warm relationships with others, have independence from social pressure, and accept themselves as they are, have meaning in life, and are able to control the external environment. There are six dimensions of well-being which are the essence of the theories of positive functioning psychology formulated by Ryff (1995), including self-acceptance, autonomy, environmental mastery, positive relationships, purpose in life, and personal growth. Therefore, this study aims to explain these dimensions in detail so that they can be used as the main reference for future research that has special attention to the meaning of well-being in the perspective of psychology.

## METHOD

The research method took place in three stages (figure 1). The first step was to collect and then review available literature and research. Next, the data was examined and the findings incorporated into the study framework. Third, instrument development. This stage involves detailing all the dimensions and describing the measurement items that have been developed.

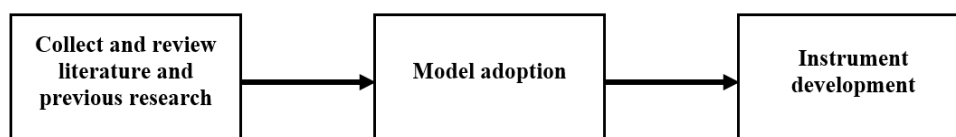


Figure 1. Research Method

The authors used search terms such as "psychological well-being", "positive functioning psychology", "self-acceptance", "autonomy", "environmental mastery", "positive relationships", "purpose in life", and "personal growth" when collecting relevant literature and research. In this study, we used a hybrid search strategy consisting of the use of keywords and snowballing techniques. To ensure that all eligible publications were included, the authors critically read each publication and provided a brief summary of the key dimensions and findings of the paper. After that, a conceptual research model was developed as shown in figure 2.

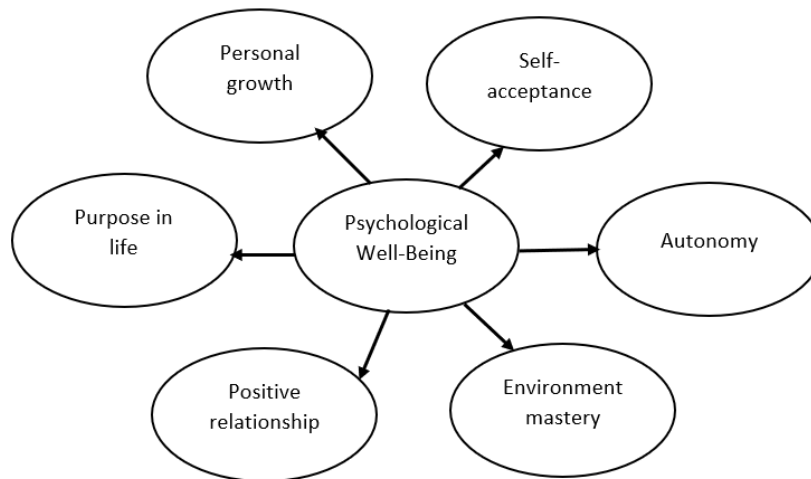


Figure 2. Conceptual Model

## RESULT AND DISCUSSION

As mentioned in the introduction, the purpose of this study is to provide a detailed explanation of the meaning of well-being in the perspective of psychology. There are six dimensions of well-being which are the essence of positive functioning psychology theories formulated (Ryff & Keyes, 1995). The author quotes from a book entitled "Business Psychology", by Dr. Sonny Y Soeharso, a psychology expert at Pancasila University. The following six dimensions of well-being can be seen in figure 2 and in this section will continue the detailed explanation of the dimensions:

### 1. Self-Acceptance

In human development theory, self-acceptance is related to an individual's self-acceptance of his or her present and past, and in the positive psychological functioning literature, self-acceptance is also related to a positive attitude towards oneself (Ryff, 1989). An individual is said to have a high score in the self-acceptance dimension (Ryff, 1995):

- a. Have a positive attitude towards himself.
- b. Appreciate and accept the various aspects of oneself, both the good and bad qualities of oneself.
- c. Having a high self-acceptance score can also feel positive about his/her past life.

Conversely, a person is said to have a low score in the self-acceptance dimension if he/she is dissatisfied with himself/herself, feels disappointed with what has happened in his/her life in the past, has problems with certain qualities of himself/herself, and wishes to be a different person from himself/herself (Ryff, 1995).

### 2. Positive Relationship with Other

The ability to love is seen as a key component of a healthy mental state (Wlodarski & Dunbar, 2014). In addition, self-actualization theory posits a conception of positive relationships with others as feelings of empathy and affection for others as well as the ability to foster deep relationships and identification with others (Kartikasari, 2013).

Fostering warm relationships with others is one of the criteria of maturity proposed by Allport (Ryff, 1989). Human development theory also emphasizes intimacy and generativity as the main tasks that humans must achieve in a certain stage of development. A person who has positive relationships with others is able to foster warm and trusting relationships with others (Ausat et al., 2022). In addition, the individual who has concern for the well-being of others can show empathy, affection, and intimacy, and understands the principles of give and take in interpersonal relationships (Ryff, 1995).

In contrast, Ryff (1995) suggests that a person who is poor in the dimension of positive relationships with others is characterized by closed behavior in dealing with others, it is difficult to be warm, caring, and open with others, isolated and frustrated in fostering interpersonal relationships, not willing to compromise in maintaining relationships with others.

### 3. Autonomy

Self-actualization theory suggests autonomy and resistance to changes that occur in the environment. (Rogers, 1961) suggested that a fully functioning person is described as an individual who has an internal locus of evaluation, where the person does not always need the opinion and approval of others, but evaluates himself by personal standards (Ryff, 1989).

Developmental theories view autonomy as the sense of freedom one has to break free from the norms that govern daily life. The main characteristics of an individual who has good autonomy (Ryff, 1995) include:

- a. Can decide everything by oneself and independently.
- b. Able to make decisions without pressure and interference from others.
- c. Has resilience in the face of social pressure
- d. Can regulate behavior from within
- e. Can evaluate oneself with personal standards

In contrast, someone who lacks autonomy will pay close attention to and consider the expectations and evaluations of others, rely on the judgment of others to make important decisions, and conform to social pressures (Ryff, 1995).

### 4. Environmental Mastery

One of the characteristics of mental health is an individual's ability to choose and create an environment that suits their psychological state. Allport (1961) mentioned that mature individuals will be able to participate in activities outside themselves (Ryff, 1989).

Developmental theory also states that a successful adult is one who has the ability to create improvements in the environment and make necessary changes through physical and mental activities and take advantage of the environment. A good person in the environmental mastery dimension has the following characteristics:

- a. Have confidence and competence in managing the environment.
- b. Can control various external activities in the environment, including organizing and controlling daily life situations.
- c. Utilize opportunities that exist in the environment.
- d. Able to choose and create an environment that is in accordance with personal requirements and values.

Conversely, someone who has poor environmental mastery will have difficulty in managing daily situations, feel unable to change or improve the quality of the surrounding environment, be less sensitive to opportunities that exist in their environment, and have less control over the environment (Ryff, 1995).

### 5. Purpose in Life

A healthy mental condition allows individuals to realize that they have certain goals in the life they live and are able to give meaning to the life they live. Allport (1961) explained that one of the characteristics of individual maturity is having a life purpose, namely having a sense of directedness and intentionality (Ryff, 1989).

Developmental theory also emphasizes on various changes in life goals in accordance with developmental tasks in certain developmental stages. In addition, Rogers (1961) suggested that a fully functioning person has goals and ideals and a sense of direction that makes him feel that life is meaningful. A person who has a high value in life goals is characterized (Ryff, 1995):

- a. Characterized by directionality
- b. Able to feel the meaning of the past and present
- c. Having beliefs that give life purpose
- d. Having goals and targets to achieve in life

Conversely, someone who lacks purpose in life will lose the meaning of life, have little purpose in life, lose a sense of direction in life, lose the beliefs that give life purpose, and do not see the meaning contained for his life from past events (Ryff, 1995).

### 6. Personal Growth

Optimal psychological functioning does not only mean the achievement of certain characteristics, but also the extent to which a person continuously develops their potential, grows, and improves their positive qualities. The need for self-actualization and realizing one's potential are the main

perspectives of the self-growth dimension. Openness to new experiences is one of the characteristics of a fully functioning person (Ryff, 1989).

Developmental theory also emphasizes the importance of humans to grow and face new challenges in each period at their developmental stage. a person who has good personal growth has the following characteristics (Ryff, 1995):

- a. A sense of continuous growth within oneself.
- b. Seeing oneself as an individual who is always growing and developing.
- c. Being open to new experiences.
- d. Having the ability to realize one's own potential.
- e. Can feel the improvement that occurs in themselves and their behavior every time.
- f. Can change into a more effective person and have increased knowledge.

Conversely, a person who has poor personal growth will feel that he has stagnated, does not see self-improvement and development, feels bored and loses interest in his life, and feels unable to develop better attitudes and behaviors (Ryff, 1995).

## CONCLUSION

We have heard the word well-being in this article. Perhaps, after reading it, many people are craving for well-being. At its core, we must truly understand what well-being is and how to achieve it. In a nutshell, the study concludes that well-being is a state in an individual described by a sense of happiness, satisfaction, low stress levels, physical and mental health, and a good quality of life. In other words, individuals with high well-being maintain physical and mental health in order to be able to solve challenges, achieve happiness, and satisfaction in life. There are six dimensions of well-being which are the essence of the theories of positive functioning psychology that have been formulated, including self-acceptance, autonomy, environmental mastery, positive relationships, purpose in life, and personal growth.

## SUGGESTION

Finally, the study arrives at the suggestion that the research methodology and arguments that accompany this study should help advance discussions in psychology, management, and business administration courses. This study also has important implications for future studies that use quantitative, qualitative, and mixed methodologies. For example, future researchers may use quantitative approaches to provide more valid evidence about the dimensions of well-being in a particular region. This is because quantitative studies have several advantages of data analysis, which can be interpreted with statistical analysis. Statistical science is based on mathematical principles, so the quantitative approach is seen as scientifically objective, and rational. These advantages are indeed limitations of the methods adopted in the current study.

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